

**SAND SPRINGS PUBLIC SCHOOLS
2023-2024 Teacher's Compensation Schedule**

Years Exp	Bachelor						Bachelor + 15 Hours						Years Exp	State Retirement Credit (Off-set)	Flexible Benefit Allowance (W/O Health)	Flexible Benefit Allowance (W/ Health)
	State Minimum Salary	Local Base Salary	Dental & Life Insurance	1% of Teacher's OTRS Contribution Paid by District	Total Compensation	Tot. Comp. Beyond Minimum	Local Base Salary	Dental & Life Insurance	1% of Teacher's OTRS Contribution Paid by District	Total Compensation	Tot. Comp. Beyond Minimum					
0	\$ 39,601.00	\$ 43,001.00	\$ 466.56	\$ 430.01	\$ 43,897.57	\$ 4,296.57	\$ 43,101.00	\$ 466.56	\$ 431.01	\$ 43,998.57	\$ 4,397.57	0	\$ 60.15	\$ 836.52	\$ 7,689.60	
1	\$ 40,035.00	\$ 43,480.00	\$ 466.56	\$ 434.80	\$ 44,381.36	\$ 4,346.36	\$ 43,580.00	\$ 466.56	\$ 435.80	\$ 44,482.36	\$ 4,447.36	1	\$ 103.41	\$ 836.52	\$ 7,689.60	
2	\$ 40,469.00	\$ 43,969.00	\$ 466.56	\$ 439.69	\$ 44,875.25	\$ 4,406.25	\$ 44,069.00	\$ 466.56	\$ 440.69	\$ 44,976.25	\$ 4,507.25	2	\$ 145.65	\$ 836.52	\$ 7,689.60	
3	\$ 40,904.00	\$ 44,529.00	\$ 466.56	\$ 445.29	\$ 45,440.85	\$ 4,536.85	\$ 44,629.00	\$ 466.56	\$ 446.29	\$ 45,541.85	\$ 4,637.85	3	\$ 188.15	\$ 836.52	\$ 7,689.60	
4	\$ 41,338.00	\$ 45,345.00	\$ 466.56	\$ 453.45	\$ 46,265.01	\$ 4,927.01	\$ 45,445.00	\$ 466.56	\$ 454.45	\$ 46,366.01	\$ 5,028.01	4	\$ 233.33	\$ 836.52	\$ 7,689.60	
5	\$ 42,810.00	\$ 47,045.00	\$ 466.56	\$ 470.45	\$ 47,982.01	\$ 5,172.01	\$ 47,145.00	\$ 466.56	\$ 471.45	\$ 48,083.01	\$ 5,273.01	5	\$ 278.76	\$ 836.52	\$ 7,689.60	
6	\$ 43,273.00	\$ 47,568.00	\$ 466.56	\$ 475.68	\$ 48,510.24	\$ 5,237.24	\$ 47,668.00	\$ 466.56	\$ 476.68	\$ 48,611.24	\$ 5,338.24	6	\$ 325.26	\$ 836.52	\$ 7,689.60	
7	\$ 43,737.00	\$ 47,962.00	\$ 466.56	\$ 479.62	\$ 48,908.18	\$ 5,171.18	\$ 48,062.00	\$ 466.56	\$ 480.62	\$ 49,009.18	\$ 5,272.18	7	\$ 372.82	\$ 836.52	\$ 7,689.60	
8	\$ 44,200.00	\$ 48,360.00	\$ 466.56	\$ 483.60	\$ 49,310.16	\$ 5,110.16	\$ 48,460.00	\$ 466.56	\$ 484.60	\$ 49,411.16	\$ 5,211.16	8	\$ 421.44	\$ 836.52	\$ 7,689.60	
9	\$ 44,663.00	\$ 48,753.00	\$ 466.56	\$ 487.53	\$ 49,707.09	\$ 5,044.09	\$ 48,853.00	\$ 466.56	\$ 488.53	\$ 49,808.09	\$ 5,145.09	9	\$ 471.12	\$ 836.52	\$ 7,689.60	
10	\$ 46,684.00	\$ 50,704.00	\$ 466.56	\$ 507.04	\$ 51,677.60	\$ 4,993.60	\$ 50,804.00	\$ 466.56	\$ 508.04	\$ 51,778.60	\$ 5,094.60	10	\$ 521.87	\$ 836.52	\$ 7,689.60	
11	\$ 47,177.00	\$ 51,055.00	\$ 466.56	\$ 510.55	\$ 52,032.11	\$ 4,855.11	\$ 51,010.00	\$ 466.56	\$ 510.10	\$ 51,986.66	\$ 4,809.66	11	\$ 573.67	\$ 836.52	\$ 7,689.60	
12	\$ 47,670.00	\$ 51,406.00	\$ 466.56	\$ 514.06	\$ 52,386.62	\$ 4,716.62	\$ 51,506.00	\$ 466.56	\$ 515.06	\$ 52,487.62	\$ 4,817.62	12	\$ 626.54	\$ 836.52	\$ 7,689.60	
13	\$ 48,162.00	\$ 51,896.00	\$ 466.56	\$ 518.96	\$ 52,881.52	\$ 4,719.52	\$ 51,996.00	\$ 466.56	\$ 519.96	\$ 52,982.52	\$ 4,820.52	13	\$ 680.48	\$ 836.52	\$ 7,689.60	
14	\$ 48,655.00	\$ 52,387.00	\$ 466.56	\$ 523.87	\$ 53,377.43	\$ 4,722.43	\$ 52,487.00	\$ 466.56	\$ 524.87	\$ 53,478.43	\$ 4,823.43	14	\$ 735.47	\$ 836.52	\$ 7,689.60	
15	\$ 50,167.00	\$ 53,902.00	\$ 466.56	\$ 539.02	\$ 54,907.58	\$ 4,740.58	\$ 54,002.00	\$ 466.56	\$ 540.02	\$ 55,008.58	\$ 4,841.58	15	\$ 791.53	\$ 836.52	\$ 7,689.60	
16	\$ 50,660.00	\$ 54,443.00	\$ 466.56	\$ 544.43	\$ 55,453.99	\$ 4,793.99	\$ 54,543.00	\$ 466.56	\$ 545.43	\$ 55,554.99	\$ 4,894.99	16	\$ 848.65	\$ 836.52	\$ 7,689.60	
17	\$ 51,153.00	\$ 54,939.00	\$ 466.56	\$ 549.39	\$ 55,954.95	\$ 4,801.95	\$ 55,039.00	\$ 466.56	\$ 550.39	\$ 56,055.95	\$ 4,902.95	17	\$ 906.83	\$ 836.52	\$ 7,689.60	
18	\$ 51,646.00	\$ 55,430.00	\$ 466.56	\$ 554.30	\$ 56,450.86	\$ 4,804.86	\$ 55,530.00	\$ 466.56	\$ 555.30	\$ 56,551.86	\$ 4,905.86	18	\$ 966.07	\$ 836.52	\$ 7,689.60	
19	\$ 52,139.00	\$ 55,921.00	\$ 466.56	\$ 559.21	\$ 56,946.77	\$ 4,807.77	\$ 56,021.00	\$ 466.56	\$ 560.21	\$ 57,047.77	\$ 4,908.77	19	\$ 1,026.38	\$ 836.52	\$ 7,689.60	
20	\$ 52,632.00	\$ 56,537.00	\$ 466.56	\$ 565.37	\$ 57,568.93	\$ 4,916.93	\$ 56,637.00	\$ 466.56	\$ 566.37	\$ 57,669.93	\$ 5,017.93	20	\$ 1,087.75	\$ 836.52	\$ 7,689.60	
21	\$ 53,145.00	\$ 57,228.00	\$ 466.56	\$ 572.28	\$ 58,266.84	\$ 5,121.84	\$ 57,328.00	\$ 466.56	\$ 573.28	\$ 58,367.84	\$ 5,222.84	21	\$ 1,150.18	\$ 836.52	\$ 7,689.60	
22	\$ 53,639.00	\$ 57,825.00	\$ 466.56	\$ 578.25	\$ 58,869.81	\$ 5,230.81	\$ 57,925.00	\$ 466.56	\$ 579.25	\$ 58,970.81	\$ 5,331.81	22	\$ 1,213.68	\$ 836.52	\$ 7,689.60	
23	\$ 54,132.00	\$ 58,316.00	\$ 466.56	\$ 583.16	\$ 59,365.72	\$ 5,233.72	\$ 58,416.00	\$ 466.56	\$ 584.16	\$ 59,466.72	\$ 5,334.72	23	\$ 1,278.23	\$ 836.52	\$ 7,689.60	
24	\$ 54,625.00	\$ 58,807.00	\$ 466.56	\$ 588.07	\$ 59,861.63	\$ 5,236.63	\$ 58,907.00	\$ 466.56	\$ 589.07	\$ 59,962.63	\$ 5,337.63	24	\$ 1,343.85	\$ 836.52	\$ 7,689.60	
25	\$ 56,049.00	\$ 60,234.00	\$ 466.56	\$ 602.34	\$ 61,302.90	\$ 5,253.90	\$ 60,334.00	\$ 466.56	\$ 603.34	\$ 61,403.90	\$ 5,354.90	25	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
26	\$ 56,049.00	\$ 60,867.00	\$ 466.56	\$ 608.67	\$ 61,942.23	\$ 5,893.23	\$ 61,167.00	\$ 466.56	\$ 611.67	\$ 62,245.23	\$ 6,196.23	26	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
27	\$ 56,049.00	\$ 61,367.00	\$ 466.56	\$ 613.67	\$ 62,447.23	\$ 6,398.23	\$ 61,667.00	\$ 466.56	\$ 616.67	\$ 62,750.23	\$ 6,701.23	27	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
28	\$ 56,049.00	\$ 61,867.00	\$ 466.56	\$ 618.67	\$ 62,952.23	\$ 6,903.23	\$ 62,167.00	\$ 466.56	\$ 621.67	\$ 63,255.23	\$ 7,206.23	28	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
29	\$ 56,049.00	\$ 62,367.00	\$ 466.56	\$ 623.67	\$ 63,457.23	\$ 7,408.23	\$ 62,667.00	\$ 466.56	\$ 626.67	\$ 63,760.23	\$ 7,711.23	29	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
Career	\$ 56,049.00	\$ 64,365.00	\$ 466.56	\$ 643.65	\$ 65,475.21	\$ 9,426.21	\$ 64,665.00	\$ 466.56	\$ 646.65	\$ 65,778.21	\$ 9,729.21	Career	\$ 1,410.53	\$ 836.52	\$ 7,689.60	

