

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Bachelors)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-18	effect. 1-1-19
			& Disability			MONTHLY BENEFITS		
0	\$40,000.00	60.15	111.72	2,959.02	43,130.89	69.71	594.90	594.90
1	\$40,450.00	103.41	111.72	2,949.63	43,614.76	69.71	594.90	594.90
2	\$40,900.00	145.65	111.72	2,941.26	44,098.63	69.71	594.90	594.90
3	\$41,350.00	188.15	111.72	2,932.63	44,582.50	69.71	594.90	594.90
4	\$41,800.00	233.33	111.72	2,921.32	45,066.37	69.71	594.90	594.90
5	\$42,250.00	278.76	111.72	2,909.76	45,550.24	69.71	594.90	594.90
6	\$42,725.00	325.26	111.72	2,899.02	46,061.00	69.71	594.90	594.90
7	\$43,200.00	372.82	111.72	2,887.21	46,571.75	69.71	594.90	594.90
8	\$43,675.00	421.44	111.72	2,874.34	47,082.50	69.71	594.90	594.90
9	\$44,150.00	471.12	111.72	2,860.42	47,593.26	69.71	594.90	594.90
10	\$44,625.00	521.87	111.72	2,845.42	48,104.01	69.71	594.90	594.90
11	\$45,125.00	573.67	111.72	2,831.25	48,641.64	69.71	594.90	594.90
12	\$45,625.00	626.54	111.72	2,816.02	49,179.28	69.71	594.90	594.90
13	\$46,125.00	680.48	111.72	2,799.71	49,716.91	69.71	594.90	594.90
14	\$46,625.00	735.47	111.72	2,782.36	50,254.55	69.71	594.90	594.90
15	\$47,125.00	791.53	111.72	2,763.93	50,792.18	69.71	594.90	594.90
16	\$47,650.00	848.65	111.72	2,746.33	51,356.70	69.71	594.90	594.90
17	\$48,175.00	906.83	111.72	2,727.66	51,921.21	69.71	594.90	594.90
18	\$48,700.00	966.07	111.72	2,707.94	52,485.73	69.71	594.90	594.90
19	\$49,225.00	1,026.38	111.72	2,687.15	53,050.25	69.71	594.90	594.90
20	\$49,750.00	1,087.75	111.72	2,665.29	53,614.76	69.71	594.90	594.90
21	\$50,300.00	1,150.18	111.72	2,644.26	54,206.16	69.71	594.90	594.90
22	\$50,850.00	1,213.68	111.72	2,622.16	54,797.56	69.71	594.90	594.90
23	\$51,400.00	1,278.23	111.72	2,599.01	55,388.96	69.71	594.90	594.90
24	\$51,950.00	1,343.85	111.72	2,574.78	55,980.35	69.71	594.90	594.90
25	\$52,500.00	1,410.53	111.72	2,549.50	56,571.75	69.71	594.90	594.90
26	\$53,075.00	1,410.53	111.72	2,592.78	57,190.03	69.71	594.90	594.90
27	\$53,650.00	1,410.53	111.72	2,636.06	57,808.31	69.71	594.90	594.90
28	\$54,225.00	1,410.53	111.72	2,679.34	58,426.59	69.71	594.90	594.90
29	\$54,800.00	1,410.53	111.72	2,722.62	59,044.87	69.71	594.90	594.90
30	\$55,375.00	1,410.53	111.72	2,765.90	59,663.15	69.71	594.90	594.90
31	\$55,975.00	1,410.53	111.72	2,811.06	60,308.31	69.71	594.90	594.90
32	\$56,575.00	1,410.53	111.72	2,856.22	60,953.47	69.71	594.90	594.90
33	\$57,175.00	1,410.53	111.72	2,901.38	61,598.63	69.71	594.90	594.90
34	\$57,775.00	1,410.53	111.72	2,946.55	62,243.80	69.71	594.90	594.90
35	\$58,375.00	1,410.53	111.72	2,991.71	62,888.96	69.71	594.90	594.90
36	\$58,975.00	1,410.53	111.72	3,036.87	63,534.12	69.71	594.90	594.90
37	\$59,575.00	1,410.53	111.72	3,082.03	64,179.28	69.71	594.90	594.90
38	\$60,175.00	1,410.53	111.72	3,127.19	64,824.44	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Bachelors +16)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-18	effect. 1-1-19
			& Disability			MONTHLY BENEFITS		
0	\$40,300.00	60.15	111.72	2,981.60	43,453.47	69.71	594.90	594.90
1	\$40,750.00	103.41	111.72	2,972.21	43,937.34	69.71	594.90	594.90
2	\$41,200.00	145.65	111.72	2,963.84	44,421.21	69.71	594.90	594.90
3	\$41,650.00	188.15	111.72	2,955.21	44,905.08	69.71	594.90	594.90
4	\$42,100.00	233.33	111.72	2,943.90	45,388.95	69.71	594.90	594.90
5	\$42,550.00	278.76	111.72	2,932.35	45,872.83	69.71	594.90	594.90
6	\$43,025.00	325.26	111.72	2,921.60	46,383.58	69.71	594.90	594.90
7	\$43,500.00	372.82	111.72	2,909.79	46,894.33	69.71	594.90	594.90
8	\$43,975.00	421.44	111.72	2,896.92	47,405.08	69.71	594.90	594.90
9	\$44,450.00	471.12	111.72	2,883.00	47,915.84	69.71	594.90	594.90
10	\$44,925.00	521.87	111.72	2,868.00	48,426.59	69.71	594.90	594.90
11	\$45,425.00	573.67	111.72	2,853.83	48,964.22	69.71	594.90	594.90
12	\$45,925.00	626.54	111.72	2,838.60	49,501.86	69.71	594.90	594.90
13	\$46,425.00	680.48	111.72	2,822.29	50,039.49	69.71	594.90	594.90
14	\$46,925.00	735.47	111.72	2,804.94	50,577.13	69.71	594.90	594.90
15	\$47,425.00	791.53	111.72	2,786.51	51,114.76	69.71	594.90	594.90
16	\$47,950.00	848.65	111.72	2,768.91	51,679.28	69.71	594.90	594.90
17	\$48,475.00	906.83	111.72	2,750.24	52,243.79	69.71	594.90	594.90
18	\$49,000.00	966.07	111.72	2,730.52	52,808.31	69.71	594.90	594.90
19	\$49,525.00	1,026.38	111.72	2,709.73	53,372.83	69.71	594.90	594.90
20	\$50,050.00	1,087.75	111.72	2,687.87	53,937.34	69.71	594.90	594.90
21	\$50,600.00	1,150.18	111.72	2,666.84	54,528.74	69.71	594.90	594.90
22	\$51,150.00	1,213.68	111.72	2,644.74	55,120.14	69.71	594.90	594.90
23	\$51,700.00	1,278.23	111.72	2,621.59	55,711.54	69.71	594.90	594.90
24	\$52,250.00	1,343.85	111.72	2,597.36	56,302.93	69.71	594.90	594.90
25	\$52,800.00	1,410.53	111.72	2,572.08	56,894.33	69.71	594.90	594.90
26	\$53,375.00	1,410.53	111.72	2,615.36	57,512.61	69.71	594.90	594.90
27	\$53,950.00	1,410.53	111.72	2,658.64	58,130.89	69.71	594.90	594.90
28	\$54,525.00	1,410.53	111.72	2,701.92	58,749.17	69.71	594.90	594.90
29	\$55,100.00	1,410.53	111.72	2,745.20	59,367.45	69.71	594.90	594.90
30	\$55,675.00	1,410.53	111.72	2,788.48	59,985.73	69.71	594.90	594.90
31	\$56,275.00	1,410.53	111.72	2,833.64	60,630.89	69.71	594.90	594.90
32	\$56,875.00	1,410.53	111.72	2,878.80	61,276.05	69.71	594.90	594.90
33	\$57,475.00	1,410.53	111.72	2,923.96	61,921.21	69.71	594.90	594.90
34	\$58,075.00	1,410.53	111.72	2,969.13	62,566.38	69.71	594.90	594.90
35	\$58,675.00	1,410.53	111.72	3,014.29	63,211.54	69.71	594.90	594.90
36	\$59,275.00	1,410.53	111.72	3,059.45	63,856.70	69.71	594.90	594.90
37	\$59,875.00	1,410.53	111.72	3,104.61	64,501.86	69.71	594.90	594.90
38	\$60,475.00	1,410.53	111.72	3,149.77	65,147.02	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

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(Masters)

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	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-18	effect. 1-1-19
			& Disability			MONTHLY BENEFITS		
0	\$41,000.00	60.15	111.72	3,034.29	44,206.16	69.71	594.90	594.90
1	\$41,450.00	103.41	111.72	3,024.90	44,690.03	69.71	594.90	594.90
2	\$41,900.00	145.65	111.72	3,016.53	45,173.90	69.71	594.90	594.90
3	\$42,350.00	188.15	111.72	3,007.90	45,657.77	69.71	594.90	594.90
4	\$42,800.00	233.33	111.72	2,996.59	46,141.64	69.71	594.90	594.90
5	\$43,250.00	278.76	111.72	2,985.03	46,625.51	69.71	594.90	594.90
6	\$43,725.00	325.26	111.72	2,974.29	47,136.27	69.71	594.90	594.90
7	\$44,200.00	372.82	111.72	2,962.48	47,647.02	69.71	594.90	594.90
8	\$44,675.00	421.44	111.72	2,949.61	48,157.77	69.71	594.90	594.90
9	\$45,150.00	471.12	111.72	2,935.68	48,668.52	69.71	594.90	594.90
10	\$45,625.00	521.87	111.72	2,920.69	49,179.28	69.71	594.90	594.90
11	\$46,125.00	573.67	111.72	2,906.52	49,716.91	69.71	594.90	594.90
12	\$46,625.00	626.54	111.72	2,891.29	50,254.55	69.71	594.90	594.90
13	\$47,125.00	680.48	111.72	2,874.98	50,792.18	69.71	594.90	594.90
14	\$47,625.00	735.47	111.72	2,857.63	51,329.82	69.71	594.90	594.90
15	\$48,125.00	791.53	111.72	2,839.20	51,867.45	69.71	594.90	594.90
16	\$48,650.00	848.65	111.72	2,821.60	52,431.97	69.71	594.90	594.90
17	\$49,175.00	906.83	111.72	2,802.93	52,996.48	69.71	594.90	594.90
18	\$49,700.00	966.07	111.72	2,783.21	53,561.00	69.71	594.90	594.90
19	\$50,225.00	1,026.38	111.72	2,762.41	54,125.51	69.71	594.90	594.90
20	\$50,750.00	1,087.75	111.72	2,740.56	54,690.03	69.71	594.90	594.90
21	\$51,300.00	1,150.18	111.72	2,719.53	55,281.43	69.71	594.90	594.90
22	\$51,850.00	1,213.68	111.72	2,697.43	55,872.83	69.71	594.90	594.90
23	\$52,400.00	1,278.23	111.72	2,674.27	56,464.22	69.71	594.90	594.90
24	\$52,950.00	1,343.85	111.72	2,650.05	57,055.62	69.71	594.90	594.90
25	\$53,500.00	1,410.53	111.72	2,624.77	57,647.02	69.71	594.90	594.90
26	\$54,075.00	1,410.53	111.72	2,668.05	58,265.30	69.71	594.90	594.90
27	\$54,650.00	1,410.53	111.72	2,711.33	58,883.58	69.71	594.90	594.90
28	\$55,225.00	1,410.53	111.72	2,754.61	59,501.86	69.71	594.90	594.90
29	\$55,800.00	1,410.53	111.72	2,797.89	60,120.14	69.71	594.90	594.90
30	\$56,375.00	1,410.53	111.72	2,841.17	60,738.42	69.71	594.90	594.90
31	\$56,975.00	1,410.53	111.72	2,886.33	61,383.58	69.71	594.90	594.90
32	\$57,575.00	1,410.53	111.72	2,931.49	62,028.74	69.71	594.90	594.90
33	\$58,175.00	1,410.53	111.72	2,976.65	62,673.90	69.71	594.90	594.90
34	\$58,775.00	1,410.53	111.72	3,021.81	63,319.06	69.71	594.90	594.90
35	\$59,375.00	1,410.53	111.72	3,066.98	63,964.23	69.71	594.90	594.90
36	\$59,975.00	1,410.53	111.72	3,112.14	64,609.39	69.71	594.90	594.90
37	\$60,575.00	1,410.53	111.72	3,157.30	65,254.55	69.71	594.90	594.90
38	\$61,175.00	1,410.53	111.72	3,202.46	65,899.71	69.71	594.90	594.90

