

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

(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