

**NORMAN PUBLIC SCHOOLS 2020-21 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	39,200	60.15	2,891	14	42,165	836.52		7,390.80	60.15
1	39,418	103.41	2,865	14	42,400	836.52		7,390.80	103.41
2	39,706	145.65	2,844	14	42,709	836.52		7,390.80	145.65
3	40,220	188.96	2,839	14	43,262	836.52		7,390.80	188.96
4	40,530	233.33	2,818	14	43,595	836.52		7,390.80	233.33
5	40,927	278.76	2,803	14	44,023	836.52		7,390.80	278.76
6	41,572	325.26	2,805	14	44,715	836.52		7,390.80	325.26
7	41,961	372.82	2,787	14	45,134	836.52		7,390.80	372.82
8	42,350	421.44	2,767	14	45,552	836.52		7,390.80	421.44
9	42,738	471.12	2,747	14	45,970	836.52		7,390.80	471.12
10	43,235	521.87	2,733	14	46,503	836.52		7,390.80	521.87
11	43,628	573.67	2,711	14	46,927	836.52		7,390.80	573.67
12	44,022	626.54	2,688	14	47,350	836.52		7,390.80	626.54
13	44,414	680.48	2,664	14	47,772	836.52		7,390.80	680.48
14	45,180	735.47	2,666	14	48,595	836.52		7,390.80	735.47
15	46,197	791.53	2,687	14	49,688	836.52		7,390.80	791.53
16	47,195	848.65	2,705	14	50,762	836.52		7,390.80	848.65
17	48,472	906.83	2,743	14	52,135	836.52		7,390.80	906.83
18	49,377	966.07	2,751	14	53,108	836.52		7,390.80	966.07
19	50,282	1,026.38	2,759	14	54,081	836.52		7,390.80	1,026.38
20	50,718	1,087.75	2,731	14	54,551	836.52		7,390.80	1,087.75
21	51,135	1,150.18	2,700	14	54,999	836.52		7,390.80	1,150.18
22	51,553	1,213.68	2,668	14	55,448	836.52		7,390.80	1,213.68
23	51,970	1,278.23	2,634	14	55,896	836.52		7,390.80	1,278.23
24	52,386	1,343.85	2,600	14	56,344	836.52		7,390.80	1,343.85
25	53,734	1,410.53	2,635	14	57,793	836.52		7,390.80	1,410.53
26	54,083	1,410.53	2,661	14	58,168	836.52		7,390.80	1,410.53
27	54,432	1,410.53	2,687	14	58,543	836.52		7,390.80	1,410.53
28	54,780	1,410.53	2,714	14	58,918	836.52		7,390.80	1,410.53
29	55,129	1,410.53	2,740	14	59,293	836.52		7,390.80	1,410.53
30	55,478	1,410.53	2,766	14	59,668	836.52		7,390.80	1,410.53
31	57,222	1,410.53	2,897	14	61,543	836.52		7,390.80	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