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(Masters +16)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-18	effect. 1-1-19
			& Disability			MONTHLY BENEFITS		
0	\$41,300.00	60.15	111.72	3,056.87	44,528.74	69.71	594.90	594.90
1	\$41,750.00	103.41	111.72	3,047.48	45,012.61	69.71	594.90	594.90
2	\$42,200.00	145.65	111.72	3,039.11	45,496.48	69.71	594.90	594.90
3	\$42,650.00	188.15	111.72	3,030.48	45,980.35	69.71	594.90	594.90
4	\$43,100.00	233.33	111.72	3,019.17	46,464.22	69.71	594.90	594.90
5	\$43,550.00	278.76	111.72	3,007.61	46,948.09	69.71	594.90	594.90
6	\$44,025.00	325.26	111.72	2,996.87	47,458.85	69.71	594.90	594.90
7	\$44,500.00	372.82	111.72	2,985.06	47,969.60	69.71	594.90	594.90
8	\$44,975.00	421.44	111.72	2,972.19	48,480.35	69.71	594.90	594.90
9	\$45,450.00	471.12	111.72	2,958.27	48,991.11	69.71	594.90	594.90
10	\$45,925.00	521.87	111.72	2,943.27	49,501.86	69.71	594.90	594.90
11	\$46,425.00	573.67	111.72	2,929.10	50,039.49	69.71	594.90	594.90
12	\$46,925.00	626.54	111.72	2,913.87	50,577.13	69.71	594.90	594.90
13	\$47,425.00	680.48	111.72	2,897.56	51,114.76	69.71	594.90	594.90
14	\$47,925.00	735.47	111.72	2,880.21	51,652.40	69.71	594.90	594.90
15	\$48,425.00	791.53	111.72	2,861.78	52,190.03	69.71	594.90	594.90
16	\$48,950.00	848.65	111.72	2,844.18	52,754.55	69.71	594.90	594.90
17	\$49,475.00	906.83	111.72	2,825.51	53,319.06	69.71	594.90	594.90
18	\$50,000.00	966.07	111.72	2,805.79	53,883.58	69.71	594.90	594.90
19	\$50,525.00	1,026.38	111.72	2,785.00	54,448.10	69.71	594.90	594.90
20	\$51,050.00	1,087.75	111.72	2,763.14	55,012.61	69.71	594.90	594.90
21	\$51,600.00	1,150.18	111.72	2,742.11	55,604.01	69.71	594.90	594.90
22	\$52,150.00	1,213.68	111.72	2,720.01	56,195.41	69.71	594.90	594.90
23	\$52,700.00	1,278.23	111.72	2,696.86	56,786.81	69.71	594.90	594.90
24	\$53,250.00	1,343.85	111.72	2,672.63	57,378.20	69.71	594.90	594.90
25	\$53,800.00	1,410.53	111.72	2,647.35	57,969.60	69.71	594.90	594.90
26	\$54,375.00	1,410.53	111.72	2,690.63	58,587.88	69.71	594.90	594.90
27	\$54,950.00	1,410.53	111.72	2,733.91	59,206.16	69.71	594.90	594.90
28	\$55,525.00	1,410.53	111.72	2,777.19	59,824.44	69.71	594.90	594.90
29	\$56,100.00	1,410.53	111.72	2,820.47	60,442.72	69.71	594.90	594.90
30	\$56,675.00	1,410.53	111.72	2,863.75	61,061.00	69.71	594.90	594.90
31	\$57,275.00	1,410.53	111.72	2,908.91	61,706.16	69.71	594.90	594.90
32	\$57,875.00	1,410.53	111.72	2,954.07	62,351.32	69.71	594.90	594.90
33	\$58,475.00	1,410.53	111.72	2,999.23	62,996.48	69.71	594.90	594.90
34	\$59,075.00	1,410.53	111.72	3,044.40	63,641.65	69.71	594.90	594.90
35	\$59,675.00	1,410.53	111.72	3,089.56	64,286.81	69.71	594.90	594.90
36	\$60,275.00	1,410.53	111.72	3,134.72	64,931.97	69.71	594.90	594.90
37	\$60,875.00	1,410.53	111.72	3,179.88	65,577.13	69.71	594.90	594.90
38	\$61,475.00	1,410.53	111.72	3,225.04	66,222.29	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Masters +30)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-18	effect. 1-1-19
			& Disability			MONTHLY BENEFITS		
0	\$41,600.00	60.15	111.72	3,079.45	44,851.32	69.71	594.90	594.90
1	\$42,050.00	103.41	111.72	3,070.06	45,335.19	69.71	594.90	594.90
2	\$42,500.00	145.65	111.72	3,061.69	45,819.06	69.71	594.90	594.90
3	\$42,950.00	188.15	111.72	3,053.06	46,302.93	69.71	594.90	594.90
4	\$43,400.00	233.33	111.72	3,041.75	46,786.80	69.71	594.90	594.90
5	\$43,850.00	278.76	111.72	3,030.19	47,270.67	69.71	594.90	594.90
6	\$44,325.00	325.26	111.72	3,019.45	47,781.43	69.71	594.90	594.90
7	\$44,800.00	372.82	111.72	3,007.64	48,292.18	69.71	594.90	594.90
8	\$45,275.00	421.44	111.72	2,994.77	48,802.93	69.71	594.90	594.90
9	\$45,750.00	471.12	111.72	2,980.85	49,313.69	69.71	594.90	594.90
10	\$46,225.00	521.87	111.72	2,965.85	49,824.44	69.71	594.90	594.90
11	\$46,725.00	573.67	111.72	2,951.68	50,362.07	69.71	594.90	594.90
12	\$47,225.00	626.54	111.72	2,936.45	50,899.71	69.71	594.90	594.90
13	\$47,725.00	680.48	111.72	2,920.14	51,437.34	69.71	594.90	594.90
14	\$48,225.00	735.47	111.72	2,902.79	51,974.98	69.71	594.90	594.90
15	\$48,725.00	791.53	111.72	2,884.36	52,512.61	69.71	594.90	594.90
16	\$49,250.00	848.65	111.72	2,866.76	53,077.13	69.71	594.90	594.90
17	\$49,775.00	906.83	111.72	2,848.09	53,641.64	69.71	594.90	594.90
18	\$50,300.00	966.07	111.72	2,828.37	54,206.16	69.71	594.90	594.90
19	\$50,825.00	1,026.38	111.72	2,807.58	54,770.68	69.71	594.90	594.90
20	\$51,350.00	1,087.75	111.72	2,785.72	55,335.19	69.71	594.90	594.90
21	\$51,900.00	1,150.18	111.72	2,764.69	55,926.59	69.71	594.90	594.90
22	\$52,450.00	1,213.68	111.72	2,742.59	56,517.99	69.71	594.90	594.90
23	\$53,000.00	1,278.23	111.72	2,719.44	57,109.39	69.71	594.90	594.90
24	\$53,550.00	1,343.85	111.72	2,695.21	57,700.78	69.71	594.90	594.90
25	\$54,100.00	1,410.53	111.72	2,669.93	58,292.18	69.71	594.90	594.90
26	\$54,675.00	1,410.53	111.72	2,713.21	58,910.46	69.71	594.90	594.90
27	\$55,250.00	1,410.53	111.72	2,756.49	59,528.74	69.71	594.90	594.90
28	\$55,825.00	1,410.53	111.72	2,799.77	60,147.02	69.71	594.90	594.90
29	\$56,400.00	1,410.53	111.72	2,843.05	60,765.30	69.71	594.90	594.90
30	\$56,975.00	1,410.53	111.72	2,886.33	61,383.58	69.71	594.90	594.90
31	\$57,575.00	1,410.53	111.72	2,931.49	62,028.74	69.71	594.90	594.90
32	\$58,175.00	1,410.53	111.72	2,976.65	62,673.90	69.71	594.90	594.90
33	\$58,775.00	1,410.53	111.72	3,021.81	63,319.06	69.71	594.90	594.90
34	\$59,375.00	1,410.53	111.72	3,066.98	63,964.23	69.71	594.90	594.90
35	\$59,975.00	1,410.53	111.72	3,112.14	64,609.39	69.71	594.90	594.90
36	\$60,575.00	1,410.53	111.72	3,157.30	65,254.55	69.71	594.90	594.90
37	\$61,175.00	1,410.53	111.72	3,202.46	65,899.71	69.71	594.90	594.90
38	\$61,775.00	1,410.53	111.72	3,247.62	66,544.87	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Doctorate)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-18	effect. 1-1-19
			& Disability			MONTHLY BENEFITS		
0	\$42,500.00	60.15	111.72	3,147.19	45,819.06	69.71	594.90	594.90
1	\$42,950.00	103.41	111.72	3,137.80	46,302.93	69.71	594.90	594.90
2	\$43,400.00	145.65	111.72	3,129.43	46,786.80	69.71	594.90	594.90
3	\$43,850.00	188.15	111.72	3,120.80	47,270.67	69.71	594.90	594.90
4	\$44,300.00	233.33	111.72	3,109.50	47,754.55	69.71	594.90	594.90
5	\$44,750.00	278.76	111.72	3,097.94	48,238.42	69.71	594.90	594.90
6	\$45,225.00	325.26	111.72	3,087.19	48,749.17	69.71	594.90	594.90
7	\$45,700.00	372.82	111.72	3,075.38	49,259.92	69.71	594.90	594.90
8	\$46,175.00	421.44	111.72	3,062.52	49,770.68	69.71	594.90	594.90
9	\$46,650.00	471.12	111.72	3,048.59	50,281.43	69.71	594.90	594.90
10	\$47,125.00	521.87	111.72	3,033.59	50,792.18	69.71	594.90	594.90
11	\$47,625.00	573.67	111.72	3,019.43	51,329.82	69.71	594.90	594.90
12	\$48,125.00	626.54	111.72	3,004.19	51,867.45	69.71	594.90	594.90
13	\$48,625.00	680.48	111.72	2,987.88	52,405.08	69.71	594.90	594.90
14	\$49,125.00	735.47	111.72	2,970.53	52,942.72	69.71	594.90	594.90
15	\$49,625.00	791.53	111.72	2,952.10	53,480.35	69.71	594.90	594.90
16	\$50,150.00	848.65	111.72	2,934.50	54,044.87	69.71	594.90	594.90
17	\$50,675.00	906.83	111.72	2,915.84	54,609.39	69.71	594.90	594.90
18	\$51,200.00	966.07	111.72	2,896.11	55,173.90	69.71	594.90	594.90
19	\$51,725.00	1,026.38	111.72	2,875.32	55,738.42	69.71	594.90	594.90
20	\$52,250.00	1,087.75	111.72	2,853.46	56,302.93	69.71	594.90	594.90
21	\$52,800.00	1,150.18	111.72	2,832.43	56,894.33	69.71	594.90	594.90
22	\$53,350.00	1,213.68	111.72	2,810.33	57,485.73	69.71	594.90	594.90
23	\$53,900.00	1,278.23	111.72	2,787.18	58,077.13	69.71	594.90	594.90
24	\$54,450.00	1,343.85	111.72	2,762.96	58,668.53	69.71	594.90	594.90
25	\$55,000.00	1,410.53	111.72	2,737.67	59,259.92	69.71	594.90	594.90
26	\$55,575.00	1,410.53	111.72	2,780.95	59,878.20	69.71	594.90	594.90
27	\$56,150.00	1,410.53	111.72	2,824.23	60,496.48	69.71	594.90	594.90
28	\$56,725.00	1,410.53	111.72	2,867.51	61,114.76	69.71	594.90	594.90
29	\$57,300.00	1,410.53	111.72	2,910.79	61,733.04	69.71	594.90	594.90
30	\$57,875.00	1,410.53	111.72	2,954.07	62,351.32	69.71	594.90	594.90
31	\$58,475.00	1,410.53	111.72	2,999.23	62,996.48	69.71	594.90	594.90
32	\$59,075.00	1,410.53	111.72	3,044.40	63,641.65	69.71	594.90	594.90
33	\$59,675.00	1,410.53	111.72	3,089.56	64,286.81	69.71	594.90	594.90
34	\$60,275.00	1,410.53	111.72	3,134.72	64,931.97	69.71	594.90	594.90
35	\$60,875.00	1,410.53	111.72	3,179.88	65,577.13	69.71	594.90	594.90
36	\$61,475.00	1,410.53	111.72	3,225.04	66,222.29	69.71	594.90	594.90
37	\$62,075.00	1,410.53	111.72	3,270.20	66,867.45	69.71	594.90	594.90
38	\$62,675.00	1,410.53	111.72	3,315.36	67,512.61	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Bachelors **Special Ed**)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-18	effect. 1-1-19
			& Disability			MONTHLY BENEFITS		
0	\$42,000.00	60.15	111.72	3,109.56	45,281.43	69.71	594.90	594.90
1	\$42,472.50	103.41	111.72	3,101.86	45,789.49	69.71	594.90	594.90
2	\$42,945.00	145.65	111.72	3,095.19	46,297.56	69.71	594.90	594.90
3	\$43,417.50	188.15	111.72	3,088.25	46,805.62	69.71	594.90	594.90
4	\$43,890.00	233.33	111.72	3,078.64	47,313.69	69.71	594.90	594.90
5	\$44,362.50	278.76	111.72	3,068.77	47,821.75	69.71	594.90	594.90
6	\$44,861.25	325.26	111.72	3,059.81	48,358.04	69.71	594.90	594.90
7	\$45,360.00	372.82	111.72	3,049.79	48,894.33	69.71	594.90	594.90
8	\$45,858.75	421.44	111.72	3,038.71	49,430.62	69.71	594.90	594.90
9	\$46,357.50	471.12	111.72	3,026.57	49,966.91	69.71	594.90	594.90
10	\$46,856.25	521.87	111.72	3,013.36	50,503.20	69.71	594.90	594.90
11	\$47,381.25	573.67	111.72	3,001.08	51,067.72	69.71	594.90	594.90
12	\$47,906.25	626.54	111.72	2,987.72	51,632.23	69.71	594.90	594.90
13	\$48,431.25	680.48	111.72	2,973.30	52,196.75	69.71	594.90	594.90
14	\$48,956.25	735.47	111.72	2,957.83	52,761.27	69.71	594.90	594.90
15	\$49,481.25	791.53	111.72	2,941.28	53,325.78	69.71	594.90	594.90
16	\$50,032.50	848.65	111.72	2,925.66	53,918.53	69.71	594.90	594.90
17	\$50,583.75	906.83	111.72	2,908.97	54,511.27	69.71	594.90	594.90
18	\$51,135.00	966.07	111.72	2,891.22	55,104.01	69.71	594.90	594.90
19	\$51,686.25	1,026.38	111.72	2,872.40	55,696.75	69.71	594.90	594.90
20	\$52,237.50	1,087.75	111.72	2,852.52	56,289.49	69.71	594.90	594.90
21	\$52,815.00	1,150.18	111.72	2,833.56	56,910.46	69.71	594.90	594.90
22	\$53,392.50	1,213.68	111.72	2,813.53	57,531.43	69.71	594.90	594.90
23	\$53,970.00	1,278.23	111.72	2,792.45	58,152.40	69.71	594.90	594.90
24	\$54,547.50	1,343.85	111.72	2,770.29	58,773.36	69.71	594.90	594.90
25	\$55,125.00	1,410.53	111.72	2,747.08	59,394.33	69.71	594.90	594.90
26	\$55,728.75	1,410.53	111.72	2,792.53	60,043.53	69.71	594.90	594.90
27	\$56,332.50	1,410.53	111.72	2,837.97	60,692.72	69.71	594.90	594.90
28	\$56,936.25	1,410.53	111.72	2,883.41	61,341.91	69.71	594.90	594.90
29	\$57,540.00	1,410.53	111.72	2,928.86	61,991.11	69.71	594.90	594.90
30	\$58,143.75	1,410.53	111.72	2,974.30	62,640.30	69.71	594.90	594.90
31	\$58,773.75	1,410.53	111.72	3,021.72	63,317.72	69.71	594.90	594.90
32	\$59,403.75	1,410.53	111.72	3,069.14	63,995.14	69.71	594.90	594.90
33	\$60,033.75	1,410.53	111.72	3,116.56	64,672.56	69.71	594.90	594.90
34	\$60,663.75	1,410.53	111.72	3,163.98	65,349.98	69.71	594.90	594.90
35	\$61,293.75	1,410.53	111.72	3,211.40	66,027.40	69.71	594.90	594.90
36	\$61,923.75	1,410.53	111.72	3,258.82	66,704.82	69.71	594.90	594.90
37	\$62,553.75	1,410.53	111.72	3,306.24	67,382.24	69.71	594.90	594.90
38	\$63,183.75	1,410.53	111.72	3,353.66	68,059.66	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

