

**Jenks Public Schools
2016-17 Certified Compensation Schedule**

Step	Bachelor's			Step	Bachelor's +15			Step	District	State	State
	Base Salary	District Paid Retirement	Total District Compensation		Base Salary	District Paid Retirement	Total District Compensation		Paid Life Ins.	TR Credit	Flexible Benefit (FBA)
0	32,785	1344	34,129	0	33,485	1,373	34,858	0	39.96	60.15	6,322.56
1	33,310	1366	34,676	1	34,010	1,394	35,404	1	39.96	103.41	6,322.56
2	33,971	1393	35,364	2	34,671	1,422	36,093	2	39.96	145.65	6,322.56
3	34,703	1423	36,126	3	35,403	1,452	36,855	3	39.96	188.15	6,322.56
4	35,334	1449	36,783	4	35,974	1,475	37,449	4	39.96	233.33	6,322.56
5	36,031	1477	37,508	5	36,731	1,506	38,237	5	39.96	278.76	6,322.56
6	36,556	1499	38,055	6	37,256	1,527	38,783	6	39.96	325.26	6,322.56
7	37,081	1520	38,601	7	37,781	1,549	39,330	7	39.96	372.82	6,322.56
8	37,606	1542	39,148	8	38,306	1,571	39,877	8	39.96	421.44	6,322.56
9	38,131	1563	39,694	9	38,831	1,592	40,423	9	39.96	471.12	6,322.56
10	38,656	1585	40,241	10	39,356	1,614	40,970	10	39.96	521.87	6,322.56
11	39,181	1606	40,787	11	39,881	1,635	41,516	11	39.96	573.67	6,322.56
12	39,706	1628	41,334	12	40,406	1,657	42,063	12	39.96	626.54	6,322.56
13	40,231	1649	41,880	13	40,931	1,678	42,609	13	39.96	680.48	6,322.56
14	40,756	1671	42,427	14	41,456	1,700	43,156	14	39.96	735.47	6,322.56
15	41,281	1693	42,974	15	41,981	1,721	43,702	15	39.96	791.53	6,322.56
16	41,806	1714	43,520	16	42,506	1,743	44,249	16	39.96	848.65	6,322.56
17	42,331	1736	44,067	17	43,031	1,764	44,795	17	39.96	906.83	6,322.56
18	42,856	1757	44,613	18	43,556	1,786	45,342	18	39.96	966.07	6,322.56
19	43,381	1779	45,160	19	44,081	1,807	45,888	19	39.96	1,026.38	6,322.56
20	43,906	1800	45,706	20	44,606	1,829	46,435	20	39.96	1,087.75	6,322.56
21	44,431	1822	46,253	21	45,131	1,850	46,981	21	39.96	1,150.18	6,322.56
22	44,956	1843	46,799	22	49,131	2,014	51,145	22	39.96	1,213.68	6,322.56
23	45,481	1865	47,346	23	49,656	2,036	51,692	23	39.96	1,278.23	6,322.56
24	46,006	1886	47,892	24	50,181	2,057	52,238	24	39.96	1,343.85	6,322.56
25	46,531	1,908	48,439	25	50,706	2,079	52,785	25	39.96	1,410.53	6,322.56

Off Schedule	50,706	2,079	52,785	Off Schedule	52,456	2,151	54,607	Off Schedule	39.96	1,410.53	6,322.56
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Transcripts reflecting certified graduate level credit earned after date of receiving bachelor's or master's degree must be on file in Human Resources by September 1.

Step - Allowable years of teaching experience

Base Salary - Negotiated base salary

District Paid Retirement - The District pays 4.1% of the teacher's contribution to the Oklahoma Teachers' Retirement System (OTRS).

Total District Compensation - Total salary and District paid retirement

District Paid Life Insurance - The District pays \$39.96 for employee life insurance with a death benefit of \$30,000.

