

NORMAN PUBLIC SCHOOLS 2021-22 TEACHER COMPENSATION SCHEDULE (Bachelors)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
DISTRICT	Base	Additional	District	District	Total	Cash	FBA for	State TRS
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major	Offset
		(TRS Credit)	Ret.	Life Ins.	Comp.	FBA	Medical	
0	40,000	60.15	2,952	14	43,026	836.52	7,390.80	60.15
1	40,425	103.41	2,940	14	43,483	836.52	7,390.80	103.41
2	40,850	145.65	2,930	14	43,940	836.52	7,390.80	145.65
3	41,275	188.96	2,919	14	44,397	836.52	7,390.80	188.96
4	41,700	233.33	2,906	14	44,854	836.52	7,390.80	233.33
5	42,125	278.76	2,893	14	45,311	836.52	7,390.80	278.76
6	42,550	325.26	2,878	14	45,768	836.52	7,390.80	325.26
7	42,975	372.82	2,863	14	46,225	836.52	7,390.80	372.82
8	43,400	421.44	2,846	14	46,682	836.52	7,390.80	421.44
9	43,825	471.12	2,829	14	47,139	836.52	7,390.80	471.12
10	44,250	521.87	2,810	14	47,596	836.52	7,390.80	521.87
11	44,675	573.67	2,790	14	48,053	836.52	7,390.80	573.67
12	45,100	626.54	2,769	14	48,510	836.52	7,390.80	626.54
13	45,525	680.48	2,747	14	48,967	836.52	7,390.80	680.48
14	45,950	735.47	2,724	14	49,424	836.52	7,390.80	735.47
15	46,725	791.53	2,726	14	50,257	836.52	7,390.80	791.53
16	47,500	848.65	2,728	14	51,090	836.52	7,390.80	848.65
17	48,275	906.83	2,728	14	51,924	836.52	7,390.80	906.83
18	49,050	966.07	2,727	14	52,757	836.52	7,390.80	966.07
19	49,825	1,026.38	2,725	14	53,590	836.52	7,390.80	1,026.38
20	50,600	1,087.75	2,722	14	54,424	836.52	7,390.80	1,087.75
21	51,375	1,150.18	2,718	14	55,257	836.52	7,390.80	1,150.18
22	52,150	1,213.68	2,713	14	56,090	836.52	7,390.80	1,213.68
23	52,925	1,278.23	2,706	14	56,924	836.52	7,390.80	1,278.23
24	53,700	1,343.85	2,699	14	57,757	836.52	7,390.80	1,343.85
25	54,475	1,410.53	2,691	14	58,590	836.52	7,390.80	1,410.53
26	55,250	1,410.53	2,749	14	59,424	836.52	7,390.80	1,410.53
27	56,025	1,410.53	2,807	14	60,257	836.52	7,390.80	1,410.53
28	56,800	1,410.53	2,866	14	61,090	836.52	7,390.80	1,410.53
29	57,575	1,410.53	2,924	14	61,924	836.52	7,390.80	1,410.53
30	58,350	1,410.53	2,982	14	62,757	836.52	7,390.80	1,410.53
31	59,125	1,410.53	3,041	14	63,590	836.52	7,390.80	1,410.53

(A) DISTRICT STEP - Compensation placement level.

(B) Base Salary - Negotiated base salary.

(C) Additional Salary (TRS Credit) - Statutory required payment to certified staff as additional compensation.

(D) District Paid Retirement - District paid teachers' retirement at 7% of Total District Compensation
(Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).

(E) District Paid Life Insurance - Amount district pays toward individual life insurance.

(F) Total District Compensation - Total of columns B through E.

(G) 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 in the amount of \$69.71 per month / \$836.52 per year.

(H) Flexible Benefit Allowance for Major Medical - Teachers enrolled in the District's Health Insurance Plan shall receive from the state a Flexible Benefit Allowance (FBA) for Major Medical payment of \$615.90 per month

For all 12 pay periods the FBA will total \$7,390.80. The FBA is equal to 100% of the Health Choice (Hi) option. 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 for by state law.

(I) Statutory pymt to Teacher Retirement System to partially pay Employee Contribution