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(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Bachelors +16 **Special Ed**)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-18	effect. 1-1-19
			& Disability			MONTHLY BENEFITS		
0	\$42,315.00	60.15	111.72	3,133.27	45,620.14	69.71	594.90	594.90
1	\$42,787.50	103.41	111.72	3,125.57	46,128.20	69.71	594.90	594.90
2	\$43,260.00	145.65	111.72	3,118.90	46,636.27	69.71	594.90	594.90
3	\$43,732.50	188.15	111.72	3,111.96	47,144.33	69.71	594.90	594.90
4	\$44,205.00	233.33	111.72	3,102.35	47,652.40	69.71	594.90	594.90
5	\$44,677.50	278.76	111.72	3,092.48	48,160.46	69.71	594.90	594.90
6	\$45,176.25	325.26	111.72	3,083.52	48,696.75	69.71	594.90	594.90
7	\$45,675.00	372.82	111.72	3,073.50	49,233.04	69.71	594.90	594.90
8	\$46,173.75	421.44	111.72	3,062.42	49,769.33	69.71	594.90	594.90
9	\$46,672.50	471.12	111.72	3,050.28	50,305.62	69.71	594.90	594.90
10	\$47,171.25	521.87	111.72	3,037.07	50,841.91	69.71	594.90	594.90
11	\$47,696.25	573.67	111.72	3,024.79	51,406.43	69.71	594.90	594.90
12	\$48,221.25	626.54	111.72	3,011.43	51,970.94	69.71	594.90	594.90
13	\$48,746.25	680.48	111.72	2,997.01	52,535.46	69.71	594.90	594.90
14	\$49,271.25	735.47	111.72	2,981.54	53,099.98	69.71	594.90	594.90
15	\$49,796.25	791.53	111.72	2,964.99	53,664.49	69.71	594.90	594.90
16	\$50,347.50	848.65	111.72	2,949.37	54,257.24	69.71	594.90	594.90
17	\$50,898.75	906.83	111.72	2,932.68	54,849.98	69.71	594.90	594.90
18	\$51,450.00	966.07	111.72	2,914.93	55,442.72	69.71	594.90	594.90
19	\$52,001.25	1,026.38	111.72	2,896.11	56,035.46	69.71	594.90	594.90
20	\$52,552.50	1,087.75	111.72	2,876.23	56,628.20	69.71	594.90	594.90
21	\$53,130.00	1,150.18	111.72	2,857.27	57,249.17	69.71	594.90	594.90
22	\$53,707.50	1,213.68	111.72	2,837.24	57,870.14	69.71	594.90	594.90
23	\$54,285.00	1,278.23	111.72	2,816.16	58,491.11	69.71	594.90	594.90
24	\$54,862.50	1,343.85	111.72	2,794.00	59,112.07	69.71	594.90	594.90
25	\$55,440.00	1,410.53	111.72	2,770.79	59,733.04	69.71	594.90	594.90
26	\$56,043.75	1,410.53	111.72	2,816.24	60,382.24	69.71	594.90	594.90
27	\$56,647.50	1,410.53	111.72	2,861.68	61,031.43	69.71	594.90	594.90
28	\$57,251.25	1,410.53	111.72	2,907.12	61,680.62	69.71	594.90	594.90
29	\$57,855.00	1,410.53	111.72	2,952.57	62,329.82	69.71	594.90	594.90
30	\$58,458.75	1,410.53	111.72	2,998.01	62,979.01	69.71	594.90	594.90
31	\$59,088.75	1,410.53	111.72	3,045.43	63,656.43	69.71	594.90	594.90
32	\$59,718.75	1,410.53	111.72	3,092.85	64,333.85	69.71	594.90	594.90
33	\$60,348.75	1,410.53	111.72	3,140.27	65,011.27	69.71	594.90	594.90
34	\$60,978.75	1,410.53	111.72	3,187.69	65,688.69	69.71	594.90	594.90
35	\$61,608.75	1,410.53	111.72	3,235.11	66,366.11	69.71	594.90	594.90
36	\$62,238.75	1,410.53	111.72	3,282.53	67,043.53	69.71	594.90	594.90
37	\$62,868.75	1,410.53	111.72	3,329.95	67,720.95	69.71	594.90	594.90
38	\$63,498.75	1,410.53	111.72	3,377.37	68,398.37	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Masters **Special Ed**)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-18	effect. 1-1-19
			& Disability			MONTHLY BENEFITS		
0	\$43,050.00	60.15	111.72	3,188.59	46,410.46	69.71	594.90	594.90
1	\$43,522.50	103.41	111.72	3,180.89	46,918.52	69.71	594.90	594.90
2	\$43,995.00	145.65	111.72	3,174.22	47,426.59	69.71	594.90	594.90
3	\$44,467.50	188.15	111.72	3,167.28	47,934.65	69.71	594.90	594.90
4	\$44,940.00	233.33	111.72	3,157.67	48,442.72	69.71	594.90	594.90
5	\$45,412.50	278.76	111.72	3,147.80	48,950.78	69.71	594.90	594.90
6	\$45,911.25	325.26	111.72	3,138.84	49,487.07	69.71	594.90	594.90
7	\$46,410.00	372.82	111.72	3,128.82	50,023.36	69.71	594.90	594.90
8	\$46,908.75	421.44	111.72	3,117.74	50,559.65	69.71	594.90	594.90
9	\$47,407.50	471.12	111.72	3,105.60	51,095.94	69.71	594.90	594.90
10	\$47,906.25	521.87	111.72	3,092.39	51,632.23	69.71	594.90	594.90
11	\$48,431.25	573.67	111.72	3,080.11	52,196.75	69.71	594.90	594.90
12	\$48,956.25	626.54	111.72	3,066.76	52,761.27	69.71	594.90	594.90
13	\$49,481.25	680.48	111.72	3,052.33	53,325.78	69.71	594.90	594.90
14	\$50,006.25	735.47	111.72	3,036.86	53,890.30	69.71	594.90	594.90
15	\$50,531.25	791.53	111.72	3,020.32	54,454.82	69.71	594.90	594.90
16	\$51,082.50	848.65	111.72	3,004.69	55,047.56	69.71	594.90	594.90
17	\$51,633.75	906.83	111.72	2,988.00	55,640.30	69.71	594.90	594.90
18	\$52,185.00	966.07	111.72	2,970.25	56,233.04	69.71	594.90	594.90
19	\$52,736.25	1,026.38	111.72	2,951.43	56,825.78	69.71	594.90	594.90
20	\$53,287.50	1,087.75	111.72	2,931.56	57,418.53	69.71	594.90	594.90
21	\$53,865.00	1,150.18	111.72	2,912.59	58,039.49	69.71	594.90	594.90
22	\$54,442.50	1,213.68	111.72	2,892.56	58,660.46	69.71	594.90	594.90
23	\$55,020.00	1,278.23	111.72	2,871.48	59,281.43	69.71	594.90	594.90
24	\$55,597.50	1,343.85	111.72	2,849.33	59,902.40	69.71	594.90	594.90
25	\$56,175.00	1,410.53	111.72	2,826.12	60,523.37	69.71	594.90	594.90
26	\$56,778.75	1,410.53	111.72	2,871.56	61,172.56	69.71	594.90	594.90
27	\$57,382.50	1,410.53	111.72	2,917.00	61,821.75	69.71	594.90	594.90
28	\$57,986.25	1,410.53	111.72	2,962.45	62,470.95	69.71	594.90	594.90
29	\$58,590.00	1,410.53	111.72	3,007.89	63,120.14	69.71	594.90	594.90
30	\$59,193.75	1,410.53	111.72	3,053.33	63,769.33	69.71	594.90	594.90
31	\$59,823.75	1,410.53	111.72	3,100.75	64,446.75	69.71	594.90	594.90
32	\$60,453.75	1,410.53	111.72	3,148.17	65,124.17	69.71	594.90	594.90
33	\$61,083.75	1,410.53	111.72	3,195.59	65,801.59	69.71	594.90	594.90
34	\$61,713.75	1,410.53	111.72	3,243.01	66,479.01	69.71	594.90	594.90
35	\$62,343.75	1,410.53	111.72	3,290.43	67,156.43	69.71	594.90	594.90
36	\$62,973.75	1,410.53	111.72	3,337.85	67,833.85	69.71	594.90	594.90
37	\$63,603.75	1,410.53	111.72	3,385.27	68,511.27	69.71	594.90	594.90
38	\$64,233.75	1,410.53	111.72	3,432.69	69,188.69	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Masters +16 **Special Ed**)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-18	effect. 1-1-19
			& Disability			MONTHLY BENEFITS		
0	\$43,365.00	60.15	111.72	3,212.30	46,749.17	69.71	594.90	594.90
1	\$43,837.50	103.41	111.72	3,204.60	47,257.23	69.71	594.90	594.90
2	\$44,310.00	145.65	111.72	3,197.93	47,765.30	69.71	594.90	594.90
3	\$44,782.50	188.15	111.72	3,190.99	48,273.36	69.71	594.90	594.90
4	\$45,255.00	233.33	111.72	3,181.38	48,781.43	69.71	594.90	594.90
5	\$45,727.50	278.76	111.72	3,171.51	49,289.49	69.71	594.90	594.90
6	\$46,226.25	325.26	111.72	3,162.55	49,825.78	69.71	594.90	594.90
7	\$46,725.00	372.82	111.72	3,152.53	50,362.07	69.71	594.90	594.90
8	\$47,223.75	421.44	111.72	3,141.45	50,898.36	69.71	594.90	594.90
9	\$47,722.50	471.12	111.72	3,129.31	51,434.65	69.71	594.90	594.90
10	\$48,221.25	521.87	111.72	3,116.10	51,970.94	69.71	594.90	594.90
11	\$48,746.25	573.67	111.72	3,103.82	52,535.46	69.71	594.90	594.90
12	\$49,271.25	626.54	111.72	3,090.47	53,099.98	69.71	594.90	594.90
13	\$49,796.25	680.48	111.72	3,076.04	53,664.49	69.71	594.90	594.90
14	\$50,321.25	735.47	111.72	3,060.57	54,229.01	69.71	594.90	594.90
15	\$50,846.25	791.53	111.72	3,044.03	54,793.53	69.71	594.90	594.90
16	\$51,397.50	848.65	111.72	3,028.40	55,386.27	69.71	594.90	594.90
17	\$51,948.75	906.83	111.72	3,011.71	55,979.01	69.71	594.90	594.90
18	\$52,500.00	966.07	111.72	2,993.96	56,571.75	69.71	594.90	594.90
19	\$53,051.25	1,026.38	111.72	2,975.14	57,164.49	69.71	594.90	594.90
20	\$53,602.50	1,087.75	111.72	2,955.27	57,757.24	69.71	594.90	594.90
21	\$54,180.00	1,150.18	111.72	2,936.30	58,378.20	69.71	594.90	594.90
22	\$54,757.50	1,213.68	111.72	2,916.27	58,999.17	69.71	594.90	594.90
23	\$55,335.00	1,278.23	111.72	2,895.19	59,620.14	69.71	594.90	594.90
24	\$55,912.50	1,343.85	111.72	2,873.04	60,241.11	69.71	594.90	594.90
25	\$56,490.00	1,410.53	111.72	2,849.82	60,862.07	69.71	594.90	594.90
26	\$57,093.75	1,410.53	111.72	2,895.27	61,511.27	69.71	594.90	594.90
27	\$57,697.50	1,410.53	111.72	2,940.71	62,160.46	69.71	594.90	594.90
28	\$58,301.25	1,410.53	111.72	2,986.16	62,809.66	69.71	594.90	594.90
29	\$58,905.00	1,410.53	111.72	3,031.60	63,458.85	69.71	594.90	594.90
30	\$59,508.75	1,410.53	111.72	3,077.04	64,108.04	69.71	594.90	594.90
31	\$60,138.75	1,410.53	111.72	3,124.46	64,785.46	69.71	594.90	594.90
32	\$60,768.75	1,410.53	111.72	3,171.88	65,462.88	69.71	594.90	594.90
33	\$61,398.75	1,410.53	111.72	3,219.30	66,140.30	69.71	594.90	594.90
34	\$62,028.75	1,410.53	111.72	3,266.72	66,817.72	69.71	594.90	594.90
35	\$62,658.75	1,410.53	111.72	3,314.14	67,495.14	69.71	594.90	594.90
36	\$63,288.75	1,410.53	111.72	3,361.56	68,172.56	69.71	594.90	594.90
37	\$63,918.75	1,410.53	111.72	3,408.98	68,849.98	69.71	594.90	594.90
38	\$64,548.75	1,410.53	111.72	3,456.40	69,527.40	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

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(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Masters +30 **Special Ed**)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base	Additional	District	District	Total	Cash	FBA for	FBA for
STEP	Salary	Salary	Paid	Paid	District	In Lieu of	Major Med.	Major Med.
		(TRS Credit)	Life	Ret.	Comp.	FBA	thru 12-31-18	effect. 1-1-19
			& Disability			MONTHLY BENEFITS		
0	\$43,680.00	60.15	111.72	3,236.01	47,087.88	69.71	594.90	594.90
1	\$44,152.50	103.41	111.72	3,228.31	47,595.94	69.71	594.90	594.90
2	\$44,625.00	145.65	111.72	3,221.64	48,104.01	69.71	594.90	594.90
3	\$45,097.50	188.15	111.72	3,214.70	48,612.07	69.71	594.90	594.90
4	\$45,570.00	233.33	111.72	3,205.09	49,120.14	69.71	594.90	594.90
5	\$46,042.50	278.76	111.72	3,195.22	49,628.20	69.71	594.90	594.90
6	\$46,514.25	325.26	111.72	3,186.26	50,164.49	69.71	594.90	594.90
7	\$47,040.00	372.82	111.72	3,176.24	50,700.78	69.71	594.90	594.90
8	\$47,538.75	421.44	111.72	3,165.16	51,237.07	69.71	594.90	594.90
9	\$48,037.50	471.12	111.72	3,153.02	51,773.36	69.71	594.90	594.90
10	\$48,536.25	521.87	111.72	3,139.81	52,309.65	69.71	594.90	594.90
11	\$49,061.25	573.67	111.72	3,127.53	52,874.17	69.71	594.90	594.90
12	\$49,586.25	626.54	111.72	3,114.18	53,438.69	69.71	594.90	594.90
13	\$50,111.25	680.48	111.72	3,099.75	54,003.20	69.71	594.90	594.90
14	\$50,636.25	735.47	111.72	3,084.28	54,567.72	69.71	594.90	594.90
15	\$51,161.25	791.53	111.72	3,067.74	55,132.24	69.71	594.90	594.90
16	\$51,712.50	848.65	111.72	3,052.11	55,724.98	69.71	594.90	594.90
17	\$52,263.75	906.83	111.72	3,035.42	56,317.72	69.71	594.90	594.90
18	\$52,815.00	966.07	111.72	3,017.67	56,910.46	69.71	594.90	594.90
19	\$53,366.25	1,026.38	111.72	2,998.85	57,503.20	69.71	594.90	594.90
20	\$53,917.50	1,087.75	111.72	2,978.98	58,095.95	69.71	594.90	594.90
21	\$54,495.00	1,150.18	111.72	2,960.01	58,716.91	69.71	594.90	594.90
22	\$55,072.50	1,213.68	111.72	2,939.98	59,337.88	69.71	594.90	594.90
23	\$55,650.00	1,278.23	111.72	2,918.90	59,958.85	69.71	594.90	594.90
24	\$56,227.50	1,343.85	111.72	2,896.75	60,579.82	69.71	594.90	594.90
25	\$56,805.00	1,410.53	111.72	2,873.53	61,200.78	69.71	594.90	594.90
26	\$57,408.75	1,410.53	111.72	2,918.98	61,849.98	69.71	594.90	594.90
27	\$58,012.50	1,410.53	111.72	2,964.42	62,499.17	69.71	594.90	594.90
28	\$58,616.25	1,410.53	111.72	3,009.87	63,148.37	69.71	594.90	594.90
29	\$59,220.00	1,410.53	111.72	3,055.31	63,797.56	69.71	594.90	594.90
30	\$59,823.75	1,410.53	111.72	3,100.75	64,446.75	69.71	594.90	594.90
31	\$60,453.75	1,410.53	111.72	3,148.17	65,124.17	69.71	594.90	594.90
32	\$61,083.75	1,410.53	111.72	3,195.59	65,801.59	69.71	594.90	594.90
33	\$61,713.75	1,410.53	111.72	3,243.01	66,479.01	69.71	594.90	594.90
34	\$62,343.75	1,410.53	111.72	3,290.43	67,156.43	69.71	594.90	594.90
35	\$62,973.75	1,410.53	111.72	3,337.85	67,833.85	69.71	594.90	594.90
36	\$63,603.75	1,410.53	111.72	3,385.27	68,511.27	69.71	594.90	594.90
37	\$64,233.75	1,410.53	111.72	3,432.69	69,188.69	69.71	594.90	594.90
38	\$64,863.75	1,410.53	111.72	3,480.11	69,866.11	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Doctorate **Special Ed**)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)	
	<i>Base</i>	<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>	<i>FBA for</i>	<i>FBA for</i>	
STEP	Salary	(TRS Credit)	Life	Ret.	District	In Lieu of	OR	Major Med.	
			& Disability		Comp.	FBA		thru 12-31-18	
								effect. 1-1-19	
MONTHLY BENEFITS									
0	\$44,625.00	60.15	111.72	3,307.14	48,104.01	69.71		594.90	594.90
1	\$45,097.50	103.41	111.72	3,299.44	48,612.07	69.71		594.90	594.90
2	\$45,570.00	145.65	111.72	3,292.77	49,120.14	69.71		594.90	594.90
3	\$46,042.50	188.15	111.72	3,285.83	49,628.20	69.71		594.90	594.90
4	\$46,515.00	233.33	111.72	3,276.22	50,136.27	69.71		594.90	594.90
5	\$46,987.50	278.76	111.72	3,266.35	50,644.33	69.71		594.90	594.90
6	\$47,486.25	325.26	111.72	3,257.39	51,180.62	69.71		594.90	594.90
7	\$47,985.00	372.82	111.72	3,247.37	51,716.91	69.71		594.90	594.90
8	\$48,483.75	421.44	111.72	3,236.29	52,253.20	69.71		594.90	594.90
9	\$48,982.50	471.12	111.72	3,224.15	52,789.49	69.71		594.90	594.90
10	\$49,481.25	521.87	111.72	3,210.94	53,325.78	69.71		594.90	594.90
11	\$50,006.25	573.67	111.72	3,198.66	53,890.30	69.71		594.90	594.90
12	\$50,531.25	626.54	111.72	3,185.31	54,454.82	69.71		594.90	594.90
13	\$51,056.25	680.48	111.72	3,170.88	55,019.33	69.71		594.90	594.90
14	\$51,581.25	735.47	111.72	3,155.41	55,583.85	69.71		594.90	594.90
15	\$52,106.25	791.53	111.72	3,138.86	56,148.36	69.71		594.90	594.90
16	\$52,657.50	848.65	111.72	3,123.24	56,741.11	69.71		594.90	594.90
17	\$53,208.75	906.83	111.72	3,106.55	57,333.85	69.71		594.90	594.90
18	\$53,760.00	966.07	111.72	3,088.80	57,926.59	69.71		594.90	594.90
19	\$54,311.25	1,026.38	111.72	3,069.98	58,519.33	69.71		594.90	594.90
20	\$54,862.50	1,087.75	111.72	3,050.10	59,112.07	69.71		594.90	594.90
21	\$55,440.00	1,150.18	111.72	3,031.14	59,733.04	69.71		594.90	594.90
22	\$56,017.50	1,213.68	111.72	3,011.11	60,354.01	69.71		594.90	594.90
23	\$56,595.00	1,278.23	111.72	2,990.03	60,974.98	69.71		594.90	594.90
24	\$57,172.50	1,343.85	111.72	2,967.88	61,595.95	69.71		594.90	594.90
25	\$57,750.00	1,410.53	111.72	2,944.66	62,216.91	69.71		594.90	594.90
26	\$58,353.75	1,410.53	111.72	2,990.11	62,866.11	69.71		594.90	594.90
27	\$58,957.50	1,410.53	111.72	3,035.55	63,515.30	69.71		594.90	594.90
28	\$59,561.25	1,410.53	111.72	3,080.99	64,164.49	69.71		594.90	594.90
29	\$60,165.00	1,410.53	111.72	3,126.44	64,813.69	69.71		594.90	594.90
30	\$60,768.75	1,410.53	111.72	3,171.88	65,462.88	69.71		594.90	594.90
31	\$61,398.75	1,410.53	111.72	3,219.30	66,140.30	69.71		594.90	594.90
32	\$62,028.75	1,410.53	111.72	3,266.72	66,817.72	69.71		594.90	594.90
33	\$62,658.75	1,410.53	111.72	3,314.14	67,495.14	69.71		594.90	594.90
34	\$63,288.75	1,410.53	111.72	3,361.56	68,172.56	69.71		594.90	594.90
35	\$63,918.75	1,410.53	111.72	3,408.98	68,849.98	69.71		594.90	594.90
36	\$64,548.75	1,410.53	111.72	3,456.40	69,527.40	69.71		594.90	594.90
37	\$65,178.75	1,410.53	111.72	3,503.82	70,204.82	69.71		594.90	594.90
38	\$65,808.75	1,410.53	111.72	3,551.24	70,882.24	69.71		594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE

(Bachelors **National Board Certified**)

(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	<i>Base</i>	<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>	<i>FBA for</i>	<i>FBA for</i>
STEP	Salary	(TRS Credit)	Life	Ret.	District	In Lieu of	Major Med.	Major Med.
			& Disability			FBA	thru 12-31-18	effect. 1-1-19
MONTHLY BENEFITS								
0	\$41,000.00	60.15	111.72	3,034.29	44,206.16	69.71	594.90	594.90
1	\$41,450.00	103.41	111.72	3,024.90	44,690.03	69.71	594.90	594.90
2	\$41,900.00	145.65	111.72	3,016.53	45,173.90	69.71	594.90	594.90
3	\$42,350.00	188.15	111.72	3,007.90	45,657.77	69.71	594.90	594.90
4	\$42,800.00	233.33	111.72	2,996.59	46,141.64	69.71	594.90	594.90
5	\$43,250.00	278.76	111.72	2,985.03	46,625.51	69.71	594.90	594.90
6	\$43,725.00	325.26	111.72	2,974.29	47,136.27	69.71	594.90	594.90
7	\$44,200.00	372.82	111.72	2,962.48	47,647.02	69.71	594.90	594.90
8	\$44,675.00	421.44	111.72	2,949.61	48,157.77	69.71	594.90	594.90
9	\$45,150.00	471.12	111.72	2,935.68	48,668.52	69.71	594.90	594.90
10	\$45,625.00	521.87	111.72	2,920.69	49,179.28	69.71	594.90	594.90
11	\$46,125.00	573.67	111.72	2,906.52	49,716.91	69.71	594.90	594.90
12	\$46,625.00	626.54	111.72	2,891.29	50,254.55	69.71	594.90	594.90
13	\$47,125.00	680.48	111.72	2,874.98	50,792.18	69.71	594.90	594.90
14	\$47,625.00	735.47	111.72	2,857.63	51,329.82	69.71	594.90	594.90
15	\$48,125.00	791.53	111.72	2,839.20	51,867.45	69.71	594.90	594.90
16	\$48,650.00	848.65	111.72	2,821.60	52,431.97	69.71	594.90	594.90
17	\$49,175.00	906.83	111.72	2,802.93	52,996.48	69.71	594.90	594.90
18	\$49,700.00	966.07	111.72	2,783.21	53,561.00	69.71	594.90	594.90
19	\$50,225.00	1,026.38	111.72	2,762.41	54,125.51	69.71	594.90	594.90
20	\$50,750.00	1,087.75	111.72	2,740.56	54,690.03	69.71	594.90	594.90
21	\$51,300.00	1,150.18	111.72	2,719.53	55,281.43	69.71	594.90	594.90
22	\$51,850.00	1,213.68	111.72	2,697.43	55,872.83	69.71	594.90	594.90
23	\$52,400.00	1,278.23	111.72	2,674.27	56,464.22	69.71	594.90	594.90
24	\$52,950.00	1,343.85	111.72	2,650.05	57,055.62	69.71	594.90	594.90
25	\$53,500.00	1,410.53	111.72	2,624.77	57,647.02	69.71	594.90	594.90
26	\$54,075.00	1,410.53	111.72	2,668.05	58,265.30	69.71	594.90	594.90
27	\$54,650.00	1,410.53	111.72	2,711.33	58,883.58	69.71	594.90	594.90
28	\$55,225.00	1,410.53	111.72	2,754.61	59,501.86	69.71	594.90	594.90
29	\$55,800.00	1,410.53	111.72	2,797.89	60,120.14	69.71	594.90	594.90
30	\$56,375.00	1,410.53	111.72	2,841.17	60,738.42	69.71	594.90	594.90
31	\$56,975.00	1,410.53	111.72	2,886.33	61,383.58	69.71	594.90	594.90
32	\$57,575.00	1,410.53	111.72	2,931.49	62,028.74	69.71	594.90	594.90
33	\$58,175.00	1,410.53	111.72	2,976.65	62,673.90	69.71	594.90	594.90
34	\$58,775.00	1,410.53	111.72	3,021.81	63,319.06	69.71	594.90	594.90
35	\$59,375.00	1,410.53	111.72	3,066.98	63,964.23	69.71	594.90	594.90
36	\$59,975.00	1,410.53	111.72	3,112.14	64,609.39	69.71	594.90	594.90
37	\$60,575.00	1,410.53	111.72	3,157.30	65,254.55	69.71	594.90	594.90
38	\$61,175.00	1,410.53	111.72	3,202.46	65,899.71	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

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(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE

(Bachelors +16 National Board Certified)

(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	FBA for Major Med. thru 12-31-18	FBA for Major Med. effect. 1-1-19
STEP								
0	\$41,300.00	60.15	111.72	3,056.87	44,528.74	69.71	594.90	594.90
1	\$41,750.00	103.41	111.72	3,047.48	45,012.61	69.71	594.90	594.90
2	\$42,200.00	145.65	111.72	3,039.11	45,496.48	69.71	594.90	594.90
3	\$42,650.00	188.15	111.72	3,030.48	45,980.35	69.71	594.90	594.90
4	\$43,100.00	233.33	111.72	3,019.17	46,464.22	69.71	594.90	594.90
5	\$43,550.00	278.76	111.72	3,007.61	46,948.09	69.71	594.90	594.90
6	\$44,025.00	325.26	111.72	2,996.87	47,458.85	69.71	594.90	594.90
7	\$44,500.00	372.82	111.72	2,985.06	47,969.60	69.71	594.90	594.90
8	\$44,975.00	421.44	111.72	2,972.19	48,480.35	69.71	594.90	594.90
9	\$45,450.00	471.12	111.72	2,958.27	48,991.11	69.71	594.90	594.90
10	\$45,925.00	521.87	111.72	2,943.27	49,501.86	69.71	594.90	594.90
11	\$46,425.00	573.67	111.72	2,929.10	50,039.49	69.71	594.90	594.90
12	\$46,925.00	626.54	111.72	2,913.87	50,577.13	69.71	594.90	594.90
13	\$47,425.00	680.48	111.72	2,897.56	51,114.76	69.71	594.90	594.90
14	\$47,925.00	735.47	111.72	2,880.21	51,652.40	69.71	594.90	594.90
15	\$48,425.00	791.53	111.72	2,861.78	52,190.03	69.71	594.90	594.90
16	\$48,950.00	848.65	111.72	2,844.18	52,754.55	69.71	594.90	594.90
17	\$49,475.00	906.83	111.72	2,825.51	53,319.06	69.71	594.90	594.90
18	\$50,000.00	966.07	111.72	2,805.79	53,883.58	69.71	594.90	594.90
19	\$50,525.00	1,026.38	111.72	2,785.00	54,448.10	69.71	594.90	594.90
20	\$51,050.00	1,087.75	111.72	2,763.14	55,012.61	69.71	594.90	594.90
21	\$51,600.00	1,150.18	111.72	2,742.11	55,604.01	69.71	594.90	594.90
22	\$52,150.00	1,213.68	111.72	2,720.01	56,195.41	69.71	594.90	594.90
23	\$52,700.00	1,278.23	111.72	2,696.86	56,786.81	69.71	594.90	594.90
24	\$53,250.00	1,343.85	111.72	2,672.63	57,378.20	69.71	594.90	594.90
25	\$53,800.00	1,410.53	111.72	2,647.35	57,969.60	69.71	594.90	594.90
26	\$54,375.00	1,410.53	111.72	2,690.63	58,587.88	69.71	594.90	594.90
27	\$54,950.00	1,410.53	111.72	2,733.91	59,206.16	69.71	594.90	594.90
28	\$55,525.00	1,410.53	111.72	2,777.19	59,824.44	69.71	594.90	594.90
29	\$56,100.00	1,410.53	111.72	2,820.47	60,442.72	69.71	594.90	594.90
30	\$56,675.00	1,410.53	111.72	2,863.75	61,061.00	69.71	594.90	594.90
31	\$57,275.00	1,410.53	111.72	2,908.91	61,706.16	69.71	594.90	594.90
32	\$57,875.00	1,410.53	111.72	2,954.07	62,351.32	69.71	594.90	594.90
33	\$58,475.00	1,410.53	111.72	2,999.23	62,996.48	69.71	594.90	594.90
34	\$59,075.00	1,410.53	111.72	3,044.40	63,641.65	69.71	594.90	594.90
35	\$59,675.00	1,410.53	111.72	3,089.56	64,286.81	69.71	594.90	594.90
36	\$60,275.00	1,410.53	111.72	3,134.72	64,931.97	69.71	594.90	594.90
37	\$60,875.00	1,410.53	111.72	3,179.88	65,577.13	69.71	594.90	594.90
38	\$61,475.00	1,410.53	111.72	3,225.04	66,222.29	69.71	594.90	594.90

(A) Step - Salary placement level.

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(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE

(Masters **National Board Certified**)

(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	<i>Base</i>	<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>	<i>FBA for</i>	<i>FBA for</i>
STEP	<i>Salary</i>	<i>Salary</i>	<i>Paid</i>	<i>Paid</i>	<i>District</i>	<i>In Lieu of</i>	<i>Major Med.</i>	<i>Major Med.</i>
		<i>(TRS Credit)</i>	<i>Life</i>	<i>Ret.</i>	<i>Comp.</i>	<i>FBA</i>	<i>thru 12-31-18</i>	<i>effect. 1-1-19</i>
			<i>& Disability</i>			MONTHLY BENEFITS		
0	\$42,000.00	60.15	111.72	3,109.56	45,281.43	69.71	594.90	594.90
1	\$42,450.00	103.41	111.72	3,100.17	45,765.30	69.71	594.90	594.90
2	\$42,900.00	145.65	111.72	3,091.80	46,249.17	69.71	594.90	594.90
3	\$43,350.00	188.15	111.72	3,083.17	46,733.04	69.71	594.90	594.90
4	\$43,800.00	233.33	111.72	3,071.86	47,216.91	69.71	594.90	594.90
5	\$44,250.00	278.76	111.72	3,060.30	47,700.78	69.71	594.90	594.90
6	\$44,725.00	325.26	111.72	3,049.56	48,211.54	69.71	594.90	594.90
7	\$45,200.00	372.82	111.72	3,037.75	48,722.29	69.71	594.90	594.90
8	\$45,675.00	421.44	111.72	3,024.88	49,233.04	69.71	594.90	594.90
9	\$46,150.00	471.12	111.72	3,010.95	49,743.79	69.71	594.90	594.90
10	\$46,625.00	521.87	111.72	2,995.96	50,254.55	69.71	594.90	594.90
11	\$47,125.00	573.67	111.72	2,981.79	50,792.18	69.71	594.90	594.90
12	\$47,625.00	626.54	111.72	2,966.56	51,329.82	69.71	594.90	594.90
13	\$48,125.00	680.48	111.72	2,950.25	51,867.45	69.71	594.90	594.90
14	\$48,625.00	735.47	111.72	2,932.89	52,405.08	69.71	594.90	594.90
15	\$49,125.00	791.53	111.72	2,914.47	52,942.72	69.71	594.90	594.90
16	\$49,650.00	848.65	111.72	2,896.86	53,507.23	69.71	594.90	594.90
17	\$50,175.00	906.83	111.72	2,878.20	54,071.75	69.71	594.90	594.90
18	\$50,700.00	966.07	111.72	2,858.48	54,636.27	69.71	594.90	594.90
19	\$51,225.00	1,026.38	111.72	2,837.68	55,200.78	69.71	594.90	594.90
20	\$51,750.00	1,087.75	111.72	2,815.83	55,765.30	69.71	594.90	594.90
21	\$52,300.00	1,150.18	111.72	2,794.80	56,356.70	69.71	594.90	594.90
22	\$52,850.00	1,213.68	111.72	2,772.70	56,948.10	69.71	594.90	594.90
23	\$53,400.00	1,278.23	111.72	2,749.54	57,539.49	69.71	594.90	594.90
24	\$53,950.00	1,343.85	111.72	2,725.32	58,130.89	69.71	594.90	594.90
25	\$54,500.00	1,410.53	111.72	2,700.04	58,722.29	69.71	594.90	594.90
26	\$55,075.00	1,410.53	111.72	2,743.32	59,340.57	69.71	594.90	594.90
27	\$55,650.00	1,410.53	111.72	2,786.60	59,958.85	69.71	594.90	594.90
28	\$56,225.00	1,410.53	111.72	2,829.88	60,577.13	69.71	594.90	594.90
29	\$56,800.00	1,410.53	111.72	2,873.16	61,195.41	69.71	594.90	594.90
30	\$57,375.00	1,410.53	111.72	2,916.44	61,813.69	69.71	594.90	594.90
31	\$57,975.00	1,410.53	111.72	2,961.60	62,458.85	69.71	594.90	594.90
32	\$58,575.00	1,410.53	111.72	3,006.76	63,104.01	69.71	594.90	594.90
33	\$59,175.00	1,410.53	111.72	3,051.92	63,749.17	69.71	594.90	594.90
34	\$59,775.00	1,410.53	111.72	3,097.08	64,394.33	69.71	594.90	594.90
35	\$60,375.00	1,410.53	111.72	3,142.24	65,039.49	69.71	594.90	594.90
36	\$60,975.00	1,410.53	111.72	3,187.41	65,684.66	69.71	594.90	594.90
37	\$61,575.00	1,410.53	111.72	3,232.57	66,329.82	69.71	594.90	594.90
38	\$62,175.00	1,410.53	111.72	3,277.73	66,974.98	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE

(Masters +16 National Board Certified)

(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	FBA for Major Med. thru 12-31-18	FBA for Major Med. effect. 1-1-19
STEP								
0	\$42,300.00	60.15	111.72	3,132.14	45,604.01	69.71	594.90	594.90
1	\$42,750.00	103.41	111.72	3,122.75	46,087.88	69.71	594.90	594.90
2	\$43,200.00	145.65	111.72	3,114.38	46,571.75	69.71	594.90	594.90
3	\$43,650.00	188.15	111.72	3,105.75	47,055.62	69.71	594.90	594.90
4	\$44,100.00	233.33	111.72	3,094.44	47,539.49	69.71	594.90	594.90
5	\$44,550.00	278.76	111.72	3,082.88	48,023.36	69.71	594.90	594.90
6	\$45,025.00	325.26	111.72	3,072.14	48,534.12	69.71	594.90	594.90
7	\$45,500.00	372.82	111.72	3,060.33	49,044.87	69.71	594.90	594.90
8	\$45,975.00	421.44	111.72	3,047.46	49,555.62	69.71	594.90	594.90
9	\$46,450.00	471.12	111.72	3,033.53	50,066.37	69.71	594.90	594.90
10	\$46,925.00	521.87	111.72	3,018.54	50,577.13	69.71	594.90	594.90
11	\$47,425.00	573.67	111.72	3,004.37	51,114.76	69.71	594.90	594.90
12	\$47,925.00	626.54	111.72	2,989.14	51,652.40	69.71	594.90	594.90
13	\$48,425.00	680.48	111.72	2,972.83	52,190.03	69.71	594.90	594.90
14	\$48,925.00	735.47	111.72	2,955.47	52,727.66	69.71	594.90	594.90
15	\$49,425.00	791.53	111.72	2,937.05	53,265.30	69.71	594.90	594.90
16	\$49,950.00	848.65	111.72	2,919.45	53,829.82	69.71	594.90	594.90
17	\$50,475.00	906.83	111.72	2,900.78	54,394.33	69.71	594.90	594.90
18	\$51,000.00	966.07	111.72	2,881.06	54,958.85	69.71	594.90	594.90
19	\$51,525.00	1,026.38	111.72	2,860.26	55,523.36	69.71	594.90	594.90
20	\$52,050.00	1,087.75	111.72	2,838.41	56,087.88	69.71	594.90	594.90
21	\$52,600.00	1,150.18	111.72	2,817.38	56,679.28	69.71	594.90	594.90
22	\$53,150.00	1,213.68	111.72	2,795.28	57,270.68	69.71	594.90	594.90
23	\$53,700.00	1,278.23	111.72	2,772.12	57,862.07	69.71	594.90	594.90
24	\$54,250.00	1,343.85	111.72	2,747.90	58,453.47	69.71	594.90	594.90
25	\$54,800.00	1,410.53	111.72	2,722.62	59,044.87	69.71	594.90	594.90
26	\$55,375.00	1,410.53	111.72	2,765.90	59,663.15	69.71	594.90	594.90
27	\$55,950.00	1,410.53	111.72	2,809.18	60,281.43	69.71	594.90	594.90
28	\$56,525.00	1,410.53	111.72	2,852.46	60,899.71	69.71	594.90	594.90
29	\$57,100.00	1,410.53	111.72	2,895.74	61,517.99	69.71	594.90	594.90
30	\$57,675.00	1,410.53	111.72	2,939.02	62,136.27	69.71	594.90	594.90
31	\$58,275.00	1,410.53	111.72	2,984.18	62,781.43	69.71	594.90	594.90
32	\$58,875.00	1,410.53	111.72	3,029.34	63,426.59	69.71	594.90	594.90
33	\$59,475.00	1,410.53	111.72	3,074.50	64,071.75	69.71	594.90	594.90
34	\$60,075.00	1,410.53	111.72	3,119.66	64,716.91	69.71	594.90	594.90
35	\$60,675.00	1,410.53	111.72	3,164.83	65,362.08	69.71	594.90	594.90
36	\$61,275.00	1,410.53	111.72	3,209.99	66,007.24	69.71	594.90	594.90
37	\$61,875.00	1,410.53	111.72	3,255.15	66,652.40	69.71	594.90	594.90
38	\$62,475.00	1,410.53	111.72	3,300.31	67,297.56	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE

(Masters +30 **National Board Certified**)

(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	<i>Base</i>	<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>	<i>FBA for</i>	<i>FBA for</i>
STEP	Salary	(TRS Credit)	Life	Ret.	District	In Lieu of	Major Med.	Major Med.
			& Disability			FBA	thru 12-31-18	effect. 1-1-19
MONTHLY BENEFITS								
0	\$42,600.00	60.15	111.72	3,154.72	45,926.59	69.71	594.90	594.90
1	\$43,050.00	103.41	111.72	3,145.33	46,410.46	69.71	594.90	594.90
2	\$43,500.00	145.65	111.72	3,136.96	46,894.33	69.71	594.90	594.90
3	\$43,950.00	188.15	111.72	3,128.33	47,378.20	69.71	594.90	594.90
4	\$44,400.00	233.33	111.72	3,117.02	47,862.07	69.71	594.90	594.90
5	\$44,850.00	278.76	111.72	3,105.46	48,345.94	69.71	594.90	594.90
6	\$45,325.00	325.26	111.72	3,094.72	48,856.70	69.71	594.90	594.90
7	\$45,800.00	372.82	111.72	3,082.91	49,367.45	69.71	594.90	594.90
8	\$46,275.00	421.44	111.72	3,070.04	49,878.20	69.71	594.90	594.90
9	\$46,750.00	471.12	111.72	3,056.11	50,388.95	69.71	594.90	594.90
10	\$47,225.00	521.87	111.72	3,041.12	50,899.71	69.71	594.90	594.90
11	\$47,725.00	573.67	111.72	3,026.95	51,437.34	69.71	594.90	594.90
12	\$48,225.00	626.54	111.72	3,011.72	51,974.98	69.71	594.90	594.90
13	\$48,725.00	680.48	111.72	2,995.41	52,512.61	69.71	594.90	594.90
14	\$49,225.00	735.47	111.72	2,978.06	53,050.25	69.71	594.90	594.90
15	\$49,725.00	791.53	111.72	2,959.63	53,587.88	69.71	594.90	594.90
16	\$50,250.00	848.65	111.72	2,942.03	54,152.40	69.71	594.90	594.90
17	\$50,775.00	906.83	111.72	2,923.36	54,716.91	69.71	594.90	594.90
18	\$51,300.00	966.07	111.72	2,903.64	55,281.43	69.71	594.90	594.90
19	\$51,825.00	1,026.38	111.72	2,882.84	55,845.94	69.71	594.90	594.90
20	\$52,350.00	1,087.75	111.72	2,860.99	56,410.46	69.71	594.90	594.90
21	\$52,900.00	1,150.18	111.72	2,839.96	57,001.86	69.71	594.90	594.90
22	\$53,450.00	1,213.68	111.72	2,817.86	57,593.26	69.71	594.90	594.90
23	\$54,000.00	1,278.23	111.72	2,794.71	58,184.66	69.71	594.90	594.90
24	\$54,550.00	1,343.85	111.72	2,770.48	58,776.05	69.71	594.90	594.90
25	\$55,100.00	1,410.53	111.72	2,745.20	59,367.45	69.71	594.90	594.90
26	\$55,675.00	1,410.53	111.72	2,788.48	59,985.73	69.71	594.90	594.90
27	\$56,250.00	1,410.53	111.72	2,831.76	60,604.01	69.71	594.90	594.90
28	\$56,825.00	1,410.53	111.72	2,875.04	61,222.29	69.71	594.90	594.90
29	\$57,400.00	1,410.53	111.72	2,918.32	61,840.57	69.71	594.90	594.90
30	\$57,975.00	1,410.53	111.72	2,961.60	62,458.85	69.71	594.90	594.90
31	\$58,575.00	1,410.53	111.72	3,006.76	63,104.01	69.71	594.90	594.90
32	\$59,175.00	1,410.53	111.72	3,051.92	63,749.17	69.71	594.90	594.90
33	\$59,775.00	1,410.53	111.72	3,097.08	64,394.33	69.71	594.90	594.90
34	\$60,375.00	1,410.53	111.72	3,142.24	65,039.49	69.71	594.90	594.90
35	\$60,975.00	1,410.53	111.72	3,187.41	65,684.66	69.71	594.90	594.90
36	\$61,575.00	1,410.53	111.72	3,232.57	66,329.82	69.71	594.90	594.90
37	\$62,175.00	1,410.53	111.72	3,277.73	66,974.98	69.71	594.90	594.90
38	\$62,775.00	1,410.53	93.60	3,321.53	67,600.66	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

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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 a month.

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(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE

(Doctorate **National Board Certified**)