State Teacher Retirement (TR) Credit - Statutory required payment to certified staff used to offset a teacher's obligation to the OTRS.

State Flexible Benefit Allowance (FBA) - Teachers enrolled in the district's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical. The FBA is equal to 100% of the Health Choice (Hi) option premium. Any excess FBA over the cost of the major medical coverage purchased by the teacher may be used to purchase additional benefits or may be taken as taxable compensation. No certified employee shall receive FBA payments less than provided by state law.

Cash in Lieu of Flexible Benefit Allowance - Teachers not enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance of \$836.52 per year.

Teacher Paid Retirement - Statute requires teachers to contribute 7% of their annual salary to the OTRS.

**Jenks Public Schools
2016-17 Certified Compensation Schedule**

Step	Master's			Step	Master's +15			Step	District	State	State
	Base Salary	District Paid Retirement	Total District Compensation		Base Salary	District Paid Retirement	Total District Compensation		Paid Life Ins.	TR Credit	Flexible Benefit (FBA)
0	34,572	1,417	35,989	0	34,912	1,431	36,343	0	39.96	60.15	6,322.56
1	35,097	1,439	36,536	1	35,437	1,453	36,890	1	39.96	103.41	6,322.56
2	35,757	1,466	37,223	2	36,097	1,480	37,577	2	39.96	145.65	6,322.56
3	36,489	1,496	37,985	3	36,829	1,510	38,339	3	39.96	188.15	6,322.56
4	37,110	1,522	38,632	4	37,450	1,535	38,985	4	39.96	233.33	6,322.56
5	37,817	1,550	39,367	5	38,157	1,564	39,721	5	39.96	278.76	6,322.56
6	38,342	1,572	39,914	6	38,862	1,593	40,455	6	39.96	325.26	6,322.56
7	38,867	1,594	40,461	7	39,207	1,607	40,814	7	39.96	372.82	6,322.56
8	39,392	1,615	41,007	8	39,732	1,629	41,361	8	39.96	421.44	6,322.56
9	39,917	1,637	41,554	9	40,257	1,651	41,908	9	39.96	471.12	6,322.56
10	40,442	1,658	42,100	10	40,782	1,672	42,454	10	39.96	521.87	6,322.56
11	40,967	1,680	42,647	11	41,307	1,694	43,001	11	39.96	573.67	6,322.56
12	41,492	1,701	43,193	12	41,832	1,715	43,547	12	39.96	626.54	6,322.56
13	42,017	1,723	43,740	13	42,357	1,737	44,094	13	39.96	680.48	6,322.56
14	42,542	1,744	44,286	14	42,882	1,758	44,640	14	39.96	735.47	6,322.56
15	43,067	1,766	44,833	15	43,407	1,780	45,187	15	39.96	791.53	6,322.56
16	43,592	1,787	45,379	16	43,932	1,801	45,733	16	39.96	848.65	6,322.56
17	44,117	1,809	45,926	17	44,457	1,823	46,280	17	39.96	906.83	6,322.56
18	44,642	1,830	46,472	18	44,962	1,843	46,805	18	39.96	966.07	6,322.56
19	45,167	1,852	47,019	19	45,507	1,866	47,373	19	39.96	1,026.38	6,322.56
20	45,692	1,873	47,565	20	46,032	1,887	47,919	20	39.96	1,087.75	6,322.56
21	46,217	1,895	48,112	21	46,557	1,909	48,466	21	39.96	1,150.18	6,322.56
22	50,131	2,055	52,186	22	50,471	2,069	52,540	22	39.96	1,213.68	6,322.56
23	50,656	2,077	52,733	23	50,996	2,091	53,087	23	39.96	1,278.23	6,322.56
24	51,181	2,098	53,279	24	51,521	2,112	53,633	24	39.96	1,343.85	6,322.56
25	51,706	2,120	53,826	25	52,046	2,134	54,180	25	39.96	1,410.53	6,322.56

Off Schedule	55,371	2,270	57,641	Off Schedule	55,721	2,285	58,006	Off Schedule	39.96	1,410.53	6,322.56
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Cash in Lieu of Flexible Benefit Allowance - Teachers not enrolled in the District's Health Insurance Plan shall receive from the state a payment in lieu of health insurance of \$836.52 per year.