Please review your contract and the informational worksheet with this Teacher's Compensation Schedule for accuracy.

O.S. 70-26-101 thru 105 provides that the state pay the Flexible Benefit Allowance for each classified personnel (teacher, principal, supervisor, administrator, counselor, librarian or certified or registered nurse) of 100% of the HealthChoice High premium amount toward the individual employee's health insurance cost. This amount is \$640.28 and will likely increase in January. This is reported on your paystub as Flex Benefit Amount. Each certified personnel who chooses not to take the actual health coverage shall be limited to receive the "In Lieu" Benefit amount of \$69.71/month. These Flexible Benefit Allowances will be for the 2023-2024 school year only. This amount will be added to your taxable income but cannot be included as "regular annual compensation" for retirement. 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.

The district will pay 1% of a SSPS teacher's Oklahoma Teacher's Retirement System (OTRS) contribution, with the remaining contribution being paid by the individual teacher. Contributions paid by an individual teacher 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 teacher. Amount included above is an estimated calculation at 1% of Local Base Salary and may be affected by individual pre-tax decisions.

Personnel Report. This is referred to as the "Credit for Picked Up Contributions". Each eligible employee's experience is matched against the credit amount schedule in OS 70-17-108.2. A copy of the credit amount schedule in OS 70-17-108.2 is shown above as "State Retirement Credit".

Certified employees may individually tax-shelter a portion of annual salary as permitted by IRS Code, Section 125 (Flexible Fringe Benefits) for medical expense reimbursement; dependent care expense reimbursements; eligible insurance premiums and/or any other expenditure categories that may be allowable within Section 125 regulations.

Pursuant to Board Policy DDA every teacher who is a retired member of the Teachers' Retirement System of Oklahoma will be paid from the State Minimum Salary Schedule.

PAYROLL DATES 2023-2024

- September 8, 2023
- October 10, 2023
- November 10, 2023
- December 8, 2023
- January 10, 2024
- February 9, 2024
- March 8, 2024
- April 10, 2024
- May 10, 2024
- June 10, 2024
- July 10, 2024

