

**Sand Springs Public Schools
Support Compensation Schedule
2023-2024**

	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11
Step 1	\$ 12.23	\$ 12.74	\$ 13.04	\$ 13.39	\$ 13.90	\$ 14.61	\$ 14.96	\$ 16.63	\$ 17.74	\$ 19.16	\$ 24.36
Step 2	\$ 12.41	\$ 12.93	\$ 13.24	\$ 13.59	\$ 14.11	\$ 14.83	\$ 15.18	\$ 16.88	\$ 18.01	\$ 19.45	\$ 24.73
Step 3	\$ 12.60	\$ 13.12	\$ 13.44	\$ 13.79	\$ 14.32	\$ 15.05	\$ 15.41	\$ 17.13	\$ 18.28	\$ 19.74	\$ 25.10
Step 4	\$ 12.79	\$ 13.32	\$ 13.64	\$ 14.00	\$ 14.53	\$ 15.28	\$ 15.64	\$ 17.39	\$ 18.55	\$ 20.04	\$ 25.48
Step 5	\$ 12.98	\$ 13.52	\$ 13.84	\$ 14.21	\$ 14.75	\$ 15.51	\$ 15.87	\$ 17.65	\$ 18.83	\$ 20.34	\$ 25.86
Step 6	\$ 13.17	\$ 13.72	\$ 14.05	\$ 14.42	\$ 14.97	\$ 15.74	\$ 16.11	\$ 17.91	\$ 19.11	\$ 20.65	\$ 26.25
Step 7	\$ 13.37	\$ 13.93	\$ 14.26	\$ 14.64	\$ 15.19	\$ 15.98	\$ 16.35	\$ 18.18	\$ 19.40	\$ 20.96	\$ 26.64
Step 8	\$ 13.57	\$ 14.14	\$ 14.47	\$ 14.86	\$ 15.42	\$ 16.22	\$ 16.60	\$ 18.45	\$ 19.69	\$ 21.27	\$ 27.04
Step 9	\$ 13.77	\$ 14.35	\$ 14.69	\$ 15.08	\$ 15.65	\$ 16.46	\$ 16.85	\$ 18.73	\$ 19.99	\$ 21.59	\$ 27.45
Step 10	\$ 13.98	\$ 14.57	\$ 14.91	\$ 15.31	\$ 15.88	\$ 16.71	\$ 17.10	\$ 19.01	\$ 20.29	\$ 21.91	\$ 27.86
Step 11	\$ 14.19	\$ 14.79	\$ 15.13	\$ 15.54	\$ 16.12	\$ 16.96	\$ 17.36	\$ 19.30	\$ 20.59	\$ 22.24	\$ 28.28
Step 12	\$ 14.40	\$ 15.01	\$ 15.36	\$ 15.77	\$ 16.36	\$ 17.21	\$ 17.62	\$ 19.59	\$ 20.90	\$ 22.57	\$ 28.70
Step 13	\$ 14.62	\$ 15.24	\$ 15.59	\$ 16.01	\$ 16.61	\$ 17.47	\$ 17.88	\$ 19.88	\$ 21.21	\$ 22.91	\$ 29.13
Step 14	\$ 14.84	\$ 15.47	\$ 15.82	\$ 16.25	\$ 16.86	\$ 17.73	\$ 18.15	\$ 20.18	\$ 21.53	\$ 23.25	\$ 29.57
Step 15	\$ 15.06	\$ 15.70	\$ 16.06	\$ 16.49	\$ 17.11	\$ 18.00	\$ 18.42	\$ 20.48	\$ 21.85	\$ 23.60	\$ 30.01
Step 16	\$ 15.29	\$ 15.94	\$ 16.30	\$ 16.74	\$ 17.37	\$ 18.27	\$ 18.70	\$ 20.79	\$ 22.18	\$ 23.95	\$ 30.46
Step 17	\$ 15.52	\$ 16.18	\$ 16.54	\$ 16.99	\$ 17.63	\$ 18.54	\$ 18.98	\$ 21.10	\$ 22.51	\$ 24.31	\$ 30.92
Step 18	\$ 15.75	\$ 16.42	\$ 16.79	\$ 17.24	\$ 17.89	\$ 18.82	\$ 19.26	\$ 21.42	\$ 22.85	\$ 24.67	\$ 31.38
Step 19	\$ 15.99	\$ 16.67	\$ 17.04	\$ 17.50	\$ 18.16	\$ 19.10	\$ 19.55	\$ 21.74	\$ 23.19	\$ 25.04	\$ 31.85
Step 20	\$ 16.23	\$ 16.92	\$ 17.30	\$ 17.76	\$ 18.43	\$ 19.39	\$ 19.84	\$ 22.07	\$ 23.54	\$ 25.42	\$ 32.33
Step 21	\$ 16.47	\$ 17.17	\$ 17.56	\$ 18.03	\$ 18.71	\$ 19.68	\$ 20.14	\$ 22.40	\$ 23.89	\$ 25.80	\$ 32.81
Step 22	\$ 16.72	\$ 17.43	\$ 17.82	\$ 18.30	\$ 18.99	\$ 19.98	\$ 20.44	\$ 22.74	\$ 24.25	\$ 26.19	\$ 33.30
Step 23	\$ 16.97	\$ 17.69	\$ 18.09	\$ 18.57	\$ 19.27	\$ 20.28	\$ 20.75	\$ 23.08	\$ 24.61	\$ 26.58	\$ 33.80
Step 24	\$ 17.22	\$ 17.96	\$ 18.36	\$ 18.85	\$ 19.56	\$ 20.58	\$ 21.06	\$ 23.43	\$ 24.98	\$ 26.98	\$ 34.31
Step 25	\$ 17.48	\$ 18.23	\$ 18.64	\$ 19.13	\$ 19.85	\$ 20.89	\$ 21.38	\$ 23.78	\$ 25.35	\$ 27.38	\$ 34.82
Step 26	\$ 17.74	\$ 18.50	\$ 18.92	\$ 19.42	\$ 20.15	\$ 21.20	\$ 21.70	\$ 24.14	\$ 25.73	\$ 27.79	\$ 35.34

CPHS Student Interns in the Workforce Development Program (must be approved by the Superintendent) will be paid \$12/hr.

The state Flexible Benefit Allowance will pay 100% of the HealthChoice High Premium toward the employee's health insurance cost. This amount is \$640.28 per month and will likely increase in January. This will be reflected on the support employee's paystub as flex money and health cost expense. The district will continue to pay for the individual dental and group life premiums as a "pure" fringe and these amounts may change in January. Support personnel who choose not to take the health coverage will receive a \$189.69 "in lieu payment" per month. This Flexible Benefit Allowance will be added to your taxable income, but cannot be included as "regular annual compensation" for retirement.

The Oklahoma Teacher's Retirement System contributions are paid by the individual support employee who elects to participate, but are reported by the district as a "before tax" figure. This means that state and federal income tax and FICA are deferred until retirement or when compensation is received by the employee.

The designated level of support employee and steps are not coordinated with years of service, but are available for use at employer's discretion.

PAYROLL DATES:

2023-2024

2023: September 8, October 10, November 10, December 8

2024: January 10, February 9, March 8, April 10, May 10, June 10, July 10, August 9