

**NORMAN PUBLIC SCHOOLS 2021-22 TEACHER COMPENSATION SCHEDULE  
(Bachelors + National Board Certification)**

(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	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.
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- (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

**NORMAN PUBLIC SCHOOLS 2021-22 TEACHER COMPENSATION SCHEDULE  
(Masters + National Board Certification)**

(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	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.
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- (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

**NORMAN PUBLIC SCHOOLS 2021-22 TEACHER COMPENSATION SCHEDULE  
(Doctorate + National Board Certification)**

(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.

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(Col. F). Total Retirement remitted to TRS by the district is reduced by the TRS Credit (Col. C).

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