**SAND SPRINGS PUBLIC SCHOOLS
2023-2024 Teacher's Compensation Schedule**

Years Exp	Bachelors' with National Board Certification						Years Exp	Masters with National Board Certification						Years Exp	State Retirement Credit (Off-see)	Flexible Benefit Allowance (W/O Health)	Flexible Benefit Allowance (W/Health)
	State Minimum Salary	Local Base Salary	Dental & Life Insurance	1% of Teacher's OTRS Contribution Paid by District	Total Compensation	Tot. Comp. Beyond Minimum		State Minimum Salary	Local Base Salary	Dental & Life Insurance	1% of Teacher's OTRS Contribution Paid by District	Total Compensation	Tot. Comp. Beyond Minimum				
0	\$40,759.00	\$44,001.00	\$ 473.76	\$ 440.01	\$ 44,914.77	\$ 4,155.77	0	\$ 42,149.00	\$ 45,390.00	\$ 473.76	\$ 453.90	\$ 46,317.66	\$ 4,168.66	0	\$ 60.15	\$ 836.52	\$ 7,689.60
1	\$41,193.00	\$44,480.00	\$ 473.76	\$ 444.80	\$ 45,398.56	\$ 4,205.56	1	\$ 42,583.00	\$ 45,869.00	\$ 473.76	\$ 458.69	\$ 46,801.45	\$ 4,218.45	1	\$ 103.41	\$ 836.52	\$ 7,689.60
2	\$41,628.00	\$44,969.00	\$ 473.76	\$ 449.69	\$ 45,892.45	\$ 4,264.45	2	\$ 43,018.00	\$ 46,363.00	\$ 473.76	\$ 463.63	\$ 47,300.39	\$ 4,282.39	2	\$ 145.65	\$ 836.52	\$ 7,689.60
3	\$42,062.00	\$45,529.00	\$ 473.76	\$ 455.29	\$ 46,458.05	\$ 4,326.05	3	\$ 43,452.00	\$ 46,923.00	\$ 473.76	\$ 469.23	\$ 47,865.99	\$ 4,413.99	3	\$ 188.15	\$ 836.52	\$ 7,689.60
4	\$42,496.00	\$46,345.00	\$ 473.76	\$ 463.45	\$ 47,282.21	\$ 4,786.21	4	\$ 43,886.00	\$ 47,724.00	\$ 473.76	\$ 477.24	\$ 48,675.00	\$ 4,789.00	4	\$ 233.33	\$ 836.52	\$ 7,689.60
5	\$43,968.00	\$48,045.00	\$ 473.76	\$ 480.45	\$ 48,999.21	\$ 5,031.21	5	\$ 45,358.00	\$ 49,434.00	\$ 473.76	\$ 494.34	\$ 50,402.10	\$ 5,044.10	5	\$ 278.76	\$ 836.52	\$ 7,689.60
6	\$44,432.00	\$48,568.00	\$ 473.76	\$ 485.68	\$ 49,527.44	\$ 5,095.44	6	\$ 45,822.00	\$ 49,947.00	\$ 473.76	\$ 499.47	\$ 50,920.23	\$ 5,098.23	6	\$ 325.26	\$ 836.52	\$ 7,689.60
7	\$44,895.00	\$48,962.00	\$ 473.76	\$ 489.62	\$ 49,925.38	\$ 5,030.38	7	\$ 46,285.00	\$ 50,351.00	\$ 473.76	\$ 503.51	\$ 51,328.27	\$ 5,043.27	7	\$ 372.82	\$ 836.52	\$ 7,689.60
8	\$45,358.00	\$49,360.00	\$ 473.76	\$ 493.60	\$ 50,327.36	\$ 4,969.36	8	\$ 46,749.00	\$ 50,754.00	\$ 473.76	\$ 507.54	\$ 51,735.30	\$ 4,986.30	8	\$ 421.44	\$ 836.52	\$ 7,689.60
9	\$45,822.00	\$49,753.00	\$ 473.76	\$ 497.53	\$ 50,724.29	\$ 4,902.29	9	\$ 47,212.00	\$ 51,143.00	\$ 473.76	\$ 511.43	\$ 52,128.19	\$ 4,916.19	9	\$ 471.12	\$ 836.52	\$ 7,689.60
10	\$47,811.00	\$51,704.00	\$ 473.76	\$ 517.04	\$ 52,694.80	\$ 4,883.80	10	\$ 49,728.00	\$ 53,162.00	\$ 473.76	\$ 531.62	\$ 54,167.38	\$ 4,439.38	10	\$ 521.87	\$ 836.52	\$ 7,689.60
11	\$48,336.00	\$52,055.00	\$ 473.76	\$ 520.55	\$ 53,049.31	\$ 4,713.31	11	\$ 50,221.00	\$ 53,368.00	\$ 473.76	\$ 533.68	\$ 54,375.44	\$ 4,154.44	11	\$ 573.67	\$ 836.52	\$ 7,689.60
12	\$48,829.00	\$52,406.00	\$ 473.76	\$ 524.06	\$ 53,403.82	\$ 4,574.82	12	\$ 50,719.00	\$ 53,864.00	\$ 473.76	\$ 538.64	\$ 54,876.40	\$ 4,157.40	12	\$ 626.54	\$ 836.52	\$ 7,689.60
13	\$49,322.00	\$52,896.00	\$ 473.76	\$ 528.96	\$ 53,898.72	\$ 4,576.72	13	\$ 51,206.00	\$ 54,560.00	\$ 473.76	\$ 545.60	\$ 55,579.36	\$ 4,373.36	13	\$ 680.48	\$ 836.52	\$ 7,689.60
14	\$49,815.00	\$53,387.00	\$ 473.76	\$ 533.87	\$ 54,394.63	\$ 4,579.63	14	\$ 51,699.00	\$ 55,245.00	\$ 473.76	\$ 552.45	\$ 56,271.21	\$ 4,572.21	14	\$ 735.47	\$ 836.52	\$ 7,689.60
15	\$51,327.00	\$54,902.00	\$ 473.76	\$ 549.02	\$ 55,924.78	\$ 4,597.78	15	\$ 53,212.00	\$ 56,961.00	\$ 473.76	\$ 569.61	\$ 58,004.37	\$ 4,792.37	15	\$ 791.53	\$ 836.52	\$ 7,689.60
16	\$51,820.00	\$55,443.00	\$ 473.76	\$ 554.43	\$ 56,471.19	\$ 4,651.19	16	\$ 53,705.00	\$ 57,702.00	\$ 473.76	\$ 577.02	\$ 58,752.78	\$ 5,047.78	16	\$ 848.65	\$ 836.52	\$ 7,689.60
17	\$52,313.00	\$55,939.00	\$ 473.76	\$ 559.39	\$ 56,972.15	\$ 4,659.15	17	\$ 54,198.00	\$ 58,398.00	\$ 473.76	\$ 583.98	\$ 59,455.74	\$ 5,257.74	17	\$ 906.83	\$ 836.52	\$ 7,689.60
18	\$52,806.00	\$56,430.00	\$ 473.76	\$ 564.30	\$ 57,468.06	\$ 4,662.06	18	\$ 54,691.00	\$ 59,094.00	\$ 473.76	\$ 590.94	\$ 60,158.70	\$ 5,467.70	18	\$ 966.07	\$ 836.52	\$ 7,689.60
19	\$53,299.00	\$56,921.00	\$ 473.76	\$ 569.21	\$ 57,963.97	\$ 4,664.97	19	\$ 55,184.00	\$ 59,680.00	\$ 473.76	\$ 596.80	\$ 60,750.56	\$ 5,566.56	19	\$ 1,026.38	\$ 836.52	\$ 7,689.60
20	\$53,813.00	\$57,537.00	\$ 473.76	\$ 575.37	\$ 58,586.13	\$ 4,773.13	20	\$ 55,698.00	\$ 60,397.00	\$ 473.76	\$ 603.97	\$ 61,474.73	\$ 5,776.73	20	\$ 1,087.75	\$ 836.52	\$ 7,689.60
21	\$54,306.00	\$58,228.00	\$ 473.76	\$ 582.28	\$ 59,284.04	\$ 4,978.04	21	\$ 56,192.00	\$ 61,188.00	\$ 473.76	\$ 611.88	\$ 62,273.64	\$ 6,081.64	21	\$ 1,150.18	\$ 836.52	\$ 7,689.60
22	\$54,799.00	\$58,825.00	\$ 473.76	\$ 588.25	\$ 59,887.01	\$ 5,085.01	22	\$ 56,685.00	\$ 61,784.00	\$ 473.76	\$ 617.84	\$ 62,875.60	\$ 6,190.60	22	\$ 1,213.68	\$ 836.52	\$ 7,689.60
23	\$55,292.00	\$59,316.00	\$ 473.76	\$ 593.16	\$ 60,382.92	\$ 5,090.92	23	\$ 57,178.00	\$ 62,281.00	\$ 473.76	\$ 622.81	\$ 63,377.57	\$ 6,199.57	23	\$ 1,278.23	\$ 836.52	\$ 7,689.60
24	\$55,782.00	\$59,807.00	\$ 473.76	\$ 598.07	\$ 60,878.83	\$ 5,096.83	24	\$ 57,671.00	\$ 62,767.00	\$ 473.76	\$ 627.67	\$ 63,868.43	\$ 6,197.43	24	\$ 1,343.85	\$ 836.52	\$ 7,689.60
25	\$57,232.00	\$61,234.00	\$ 473.76	\$ 612.34	\$ 62,320.10	\$ 5,088.10	25	\$ 59,153.00	\$ 64,330.00	\$ 473.76	\$ 643.30	\$ 65,447.06	\$ 6,294.06	25	\$ 1,410.53	\$ 836.52	\$ 7,689.60
26	\$57,232.00	\$61,867.00	\$ 473.76	\$ 618.67	\$ 62,959.43	\$ 5,227.43	26	\$ 59,153.00	\$ 65,263.00	\$ 473.76	\$ 652.63	\$ 66,389.39	\$ 7,236.39	26	\$ 1,410.53	\$ 836.52	\$ 7,689.60
27	\$57,232.00	\$62,367.00	\$ 473.76	\$ 623.67	\$ 63,464.43	\$ 6,232.43	27	\$ 59,653.00	\$ 65,763.00	\$ 473.76	\$ 657.63	\$ 66,894.39	\$ 7,241.39	27	\$ 1,410.53	\$ 836.52	\$ 7,689.60
28	\$57,232.00	\$62,867.00	\$ 473.76	\$ 628.67	\$ 63,969.43	\$ 6,737.43	28	\$ 59,653.00	\$ 66,263.00	\$ 473.76	\$ 662.63	\$ 67,399.39	\$ 7,746.39	28	\$ 1,410.53	\$ 836.52	\$ 7,689.60
29	\$57,232.00	\$63,367.00	\$ 473.76	\$ 633.67	\$ 64,474.43	\$ 7,242.43	29	\$ 59,653.00	\$ 66,763.00	\$ 473.76	\$ 667.63	\$ 67,904.39	\$ 8,251.39	29	\$ 1,410.53	\$ 836.52	\$ 7,689.60
Career	\$57,232.00	\$66,365.00	\$ 473.76	\$ 663.65	\$ 67,502.41	\$ 10,270.41	Career	\$ 59,653.00	\$ 69,761.00	\$ 473.76	\$ 697.61	\$ 70,932.37	\$ 11,279.37	Career	\$ 1,410.53	\$ 836.52	\$ 7,689.60