For all 12 pay periods the FBA will total \$7,390.80. 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 2020-21 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	40,506	60.15	2,990	14	43,569	836.52		7,390.80	60.15
1	40,724	103.41	2,963	14	43,804	836.52		7,390.80	103.41
2	41,012	145.65	2,942	14	44,114	836.52		7,390.80	145.65
3	41,533	188.96	2,938	14	44,674	836.52		7,390.80	188.96
4	41,892	233.33	2,921	14	45,060	836.52		7,390.80	233.33
5	42,240	278.76	2,902	14	45,434	836.52		7,390.80	278.76
6	43,163	325.26	2,925	14	46,427	836.52		7,390.80	325.26
7	43,553	372.82	2,906	14	46,845	836.52		7,390.80	372.82
8	43,941	421.44	2,887	14	47,263	836.52		7,390.80	421.44
9	44,331	471.12	2,867	14	47,682	836.52		7,390.80	471.12
10	44,993	521.87	2,866	14	48,394	836.52		7,390.80	521.87
11	45,805	573.67	2,875	14	49,267	836.52		7,390.80	573.67
12	46,803	626.54	2,897	14	50,340	836.52		7,390.80	626.54
13	47,801	680.48	2,918	14	51,413	836.52		7,390.80	680.48
14	48,891	735.47	2,946	14	52,585	836.52		7,390.80	735.47
15	50,048	791.53	2,977	14	53,830	836.52		7,390.80	791.53
16	51,186	848.65	3,005	14	55,053	836.52		7,390.80	848.65
17	52,556	906.83	3,050	14	56,526	836.52		7,390.80	906.83
18	53,554	966.07	3,066	14	57,599	836.52		7,390.80	966.07
19	54,598	1,026.38	3,084	14	58,722	836.52		7,390.80	1,026.38
20	55,059	1,087.75	3,058	14	59,218	836.52		7,390.80	1,087.75
21	55,499	1,150.18	3,028	14	59,691	836.52		7,390.80	1,150.18
22	55,939	1,213.68	2,998	14	60,164	836.52		7,390.80	1,213.68
23	56,380	1,278.23	2,966	14	60,639	836.52		7,390.80	1,278.23
24	56,820	1,343.85	2,934	14	61,112	836.52		7,390.80	1,343.85
25	58,227	1,410.53	2,973	14	62,625	836.52		7,390.80	1,410.53
26	58,599	1,410.53	3,001	14	63,025	836.52		7,390.80	1,410.53
27	58,971	1,410.53	3,029	14	63,425	836.52		7,390.80	1,410.53
28	59,343	1,410.53	3,057	14	63,825	836.52		7,390.80	1,410.53
29	59,715	1,410.53	3,085	14	64,225	836.52		7,390.80	1,410.53
30	60,087	1,410.53	3,113	14	64,625	836.52		7,390.80	1,410.53
31	61,947	1,410.53	3,253	14	66,625	836.52		7,390.80	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.  
For all 12 pay periods the FBA will total \$7,390.80. 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 2020-21 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	41,812	60.15	3,088	14	44,974	836.52		7,390.80	60.15
1	42,080	103.41	3,065	14	45,262	836.52		7,390.80	103.41
2	42,418	145.65	3,048	14	45,625	836.52		7,390.80	145.65
3	43,304	188.96	3,072	14	46,578	836.52		7,390.80	188.96
4	43,689	233.33	3,056	14	46,992	836.52		7,390.80	233.33
5	44,086	278.76	3,041	14	47,419	836.52		7,390.80	278.76
6	44,708	325.26	3,041	14	48,088	836.52		7,390.80	325.26
7	45,701	372.82	3,068	14	49,156	836.52		7,390.80	372.82
8	46,694	421.44	3,094	14	50,223	836.52		7,390.80	421.44
9	47,688	471.12	3,119	14	51,292	836.52		7,390.80	471.12
10	49,087	521.87	3,174	14	52,797	836.52		7,390.80	521.87
11	50,178	573.67	3,204	14	53,970	836.52		7,390.80	573.67
12	51,269	626.54	3,233	14	55,143	836.52		7,390.80	626.54
13	52,453	680.48	3,269	14	56,416	836.52		7,390.80	680.48
14	53,636	735.47	3,303	14	57,688	836.52		7,390.80	735.47
15	54,934	791.53	3,344	14	59,084	836.52		7,390.80	791.53
16	56,211	848.65	3,383	14	60,457	836.52		7,390.80	848.65
17	57,674	906.83	3,435	14	62,030	836.52		7,390.80	906.83
18	58,672	966.07	3,451	14	63,103	836.52		7,390.80	966.07
19	59,577	1,026.38	3,459	14	64,076	836.52		7,390.80	1,026.38
20	60,435	1,087.75	3,462	14	64,998	836.52		7,390.80	1,087.75
21	60,898	1,150.18	3,435	14	65,496	836.52		7,390.80	1,150.18
22	61,361	1,213.68	3,406	14	65,994	836.52		7,390.80	1,213.68
23	61,825	1,278.23	3,376	14	66,493	836.52		7,390.80	1,278.23
24	62,289	1,343.85	3,346	14	66,991	836.52		7,390.80	1,343.85
25	63,764	1,410.53	3,390	14	68,578	836.52		7,390.80	1,410.53
26	64,159	1,410.53	3,420	14	69,003	836.52		7,390.80	1,410.53
27	64,554	1,410.53	3,449	14	69,428	836.52		7,390.80	1,410.53
28	64,950	1,410.53	3,479	14	69,853	836.52		7,390.80	1,410.53
29	65,345	1,410.53	3,509	14	70,278	836.52		7,390.80	1,410.53
30	65,740	1,410.53	3,539	14	70,703	836.52		7,390.80	1,410.53
31	67,716	1,410.53	3,687	14	72,828	836.52		7,390.80	1,410.53

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For all 12 pay periods the FBA will total \$7,390.80. 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