

**NORMAN PUBLIC SCHOOLS 2018-19 TEACHER COMPENSATION SCHEDULE (Masters)**

(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.

(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