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The district will pay 1% of a SSPS teacher's Oklahoma Teacher's Retirement System (OTRS) contribution, with the remaining contribution being paid by the individual teacher. Contributions paid by an individual teacher 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 teacher. Amount included above is an estimated calculation at 1% of Local Base Salary and may be affected by individual pre-tax decisions.

OS 70-17-108.2 provides that the State of Oklahoma will pay a portion of the retirement contribution of each "teacher" based on the total experience shown on the State Department of Education's Annual Personnel Report. This is referred to as the "Credit for Picked Up Contributions". Each eligible employee's experience is matched against the credit amount schedule in OS 70-17-108.2. A copy of the credit amount schedule in OS 70-17-108.2 is shown above as "State Retirement Credit".

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2023-2024 Teacher's Compensation Schedule**

Years Exp	Masters						Masters + 15 Hours						Years Exp	State Retirement Credit (Off-set)	Flexible Benefit Allowance (W/O Health)	Flexible Benefit Allowance (W/ Health)
	State Minimum Salary	Local Base Salary	Dental & Life Insurance	1% of Teacher's OTRS Contribution Paid by District	Total Compensation	Tot. Comp. Beyond Minimum	Local Base Salary	Dental & Life Insurance	1% of Teacher's OTRS Contribution Paid by District	Total Compensation	Tot. Comp. Beyond Minimum					
0	\$ 40,991.00	\$ 44,390.00	\$ 466.56	\$ 443.90	\$ 45,300.46	\$ 4,309.46	\$ 44,490.00	\$ 466.56	\$ 444.90	\$ 45,401.46	\$ 4,410.46	0	\$ 60.15	\$ 836.52	\$ 7,689.60	
1	\$ 41,425.00	\$ 44,869.00	\$ 466.56	\$ 448.69	\$ 45,784.25	\$ 4,359.25	\$ 44,969.00	\$ 466.56	\$ 449.69	\$ 45,885.25	\$ 4,460.25	1	\$ 103.41	\$ 836.52	\$ 7,689.60	
2	\$ 41,859.00	\$ 45,363.00	\$ 466.56	\$ 453.63	\$ 46,283.19	\$ 4,424.19	\$ 45,463.00	\$ 466.56	\$ 454.63	\$ 46,384.19	\$ 4,525.19	2	\$ 145.65	\$ 836.52	\$ 7,689.60	
3	\$ 42,294.00	\$ 45,923.00	\$ 466.56	\$ 459.23	\$ 46,848.79	\$ 4,554.79	\$ 46,023.00	\$ 466.56	\$ 460.23	\$ 46,949.79	\$ 4,655.79	3	\$ 188.15	\$ 836.52	\$ 7,689.60	
4	\$ 42,728.00	\$ 46,724.00	\$ 466.56	\$ 467.24	\$ 47,657.80	\$ 4,929.80	\$ 46,824.00	\$ 466.56	\$ 468.24	\$ 47,758.80	\$ 5,030.80	4	\$ 233.33	\$ 836.52	\$ 7,689.60	
5	\$ 44,200.00	\$ 48,434.00	\$ 466.56	\$ 484.34	\$ 49,384.90	\$ 5,184.90	\$ 48,534.00	\$ 466.56	\$ 485.34	\$ 49,485.90	\$ 5,285.90	5	\$ 278.76	\$ 836.52	\$ 7,689.60	
6	\$ 44,663.00	\$ 48,947.00	\$ 466.56	\$ 489.47	\$ 49,903.03	\$ 5,240.03	\$ 49,047.00	\$ 466.56	\$ 490.47	\$ 50,004.03	\$ 5,341.03	6	\$ 325.26	\$ 836.52	\$ 7,689.60	
7	\$ 45,127.00	\$ 49,351.00	\$ 466.56	\$ 493.51	\$ 50,311.07	\$ 5,184.07	\$ 49,451.00	\$ 466.56	\$ 494.51	\$ 50,412.07	\$ 5,285.07	7	\$ 372.82	\$ 836.52	\$ 7,689.60	
8	\$ 45,590.00	\$ 49,754.00	\$ 466.56	\$ 497.54	\$ 50,718.10	\$ 5,128.10	\$ 49,854.00	\$ 466.56	\$ 498.54	\$ 50,819.10	\$ 5,229.10	8	\$ 421.44	\$ 836.52	\$ 7,689.60	
9	\$ 46,054.00	\$ 50,143.00	\$ 466.56	\$ 501.43	\$ 51,110.99	\$ 5,056.99	\$ 50,243.00	\$ 466.56	\$ 502.43	\$ 51,211.99	\$ 5,157.99	9	\$ 471.12	\$ 836.52	\$ 7,689.60	
10	\$ 48,568.00	\$ 52,162.00	\$ 466.56	\$ 521.62	\$ 53,150.18	\$ 4,582.18	\$ 52,262.00	\$ 466.56	\$ 522.62	\$ 53,251.18	\$ 4,683.18	10	\$ 521.87	\$ 836.52	\$ 7,689.60	
11	\$ 49,061.00	\$ 52,368.00	\$ 466.56	\$ 523.68	\$ 53,358.24	\$ 4,297.24	\$ 52,468.00	\$ 466.56	\$ 524.68	\$ 53,459.24	\$ 4,398.24	11	\$ 573.67	\$ 836.52	\$ 7,689.60	
12	\$ 49,554.00	\$ 52,864.00	\$ 466.56	\$ 528.64	\$ 53,859.20	\$ 4,305.20	\$ 52,964.00	\$ 466.56	\$ 529.64	\$ 53,960.20	\$ 4,406.20	12	\$ 626.54	\$ 836.52	\$ 7,689.60	
13	\$ 50,047.00	\$ 53,560.00	\$ 466.56	\$ 535.60	\$ 54,562.16	\$ 4,515.16	\$ 53,660.00	\$ 466.56	\$ 536.60	\$ 54,663.16	\$ 4,616.16	13	\$ 680.48	\$ 836.52	\$ 7,689.60	
14	\$ 50,539.00	\$ 54,245.00	\$ 466.56	\$ 542.45	\$ 55,254.01	\$ 4,715.01	\$ 54,345.00	\$ 466.56	\$ 543.45	\$ 55,355.01	\$ 4,816.01	14	\$ 735.47	\$ 836.52	\$ 7,689.60	
15	\$ 52,052.00	\$ 55,961.00	\$ 466.56	\$ 559.61	\$ 56,987.17	\$ 4,935.17	\$ 56,061.00	\$ 466.56	\$ 560.61	\$ 57,088.17	\$ 5,036.17	15	\$ 791.53	\$ 836.52	\$ 7,689.60	