(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	<i>Base</i>	<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>	<i>FBA for</i>	<i>FBA for</i>
STEP	Salary	(TRS Credit)	Life	Ret.	District	In Lieu of	Major Med.	Major Med.
			& Disability			FBA	thru 12-31-18	effect. 1-1-19
MONTHLY BENEFITS								
0	\$43,500.00	60.15	111.72	3,222.46	46,894.33	69.71	594.90	594.90
1	\$43,950.00	103.41	111.72	3,213.07	47,378.20	69.71	594.90	594.90
2	\$44,400.00	145.65	111.72	3,204.70	47,862.07	69.71	594.90	594.90
3	\$44,850.00	188.15	111.72	3,196.07	48,345.94	69.71	594.90	594.90
4	\$45,300.00	233.33	111.72	3,184.76	48,829.81	69.71	594.90	594.90
5	\$45,750.00	278.76	111.72	3,173.21	49,313.69	69.71	594.90	594.90
6	\$46,225.00	325.26	111.72	3,162.46	49,824.44	69.71	594.90	594.90
7	\$46,700.00	372.82	111.72	3,150.65	50,335.19	69.71	594.90	594.90
8	\$47,175.00	421.44	111.72	3,137.78	50,845.94	69.71	594.90	594.90
9	\$47,650.00	471.12	111.72	3,123.86	51,356.70	69.71	594.90	594.90
10	\$48,125.00	521.87	111.72	3,108.86	51,867.45	69.71	594.90	594.90
11	\$48,625.00	573.67	111.72	3,094.69	52,405.08	69.71	594.90	594.90
12	\$49,125.00	626.54	111.72	3,079.46	52,942.72	69.71	594.90	594.90
13	\$49,625.00	680.48	111.72	3,063.15	53,480.35	69.71	594.90	594.90
14	\$50,125.00	735.47	111.72	3,045.80	54,017.99	69.71	594.90	594.90
15	\$50,625.00	791.53	111.72	3,027.37	54,555.62	69.71	594.90	594.90
16	\$51,150.00	848.65	111.72	3,009.77	55,120.14	69.71	594.90	594.90
17	\$51,675.00	906.83	111.72	2,991.10	55,684.65	69.71	594.90	594.90
18	\$52,200.00	966.07	111.72	2,971.38	56,249.17	69.71	594.90	594.90
19	\$52,725.00	1,026.38	111.72	2,950.59	56,813.69	69.71	594.90	594.90
20	\$53,250.00	1,087.75	111.72	2,928.73	57,378.20	69.71	594.90	594.90
21	\$53,800.00	1,150.18	111.72	2,907.70	57,969.60	69.71	594.90	594.90
22	\$54,350.00	1,213.68	111.72	2,885.60	58,561.00	69.71	594.90	594.90
23	\$54,900.00	1,278.23	111.72	2,862.45	59,152.40	69.71	594.90	594.90
24	\$55,450.00	1,343.85	111.72	2,838.23	59,743.80	69.71	594.90	594.90
25	\$56,000.00	1,410.53	111.72	2,812.94	60,335.19	69.71	594.90	594.90
26	\$56,575.00	1,410.53	111.72	2,856.22	60,953.47	69.71	594.90	594.90
27	\$57,150.00	1,410.53	111.72	2,899.50	61,571.75	69.71	594.90	594.90
28	\$57,725.00	1,410.53	111.72	2,942.78	62,190.03	69.71	594.90	594.90
29	\$58,300.00	1,410.53	111.72	2,986.06	62,808.31	69.71	594.90	594.90
30	\$58,875.00	1,410.53	111.72	3,029.34	63,426.59	69.71	594.90	594.90
31	\$59,475.00	1,410.53	111.72	3,074.50	64,071.75	69.71	594.90	594.90
32	\$60,075.00	1,410.53	111.72	3,119.66	64,716.91	69.71	594.90	594.90
33	\$60,675.00	1,410.53	111.72	3,164.83	65,362.08	69.71	594.90	594.90
34	\$61,275.00	1,410.53	111.72	3,209.99	66,007.24	69.71	594.90	594.90
35	\$61,875.00	1,410.53	111.72	3,255.15	66,652.40	69.71	594.90	594.90
36	\$62,475.00	1,410.53	111.72	3,300.31	67,297.56	69.71	594.90	594.90
37	\$63,075.00	1,410.53	111.72	3,345.47	67,942.72	69.71	594.90	594.90
38	\$63,675.00	1,410.53	111.72	3,390.63	68,587.88	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2019.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
 (Bachelors **National Board Certified +5% - GT/SED/SDD/TAS/TASD**)
 (For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	<i>Base</i>	<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>		
STEP	<i>Salary</i>	<i>Salary</i>	<i>Paid</i>	<i>Paid</i>	<i>District</i>	<i>In Lieu of</i>	<i>OR</i>	<i>FBA for</i>
		<i>(TRS Credit)</i>	<i>Life</i>	<i>Ret.</i>	<i>Comp.</i>	<i>FBA</i>		<i>Major Med.</i>
			<i>& Disability</i>					<i>thru 12-31-18</i>
								<i>effect. 1-1-19</i>
MONTHLY BENEFITS								
0	\$43,050.00	60.15	111.72	3,188.59	46,410.46	69.71		594.90
1	\$43,522.50	103.41	111.72	3,180.89	46,918.52	69.71		594.90
2	\$43,995.00	145.65	111.72	3,174.22	47,426.59	69.71		594.90
3	\$44,467.50	188.15	111.72	3,167.28	47,934.65	69.71		594.90
4	\$44,940.00	233.33	111.72	3,157.67	48,442.72	69.71		594.90
5	\$45,412.50	278.76	111.72	3,147.80	48,950.78	69.71		594.90
6	\$45,911.25	325.26	111.72	3,138.84	49,487.07	69.71		594.90
7	\$46,410.00	372.82	111.72	3,128.82	50,023.36	69.71		594.90
8	\$46,908.75	421.44	111.72	3,117.74	50,559.65	69.71		594.90
9	\$47,407.50	471.12	111.72	3,105.60	51,095.94	69.71		594.90
10	\$47,906.25	521.87	111.72	3,092.39	51,632.23	69.71		594.90
11	\$48,431.25	573.67	111.72	3,080.11	52,196.75	69.71		594.90
12	\$48,956.25	626.54	111.72	3,066.76	52,761.27	69.71		594.90
13	\$49,481.25	680.48	111.72	3,052.33	53,325.78	69.71		594.90
14	\$50,006.25	735.47	111.72	3,036.86	53,890.30	69.71		594.90
15	\$50,531.25	791.53	111.72	3,020.32	54,454.82	69.71		594.90
16	\$51,082.50	848.65	111.72	3,004.69	55,047.56	69.71		594.90
17	\$51,633.75	906.83	111.72	2,988.00	55,640.30	69.71		594.90
18	\$52,185.00	966.07	111.72	2,970.25	56,233.04	69.71		594.90
19	\$52,736.25	1,026.38	111.72	2,951.43	56,825.78	69.71		594.90
20	\$53,287.50	1,087.75	111.72	2,931.56	57,418.53	69.71		594.90
21	\$53,865.00	1,150.18	111.72	2,912.59	58,039.49	69.71		594.90
22	\$54,442.50	1,213.68	111.72	2,892.56	58,660.46	69.71		594.90
23	\$55,020.00	1,278.23	111.72	2,871.48	59,281.43	69.71		594.90
24	\$55,597.50	1,343.85	111.72	2,849.33	59,902.40	69.71		594.90
25	\$56,175.00	1,410.53	111.72	2,826.12	60,523.37	69.71		594.90
26	\$56,778.75	1,410.53	111.72	2,871.56	61,172.56	69.71		594.90
27	\$57,382.50	1,410.53	111.72	2,917.00	61,821.75	69.71		594.90
28	\$57,986.25	1,410.53	111.72	2,962.45	62,470.95	69.71		594.90
29	\$58,590.00	1,410.53	111.72	3,007.89	63,120.14	69.71		594.90
30	\$59,193.75	1,410.53	111.72	3,053.33	63,769.33	69.71		594.90
31	\$59,823.75	1,410.53	111.72	3,100.75	64,446.75	69.71		594.90
32	\$60,453.75	1,410.53	111.72	3,148.17	65,124.17	69.71		594.90
33	\$61,083.75	1,410.53	111.72	3,195.59	65,801.59	69.71		594.90
34	\$61,713.75	1,410.53	111.72	3,243.01	66,479.01	69.71		594.90
35	\$62,343.75	1,410.53	111.72	3,290.43	67,156.43	69.71		594.90
36	\$62,973.75	1,410.53	111.72	3,337.85	67,833.85	69.71		594.90
37	\$63,603.75	1,410.53	111.72	3,385.27	68,511.27	69.71		594.90
38	\$64,233.75	1,410.53	111.72	3,432.69	69,188.69	69.71		594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2018.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Bachelors +16 National Board Certified +5% - GT/SED/SDD/TAS/TASD)
(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR FBA for Major Med. thru 12-31-18	FBA for Major Med. effect. 1-1-19
STEP						MONTHLY BENEFITS		
0	\$43,365.00	60.15	111.72	3,212.30	46,749.17	69.71	594.90	594.90
1	\$43,837.50	103.41	111.72	3,204.60	47,257.23	69.71	594.90	594.90
2	\$44,310.00	145.65	111.72	3,197.93	47,765.30	69.71	594.90	594.90
3	\$44,782.50	188.15	111.72	3,190.99	48,273.36	69.71	594.90	594.90
4	\$45,255.00	233.33	111.72	3,181.38	48,781.43	69.71	594.90	594.90
5	\$45,727.50	278.76	111.72	3,171.51	49,289.49	69.71	594.90	594.90
6	\$46,226.25	325.26	111.72	3,162.55	49,825.78	69.71	594.90	594.90
7	\$46,725.00	372.82	111.72	3,152.53	50,362.07	69.71	594.90	594.90
8	\$47,223.75	421.44	111.72	3,141.45	50,898.36	69.71	594.90	594.90
9	\$47,722.50	471.12	111.72	3,129.31	51,434.65	69.71	594.90	594.90
10	\$48,221.25	521.87	111.72	3,116.10	51,970.94	69.71	594.90	594.90
11	\$48,746.25	573.67	111.72	3,103.82	52,535.46	69.71	594.90	594.90
12	\$49,271.25	626.54	111.72	3,090.47	53,099.98	69.71	594.90	594.90
13	\$49,796.25	680.48	111.72	3,076.04	53,664.49	69.71	594.90	594.90
14	\$50,321.25	735.47	111.72	3,060.57	54,229.01	69.71	594.90	594.90
15	\$50,846.25	791.53	111.72	3,044.03	54,793.53	69.71	594.90	594.90
16	\$51,397.50	848.65	111.72	3,028.40	55,386.27	69.71	594.90	594.90
17	\$51,948.75	906.83	111.72	3,011.71	55,979.01	69.71	594.90	594.90
18	\$52,500.00	966.07	111.72	2,993.96	56,571.75	69.71	594.90	594.90
19	\$53,051.25	1,026.38	111.72	2,975.14	57,164.49	69.71	594.90	594.90
20	\$53,602.50	1,087.75	111.72	2,955.27	57,757.24	69.71	594.90	594.90
21	\$54,180.00	1,150.18	111.72	2,936.30	58,378.20	69.71	594.90	594.90
22	\$54,757.50	1,213.68	111.72	2,916.27	58,999.17	69.71	594.90	594.90
23	\$55,335.00	1,278.23	111.72	2,895.19	59,620.14	69.71	594.90	594.90
24	\$55,912.50	1,343.85	111.72	2,873.04	60,241.11	69.71	594.90	594.90
25	\$56,490.00	1,410.53	111.72	2,849.82	60,862.07	69.71	594.90	594.90
26	\$57,093.75	1,410.53	111.72	2,895.27	61,511.27	69.71	594.90	594.90
27	\$57,697.50	1,410.53	111.72	2,940.71	62,160.46	69.71	594.90	594.90
28	\$58,301.25	1,410.53	111.72	2,986.16	62,809.66	69.71	594.90	594.90
29	\$58,905.00	1,410.53	111.72	3,031.60	63,458.85	69.71	594.90	594.90
30	\$59,508.75	1,410.53	111.72	3,077.04	64,108.04	69.71	594.90	594.90
31	\$60,138.75	1,410.53	111.72	3,124.46	64,785.46	69.71	594.90	594.90
32	\$60,768.75	1,410.53	111.72	3,171.88	65,462.88	69.71	594.90	594.90
33	\$61,398.75	1,410.53	111.72	3,219.30	66,140.30	69.71	594.90	594.90
34	\$62,028.75	1,410.53	111.72	3,266.72	66,817.72	69.71	594.90	594.90
35	\$62,658.75	1,410.53	111.72	3,314.14	67,495.14	69.71	594.90	594.90
36	\$63,288.75	1,410.53	111.72	3,361.56	68,172.56	69.71	594.90	594.90
37	\$63,918.75	1,410.53	111.72	3,408.98	68,849.98	69.71	594.90	594.90
38	\$64,548.75	1,410.53	111.72	3,456.40	69,527.40	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

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(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2018.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Masters **National Board Certified +5% - GT/SED/SDD/TAS/TASD**)
(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)	
	<i>Base</i>	<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>			
STEP	<i>Salary</i>	<i>Salary</i>	<i>Paid</i>	<i>Paid</i>	<i>District</i>	<i>In Lieu of</i>	<i>OR</i>	<i>FBA for</i>	
		<i>(TRS Credit)</i>	<i>Life</i>	<i>Ret.</i>	<i>Comp.</i>	<i>FBA</i>		<i>Major Med.</i>	
			<i>& Disability</i>					<i>thru 12-31-18</i>	
								<i>effect. 1-1-19</i>	
MONTHLY BENEFITS									
0	\$44,100.00	60.15	111.72	3,267.62	47,539.49	69.71		594.90	594.90
1	\$44,572.50	103.41	111.72	3,259.93	48,047.56	69.71		594.90	594.90
2	\$45,045.00	145.65	111.72	3,253.25	48,555.62	69.71		594.90	594.90
3	\$45,517.50	188.15	111.72	3,246.32	49,063.69	69.71		594.90	594.90
4	\$45,990.00	233.33	111.72	3,236.70	49,571.75	69.71		594.90	594.90
5	\$46,462.50	278.76	111.72	3,226.83	50,079.81	69.71		594.90	594.90
6	\$46,961.25	325.26	111.72	3,217.88	50,616.11	69.71		594.90	594.90
7	\$47,460.00	372.82	111.72	3,207.86	51,152.40	69.71		594.90	594.90
8	\$47,958.75	421.44	111.72	3,196.78	51,688.69	69.71		594.90	594.90
9	\$48,457.50	471.12	111.72	3,184.64	52,224.98	69.71		594.90	594.90
10	\$48,956.25	521.87	111.72	3,171.43	52,761.27	69.71		594.90	594.90
11	\$49,481.25	573.67	111.72	3,159.14	53,325.78	69.71		594.90	594.90
12	\$50,006.25	626.54	111.72	3,145.79	53,890.30	69.71		594.90	594.90
13	\$50,531.25	680.48	111.72	3,131.37	54,454.82	69.71		594.90	594.90
14	\$51,056.25	735.47	111.72	3,115.89	55,019.33	69.71		594.90	594.90
15	\$51,581.25	791.53	111.72	3,099.35	55,583.85	69.71		594.90	594.90
16	\$52,132.50	848.65	111.72	3,083.72	56,176.59	69.71		594.90	594.90
17	\$52,683.75	906.83	111.72	3,067.03	56,769.33	69.71		594.90	594.90
18	\$53,235.00	966.07	111.72	3,049.28	57,362.07	69.71		594.90	594.90
19	\$53,786.25	1,026.38	111.72	3,030.47	57,954.82	69.71		594.90	594.90
20	\$54,337.50	1,087.75	111.72	3,010.59	58,547.56	69.71		594.90	594.90
21	\$54,915.00	1,150.18	111.72	2,991.63	59,168.53	69.71		594.90	594.90
22	\$55,492.50	1,213.68	111.72	2,971.59	59,789.49	69.71		594.90	594.90
23	\$56,070.00	1,278.23	111.72	2,950.51	60,410.46	69.71		594.90	594.90
24	\$56,647.50	1,343.85	111.72	2,928.36	61,031.43	69.71		594.90	594.90
25	\$57,225.00	1,410.53	111.72	2,905.15	61,652.40	69.71		594.90	594.90
26	\$57,828.75	1,410.53	111.72	2,950.59	62,301.59	69.71		594.90	594.90
27	\$58,432.50	1,410.53	111.72	2,996.03	62,950.78	69.71		594.90	594.90
28	\$59,036.25	1,410.53	111.72	3,041.48	63,599.98	69.71		594.90	594.90
29	\$59,640.00	1,410.53	111.72	3,086.92	64,249.17	69.71		594.90	594.90
30	\$60,243.75	1,410.53	111.72	3,132.37	64,898.37	69.71		594.90	594.90
31	\$60,873.75	1,410.53	111.72	3,179.79	65,575.79	69.71		594.90	594.90
32	\$61,503.75	1,410.53	111.72	3,227.20	66,253.20	69.71		594.90	594.90
33	\$62,133.75	1,410.53	111.72	3,274.62	66,930.62	69.71		594.90	594.90
34	\$62,763.75	1,410.53	111.72	3,322.04	67,608.04	69.71		594.90	594.90
35	\$63,393.75	1,410.53	111.72	3,369.46	68,285.46	69.71		594.90	594.90
36	\$64,023.75	1,410.53	111.72	3,416.88	68,962.88	69.71		594.90	594.90
37	\$64,653.75	1,410.53	111.72	3,464.30	69,640.30	69.71		594.90	594.90
38	\$65,283.75	1,410.53	111.72	3,511.72	70,317.72	69.71		594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

(C) Additional Payment (TRS Credit) - Statutory required payment to certified staff as additional salary. An equal amount is paid by the state to the Oklahoma Teacher's Retirement System on behalf of certified staff to offset this payment.

(D) District Paid Life - Amount district pays for \$24,000 of life insurance and disability insurance.

(E) District Paid Retirement - District paid teachers' retirement at 7.5269% of Total District Compensation (Col. B+D). Total Retirement remitted to TRS by the district is reduced by the TRS credit (Col. C).

(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 a month.

(H-1) 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 **\$594.90** per month through December 31, 2018. Any excess FBA over the cost of the major medical coverage may be used to purchase additional benefits or may be taken as a taxable compensation. No employee shall receive FBA payment less than provided by state law.

(H-2) 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 **\$594.90** per month beginning January 1, 2018.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Masters +16 **National Board Certified +5% - GT/SED/SDD/TAS/TASD**)
(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR FBA for Major Med. thru 12-31-18	FBA for Major Med. effect. 1-1-19
STEP						MONTHLY BENEFITS		
0	\$44,415.00	60.15	111.72	3,291.33	47,878.20	69.71	594.90	594.90
1	\$44,887.50	103.41	111.72	3,283.64	48,386.27	69.71	594.90	594.90
2	\$45,360.00	145.65	111.72	3,276.96	48,894.33	69.71	594.90	594.90
3	\$45,832.50	188.15	111.72	3,270.03	49,402.40	69.71	594.90	594.90
4	\$46,305.00	233.33	111.72	3,260.41	49,910.46	69.71	594.90	594.90
5	\$46,777.50	278.76	111.72	3,250.54	50,418.52	69.71	594.90	594.90
6	\$47,276.25	325.26	111.72	3,241.59	50,954.82	69.71	594.90	594.90
7	\$47,775.00	372.82	111.72	3,231.57	51,491.11	69.71	594.90	594.90
8	\$48,273.75	421.44	111.72	3,220.49	52,027.40	69.71	594.90	594.90
9	\$48,772.50	471.12	111.72	3,208.35	52,563.69	69.71	594.90	594.90
10	\$49,271.25	521.87	111.72	3,195.14	53,099.98	69.71	594.90	594.90
11	\$49,796.25	573.67	111.72	3,182.85	53,664.49	69.71	594.90	594.90
12	\$50,321.25	626.54	111.72	3,169.50	54,229.01	69.71	594.90	594.90
13	\$50,846.25	680.48	111.72	3,155.08	54,793.53	69.71	594.90	594.90
14	\$51,371.25	735.47	111.72	3,139.60	55,358.04	69.71	594.90	594.90
15	\$51,896.25	791.53	111.72	3,123.06	55,922.56	69.71	594.90	594.90
16	\$52,447.50	848.65	111.72	3,107.43	56,515.30	69.71	594.90	594.90
17	\$52,998.75	906.83	111.72	3,090.74	57,108.04	69.71	594.90	594.90
18	\$53,550.00	966.07	111.72	3,072.99	57,700.78	69.71	594.90	594.90
19	\$54,101.25	1,026.38	111.72	3,054.18	58,293.53	69.71	594.90	594.90
20	\$54,652.50	1,087.75	111.72	3,034.30	58,886.27	69.71	594.90	594.90
21	\$55,230.00	1,150.18	111.72	3,015.34	59,507.24	69.71	594.90	594.90
22	\$55,807.50	1,213.68	111.72	2,995.30	60,128.20	69.71	594.90	594.90
23	\$56,385.00	1,278.23	111.72	2,974.22	60,749.17	69.71	594.90	594.90
24	\$56,962.50	1,343.85	111.72	2,952.07	61,370.14	69.71	594.90	594.90
25	\$57,540.00	1,410.53	111.72	2,928.86	61,991.11	69.71	594.90	594.90
26	\$58,143.75	1,410.53	111.72	2,974.30	62,640.30	69.71	594.90	594.90
27	\$58,747.50	1,410.53	111.72	3,019.74	63,289.49	69.71	594.90	594.90
28	\$59,351.25	1,410.53	111.72	3,065.19	63,938.69	69.71	594.90	594.90
29	\$59,955.00	1,410.53	111.72	3,110.63	64,587.88	69.71	594.90	594.90
30	\$60,558.75	1,410.53	111.72	3,156.08	65,237.08	69.71	594.90	594.90
31	\$61,188.75	1,410.53	111.72	3,203.50	65,914.50	69.71	594.90	594.90
32	\$61,818.75	1,410.53	111.72	3,250.91	66,591.91	69.71	594.90	594.90
33	\$62,448.75	1,410.53	111.72	3,298.33	67,269.33	69.71	594.90	594.90
34	\$63,078.75	1,410.53	111.72	3,345.75	67,946.75	69.71	594.90	594.90
35	\$63,708.75	1,410.53	111.72	3,393.17	68,624.17	69.71	594.90	594.90
36	\$64,338.75	1,410.53	111.72	3,440.59	69,301.59	69.71	594.90	594.90
37	\$64,968.75	1,410.53	111.72	3,488.01	69,979.01	69.71	594.90	594.90
38	\$65,598.75	1,410.53	111.72	3,535.43	70,656.43	69.71	594.90	594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

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(H-2) 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 **\$594.90** per month beginning January 1, 2018.

EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Masters +30 **National Board Certified +5% - GT/SED/SDD/TAS/TASD**)
(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	<i>Base</i>	<i>Additional</i>	<i>District</i>	<i>District</i>	<i>Total</i>	<i>Cash</i>		
STEP	Salary	(TRS Credit)	Life	Ret.	District	In Lieu of	OR	FBA for
			& Disability		Comp.	FBA		Major Med.
								Major Med.
								thru 12-31-18
								effect. 1-1-19
MONTHLY BENEFITS								
0	\$44,730.00	60.15	111.72	3,315.04	48,216.91	69.71		594.90
1	\$45,202.50	103.41	111.72	3,307.35	48,724.98	69.71		594.90
2	\$45,675.00	145.65	111.72	3,300.67	49,233.04	69.71		594.90
3	\$46,147.50	188.15	111.72	3,293.74	49,741.11	69.71		594.90
4	\$46,620.00	233.33	111.72	3,284.12	50,249.17	69.71		594.90
5	\$47,092.50	278.76	111.72	3,274.25	50,757.23	69.71		594.90
6	\$47,591.25	325.26	111.72	3,265.29	51,293.52	69.71		594.90
7	\$48,090.00	372.82	111.72	3,255.28	51,829.82	69.71		594.90
8	\$48,588.75	421.44	111.72	3,244.20	52,366.11	69.71		594.90
9	\$49,087.50	471.12	111.72	3,232.06	52,902.40	69.71		594.90
10	\$49,586.25	521.87	111.72	3,218.85	53,438.69	69.71		594.90
11	\$50,111.25	573.67	111.72	3,206.56	54,003.20	69.71		594.90
12	\$50,636.25	626.54	111.72	3,193.21	54,567.72	69.71		594.90
13	\$51,161.25	680.48	111.72	3,178.79	55,132.24	69.71		594.90
14	\$51,686.25	735.47	111.72	3,163.31	55,696.75	69.71		594.90
15	\$52,211.25	791.53	111.72	3,146.77	56,261.27	69.71		594.90
16	\$52,762.50	848.65	111.72	3,131.14	56,854.01	69.71		594.90
17	\$53,313.75	906.83	111.72	3,114.45	57,446.75	69.71		594.90
18	\$53,865.00	966.07	111.72	3,096.70	58,039.49	69.71		594.90
19	\$54,416.25	1,026.38	111.72	3,077.89	58,632.24	69.71		594.90
20	\$54,967.50	1,087.75	111.72	3,058.01	59,224.98	69.71		594.90
21	\$55,545.00	1,150.18	111.72	3,039.05	59,845.95	69.71		594.90
22	\$56,122.50	1,213.68	111.72	3,019.01	60,466.91	69.71		594.90
23	\$56,700.00	1,278.23	111.72	2,997.93	61,087.88	69.71		594.90
24	\$57,277.50	1,343.85	111.72	2,975.78	61,708.85	69.71		594.90
25	\$57,855.00	1,410.53	111.72	2,952.57	62,329.82	69.71		594.90
26	\$58,458.75	1,410.53	111.72	2,998.01	62,979.01	69.71		594.90
27	\$59,062.50	1,410.53	111.72	3,043.45	63,628.20	69.71		594.90
28	\$59,666.25	1,410.53	111.72	3,088.90	64,277.40	69.71		594.90
29	\$60,270.00	1,410.53	111.72	3,134.34	64,926.59	69.71		594.90
30	\$60,873.75	1,410.53	111.72	3,179.79	65,575.79	69.71		594.90
31	\$61,503.75	1,410.53	111.72	3,227.20	66,253.20	69.71		594.90
32	\$62,133.75	1,410.53	111.72	3,274.62	66,930.62	69.71		594.90
33	\$62,763.75	1,410.53	111.72	3,322.04	67,608.04	69.71		594.90
34	\$63,393.75	1,410.53	111.72	3,369.46	68,285.46	69.71		594.90
35	\$64,023.75	1,410.53	111.72	3,416.88	68,962.88	69.71		594.90
36	\$64,653.75	1,410.53	111.72	3,464.30	69,640.30	69.71		594.90
37	\$65,283.75	1,410.53	111.72	3,511.72	70,317.72	69.71		594.90
38	\$65,913.75	1,410.53	111.72	3,559.14	70,995.14	69.71		594.90

(A) Step - Salary placement level.

(B) Base Salary - Negotiated base salary. Employees of the district in 2017-18 year may be eligible for additional pay to grandfather previous salary schedule until new salary schedule is higher at their step. Once their salary is higher on the new schedule, they will remain on that schedule with no further comparisons to the previous schedule.

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EDMOND PUBLIC SCHOOLS' 2018-19 COMPENSATION SCHEDULE
(Doctorate **National Board Certified +5% / GT/SDE/SDD/TAS/TASD**)
(For Teachers Receiving National Board Certification after June 30, 2013)

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H-1)	(H-2)
	Base Salary	Additional Salary (TRS Credit)	District Paid Life & Disability	District Paid Ret.	Total District Comp.	Cash In Lieu of FBA	OR FBA for Major Med. thru 12-31-18	FBA for Major Med. effect. 1-1-19
STEP						MONTHLY BENEFITS		
0	\$45,675.00	60.15	111.72	3,386.17	49,233.04	69.71	594.90	594.90
1	\$46,147.50	103.41	111.72	3,378.48	49,741.11	69.71	594.90	594.90
2	\$46,620.00	145.65	111.72	3,371.80	50,249.17	69.71	594.90	594.90
3	\$47,092.50	188.15	111.72	3,364.86	50,757.23	69.71	594.90	594.90
4	\$47,565.00	233.33	111.72	3,355.25	51,265.30	69.71	594.90	594.90
5	\$48,037.50	278.76	111.72	3,345.38	51,773.36	69.71	594.90	594.90
6	\$48,536.25	325.26	111.72	3,336.42	52,309.65	69.71	594.90	594.90
7	\$49,035.00	372.82	111.72	3,326.40	52,845.94	69.71	594.90	594.90
8	\$49,533.75	421.44	111.72	3,315.32	53,382.23	69.71	594.90	594.90
9	\$50,032.50	471.12	111.72	3,303.19	53,918.53	69.71	594.90	594.90
10	\$50,531.25	521.87	111.72	3,289.98	54,454.82	69.71	594.90	594.90
11	\$51,056.25	573.67	111.72	3,277.69	55,019.33	69.71	594.90	594.90
12	\$51,581.25	626.54	111.72	3,264.34	55,583.85	69.71	594.90	594.90
13	\$52,106.25	680.48	111.72	3,249.91	56,148.36	69.71	594.90	594.90
14	\$52,631.25	735.47	111.72	3,234.44	56,712.88	69.71	594.90	594.90
15	\$53,156.25	791.53	111.72	3,217.90	57,277.40	69.71	594.90	594.90
16	\$53,707.50	848.65	111.72	3,202.27	57,870.14	69.71	594.90	594.90
17	\$54,258.75	906.83	111.72	3,185.58	58,462.88	69.71	594.90	594.90
18	\$54,810.00	966.07	111.72	3,167.83	59,055.62	69.71	594.90	594.90
19	\$55,361.25	1,026.38	111.72	3,149.01	59,648.36	69.71	594.90	594.90
20	\$55,912.50	1,087.75	111.72	3,129.14	60,241.11	69.71	594.90	594.90
21	\$56,490.00	1,150.18	111.72	3,110.17	60,862.07	69.71	594.90	594.90
22	\$57,067.50	1,213.68	111.72	3,090.14	61,483.04	69.71	594.90	594.90
23	\$57,645.00	1,278.23	111.72	3,069.06	62,104.01	69.71	594.90	594.90
24	\$58,222.50	1,343.85	111.72	3,046.91	62,724.98	69.71	594.90	594.90
25	\$58,800.00	1,410.53	111.72	3,023.70	63,345.95	69.71	594.90	594.90
26	\$59,403.75	1,410.53	111.72	3,069.14	63,995.14	69.71	594.90	594.90
27	\$60,007.50	1,410.53	111.72	3,114.58	64,644.33	69.71	594.90	594.90
28	\$60,611.25	1,410.53	111.72	3,160.03	65,293.53	69.71	594.90	594.90
29	\$61,215.00	1,410.53	111.72	3,205.47	65,942.72	69.71	594.90	594.90
30	\$61,818.75	1,410.53	111.72	3,250.91	66,591.91	69.71	594.90	594.90
31	\$62,448.75	1,410.53	111.72	3,298.33	67,269.33	69.71	594.90	594.90
32	\$63,078.75	1,410.53	111.72	3,345.75	67,946.75	69.71	594.90	594.90
33	\$63,708.75	1,410.53	111.72	3,393.17	68,624.17	69.71	594.90	594.90
34	\$64,338.75	1,410.53	111.72	3,440.59	69,301.59	69.71	594.90	594.90
35	\$64,968.75	1,410.53	111.72	3,488.01	69,979.01	69.71	594.90	594.90
36	\$65,598.75	1,410.53	111.72	3,535.43	70,656.43	69.71	594.90	594.90
37	\$66,228.75	1,410.53	111.72	3,582.85	71,333.85	69.71	594.90	594.90
38	\$66,858.75	1,410.53	111.72	3,630.27	72,011.27	69.71	594.90	594.90

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Salary Schedule Comparisons

Teacher (TC, TCD) Schedules

	Bach	Bach	Bach	Bach	Bach	Bach	Bach	Bach
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	36,601.00	5,001.00	39,617.36		40,000.00			3,399.00
1	37,035.00	5,060.00	40,076.36	459.00	40,450.00	450.00		3,415.00
2	37,469.00	5,119.00	41,222.36	1,146.00	40,900.00	450.00	322.36	3,431.00
3	37,904.00	5,179.00	41,811.36	589.00	41,350.00	450.00	461.36	3,446.00
4	38,338.00	5,238.00	42,147.36	336.00	41,800.00	450.00	347.36	3,462.00
5	38,810.00	5,310.00	42,389.36	242.00	42,250.00	450.00	139.36	3,440.00
6	39,273.00	5,373.00	42,727.36	338.00	42,725.00	475.00	2.36	3,452.00
7	39,737.00	5,437.00	43,065.36	338.00	43,200.00	475.00		3,463.00
8	40,200.00	5,500.00	43,355.36	290.00	43,675.00	475.00		3,475.00
9	40,663.00	5,563.00	43,630.36	275.00	44,150.00	475.00		3,487.00
10	41,684.00	5,734.00	44,100.36	470.00	44,625.00	475.00		2,941.00
11	42,177.00	5,802.00	44,373.36	273.00	45,125.00	500.00		2,948.00
12	42,670.00	5,870.00	44,747.36	374.00	45,625.00	500.00		2,955.00
13	43,162.00	5,937.00	45,021.36	274.00	46,125.00	500.00		2,963.00
14	43,655.00	6,005.00	45,771.36	750.00	46,625.00	500.00		2,970.00
15	44,167.00	6,092.00	46,168.36	397.00	47,125.00	500.00		2,958.00
16	44,660.00	6,160.00	46,652.36	484.00	47,650.00	525.00		2,990.00
17	45,153.00	6,228.00	47,289.36	637.00	48,175.00	525.00		3,022.00
18	45,646.00	6,296.00	47,986.36	697.00	48,700.00	525.00		3,054.00
19	46,139.00	6,364.00	48,684.36	698.00	49,225.00	525.00		3,086.00
20	46,652.00	6,452.00	49,402.36	718.00	49,750.00	525.00		3,098.00
21	47,145.00	6,520.00	50,100.36	698.00	50,300.00	550.00		3,155.00
22	47,639.00	6,589.00	50,954.36	854.00	50,850.00	550.00	104.36	3,211.00
23	48,132.00	6,657.00	51,655.36	701.00	51,400.00	550.00	255.36	3,268.00
24	48,625.00	6,725.00	52,872.36	1,217.00	51,950.00	550.00	922.36	3,325.00
25	50,049.00	7,724.00	54,203.36	1,331.00	52,500.00	550.00	1,703.36	2,451.00
26	50,049.00	7,724.00	54,535.36	332.00	53,075.00	575.00	1,460.36	3,026.00
27	50,049.00	7,724.00	54,867.36	332.00	53,650.00	575.00	1,217.36	3,601.00
28	50,049.00	7,724.00	55,199.36	332.00	54,225.00	575.00	974.36	4,176.00
29	50,049.00	7,724.00	55,531.36	332.00	54,800.00	575.00	731.36	4,751.00
30	50,049.00	7,724.00	55,863.36	332.00	55,375.00	575.00	488.36	5,326.00
31	50,049.00	7,724.00	56,195.36	332.00	55,975.00	600.00	220.36	5,926.00
32	50,049.00	7,724.00	56,527.36	332.00	56,575.00	600.00		6,526.00
33	50,049.00	7,724.00	56,859.36	332.00	57,175.00	600.00		7,126.00
34	50,049.00	7,724.00	57,191.36	332.00	57,775.00	600.00		7,726.00
35	50,049.00	7,724.00	57,523.36	332.00	58,375.00	600.00		8,326.00
36	50,049.00	7,724.00	57,855.36	332.00	58,975.00	600.00		8,926.00
37	50,049.00	7,724.00	58,255.36	400.00	59,575.00	600.00		9,526.00
38	50,049.00	7,724.00	58,255.36	0.00	60,175.00	600.00		10,126.00
AVERAGE	45,231.33	6,521.72	49,350.90	490.47	49,537.82	530.92		

