

**NORMAN PUBLIC SCHOOLS 2022-23 TEACHER COMPENSATION SCHEDULE (Doctorate)**

(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>Major</i>	<i>Offset</i>
		<i>(TRS Credit)</i>	<i>Ret.</i>	<i>Life Ins.</i>	<i>Comp.</i>	<i>FBA</i>	<i>Medical</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

- (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