16	\$ 52,545.00	\$ 56,702.00	\$ 466.56	\$ 567.02	\$ 57,735.58	\$ 5,190.58	\$ 56,802.00	\$ 466.56	\$ 568.02	\$ 57,836.58	\$ 5,291.58	16	\$ 848.65	\$ 836.52	\$ 7,689.60	
17	\$ 53,038.00	\$ 57,398.00	\$ 466.56	\$ 573.98	\$ 58,438.54	\$ 5,400.54	\$ 57,498.00	\$ 466.56	\$ 574.98	\$ 58,539.54	\$ 5,501.54	17	\$ 906.83	\$ 836.52	\$ 7,689.60	
18	\$ 53,531.00	\$ 58,094.00	\$ 466.56	\$ 580.94	\$ 59,141.50	\$ 5,610.50	\$ 58,194.00	\$ 466.56	\$ 581.94	\$ 59,242.50	\$ 5,711.50	18	\$ 966.07	\$ 836.52	\$ 7,689.60	
19	\$ 54,024.00	\$ 58,680.00	\$ 466.56	\$ 586.80	\$ 59,733.36	\$ 5,709.36	\$ 58,780.00	\$ 466.56	\$ 587.80	\$ 59,834.36	\$ 5,810.36	19	\$ 1,026.38	\$ 836.52	\$ 7,689.60	
20	\$ 54,538.00	\$ 59,397.00	\$ 466.56	\$ 593.97	\$ 60,457.53	\$ 5,919.53	\$ 59,497.00	\$ 466.56	\$ 594.97	\$ 60,558.53	\$ 6,020.53	20	\$ 1,087.75	\$ 836.52	\$ 7,689.60	
21	\$ 55,031.00	\$ 60,188.00	\$ 466.56	\$ 601.88	\$ 61,256.44	\$ 6,225.44	\$ 60,288.00	\$ 466.56	\$ 602.88	\$ 61,357.44	\$ 6,326.44	21	\$ 1,150.18	\$ 836.52	\$ 7,689.60	
22	\$ 55,524.00	\$ 60,784.00	\$ 466.56	\$ 607.84	\$ 61,858.40	\$ 6,334.40	\$ 60,884.00	\$ 466.56	\$ 608.84	\$ 61,959.40	\$ 6,435.40	22	\$ 1,213.68	\$ 836.52	\$ 7,689.60	
23	\$ 56,018.00	\$ 61,281.00	\$ 466.56	\$ 612.81	\$ 62,360.37	\$ 6,342.37	\$ 61,381.00	\$ 466.56	\$ 613.81	\$ 62,461.37	\$ 6,443.37	23	\$ 1,278.23	\$ 836.52	\$ 7,689.60	
24	\$ 56,511.00	\$ 61,767.00	\$ 466.56	\$ 617.67	\$ 62,851.23	\$ 6,340.23	\$ 61,867.00	\$ 466.56	\$ 618.67	\$ 62,952.23	\$ 6,441.23	24	\$ 1,343.85	\$ 836.52	\$ 7,689.60	
25	\$ 57,971.00	\$ 63,330.00	\$ 466.56	\$ 633.30	\$ 64,429.86	\$ 6,458.86	\$ 63,880.00	\$ 466.56	\$ 638.80	\$ 64,985.36	\$ 7,014.36	25	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
26	\$ 57,971.00	\$ 64,263.00	\$ 466.56	\$ 642.63	\$ 65,372.19	\$ 7,401.19	\$ 65,163.00	\$ 466.56	\$ 651.63	\$ 66,281.19	\$ 8,310.19	26	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
27	\$ 57,971.00	\$ 64,763.00	\$ 466.56	\$ 647.63	\$ 65,877.19	\$ 7,906.19	\$ 65,663.00	\$ 466.56	\$ 656.63	\$ 66,786.19	\$ 8,815.19	27	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
28	\$ 57,971.00	\$ 65,263.00	\$ 466.56	\$ 652.63	\$ 66,382.19	\$ 8,411.19	\$ 66,163.00	\$ 466.56	\$ 661.63	\$ 67,291.19	\$ 9,320.19	28	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
29	\$ 57,971.00	\$ 65,763.00	\$ 466.56	\$ 657.63	\$ 66,887.19	\$ 8,916.19	\$ 66,663.00	\$ 466.56	\$ 666.63	\$ 67,796.19	\$ 9,825.19	29	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
Career	\$ 57,971.00	\$ 67,761.00	\$ 466.56	\$ 677.61	\$ 68,905.17	\$ 10,934.17	\$ 68,661.00	\$ 466.56	\$ 686.61	\$ 69,814.17	\$ 11,843.17	Career	\$ 1,410.53	\$ 836.52	\$ 7,689.60	

Please review your contract and the informational worksheet with this Teacher's Compensation Schedule for accuracy.

O.S. 70-26-101 thru 105 provides that the state pay the Flexible Benefit Allowance for each classified personnel (teacher, principal, supervisor, administrator, counselor, librarian or certified or registered nurse) of 100% of the HealthChoice High premium amount toward the individual employee's health insurance cost. This amount is \$640.28 and will likely increase in January. This is reported on your paystub as Flex Benefit Amount. Each certified personnel who chooses not to take the actual health coverage shall be limited to receive the "In Lieu" Benefit amount of \$69.71/month. These Flexible Benefit Allowances will be for the 2023-2024 school year only. This amount will be added to your taxable income but cannot be included as "regular annual compensation" for retirement. 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.

The district will pay 1% of a SSPS teacher's Oklahoma Teacher's Retirement System (OTRS) contribution, with the remaining contribution being paid by the individual teacher. Contributions paid by an individual teacher 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 teacher. Amount included above is an estimated calculation at 1% of Local Base Salary and may be affected by individual pre-tax decisions.

Annual Personnel Report. This is referred to as the "Credit for Picked Up Contributions". Each eligible employee's experience is matched against the credit amount schedule in OS 70-17-108.2. A copy of the credit amount schedule in OS 70-17-108.2 is shown above as "State Retirement Credit".

