

**NORMAN PUBLIC SCHOOLS 2020-21 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>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

(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