

**NORMAN PUBLIC SCHOOLS 2020-21 TEACHER COMPENSATION SCHEDULE (Masters)**

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
DISTRICT	Base	Additional	District	District	Total	Cash	FBA for	State TRS
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major	Offset
		(TRS Credit)	Ret.	Life Ins.	Comp.	FBA	Medical	
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.

(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