Certified employees may individually tax-shelter a portion of annual salary as permitted by IRS Code, Section 125 (Flexible Fringe Benefits) for medical expense reimbursement; dependent care expense reimbursements; eligible insurance premiums and/or any other expenditure categories that may be allowable within Section 125 regulations.

Pursuant to Board Policy DDA every teacher who is a retired member of the Teachers' Retirement System of Oklahoma will be paid from the State Minimum Salary Schedule.

PAYROLL DATES 2023-2024

- September 8, 2023
- October 10, 2023
- November 10, 2023
- December 8, 2023
- January 10, 2024
- February 9, 2024
- March 8, 2024
- April 10, 2024
- May 10, 2024
- June 10, 2024
- July 10, 2024

**SAND SPRINGS PUBLIC SCHOOLS
2023-2024 Teacher's Compensation Schedule**

Years Exp	Masters	Masters + 30 Hours					Masters + 45 Hours					Years Exp	State Retirement Credit (Off-set)	Flexible Benefit Allowance (W/O Health)	Flexible Benefit Allowance (W/ Health)
	State Minimum Salary	Local Base Salary	Dental & Life Insurance	1% of Teacher's OTRS Contribution Paid by District	Total Compensation	Tot. Comp. Beyond Minimum	Local Base Salary	Dental & Life Insurance	1% of Teacher's OTRS Contribution Paid by District	Total Compensation	Tot. Comp. Beyond Minimum				
0	\$40,991.00	\$44,640.00	\$ 466.56	\$ 446.40	\$ 45,552.96	\$ 4,561.96	\$44,810.00	\$ 466.56	\$ 448.10	\$ 45,724.66	\$ 4,733.66	0	\$ 60.15	\$ 836.52	\$ 7,689.60
1	\$41,425.00	\$45,119.00	\$ 466.56	\$ 451.19	\$ 46,036.75	\$ 4,611.75	\$45,369.00	\$ 466.56	\$ 453.69	\$ 46,289.25	\$ 4,864.25	1	\$ 103.41	\$ 836.52	\$ 7,689.60
2	\$41,859.00	\$45,613.00	\$ 466.56	\$ 456.13	\$ 46,535.69	\$ 4,676.69	\$45,863.00	\$ 466.56	\$ 458.63	\$ 46,788.19	\$ 4,929.19	2	\$ 145.65	\$ 836.52	\$ 7,689.60
3	\$42,294.00	\$46,173.00	\$ 466.56	\$ 461.73	\$ 47,101.29	\$ 4,807.29	\$46,423.00	\$ 466.56	\$ 464.23	\$ 47,353.79	\$ 5,059.79	3	\$ 188.15	\$ 836.52	\$ 7,689.60
4	\$42,728.00	\$46,974.00	\$ 466.56	\$ 469.74	\$ 47,910.30	\$ 5,182.30	\$47,224.00	\$ 466.56	\$ 472.24	\$ 48,162.80	\$ 5,434.80	4	\$ 233.33	\$ 836.52	\$ 7,689.60
5	\$44,200.00	\$48,684.00	\$ 466.56	\$ 486.84	\$ 49,637.40	\$ 5,437.40	\$48,934.00	\$ 466.56	\$ 489.34	\$ 49,899.90	\$ 5,689.90	5	\$ 278.76	\$ 836.52	\$ 7,689.60
6	\$44,663.00	\$49,197.00	\$ 466.56	\$ 491.97	\$ 50,155.53	\$ 5,492.53	\$49,447.00	\$ 466.56	\$ 494.47	\$ 50,408.03	\$ 5,745.03	6	\$ 325.26	\$ 836.52	\$ 7,689.60
7	\$45,127.00	\$49,601.00	\$ 466.56	\$ 496.01	\$ 50,563.57	\$ 5,436.57	\$49,851.00	\$ 466.56	\$ 498.51	\$ 50,816.07	\$ 5,689.07	7	\$ 372.82	\$ 836.52	\$ 7,689.60
8	\$45,590.00	\$50,004.00	\$ 466.56	\$ 500.04	\$ 50,970.60	\$ 5,380.60	\$50,254.00	\$ 466.56	\$ 502.54	\$ 51,223.10	\$ 5,633.10	8	\$ 421.44	\$ 836.52	\$ 7,689.60
9	\$46,054.00	\$50,393.00	\$ 466.56	\$ 503.93	\$ 51,363.49	\$ 5,309.49	\$50,643.00	\$ 466.56	\$ 506.43	\$ 51,615.99	\$ 5,561.99	9	\$ 471.12	\$ 836.52	\$ 7,689.60
10	\$48,568.00	\$52,412.00	\$ 466.56	\$ 524.12	\$ 53,402.68	\$ 4,834.68	\$52,662.00	\$ 466.56	\$ 526.62	\$ 53,655.18	\$ 5,087.18	10	\$ 521.87	\$ 836.52	\$ 7,689.60
11	\$49,061.00	\$52,618.00	\$ 466.56	\$ 526.18	\$ 53,610.74	\$ 4,549.74	\$52,868.00	\$ 466.56	\$ 528.68	\$ 53,863.24	\$ 4,802.24	11	\$ 573.67	\$ 836.52	\$ 7,689.60
12	\$49,554.00	\$53,114.00	\$ 466.56	\$ 531.14	\$ 54,111.70	\$ 4,557.70	\$53,364.00	\$ 466.56	\$ 533.64	\$ 54,364.20	\$ 4,810.20	12	\$ 626.54	\$ 836.52	\$ 7,689.60
13	\$50,047.00	\$53,810.00	\$ 466.56	\$ 538.10	\$ 54,814.66	\$ 4,767.66	\$54,060.00	\$ 466.56	\$ 540.60	\$ 55,067.16	\$ 5,020.16	13	\$ 680.48	\$ 836.52	\$ 7,689.60
14	\$50,539.00	\$54,495.00	\$ 466.56	\$ 544.95	\$ 55,506.51	\$ 4,967.51	\$54,745.00	\$ 466.56	\$ 547.45	\$ 55,759.01	\$ 5,220.01	14	\$ 735.47	\$ 836.52	\$ 7,689.60
15	\$52,052.00	\$56,211.00	\$ 466.56	\$ 562.11	\$ 57,239.67	\$ 5,187.67	\$56,461.00	\$ 466.56	\$ 564.61	\$ 57,492.17	\$ 5,440.17	15	\$ 791.53	\$ 836.52	\$ 7,689.60
16	\$52,545.00	\$56,952.00	\$ 466.56	\$ 569.52	\$ 57,988.08	\$ 5,443.08	\$57,202.00	\$ 466.56	\$ 572.02	\$ 58,240.58	\$ 5,695.58	16	\$ 848.65	\$ 836.52	\$ 7,689.60
17	\$53,038.00	\$57,648.00	\$ 466.56	\$ 576.48	\$ 58,691.04	\$ 5,653.04	\$57,898.00	\$ 466.56	\$ 578.98	\$ 58,943.54	\$ 5,905.54	17	\$ 906.83	\$ 836.52	\$ 7,689.60
18	\$53,531.00	\$58,344.00	\$ 466.56	\$ 583.44	\$ 59,394.00	\$ 5,863.00	\$58,594.00	\$ 466.56	\$ 585.94	\$ 59,646.50	\$ 6,115.50	18	\$ 966.07	\$ 836.52	\$ 7,689.60
19	\$54,024.00	\$58,930.00	\$ 466.56	\$ 589.30	\$ 59,985.86	\$ 5,961.86	\$59,180.00	\$ 466.56	\$ 591.80	\$ 60,238.36	\$ 6,214.36	19	\$ 1,026.38	\$ 836.52	\$ 7,689.60
20	\$54,538.00	\$59,647.00	\$ 466.56	\$ 596.47	\$ 60,710.03	\$ 6,172.03	\$59,897.00	\$ 466.56	\$ 598.97	\$ 60,962.53	\$ 6,424.53	20	\$ 1,087.75	\$ 836.52	\$ 7,689.60
21	\$55,031.00	\$60,438.00	\$ 466.56	\$ 604.38	\$ 61,508.94	\$ 6,477.94	\$60,688.00	\$ 466.56	\$ 606.88	\$ 61,761.44	\$ 6,730.44	21	\$ 1,150.18	\$ 836.52	\$ 7,689.60
22	\$55,524.00	\$61,034.00	\$ 466.56	\$ 610.34	\$ 62,110.90	\$ 6,586.90	\$61,284.00	\$ 466.56	\$ 612.84	\$ 62,363.40	\$ 6,839.40	22	\$ 1,213.68	\$ 836.52	\$ 7,689.60
23	\$56,018.00	\$61,531.00	\$ 466.56	\$ 615.31	\$ 62,612.87	\$ 6,594.87	\$61,811.00	\$ 466.56	\$ 618.11	\$ 62,895.67	\$ 6,877.67	23	\$ 1,278.23	\$ 836.52	\$ 7,689.60
24	\$56,511.00	\$62,197.00	\$ 466.56	\$ 621.97	\$ 63,285.53	\$ 6,774.53	\$62,797.00	\$ 466.56	\$ 627.97	\$ 63,891.53	\$ 7,380.53	24	\$ 1,343.85	\$ 836.52	\$ 7,689.60
25	\$57,971.00	\$64,330.00	\$ 466.56	\$ 643.30	\$ 65,439.86	\$ 7,468.86	\$64,980.00	\$ 466.56	\$ 649.80	\$ 66,096.36	\$ 8,125.36	25	\$ 1,410.53	\$ 836.52	\$ 7,689.60
26	\$57,971.00	\$65,363.00	\$ 466.56	\$ 653.63	\$ 66,483.19	\$ 8,512.19	\$66,163.00	\$ 466.56	\$ 661.63	\$ 67,291.19	\$ 9,320.19	26	\$ 1,410.53	\$ 836.52	\$ 7,689.60
27	\$57,971.00	\$65,863.00	\$ 466.56	\$ 658.63	\$ 66,988.19	\$ 9,017.19	\$66,663.00	\$ 466.56	\$ 666.63	\$ 67,796.19	\$ 9,825.19	27	\$ 1,410.53	\$ 836.52	\$ 7,689.60
28	\$57,971.00	\$66,363.00	\$ 466.56	\$ 663.63	\$ 67,493.19	\$ 9,522.19	\$67,163.00	\$ 466.56	\$ 671.63	\$ 68,301.19	\$ 10,330.19	28	\$ 1,410.53	\$ 836.52	\$ 7,689.60
29	\$57,971.00	\$66,863.00	\$ 466.56	\$ 668.63	\$ 67,998.19	\$ 10,027.19	\$67,663.00	\$ 466.56	\$ 676.63	\$ 68,806.19	\$ 10,835.19	29	\$ 1,410.53	\$ 836.52	\$ 7,689.60
Career	\$57,971.00	\$68,861.00	\$ 466.56	\$ 688.61	\$ 70,016.17	\$ 12,045.17	\$69,661.00	\$ 466.56	\$ 696.61	\$ 70,824.17	\$ 12,853.17	Career	\$ 1,410.53	\$ 836.52	\$ 7,689.60

