

NORMAN PUBLIC SCHOOLS 2022-23 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	40,400	60.15	2,982	14	43,456	836.52		7,585.84	60.15
1	40,825	103.41	2,970	14	43,913	836.52		7,585.84	103.41
2	41,250	145.65	2,960	14	44,370	836.52		7,585.84	145.65
3	41,675	188.96	2,949	14	44,827	836.52		7,585.84	188.96
4	42,100	233.33	2,937	14	45,284	836.52		7,585.84	233.33
5	42,525	278.76	2,923	14	45,741	836.52		7,585.84	278.76
6	42,950	325.26	2,909	14	46,198	836.52		7,585.84	325.26
7	43,375	372.82	2,893	14	46,655	836.52		7,585.84	372.82
8	43,800	421.44	2,876	14	47,112	836.52		7,585.84	421.44
9	44,225	471.12	2,859	14	47,569	836.52		7,585.84	471.12
10	44,650	521.87	2,840	14	48,026	836.52		7,585.84	521.87
11	45,075	573.67	2,820	14	48,483	836.52		7,585.84	573.67
12	45,500	626.54	2,799	14	48,940	836.52		7,585.84	626.54
13	45,925	680.48	2,777	14	49,397	836.52		7,585.84	680.48
14	46,350	735.47	2,754	14	49,854	836.52		7,585.84	735.47
15	47,125	791.53	2,757	14	50,687	836.52		7,585.84	791.53
16	47,900	848.65	2,758	14	51,520	836.52		7,585.84	848.65
17	48,675	906.83	2,758	14	52,354	836.52		7,585.84	906.83
18	49,450	966.07	2,757	14	53,187	836.52		7,585.84	966.07
19	50,225	1,026.38	2,755	14	54,020	836.52		7,585.84	1,026.38
20	51,000	1,087.75	2,752	14	54,854	836.52		7,585.84	1,087.75
21	51,775	1,150.18	2,748	14	55,687	836.52		7,585.84	1,150.18
22	52,550	1,213.68	2,743	14	56,520	836.52		7,585.84	1,213.68
23	53,325	1,278.23	2,737	14	57,354	836.52		7,585.84	1,278.23
24	54,100	1,343.85	2,729	14	58,187	836.52		7,585.84	1,343.85
25	54,875	1,410.53	2,721	14	59,020	836.52		7,585.84	1,410.53
26	55,650	1,410.53	2,779	14	59,854	836.52		7,585.84	1,410.53
27	56,425	1,410.53	2,838	14	60,687	836.52		7,585.84	1,410.53
28	57,200	1,410.53	2,896	14	61,520	836.52		7,585.84	1,410.53
29	57,975	1,410.53	2,954	14	62,354	836.52		7,585.84	1,410.53
30	58,750	1,410.53	3,013	14	63,187	836.52		7,585.84	1,410.53
31	59,525	1,410.53	3,071	14	64,020	836.52		7,585.84	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 through December. This amount will increase to \$640.28 in 2023. For all 12 pay periods the FBA will total \$7,585.84. 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