

Our employees are our most valuable asset and are the driving force behind our success. Excellent benefits are one of the ways OKCPS rewards their employees for their commitment to the success of our children and communities.

OKCPS Employee Benefits Include:

- Medical
- Dental
- Vision
- Additional Life
- Employee Assistance Program
- Group Term Life
- Oklahoma Teachers' Retirement
- Annuity Options
- Health Savings Plan
- Supplemental Insurance
- Paid Sick Leave



Oklahoma City Public Schools

Human Resources Department

900 N. Klein

Oklahoma City, OK 73106

For additional information please contact
the Benefits Team at 405-587-0800
or visit us online at www.okcps.org

Oklahoma City Public Schools
Certified Teacher
BENEFITS



Medical, Dental, Vision and Additional Life:

The OKCPS district provides a multi-faceted benefit package with State Group Insurance: Major medical coverage for employees at no cost; a full array of options including dental, vision, life, dependent life; and, the ability to pick up coverage on your spouse and/or children.

Group Term Life:

Eligible employees are automatically enrolled for the Group Term Life and AD&D insurance coverage, which is underwritten by Standard Insurance Company and provided at district expense. The death benefit for a full time Certified Teacher is \$35,000. Coverage begins on the first day of employment.



An Additional life policy can be purchased through Standard Insurance Company for our employees along with spouse and/or children life insurance policies.

Employee Assistance Program:

OKCPS offer an Employee Assistance Program (EAP) that provides free and confidential assessments, short-term counseling, referrals, prevention and education services for you and your dependents. This benefit is provided through Deer Oaks EAP Services.

Oklahoma Teachers' Retirement:

The OKCPS District contributes a rate of 7% of an employees regular annual compensation to Oklahoma Teachers' Retirement (OTRS) for eligible employees.

If you would like to learn more about OTRS go to www.ok.gov/trs/

Annuity Options:

OKCPS offers employee paid retirement saving plans. Below is a list of OKCPS approved vendors:

- American Fidelity
- AXA Equitable
- Great American Life
- Life Insurance of the Southwest
- VALIC
- ING (OTRS)

Health Savings Plan:

A Health Savings Account is an individually owned savings account that allows our employees to set aside money for health care tax-free whenever they select an HSA qualified High Deductible Health Plan. Money left in the account can accumulate interest. Through American Fidelity our employees can contribute pre-tax amounts up to the yearly maximum allowed.

Supplemental Insurance:

We offer a full array of supplemental insurance. Disability, Accident, Critical Illness and many more at the employees expense.

Flexible Spending Accounts:

Eligible employees may choose to participate in the Flexible Spending Accounts Plan (FSAs) allowed under Section 125 of the Internal Revenue Code.

Under the FSA Plan, eligible employees may redirect a portion of their pay check each month to their own personal Health Care FSA and/or Dependent Care FSA. The money redirected to the FSA will never be subject to FICA taxes. Oklahoma City Public Schools Flexible Spending Account Administrator is through American Fidelity.



Paid Sick Leave:

Eligible Teachers shall receive 10 days of paid sick leave per year based on a 181 day work year. Additional sick leave is available for those who qualify.