Please review your contract and the informational worksheet with this Teacher's Compensation Schedule for accuracy.

PAYROLL DATES 2023-2024
 September 8, 2023
 October 10, 2023
 November 10, 2023
 December 8, 2023
 January 10, 2024
 February 9, 2024
 March 8, 2024
 April 10, 2024
 May 10, 2024
 June 10, 2024
 July 10, 2024
 August 9, 2024

O.S. 70-26-101 thru 105 provides that the state pay the Flexible Benefit Allowance for each classified personnel (teacher, principal, supervisor, administrator, counselor, librarian or certified or registered nurse) of 100% of the HealthChoice High premium amount toward the individual employee's health insurance cost. This amount is \$640.28 and will likely increase in January. This is reported on your paystub as Flex Benefit Amount. Each certified personnel who chooses not to take the actual health coverage shall be limited to receive the "In Lieu" Benefit amount of \$69.71 month. These Flexible Benefit Allowances will be for the 2023-2024 school year only. This amount will be added to your taxable income but cannot be included as "regular annual compensation" for retirement. 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.

The district will pay 1% of a SPSS teacher's Oklahoma Teacher's Retirement System (OTRS) contribution, with the remaining contribution being paid by the individual teacher. Contributions paid by an individual teacher 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 teacher. Amount included above is an estimated calculation at 1% of Local Base Salary and may be affected by individual pre-tax decisions.

OS 70-17-108.2 provides that the State of Oklahoma will pay a portion of the retirement contribution of each "teacher" based on the total experience shown on the State Department of Education's Annual Personnel Report. This is referred to as the "Credit for Picked Up Contributions". Each eligible employee's experience is matched against the credit amount schedule in OS 70-17-108.2. A copy of the credit amount schedule in OS 70-17-108.2 is shown above as "State Retirement Credit".

Certified employees may individually tax-shelter a portion of annual salary as permitted by IRS Code, Section 125 (Flexible Fringe Benefits) for medical expense reimbursement; dependent care expense reimbursements; eligible insurance premiums and/or any other expenditure categories that may be allowable within Section 125 regulations.

Pursuant to Board Policy DDA every teacher who is a retired member of the Teachers' Retirement System of Oklahoma will be paid from the State Minimum Salary Schedule.

