

**NORMAN PUBLIC SCHOOLS 2018-19 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	37,980	60.15	2,800	14	40,853	836.52		7,138.80	60.15
1	38,198	103.41	2,773	14	41,088	836.52		7,138.80	103.41
2	38,486	145.65	2,752	14	41,398	836.52		7,138.80	145.65
3	39,000	188.96	2,748	14	41,951	836.52		7,138.80	188.96
4	39,310	233.33	2,727	14	42,283	836.52		7,138.80	233.33
5	39,707	278.76	2,711	14	42,711	836.52		7,138.80	278.76
6	40,352	325.26	2,713	14	43,403	836.52		7,138.80	325.26
7	40,741	372.82	2,695	14	43,822	836.52		7,138.80	372.82
8	41,130	421.44	2,675	14	44,240	836.52		7,138.80	421.44
9	41,518	471.12	2,655	14	44,658	836.52		7,138.80	471.12
10	42,015	521.87	2,642	14	45,192	836.52		7,138.80	521.87
11	42,408	573.67	2,619	14	45,615	836.52		7,138.80	573.67
12	42,802	626.54	2,596	14	46,038	836.52		7,138.80	626.54
13	43,194	680.48	2,572	14	46,460	836.52		7,138.80	680.48
14	43,960	735.47	2,574	14	47,283	836.52		7,138.80	735.47
15	44,977	791.53	2,595	14	48,377	836.52		7,138.80	791.53
16	45,975	848.65	2,613	14	49,450	836.52		7,138.80	848.65
17	47,252	906.83	2,651	14	50,823	836.52		7,138.80	906.83
18	48,157	966.07	2,660	14	51,796	836.52		7,138.80	966.07
19	49,062	1,026.38	2,667	14	52,769	836.52		7,138.80	1,026.38
20	49,498	1,087.75	2,639	14	53,239	836.52		7,138.80	1,087.75
21	49,915	1,150.18	2,608	14	53,687	836.52		7,138.80	1,150.18
22	50,333	1,213.68	2,576	14	54,136	836.52		7,138.80	1,213.68
23	50,750	1,278.23	2,543	14	54,584	836.52		7,138.80	1,278.23
24	51,166	1,343.85	2,508	14	55,032	836.52		7,138.80	1,343.85
25	52,514	1,410.53	2,543	14	56,481	836.52		7,138.80	1,410.53
26	52,863	1,410.53	2,569	14	56,856	836.52		7,138.80	1,410.53
27	53,212	1,410.53	2,596	14	57,231	836.52		7,138.80	1,410.53
28	53,560	1,410.53	2,622	14	57,606	836.52		7,138.80	1,410.53
29	53,909	1,410.53	2,648	14	57,981	836.52		7,138.80	1,410.53
30	54,258	1,410.53	2,674	14	58,356	836.52		7,138.80	1,410.53
31	56,002	1,410.53	2,806	14	60,231	836.52		7,138.80	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 \$594.90 per month through December. This amount will stay the same in 2019. For all 12 pay periods the FBA will total \$7,138.80. 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 2018-19 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	39,286	60.15	2,898	14	42,257	836.52		7,138.80	60.15
1	39,504	103.41	2,871	14	42,492	836.52		7,138.80	103.41
2	39,792	145.65	2,850	14	42,802	836.52		7,138.80	145.65
3	40,313	188.96	2,846	14	43,362	836.52		7,138.80	188.96
4	40,672	233.33	2,829	14	43,748	836.52		7,138.80	233.33
5	41,020	278.76	2,810	14	44,122	836.52		7,138.80	278.76
6	41,943	325.26	2,833	14	45,115	836.52		7,138.80	325.26
7	42,333	372.82	2,815	14	45,534	836.52		7,138.80	372.82
8	42,721	421.44	2,795	14	45,951	836.52		7,138.80	421.44
9	43,111	471.12	2,775	14	46,370	836.52		7,138.80	471.12
10	43,773	521.87	2,774	14	47,082	836.52		7,138.80	521.87
11	44,585	573.67	2,783	14	47,955	836.52		7,138.80	573.67
12	45,583	626.54	2,805	14	49,028	836.52		7,138.80	626.54
13	46,581	680.48	2,827	14	50,101	836.52		7,138.80	680.48
14	47,671	735.47	2,854	14	51,274	836.52		7,138.80	735.47
15	48,828	791.53	2,885	14	52,518	836.52		7,138.80	791.53
16	49,966	848.65	2,913	14	53,741	836.52		7,138.80	848.65
