

**NORMAN PUBLIC SCHOOLS 2021-22 TEACHER COMPENSATION SCHEDULE (Masters)**

(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	41,306	60.15	3,050	14	44,430	836.52	7,390.80	60.15
1	41,906	103.41	3,052	14	45,075	836.52	7,390.80	103.41
2	42,506	145.65	3,055	14	45,720	836.52	7,390.80	145.65
3	43,106	188.96	3,057	14	46,366	836.52	7,390.80	188.96
4	43,706	233.33	3,057	14	47,011	836.52	7,390.80	233.33
5	44,306	278.76	3,057	14	47,656	836.52	7,390.80	278.76
6	44,906	325.26	3,056	14	48,301	836.52	7,390.80	325.26
7	45,506	372.82	3,053	14	48,946	836.52	7,390.80	372.82
8	46,106	421.44	3,050	14	49,591	836.52	7,390.80	421.44
9	46,706	471.12	3,045	14	50,237	836.52	7,390.80	471.12
10	47,306	521.87	3,040	14	50,882	836.52	7,390.80	521.87
11	47,906	573.67	3,033	14	51,527	836.52	7,390.80	573.67
12	48,506	626.54	3,025	14	52,172	836.52	7,390.80	626.54
13	49,106	680.48	3,017	14	52,817	836.52	7,390.80	680.48
14	49,706	735.47	3,007	14	53,462	836.52	7,390.80	735.47
15	50,481	791.53	3,009	14	54,296	836.52	7,390.80	791.53
16	51,256	848.65	3,010	14	55,129	836.52	7,390.80	848.65
17	52,031	906.83	3,011	14	55,962	836.52	7,390.80	906.83
18	52,806	966.07	3,010	14	56,796	836.52	7,390.80	966.07
19	53,581	1,026.38	3,008	14	57,629	836.52	7,390.80	1,026.38
20	54,356	1,087.75	3,005	14	58,462	836.52	7,390.80	1,087.75
21	55,131	1,150.18	3,001	14	59,296	836.52	7,390.80	1,150.18
22	55,906	1,213.68	2,995	14	60,129	836.52	7,390.80	1,213.68
23	56,681	1,278.23	2,989	14	60,962	836.52	7,390.80	1,278.23
24	57,456	1,343.85	2,982	14	61,796	836.52	7,390.80	1,343.85
25	58,231	1,410.53	2,973	14	62,629	836.52	7,390.80	1,410.53
26	59,006	1,410.53	3,032	14	63,462	836.52	7,390.80	1,410.53
27	59,781	1,410.53	3,090	14	64,296	836.52	7,390.80	1,410.53
28	60,556	1,410.53	3,148	14	65,129	836.52	7,390.80	1,410.53
29	61,331	1,410.53	3,207	14	65,962	836.52	7,390.80	1,410.53
30	62,106	1,410.53	3,265	14	66,796	836.52	7,390.80	1,410.53
31	62,881	1,410.53	3,323	14	67,629	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