

NORMAN PUBLIC SCHOOLS 2023-24 TEACHER COMPENSATION SCHEDULE
(Bachelors + National Board Certification)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
		<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>		<i>State TRS</i>
<i>DISTRICT</i>	<i>Base</i>	<i>Salary</i>	<i>Paid</i>	<i>Paid</i>	<i>District</i>	<i>In Lieu of</i>	<i>OR</i>	<i>Offset</i>
<i>STEP</i>	<i>Salary</i>	<i>(TRS Credit)</i>	<i>Ret.</i>	<i>Life Ins.</i>	<i>Comp.</i>	<i>FBA</i>		
0	43,825	60.15	3,240	14	47,139	836.52	7,998.08	60.15
1	44,250	103.41	3,228	14	47,596	836.52	7,998.08	103.41
2	44,675	145.65	3,218	14	48,053	836.52	7,998.08	145.65
3	45,100	188.15	3,208	14	48,510	836.52	7,998.08	188.15
4	45,525	233.33	3,194	14	48,967	836.52	7,998.08	233.33
5	46,950	278.76	3,256	14	50,499	836.52	7,998.08	278.76
6	47,375	325.26	3,242	14	50,956	836.52	7,998.08	325.26
7	47,800	372.82	3,226	14	51,413	836.52	7,998.08	372.82
8	48,225	421.44	3,209	14	51,870	836.52	7,998.08	421.44
9	48,650	471.12	3,192	14	52,327	836.52	7,998.08	471.12
10	50,075	521.87	3,248	14	53,859	836.52	7,998.08	521.87
11	50,500	573.67	3,228	14	54,316	836.52	7,998.08	573.67
12	50,925	626.54	3,208	14	54,773	836.52	7,998.08	626.54
13	51,350	680.48	3,186	14	55,230	836.52	7,998.08	680.48
14	51,775	735.47	3,163	14	55,687	836.52	7,998.08	735.47
15	53,550	791.53	3,240	14	57,596	836.52	7,998.08	791.53
16	54,325	848.65	3,241	14	58,429	836.52	7,998.08	848.65
17	55,100	906.83	3,242	14	59,262	836.52	7,998.08	906.83
18	55,875	966.07	3,241	14	60,096	836.52	7,998.08	966.07
19	56,650	1,026.38	3,239	14	60,929	836.52	7,998.08	1,026.38
20	57,425	1,087.75	3,236	14	61,762	836.52	7,998.08	1,087.75
21	58,200	1,150.18	3,232	14	62,596	836.52	7,998.08	1,150.18
22	58,975	1,213.68	3,226	14	63,429	836.52	7,998.08	1,213.68
23	59,750	1,278.23	3,220	14	64,262	836.52	7,998.08	1,278.23
24	60,525	1,343.85	3,213	14	65,096	836.52	7,998.08	1,343.85
25	61,300	1,410.53	3,204	14	65,929	836.52	7,998.08	1,410.53
26	62,075	1,410.53	3,263	14	66,762	836.52	7,998.08	1,410.53
27	62,850	1,410.53	3,321	14	67,596	836.52	7,998.08	1,410.53
28	63,625	1,410.53	3,379	14	68,429	836.52	7,998.08	1,410.53
29	64,400	1,410.53	3,438	14	69,262	836.52	7,998.08	1,410.53
30	65,175	1,410.53	3,496	14	70,096	836.52	7,998.08	1,410.53
31	65,950	1,410.53	3,554	14	70,929	836.52	7,998.08	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 \$640.28 per month through December. This amount will increase to \$679.62 in 2024. For all 12 pay periods the FBA will total \$7,998.08. 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