Teacher Paid Retirement - Statute requires teachers to contribute 7% of their annual salary to the OTRS.

**Jenks Public Schools
2016-17 Certified Compensation Schedule**

Step	Master's +30			Step	Doctorate			Step	District Paid Life Ins.	State TR Credit	State Flexible Benefit (FBA)
	Base Salary	District Paid Retirement	Total District Compensation		Base Salary	District Paid Retirement	Total District Compensation				
0	35,252	1,445	36,697	0	35,898	1,472	37,370	0	39.96	60.15	6,322.56
1	35,777	1,467	37,244	1	36,423	1,493	37,916	1	39.96	103.41	6,322.56
2	36,437	1,494	37,931	2	37,283	1,529	38,812	2	39.96	145.65	6,322.56
3	37,169	1,524	38,693	3	38,015	1,559	39,574	3	39.96	188.15	6,322.56
4	37,890	1,553	39,443	4	38,636	1,584	40,220	4	39.96	233.33	6,322.56
5	38,497	1,578	40,075	5	39,343	1,613	40,956	5	39.96	278.76	6,322.56
6	39,022	1,600	40,622	6	39,868	1,635	41,503	6	39.96	325.26	6,322.56
7	39,547	1,621	41,168	7	40,393	1,656	42,049	7	39.96	372.82	6,322.56
8	40,072	1,643	41,715	8	40,918	1,678	42,596	8	39.96	421.44	6,322.56
9	40,597	1,664	42,261	9	41,443	1,699	43,142	9	39.96	471.12	6,322.56
10	41,122	1,686	42,808	10	41,968	1,721	43,689	10	39.96	521.87	6,322.56
11	41,647	1,708	43,355	11	42,493	1,742	44,235	11	39.96	573.67	6,322.56
12	42,172	1,729	43,901	12	43,018	1,764	44,782	12	39.96	626.54	6,322.56
13	42,697	1,751	44,448	13	43,543	1,785	45,328	13	39.96	680.48	6,322.56
14	43,222	1,772	44,994	14	44,068	1,807	45,875	14	39.96	735.47	6,322.56
15	43,747	1,794	45,541	15	44,593	1,828	46,421	15	39.96	791.53	6,322.56
16	44,272	1,815	46,087	16	45,118	1,850	46,968	16	39.96	848.65	6,322.56
17	44,797	1,837	46,634	17	45,643	1,871	47,514	17	39.96	906.83	6,322.56
18	45,322	1,858	47,180	18	46,168	1,893	48,061	18	39.96	966.07	6,322.56
19	45,847	1,880	47,727	19	46,693	1,914	48,607	19	39.96	1,026.38	6,322.56
20	46,372	1,901	48,273	20	47,218	1,936	49,154	20	39.96	1,087.75	6,322.56
21	46,897	1,923	48,820	21	47,743	1,957	49,700	21	39.96	1,150.18	6,322.56
22	50,811	2,083	52,894	22	51,657	2,118	53,775	22	39.96	1,213.68	6,322.56
23	51,336	2,105	53,441	23	52,182	2,139	54,321	23	39.96	1,278.23	6,322.56
24	51,861	2,126	53,987	24	52,707	2,161	54,868	24	39.96	1,343.85	6,322.56
25	52,386	2,148	54,534	25	53,232	2,183	55,415	25	39.96	1,410.53	6,322.56

Off Schedule	57,431	2,355	59,786	Off Schedule	58,600	2,403	61,003	Off Schedule	39.96	1,410.53	6,322.56
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