**SAND SPRINGS PUBLIC SCHOOLS
2023-2024 Teacher's Compensation Schedule**

Years Exp	Doctorate						Years Exp	State Retirement Credit (Off-set)	Flexible Benefit Allowance (W/O Health)	Flexible Benefit Allowance (W/ Health)
	State Minimum Salary	Local Base Salary	Dental & Life Insurance	1% of Teacher's OTRS Contribution Paid by District	Total Compensation	Tot. Comp. Beyond Minimum				
0	\$ 42,381.00	\$ 45,984.00	\$ 466.56	\$ 459.84	\$ 46,910.40	\$ 4,529.40	\$ 60.15	\$ 836.52	\$ 7,689.60	
1	\$ 42,815.00	\$ 46,463.00	\$ 466.56	\$ 464.63	\$ 47,394.19	\$ 4,579.19	\$ 103.41	\$ 836.52	\$ 7,689.60	
2	\$ 43,249.00	\$ 46,952.00	\$ 466.56	\$ 469.52	\$ 47,888.08	\$ 4,639.08	\$ 145.65	\$ 836.52	\$ 7,689.60	
3	\$ 43,684.00	\$ 47,512.00	\$ 466.56	\$ 475.12	\$ 48,453.68	\$ 4,769.68	\$ 188.15	\$ 836.52	\$ 7,689.60	
4	\$ 44,118.00	\$ 48,313.00	\$ 466.56	\$ 483.13	\$ 49,262.69	\$ 5,144.69	\$ 233.33	\$ 836.52	\$ 7,689.60	
5	\$ 45,590.00	\$ 50,128.00	\$ 466.56	\$ 501.28	\$ 51,095.84	\$ 5,505.84	\$ 278.76	\$ 836.52	\$ 7,689.60	
6	\$ 46,054.00	\$ 50,737.00	\$ 466.56	\$ 507.37	\$ 51,710.93	\$ 5,656.93	\$ 325.26	\$ 836.52	\$ 7,689.60	
7	\$ 46,517.00	\$ 51,175.00	\$ 466.56	\$ 511.75	\$ 52,153.31	\$ 5,636.31	\$ 372.82	\$ 836.52	\$ 7,689.60	
8	\$ 46,980.00	\$ 51,673.00	\$ 466.56	\$ 516.73	\$ 52,656.29	\$ 5,676.29	\$ 421.44	\$ 836.52	\$ 7,689.60	
9	\$ 47,444.00	\$ 52,162.00	\$ 466.56	\$ 521.62	\$ 53,150.18	\$ 5,706.18	\$ 471.12	\$ 836.52	\$ 7,689.60	
10	\$ 50,945.00	\$ 54,206.00	\$ 466.56	\$ 542.06	\$ 55,214.62	\$ 4,269.62	\$ 521.87	\$ 836.52	\$ 7,689.60	
11	\$ 51,438.00	\$ 54,797.00	\$ 466.56	\$ 547.97	\$ 55,811.53	\$ 4,373.53	\$ 573.67	\$ 836.52	\$ 7,689.60	
12	\$ 51,931.00	\$ 55,638.00	\$ 466.56	\$ 556.38	\$ 56,660.94	\$ 4,729.94	\$ 626.54	\$ 836.52	\$ 7,689.60	
13	\$ 52,424.00	\$ 56,234.00	\$ 466.56	\$ 562.34	\$ 57,262.90	\$ 4,838.90	\$ 680.48	\$ 836.52	\$ 7,689.60	
14	\$ 52,916.00	\$ 56,824.00	\$ 466.56	\$ 568.24	\$ 57,858.80	\$ 4,942.80	\$ 735.47	\$ 836.52	\$ 7,689.60	
15	\$ 54,430.00	\$ 58,591.00	\$ 466.56	\$ 585.91	\$ 59,643.47	\$ 5,213.47	\$ 791.53	\$ 836.52	\$ 7,689.60	
16	\$ 54,923.00	\$ 59,282.00	\$ 466.56	\$ 592.82	\$ 60,341.38	\$ 5,418.38	\$ 848.65	\$ 836.52	\$ 7,689.60	
17	\$ 55,416.00	\$ 59,973.00	\$ 466.56	\$ 599.73	\$ 61,039.29	\$ 5,623.29	\$ 906.83	\$ 836.52	\$ 7,689.60	
18	\$ 55,909.00	\$ 60,669.00	\$ 466.56	\$ 606.69	\$ 61,742.25	\$ 5,833.25	\$ 966.07	\$ 836.52	\$ 7,689.60	
19	\$ 56,402.00	\$ 61,360.00	\$ 466.56	\$ 613.60	\$ 62,440.16	\$ 6,038.16	\$ 1,026.38	\$ 836.52	\$ 7,689.60	
20	\$ 56,917.00	\$ 62,278.00	\$ 466.56	\$ 622.78	\$ 63,367.34	\$ 6,450.34	\$ 1,087.75	\$ 836.52	\$ 7,689.60	
21	\$ 57,410.00	\$ 63,069.00	\$ 466.56	\$ 630.69	\$ 64,166.25	\$ 6,756.25	\$ 1,150.18	\$ 836.52	\$ 7,689.60	
22	\$ 57,903.00	\$ 63,560.00	\$ 466.56	\$ 635.60	\$ 64,662.16	\$ 6,759.16	\$ 1,213.68	\$ 836.52	\$ 7,689.60	
23	\$ 58,397.00	\$ 64,307.00	\$ 466.56	\$ 643.07	\$ 65,416.63	\$ 7,019.63	\$ 1,278.23	\$ 836.52	\$ 7,689.60	
24	\$ 58,890.00	\$ 65,033.00	\$ 466.56	\$ 650.33	\$ 66,149.89	\$ 7,259.89	\$ 1,343.85	\$ 836.52	\$ 7,689.60	
25	\$ 60,395.00	\$ 68,736.00	\$ 466.56	\$ 687.36	\$ 69,889.92	\$ 9,494.92	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
26	\$ 60,395.00	\$ 69,884.00	\$ 466.56	\$ 698.84	\$ 71,049.40	\$ 10,654.40	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
27	\$ 60,395.00	\$ 70,384.00	\$ 466.56	\$ 703.84	\$ 71,554.40	\$ 11,159.40	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
28	\$ 60,395.00	\$ 70,884.00	\$ 466.56	\$ 708.84	\$ 72,059.40	\$ 11,664.40	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
29	\$ 60,395.00	\$ 71,384.00	\$ 466.56	\$ 713.84	\$ 72,564.40	\$ 12,169.40	\$ 1,410.53	\$ 836.52	\$ 7,689.60	
Career	\$ 60,395.00	\$ 72,382.00	\$ 466.56	\$ 723.82	\$ 73,572.38	\$ 13,177.38	\$ 1,410.53	\$ 836.52	\$ 7,689.60	

Please review your contract and the informational worksheet with this Teacher's Compensation Schedule for accuracy.

PAYROLL DATES 2023-2024	
September 8, 2023	
October 10, 2023	
November 10, 2023	
December 8, 2023	
January 10, 2024	
February 9, 2024	
March 8, 2024	
April 10, 2024	
May 10, 2024	
June 10, 2024	
July 10, 2024	

O.S. 70-26-101 thru 105 provides that the state pay the Flexible Benefit Allowance for each classified personnel (teacher, principal, supervisor, administrator, counselor, librarian or certified or registered nurse) of 100% of the HealthChoice High premium amount toward the individual employee's health insurance cost. This amount is \$640.28 and will likely increase in January. This is reported on your paystub as Flex Benefit Amount. Each certified personnel who chooses not to take the actual health coverage shall be limited to receive the "In Lieu" Benefit amount of \$69.71/month. These Flexible Benefit Allowances will be for the 2023-2024 school year only. This amount will be added to your taxable income but cannot be included as "regular annual

an individual teacher 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 teacher. Amount included above is an estimated calculation at 1% of Local Base Salary and may be affected by individual pre-tax decisions.

OS 70-17-108.2 provides that the State of Oklahoma will pay a portion of the retirement contribution of each "teacher" based on the total experience shown on the State Department of Education's Annual Personnel Report. This is referred to as the "Credit for Picked Up Contributions". Each eligible employee's experience is matched against the credit amount schedule in OS 70-17-108.2. A

Certified employees may individually tax-shelter a portion of annual salary as permitted by IRS Code, Section 125 (Flexible Fringe Benefits) for medical expense reimbursement; dependent care expense reimbursements; eligible insurance premiums and/or any other expenditure categories that may be allowable within Section 125 regulations.

Pursuant to Board Policy DDA every teacher who is a retired member of the Teachers' Retirement System of Oklahoma will be paid from the State Minimum Salary Schedule.