17	51,336	906.83	2,958	14	55,214	836.52		7,138.80	906.83
18	52,334	966.07	2,974	14	56,288	836.52		7,138.80	966.07
19	53,378	1,026.38	2,992	14	57,411	836.52		7,138.80	1,026.38
20	53,839	1,087.75	2,966	14	57,906	836.52		7,138.80	1,087.75
21	54,279	1,150.18	2,936	14	58,379	836.52		7,138.80	1,150.18
22	54,719	1,213.68	2,906	14	58,853	836.52		7,138.80	1,213.68
23	55,160	1,278.23	2,875	14	59,327	836.52		7,138.80	1,278.23
24	55,600	1,343.85	2,842	14	59,800	836.52		7,138.80	1,343.85
25	57,007	1,410.53	2,881	14	61,313	836.52		7,138.80	1,410.53
26	57,379	1,410.53	2,909	14	61,713	836.52		7,138.80	1,410.53
27	57,751	1,410.53	2,937	14	62,113	836.52		7,138.80	1,410.53
28	58,123	1,410.53	2,965	14	62,513	836.52		7,138.80	1,410.53
29	58,495	1,410.53	2,993	14	62,913	836.52		7,138.80	1,410.53
30	58,867	1,410.53	3,021	14	63,313	836.52		7,138.80	1,410.53
31	60,727	1,410.53	3,161	14	65,313	836.52		7,138.80	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 \$594.90 per month through December. This amount will stay the same in 2019. For all 12 pay periods the FBA will total \$7,138.80. 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 2018-19 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	40,592	60.15	2,996	14	43,662	836.52		7,138.80	60.15
1	40,860	103.41	2,973	14	43,950	836.52		7,138.80	103.41
2	41,198	145.65	2,956	14	44,314	836.52		7,138.80	145.65
3	42,084	188.96	2,980	14	45,266	836.52		7,138.80	188.96
4	42,469	233.33	2,964	14	45,680	836.52		7,138.80	233.33
5	42,866	278.76	2,949	14	46,107	836.52		7,138.80	278.76
6	43,488	325.26	2,949	14	46,776	836.52		7,138.80	325.26
7	44,481	372.82	2,976	14	47,844	836.52		7,138.80	372.82
8	45,474	421.44	3,002	14	48,912	836.52		7,138.80	421.44
9	46,468	471.12	3,028	14	49,980	836.52		7,138.80	471.12
10	47,867	521.87	3,082	14	51,485	836.52		7,138.80	521.87
11	48,958	573.67	3,112	14	52,658	836.52		7,138.80	573.67
12	50,049	626.54	3,142	14	53,831	836.52		7,138.80	626.54
13	51,233	680.48	3,177	14	55,104	836.52		7,138.80	680.48
14	52,416	735.47	3,211	14	56,376	836.52		7,138.80	735.47
15	53,714	791.53	3,252	14	57,772	836.52		7,138.80	791.53
16	54,991	848.65	3,291	14	59,145	836.52		7,138.80	848.65
17	56,454	906.83	3,343	14	60,718	836.52		7,138.80	906.83
18	57,452	966.07	3,359	14	61,791	836.52		7,138.80	966.07
19	58,357	1,026.38	3,367	14	62,764	836.52		7,138.80	1,026.38
20	59,215	1,087.75	3,370	14	63,686	836.52		7,138.80	1,087.75
21	59,678	1,150.18	3,343	14	64,184	836.52		7,138.80	1,150.18
22	60,141	1,213.68	3,314	14	64,682	836.52		7,138.80	1,213.68
23	60,605	1,278.23	3,284	14	65,182	836.52		7,138.80	1,278.23
24	61,069	1,343.85	3,254	14	65,680	836.52		7,138.80	1,343.85
25	62,544	1,410.53	3,298	14	67,266	836.52		7,138.80	1,410.53
26	62,939	1,410.53	3,328	14	67,691	836.52		7,138.80	1,410.53
27	63,334	1,410.53	3,358	14	68,116	836.52		7,138.80	1,410.53
28	63,730	1,410.53	3,387	14	68,541	836.52		7,138.80	1,410.53
29	64,125	1,410.53	3,417	14	68,966	836.52		7,138.80	1,410.53
30	64,520	1,410.53	3,447	14	69,391	836.52		7,138.80	1,410.53
31	66,496	1,410.53	3,596	14	71,516	836.52		7,138.80	1,410.53

(A) DISTRICT STEP - Compensation placement level.

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