

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

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	
<i>DISTRICT</i>	<i>Base</i>	<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>	<i>FBA for</i>	<i>State TRS</i>	
<i>STEP</i>	<i>Salary</i>	<i>Salary</i>	<i>Paid</i>	<i>Paid</i>	<i>District</i>	<i>In Lieu of</i>	<i>OR</i>	<i>Major</i>	
		<i>(TRS Credit)</i>	<i>Ret.</i>	<i>Life Ins.</i>	<i>Comp.</i>	<i>FBA</i>		<i>Medical</i>	
								<i>Offset</i>	
0	42,612	60.15	3,148	14	45,834	836.52		7,390.80	60.15
1	43,512	103.41	3,173	14	46,802	836.52		7,390.80	103.41
2	44,412	145.65	3,198	14	47,770	836.52		7,390.80	145.65
3	45,312	188.96	3,223	14	48,738	836.52		7,390.80	188.96
4	46,212	233.33	3,246	14	49,705	836.52		7,390.80	233.33
5	47,112	278.76	3,268	14	50,673	836.52		7,390.80	278.76
6	48,012	325.26	3,290	14	51,641	836.52		7,390.80	325.26
7	48,912	372.82	3,310	14	52,609	836.52		7,390.80	372.82
8	49,812	421.44	3,329	14	53,576	836.52		7,390.80	421.44
9	50,712	471.12	3,347	14	54,544	836.52		7,390.80	471.12
10	51,612	521.87	3,364	14	55,512	836.52		7,390.80	521.87
11	52,512	573.67	3,380	14	56,480	836.52		7,390.80	573.67
12	53,412	626.54	3,395	14	57,447	836.52		7,390.80	626.54
13	54,312	680.48	3,409	14	58,415	836.52		7,390.80	680.48
14	55,212	735.47	3,421	14	59,383	836.52		7,390.80	735.47
15	56,112	791.53	3,433	14	60,350	836.52		7,390.80	791.53
16	57,112	848.65	3,451	14	61,426	836.52		7,390.80	848.65
17	58,112	906.83	3,468	14	62,501	836.52		7,390.80	906.83
18	59,112	966.07	3,484	14	63,576	836.52		7,390.80	966.07
19	60,112	1,026.38	3,499	14	64,652	836.52		7,390.80	1,026.38
20	61,112	1,087.75	3,513	14	65,727	836.52		7,390.80	1,087.75
21	62,112	1,150.18	3,526	14	66,802	836.52		7,390.80	1,150.18
22	63,112	1,213.68	3,538	14	67,877	836.52		7,390.80	1,213.68
23	64,112	1,278.23	3,548	14	68,953	836.52		7,390.80	1,278.23
24	65,112	1,343.85	3,558	14	70,028	836.52		7,390.80	1,343.85
25	66,112	1,410.53	3,567	14	71,103	836.52		7,390.80	1,410.53
26	67,112	1,410.53	3,642	14	72,178	836.52		7,390.80	1,410.53
27	68,112	1,410.53	3,717	14	73,254	836.52		7,390.80	1,410.53
28	69,112	1,410.53	3,792	14	74,329	836.52		7,390.80	1,410.53
29	70,112	1,410.53	3,868	14	75,404	836.52		7,390.80	1,410.53
30	71,112	1,410.53	3,943	14	76,480	836.52		7,390.80	1,410.53
31	72,112	1,410.53	4,018	14	77,555	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