

NORMAN PUBLIC SCHOOLS 2018-19 TEACHER COMPENSATION SCHEDULE (Bachelors)

(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