

**NORMAN PUBLIC SCHOOLS 2020-21 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               | 39,200        | 60.15               | 2,891           | 14               | 42,165          | 836.52            |                | 7,390.80         | 60.15    |
| 1               | 39,418        | 103.41              | 2,865           | 14               | 42,400          | 836.52            |                | 7,390.80         | 103.41   |
| 2               | 39,706        | 145.65              | 2,844           | 14               | 42,709          | 836.52            |                | 7,390.80         | 145.65   |
| 3               | 40,220        | 188.96              | 2,839           | 14               | 43,262          | 836.52            |                | 7,390.80         | 188.96   |
| 4               | 40,530        | 233.33              | 2,818           | 14               | 43,595          | 836.52            |                | 7,390.80         | 233.33   |
| 5               | 40,927        | 278.76              | 2,803           | 14               | 44,023          | 836.52            |                | 7,390.80         | 278.76   |
| 6               | 41,572        | 325.26              | 2,805           | 14               | 44,715          | 836.52            |                | 7,390.80         | 325.26   |
| 7               | 41,961        | 372.82              | 2,787           | 14               | 45,134          | 836.52            |                | 7,390.80         | 372.82   |
| 8               | 42,350        | 421.44              | 2,767           | 14               | 45,552          | 836.52            |                | 7,390.80         | 421.44   |
| 9               | 42,738        | 471.12              | 2,747           | 14               | 45,970          | 836.52            |                | 7,390.80         | 471.12   |
| 10              | 43,235        | 521.87              | 2,733           | 14               | 46,503          | 836.52            |                | 7,390.80         | 521.87   |
| 11              | 43,628        | 573.67              | 2,711           | 14               | 46,927          | 836.52            |                | 7,390.80         | 573.67   |
| 12              | 44,022        | 626.54              | 2,688           | 14               | 47,350          | 836.52            |                | 7,390.80         | 626.54   |
| 13              | 44,414        | 680.48              | 2,664           | 14               | 47,772          | 836.52            |                | 7,390.80         | 680.48   |
| 14              | 45,180        | 735.47              | 2,666           | 14               | 48,595          | 836.52            |                | 7,390.80         | 735.47   |
| 15              | 46,197        | 791.53              | 2,687           | 14               | 49,688          | 836.52            |                | 7,390.80         | 791.53   |
| 16              | 47,195        | 848.65              | 2,705           | 14               | 50,762          | 836.52            |                | 7,390.80         | 848.65   |
| 17              | 48,472        | 906.83              | 2,743           | 14               | 52,135          | 836.52            |                | 7,390.80         | 906.83   |
| 18              | 49,377        | 966.07              | 2,751           | 14               | 53,108          | 836.52            |                | 7,390.80         | 966.07   |
| 19              | 50,282        | 1,026.38            | 2,759           | 14               | 54,081          | 836.52            |                | 7,390.80         | 1,026.38 |
| 20              | 50,718        | 1,087.75            | 2,731           | 14               | 54,551          | 836.52            |                | 7,390.80         | 1,087.75 |
| 21              | 51,135        | 1,150.18            | 2,700           | 14               | 54,999          | 836.52            |                | 7,390.80         | 1,150.18 |
| 22              | 51,553        | 1,213.68            | 2,668           | 14               | 55,448          | 836.52            |                | 7,390.80         | 1,213.68 |
| 23              | 51,970        | 1,278.23            | 2,634           | 14               | 55,896          | 836.52            |                | 7,390.80         | 1,278.23 |
| 24              | 52,386        | 1,343.85            | 2,600           | 14               | 56,344          | 836.52            |                | 7,390.80         | 1,343.85 |
| 25              | 53,734        | 1,410.53            | 2,635           | 14               | 57,793          | 836.52            |                | 7,390.80         | 1,410.53 |
| 26              | 54,083        | 1,410.53            | 2,661           | 14               | 58,168          | 836.52            |                | 7,390.80         | 1,410.53 |
| 27              | 54,432        | 1,410.53            | 2,687           | 14               | 58,543          | 836.52            |                | 7,390.80         | 1,410.53 |
| 28              | 54,780        | 1,410.53            | 2,714           | 14               | 58,918          | 836.52            |                | 7,390.80         | 1,410.53 |
| 29              | 55,129        | 1,410.53            | 2,740           | 14               | 59,293          | 836.52            |                | 7,390.80         | 1,410.53 |
| 30              | 55,478        | 1,410.53            | 2,766           | 14               | 59,668          | 836.52            |                | 7,390.80         | 1,410.53 |
| 31              | 57,222        | 1,410.53            | 2,897           | 14               | 61,543          | 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.

(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