**NORMAN PUBLIC SCHOOLS 2023-24 TEACHER COMPENSATION SCHEDULE
(Masters + National Board Certification)**

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
		<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>		<i>State TRS</i>
<i>DISTRICT</i>	<i>Base</i>	<i>Salary</i>	<i>Paid</i>	<i>Paid</i>	<i>District</i>	<i>In Lieu of</i>	<i>OR</i>	<i>Offset</i>
<i>STEP</i>	<i>Salary</i>	<i>(TRS Credit)</i>	<i>Ret.</i>	<i>Life Ins.</i>	<i>Comp.</i>	<i>FBA</i>		
0	45,306	60.15	3,351	14	48,731	836.52	7,998.08	60.15
1	45,906	103.41	3,353	14	49,376	836.52	7,998.08	103.41
2	46,506	145.65	3,356	14	50,021	836.52	7,998.08	145.65
3	47,106	188.15	3,359	14	50,667	836.52	7,998.08	188.15
4	47,706	233.33	3,358	14	51,312	836.52	7,998.08	233.33
5	49,306	278.76	3,433	14	53,032	836.52	7,998.08	278.76
6	49,906	325.26	3,432	14	53,677	836.52	7,998.08	325.26
7	50,506	372.82	3,430	14	54,323	836.52	7,998.08	372.82
8	51,106	421.44	3,426	14	54,968	836.52	7,998.08	421.44
9	51,706	471.12	3,422	14	55,613	836.52	7,998.08	471.12
10	53,306	521.87	3,491	14	57,333	836.52	7,998.08	521.87
11	53,906	573.67	3,485	14	57,978	836.52	7,998.08	573.67
12	54,506	626.54	3,477	14	58,624	836.52	7,998.08	626.54
13	55,106	680.48	3,468	14	59,269	836.52	7,998.08	680.48
14	55,706	735.47	3,459	14	59,914	836.52	7,998.08	735.47
15	57,481	791.53	3,536	14	61,823	836.52	7,998.08	791.53
16	58,256	848.65	3,537	14	62,656	836.52	7,998.08	848.65
17	59,031	906.83	3,537	14	63,489	836.52	7,998.08	906.83
18	59,806	966.07	3,537	14	64,323	836.52	7,998.08	966.07
19	60,581	1,026.38	3,535	14	65,156	836.52	7,998.08	1,026.38
20	61,356	1,087.75	3,531	14	65,989	836.52	7,998.08	1,087.75
21	62,131	1,150.18	3,527	14	66,823	836.52	7,998.08	1,150.18
22	62,906	1,213.68	3,522	14	67,656	836.52	7,998.08	1,213.68
23	63,681	1,278.23	3,516	14	68,489	836.52	7,998.08	1,278.23
24	64,456	1,343.85	3,509	14	69,323	836.52	7,998.08	1,343.85
25	65,231	1,410.53	3,500	14	70,156	836.52	7,998.08	1,410.53
26	66,006	1,410.53	3,559	14	70,989	836.52	7,998.08	1,410.53
27	66,781	1,410.53	3,617	14	71,823	836.52	7,998.08	1,410.53
28	67,556	1,410.53	3,675	14	72,656	836.52	7,998.08	1,410.53
29	68,331	1,410.53	3,734	14	73,489	836.52	7,998.08	1,410.53
30	69,106	1,410.53	3,792	14	74,323	836.52	7,998.08	1,410.53
31	69,881	1,410.53	3,850	14	75,156	836.52	7,998.08	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 \$640.28 per month through December. This amount will increase to \$679.62 in 2024. For all 12 pay periods the FBA will total \$7,998.08. 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

NORMAN PUBLIC SCHOOLS 2023-24 TEACHER COMPENSATION SCHEDULE
(Doctorate + National Board Certification)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
		<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>		<i>State TRS</i>
<i>DISTRICT</i>	<i>Base</i>	<i>Salary</i>	<i>Paid</i>	<i>Paid</i>	<i>District</i>	<i>In Lieu of</i>	<i>OR</i>	<i>Offset</i>
<i>STEP</i>	<i>Salary</i>	<i>(TRS Credit)</i>	<i>Ret.</i>	<i>Life Ins.</i>	<i>Comp.</i>	<i>FBA</i>		
0	46,912	60.15	3,472	14	50,458	836.52	7,998.08	60.15
1	47,812	103.41	3,496	14	51,426	836.52	7,998.08	103.41
2	48,712	145.65	3,522	14	52,394	836.52	7,998.08	145.65
3	49,612	188.15	3,547	14	53,361	836.52	7,998.08	188.15
4	50,512	233.33	3,570	14	54,329	836.52	7,998.08	233.33
5	52,412	278.76	3,667	14	56,372	836.52	7,998.08	278.76
6	53,312	325.26	3,689	14	57,340	836.52	7,998.08	325.26
7	54,212	372.82	3,709	14	58,307	836.52	7,998.08	372.82
8	55,112	421.44	3,728	14	59,275	836.52	7,998.08	421.44
9	56,012	471.12	3,746	14	60,243	836.52	7,998.08	471.12
10	57,912	521.87	3,838	14	62,286	836.52	7,998.08	521.87
11	58,812	573.67	3,854	14	63,254	836.52	7,998.08	573.67
12	59,712	626.54	3,869	14	64,221	836.52	7,998.08	626.54
13	60,612	680.48	3,883	14	65,189	836.52	7,998.08	680.48
14	61,512	735.47	3,896	14	66,157	836.52	7,998.08	735.47
15	63,412	791.53	3,982	14	68,200	836.52	7,998.08	791.53
16	64,412	848.65	4,001	14	69,275	836.52	7,998.08	848.65
17	65,412	906.83	4,018	14	70,350	836.52	7,998.08	906.83
18	66,412	966.07	4,034	14	71,426	836.52	7,998.08	966.07
19	67,412	1,026.38	4,049	14	72,501	836.52	7,998.08	1,026.38
20	68,412	1,087.75	4,063	14	73,576	836.52	7,998.08	1,087.75
21	69,412	1,150.18	4,075	14	74,652	836.52	7,998.08	1,150.18
22	70,412	1,213.68	4,087	14	75,727	836.52	7,998.08	1,213.68
23	71,412	1,278.23	4,098	14	76,802	836.52	7,998.08	1,278.23
24	72,412	1,343.85	4,108	14	77,877	836.52	7,998.08	1,343.85
25	73,412	1,410.53	4,116	14	78,953	836.52	7,998.08	1,410.53
26	74,412	1,410.53	4,191	14	80,028	836.52	7,998.08	1,410.53
27	75,412	1,410.53	4,267	14	81,103	836.52	7,998.08	1,410.53
28	76,412	1,410.53	4,342	14	82,178	836.52	7,998.08	1,410.53
29	77,412	1,410.53	4,417	14	83,254	836.52	7,998.08	1,410.53
30	78,412	1,410.53	4,492	14	84,329	836.52	7,998.08	1,410.53
31	79,412	1,410.53	4,568	14	85,404	836.52	7,998.08	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 \$640.28 per month through December. This amount will increase to \$679.62 in 2024. For all 12 pay periods the FBA will total \$7,998.08. 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