

**NORMAN PUBLIC SCHOOLS 2022-23 TEACHER COMPENSATION SCHEDULE  
(Bachelors + National Board Certification)**

(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.
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- (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

**NORMAN PUBLIC SCHOOLS 2022-23 TEACHER COMPENSATION SCHEDULE  
(Masters + National Board Certification)**

(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	41,706	60.15	3,080	14	44,860	836.52		7,585.84	60.15
1	42,306	103.41	3,082	14	45,505	836.52		7,585.84	103.41
2	42,906	145.65	3,085	14	46,150	836.52		7,585.84	145.65
3	43,506	188.96	3,087	14	46,796	836.52		7,585.84	188.96
4	44,106	233.33	3,088	14	47,441	836.52		7,585.84	233.33
5	44,706	278.76	3,087	14	48,086	836.52		7,585.84	278.76
6	45,306	325.26	3,086	14	48,731	836.52		7,585.84	325.26
7	45,906	372.82	3,084	14	49,376	836.52		7,585.84	372.82
8	46,506	421.44	3,080	14	50,021	836.52		7,585.84	421.44
9	47,106	471.12	3,076	14	50,667	836.52		7,585.84	471.12
10	47,706	521.87	3,070	14	51,312	836.52		7,585.84	521.87
11	48,306	573.67	3,063	14	51,957	836.52		7,585.84	573.67
12	48,906	626.54	3,056	14	52,602	836.52		7,585.84	626.54
13	49,506	680.48	3,047	14	53,247	836.52		7,585.84	680.48
14	50,106	735.47	3,037	14	53,892	836.52		7,585.84	735.47
15	50,881	791.53	3,039	14	54,726	836.52		7,585.84	791.53
16	51,656	848.65	3,040	14	55,559	836.52		7,585.84	848.65
17	52,431	906.83	3,041	14	56,392	836.52		7,585.84	906.83
18	53,206	966.07	3,040	14	57,226	836.52		7,585.84	966.07
19	53,981	1,026.38	3,038	14	58,059	836.52		7,585.84	1,026.38
20	54,756	1,087.75	3,035	14	58,892	836.52		7,585.84	1,087.75
21	55,531	1,150.18	3,031	14	59,726	836.52		7,585.84	1,150.18
22	56,306	1,213.68	3,025	14	60,559	836.52		7,585.84	1,213.68
23	57,081	1,278.23	3,019	14	61,392	836.52		7,585.84	1,278.23
24	57,856	1,343.85	3,012	14	62,226	836.52		7,585.84	1,343.85
25	58,631	1,410.53	3,004	14	63,059	836.52		7,585.84	1,410.53
26	59,406	1,410.53	3,062	14	63,892	836.52		7,585.84	1,410.53
27	60,181	1,410.53	3,120	14	64,726	836.52		7,585.84	1,410.53
28	60,956	1,410.53	3,179	14	65,559	836.52		7,585.84	1,410.53
29	61,731	1,410.53	3,237	14	66,392	836.52		7,585.84	1,410.53
30	62,506	1,410.53	3,295	14	67,226	836.52		7,585.84	1,410.53
31	63,281	1,410.53	3,354	14	68,059	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

**NORMAN PUBLIC SCHOOLS 2022-23 TEACHER COMPENSATION SCHEDULE  
(Doctorate + National Board Certification)**

(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	43,012	60.15	3,178	14	46,264	836.52		7,585.84	60.15
1	43,912	103.41	3,203	14	47,232	836.52		7,585.84	103.41
2	44,812	145.65	3,228	14	48,200	836.52		7,585.84	145.65
3	45,712	188.96	3,253	14	49,168	836.52		7,585.84	188.96
4	46,612	233.33	3,276	14	50,135	836.52		7,585.84	233.33
5	47,512	278.76	3,298	14	51,103	836.52		7,585.84	278.76
6	48,412	325.26	3,320	14	52,071	836.52		7,585.84	325.26
7	49,312	372.82	3,340	14	53,039	836.52		7,585.84	372.82
8	50,212	421.44	3,359	14	54,006	836.52		7,585.84	421.44
9	51,112	471.12	3,377	14	54,974	836.52		7,585.84	471.12
10	52,012	521.87	3,394	14	55,942	836.52		7,585.84	521.87
11	52,912	573.67	3,410	14	56,910	836.52		7,585.84	573.67
12	53,812	626.54	3,425	14	57,877	836.52		7,585.84	626.54
13	54,712	680.48	3,439	14	58,845	836.52		7,585.84	680.48
14	55,612	735.47	3,451	14	59,813	836.52		7,585.84	735.47
15	56,512	791.53	3,463	14	60,781	836.52		7,585.84	791.53
16	57,512	848.65	3,481	14	61,856	836.52		7,585.84	848.65
17	58,512	906.83	3,498	14	62,931	836.52		7,585.84	906.83
18	59,512	966.07	3,514	14	64,006	836.52		7,585.84	966.07
19	60,512	1,026.38	3,529	14	65,082	836.52		7,585.84	1,026.38
20	61,512	1,087.75	3,543	14	66,157	836.52		7,585.84	1,087.75
21	62,512	1,150.18	3,556	14	67,232	836.52		7,585.84	1,150.18
22	63,512	1,213.68	3,568	14	68,307	836.52		7,585.84	1,213.68
23	64,512	1,278.23	3,579	14	69,383	836.52		7,585.84	1,278.23
24	65,512	1,343.85	3,588	14	70,458	836.52		7,585.84	1,343.85
25	66,512	1,410.53	3,597	14	71,533	836.52		7,585.84	1,410.53
26	67,512	1,410.53	3,672	14	72,609	836.52		7,585.84	1,410.53
27	68,512	1,410.53	3,747	14	73,684	836.52		7,585.84	1,410.53
28	69,512	1,410.53	3,823	14	74,759	836.52		7,585.84	1,410.53
29	70,512	1,410.53	3,898	14	75,834	836.52		7,585.84	1,410.53
30	71,512	1,410.53	3,973	14	76,910	836.52		7,585.84	1,410.53
31	72,512	1,410.53	4,048	14	77,985	836.52		7,585.84	1,410.53

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- (I) Statutory pymt to Teacher Retirement System to partially pay Employee Contribution