

NORMAN PUBLIC SCHOOLS 2018-19 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	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.

(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