

NORMAN PUBLIC SCHOOLS 2016-17 TEACHER COMPENSATION SCHEDULE (Bachelors)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
DISTRICT	Base Salary	Additional Salary (TRS Credit)	District Paid Ret.	District Paid Life Ins.	Total District Comp.	Cash In Lieu of FBA	FBA for Major Medical	State TRS Offset
0	32,603	60.15	2,395	14	35,072	836.52	6,675.84	60.15
1	32,813	103.41	2,367	14	35,297	836.52	6,675.84	103.41
2	33,092	145.65	2,346	14	35,597	836.52	6,675.84	145.65
3	33,646	188.96	2,345	14	36,193	836.52	6,675.84	188.96
4	33,971	233.33	2,325	14	36,543	836.52	6,675.84	233.33
5	34,297	278.76	2,304	14	36,893	836.52	6,675.84	278.76
6	34,878	325.26	2,301	14	37,518	836.52	6,675.84	325.26
7	35,204	372.82	2,278	14	37,868	836.52	6,675.84	372.82
8	35,529	421.44	2,254	14	38,218	836.52	6,675.84	421.44
9	35,855	471.12	2,229	14	38,568	836.52	6,675.84	471.12
10	36,180	521.87	2,202	14	38,918	836.52	6,675.84	521.87
11	36,506	573.67	2,175	14	39,268	836.52	6,675.84	573.67
12	36,831	626.54	2,147	14	39,618	836.52	6,675.84	626.54
13	37,157	680.48	2,117	14	39,968	836.52	6,675.84	680.48
14	37,854	735.47	2,115	14	40,718	836.52	6,675.84	735.47
15	38,784	791.53	2,129	14	41,718	836.52	6,675.84	791.53
16	39,714	848.65	2,142	14	42,718	836.52	6,675.84	848.65
17	40,923	906.83	2,174	14	44,018	836.52	6,675.84	906.83
18	41,760	966.07	2,178	14	44,918	836.52	6,675.84	966.07
19	42,597	1,026.38	2,181	14	45,818	836.52	6,675.84	1,026.38
20	42,946	1,087.75	2,146	14	46,193	836.52	6,675.84	1,087.75
21	43,295	1,150.18	2,110	14	46,568	836.52	6,675.84	1,150.18
22	43,643	1,213.68	2,072	14	46,943	836.52	6,675.84	1,213.68
23	43,992	1,278.23	2,034	14	47,318	836.52	6,675.84	1,278.23
24	44,341	1,343.85	1,995	14	47,693	836.52	6,675.84	1,343.85
25	44,690	1,410.53	1,954	14	48,068	836.52	6,675.84	1,410.53
26	45,038	1,410.53	1,980	14	48,443	836.52	6,675.84	1,410.53
27	45,387	1,410.53	2,007	14	48,818	836.52	6,675.84	1,410.53
28	45,736	1,410.53	2,033	14	49,193	836.52	6,675.84	1,410.53
29	46,085	1,410.53	2,059	14	49,568	836.52	6,675.84	1,410.53
30	46,433	1,410.53	2,085	14	49,943	836.52	6,675.84	1,410.53
31	48,177	1,410.53	2,217	14	51,818	836.52	6,675.84	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 \$526.88 per month through December. This amount will change in January to \$571.04. For all 12 pay periods the FBA will total \$6,675.84. 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