Salary Schedule Comparisons

Teacher (TC, TCD) Schedules

	Bach+16	Bach+16	Bach+16	Bach+16	Bach+16	Bach+16	Bach+16	Bach+16
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	36,601.00	5,001.00	39,917.36		40,300.00			3,699.00
1	37,035.00	5,060.00	40,376.36	459.00	40,750.00	450.00		3,715.00
2	37,469.00	5,119.00	41,522.36	1,146.00	41,200.00	450.00	322.36	3,731.00
3	37,904.00	5,179.00	42,122.36	600.00	41,650.00	450.00	472.36	3,746.00
4	38,338.00	5,238.00	42,460.36	338.00	42,100.00	450.00	360.36	3,762.00
5	38,810.00	5,310.00	42,699.36	239.00	42,550.00	450.00	149.36	3,740.00
6	39,273.00	5,373.00	43,037.36	338.00	43,025.00	475.00	12.36	3,752.00
7	39,737.00	5,437.00	43,375.36	338.00	43,500.00	475.00		3,763.00
8	40,200.00	5,500.00	43,657.36	282.00	43,975.00	475.00		3,775.00
9	40,663.00	5,563.00	43,941.36	284.00	44,450.00	475.00		3,787.00
10	41,684.00	5,734.00	44,401.36	460.00	44,925.00	475.00		3,241.00
11	42,177.00	5,802.00	44,674.36	273.00	45,425.00	500.00		3,248.00
12	42,670.00	5,870.00	45,049.36	375.00	45,925.00	500.00		3,255.00
13	43,162.00	5,937.00	45,323.36	274.00	46,425.00	500.00		3,263.00
14	43,655.00	6,005.00	46,076.36	753.00	46,925.00	500.00		3,270.00
15	44,167.00	6,092.00	46,493.36	417.00	47,425.00	500.00		3,258.00
16	44,660.00	6,160.00	47,162.36	669.00	47,950.00	525.00		3,290.00
17	45,153.00	6,228.00	47,616.36	454.00	48,475.00	525.00		3,322.00
18	45,646.00	6,296.00	48,314.36	698.00	49,000.00	525.00		3,354.00
19	46,139.00	6,364.00	49,012.36	698.00	49,525.00	525.00		3,386.00
20	46,652.00	6,452.00	49,730.36	718.00	50,050.00	525.00		3,398.00
21	47,145.00	6,520.00	50,428.36	698.00	50,600.00	550.00		3,455.00
22	47,639.00	6,589.00	51,282.36	854.00	51,150.00	550.00	132.36	3,511.00
23	48,132.00	6,657.00	51,984.36	702.00	51,700.00	550.00	284.36	3,568.00
24	48,625.00	6,725.00	53,200.36	1,216.00	52,250.00	550.00	950.36	3,625.00
25	50,049.00	7,724.00	54,531.36	1,331.00	52,800.00	550.00	1,731.36	2,751.00
26	50,049.00	7,724.00	54,863.36	332.00	53,375.00	575.00	1,488.36	3,326.00
27	50,049.00	7,724.00	55,195.36	332.00	53,950.00	575.00	1,245.36	3,901.00
28	50,049.00	7,724.00	55,527.36	332.00	54,525.00	575.00	1,002.36	4,476.00
29	50,049.00	7,724.00	55,859.36	332.00	55,100.00	575.00	759.36	5,051.00
30	50,049.00	7,724.00	56,191.36	332.00	55,675.00	575.00	516.36	5,626.00
31	50,049.00	7,724.00	56,523.36	332.00	56,275.00	600.00	248.36	6,226.00
32	50,049.00	7,724.00	56,855.36	332.00	56,875.00	600.00		6,826.00
33	50,049.00	7,724.00	57,187.36	332.00	57,475.00	600.00		7,426.00
34	50,049.00	7,724.00	57,519.36	332.00	58,075.00	600.00		8,026.00
35	50,049.00	7,724.00	57,851.36	332.00	58,675.00	600.00		8,626.00
36	50,049.00	7,724.00	58,183.36	332.00	59,275.00	600.00		9,226.00
37	50,049.00	7,724.00	58,583.36	400.00	59,875.00	600.00		9,826.00
38	50,049.00	7,724.00	58,583.36	0.00	60,475.00	600.00		10,426.00
AVERAGE	45,231.33	6,521.72	49,674.72	491.21	49,837.82	530.92		

Salary Schedule Comparisons

Teacher (TC, TCD) Schedules

	Mast	Mast	Mast	Mast	Mast	Mast	Mast	Mast
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	37,991.00	5,191.00	40,844.36		41,000.00			3,009.00
1	38,425.00	5,250.00	41,303.36	459.00	41,450.00	450.00		3,025.00
2	38,859.00	5,309.00	42,430.36	1,127.00	41,900.00	450.00	530.36	3,041.00
3	39,294.00	5,369.00	43,057.36	627.00	42,350.00	450.00	707.36	3,056.00
4	39,728.00	5,428.00	43,392.36	335.00	42,800.00	450.00	592.36	3,072.00
5	40,200.00	5,500.00	43,632.36	240.00	43,250.00	450.00	382.36	3,050.00
6	40,663.00	5,563.00	43,970.36	338.00	43,725.00	475.00	245.36	3,062.00
7	41,127.00	5,627.00	44,306.36	336.00	44,200.00	475.00	106.36	3,073.00
8	41,590.00	5,690.00	44,567.36	261.00	44,675.00	475.00		3,085.00
9	42,054.00	5,754.00	44,873.36	306.00	45,150.00	475.00		3,096.00
10	43,568.00	5,993.00	45,387.36	514.00	45,625.00	475.00		2,057.00
11	44,061.00	6,061.00	45,661.36	274.00	46,125.00	500.00		2,064.00
12	44,554.00	6,129.00	46,039.36	378.00	46,625.00	500.00		2,071.00
13	45,047.00	6,197.00	46,313.36	274.00	47,125.00	500.00		2,078.00
14	45,539.00	6,264.00	47,063.36	750.00	47,625.00	500.00		2,086.00
15	46,052.00	6,352.00	47,497.36	434.00	48,125.00	500.00		2,073.00
16	46,545.00	6,420.00	47,983.36	486.00	48,650.00	525.00		2,105.00
17	47,038.00	6,488.00	48,620.36	637.00	49,175.00	525.00		2,137.00
18	47,531.00	6,556.00	49,318.36	698.00	49,700.00	525.00		2,169.00
19	48,024.00	6,624.00	50,017.36	699.00	50,225.00	525.00		2,201.00
20	48,538.00	6,713.00	50,736.36	719.00	50,750.00	525.00		2,212.00
21	49,031.00	6,781.00	51,434.36	698.00	51,300.00	550.00	134.36	2,269.00
22	49,524.00	6,849.00	52,291.36	857.00	51,850.00	550.00	441.36	2,326.00
23	50,018.00	6,918.00	52,993.36	702.00	52,400.00	550.00	593.36	2,382.00
24	50,511.00	6,986.00	54,210.36	1,217.00	52,950.00	550.00	1,260.36	2,439.00
25	51,971.00	8,021.00	55,577.36	1,367.00	53,500.00	550.00	2,077.36	1,529.00
26	51,971.00	8,021.00	55,909.36	332.00	54,075.00	575.00	1,834.36	2,104.00
27	51,971.00	8,021.00	56,241.36	332.00	54,650.00	575.00	1,591.36	2,679.00
28	51,971.00	8,021.00	56,573.36	332.00	55,225.00	575.00	1,348.36	3,254.00
29	51,971.00	8,021.00	56,905.36	332.00	55,800.00	575.00	1,105.36	3,829.00
30	51,971.00	8,021.00	57,237.36	332.00	56,375.00	575.00	862.36	4,404.00
31	51,971.00	8,021.00	57,569.36	332.00	56,975.00	600.00	594.36	5,004.00
32	51,971.00	8,021.00	57,901.36	332.00	57,575.00	600.00	326.36	5,604.00
33	51,971.00	8,021.00	58,233.36	332.00	58,175.00	600.00	58.36	6,204.00
34	51,971.00	8,021.00	58,565.36	332.00	58,775.00	600.00		6,804.00
35	51,971.00	8,021.00	58,897.36	332.00	59,375.00	600.00		7,404.00
36	51,971.00	8,021.00	59,229.36	332.00	59,975.00	600.00		8,004.00
37	51,971.00	8,021.00	59,629.36	400.00	60,575.00	600.00		8,604.00
38	51,971.00	8,021.00	59,629.36	0.00	61,175.00	600.00		9,204.00
AVERAGE	47,002.72	6,777.08	50,667.80	494.34	50,537.82	530.92		

Salary Schedule Comparisons

Teacher (TC, TCD) Schedules

	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16
STEP	New State Min	Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	37,991.00	5,191.00	41,144.36		41,300.00			3,309.00
1	38,425.00	5,250.00	41,603.36	459.00	41,750.00	450.00		3,325.00
2	38,859.00	5,309.00	42,730.36	1,127.00	42,200.00	450.00	530.36	3,341.00
3	39,294.00	5,369.00	43,366.36	636.00	42,650.00	450.00	716.36	3,356.00
4	39,728.00	5,428.00	43,701.36	335.00	43,100.00	450.00	601.36	3,372.00
5	40,200.00	5,500.00	43,944.36	243.00	43,550.00	450.00	394.36	3,350.00
6	40,663.00	5,563.00	44,280.36	336.00	44,025.00	475.00	255.36	3,362.00
7	41,127.00	5,627.00	44,619.36	339.00	44,500.00	475.00	119.36	3,373.00
8	41,590.00	5,690.00	44,869.36	250.00	44,975.00	475.00		3,385.00
9	42,054.00	5,754.00	45,183.36	314.00	45,450.00	475.00		3,396.00
10	43,568.00	5,993.00	45,691.36	508.00	45,925.00	475.00		2,357.00
11	44,061.00	6,061.00	45,965.36	274.00	46,425.00	500.00		2,364.00
12	44,554.00	6,129.00	46,344.36	379.00	46,925.00	500.00		2,371.00
13	45,047.00	6,197.00	46,619.36	275.00	47,425.00	500.00		2,378.00
14	45,539.00	6,264.00	47,368.36	749.00	47,925.00	500.00		2,386.00
15	46,052.00	6,352.00	47,825.36	457.00	48,425.00	500.00		2,373.00
16	46,545.00	6,420.00	48,310.36	485.00	48,950.00	525.00		2,405.00
17	47,038.00	6,488.00	48,948.36	638.00	49,475.00	525.00		2,437.00
18	47,531.00	6,556.00	49,646.36	698.00	50,000.00	525.00		2,469.00
19	48,024.00	6,624.00	50,343.36	697.00	50,525.00	525.00		2,501.00
20	48,538.00	6,713.00	51,062.36	719.00	51,050.00	525.00	12.36	2,512.00
21	49,031.00	6,781.00	51,760.36	698.00	51,600.00	550.00	160.36	2,569.00
22	49,524.00	6,849.00	52,620.36	860.00	52,150.00	550.00	470.36	2,626.00
23	50,018.00	6,918.00	53,322.36	702.00	52,700.00	550.00	622.36	2,682.00
24	50,511.00	6,986.00	54,538.36	1,216.00	53,250.00	550.00	1,288.36	2,739.00
25	51,971.00	8,021.00	55,905.36	1,367.00	53,800.00	550.00	2,105.36	1,829.00
26	51,971.00	8,021.00	56,237.36	332.00	54,375.00	575.00	1,862.36	2,404.00
27	51,971.00	8,021.00	56,569.36	332.00	54,950.00	575.00	1,619.36	2,979.00
28	51,971.00	8,021.00	56,901.36	332.00	55,525.00	575.00	1,376.36	3,554.00
29	51,971.00	8,021.00	57,233.36	332.00	56,100.00	575.00	1,133.36	4,129.00
30	51,971.00	8,021.00	57,565.36	332.00	56,675.00	575.00	890.36	4,704.00
31	51,971.00	8,021.00	57,897.36	332.00	57,275.00	600.00	622.36	5,304.00
32	51,971.00	8,021.00	58,229.36	332.00	57,875.00	600.00	354.36	5,904.00
33	51,971.00	8,021.00	58,561.36	332.00	58,475.00	600.00	86.36	6,504.00
34	51,971.00	8,021.00	58,893.36	332.00	59,075.00	600.00		7,104.00
35	51,971.00	8,021.00	59,225.36	332.00	59,675.00	600.00		7,704.00
36	51,971.00	8,021.00	59,557.36	332.00	60,275.00	600.00		8,304.00
37	51,971.00	8,021.00	59,957.36	400.00	60,875.00	600.00		8,904.00
38	51,971.00	8,021.00	59,957.36	0.00	61,475.00	600.00		9,504.00
AVERAGE	47,002.72	6,777.08	50,987.18	495.08	50,837.82	530.92		

Salary Schedule Comparisons

Teacher (TC, TCD) Schedules

	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30
STEP	New State Min	Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	37,991.00	5,191.00	41,476.36		41,600.00			3,609.00
1	38,425.00	5,250.00	41,935.36	459.00	42,050.00	450.00		3,625.00
2	38,859.00	5,309.00	43,062.36	1,127.00	42,500.00	450.00	562.36	3,641.00
3	39,294.00	5,369.00	43,698.36	636.00	42,950.00	450.00	748.36	3,656.00
4	39,728.00	5,428.00	44,033.36	335.00	43,400.00	450.00	633.36	3,672.00
5	40,200.00	5,500.00	44,276.36	243.00	43,850.00	450.00	426.36	3,650.00
6	40,663.00	5,563.00	44,612.36	336.00	44,325.00	475.00	287.36	3,662.00
7	41,127.00	5,627.00	44,951.36	339.00	44,800.00	475.00	151.36	3,673.00
8	41,590.00	5,690.00	45,201.36	250.00	45,275.00	475.00		3,685.00
9	42,054.00	5,754.00	45,515.36	314.00	45,750.00	475.00		3,696.00
10	43,568.00	5,993.00	46,023.36	508.00	46,225.00	475.00		2,657.00
11	44,061.00	6,061.00	46,297.36	274.00	46,725.00	500.00		2,664.00
12	44,554.00	6,129.00	46,676.36	379.00	47,225.00	500.00		2,671.00
13	45,047.00	6,197.00	46,951.36	275.00	47,725.00	500.00		2,678.00
14	45,539.00	6,264.00	47,700.36	749.00	48,225.00	500.00		2,686.00
15	46,052.00	6,352.00	48,157.36	457.00	48,725.00	500.00		2,673.00
16	46,545.00	6,420.00	48,642.36	485.00	49,250.00	525.00		2,705.00
17	47,038.00	6,488.00	49,280.36	638.00	49,775.00	525.00		2,737.00
18	47,531.00	6,556.00	49,978.36	698.00	50,300.00	525.00		2,769.00
19	48,024.00	6,624.00	50,675.36	697.00	50,825.00	525.00		2,801.00
20	48,538.00	6,713.00	51,394.36	719.00	51,350.00	525.00	44.36	2,812.00
21	49,031.00	6,781.00	52,092.36	698.00	51,900.00	550.00	192.36	2,869.00
22	49,524.00	6,849.00	52,952.36	860.00	52,450.00	550.00	502.36	2,926.00
23	50,018.00	6,918.00	53,654.36	702.00	53,000.00	550.00	654.36	2,982.00
24	50,511.00	6,986.00	54,870.36	1,216.00	53,550.00	550.00	1,320.36	3,039.00
25	51,971.00	8,021.00	56,237.36	1,367.00	54,100.00	550.00	2,137.36	2,129.00
26	51,971.00	8,021.00	56,569.36	332.00	54,675.00	575.00	1,894.36	2,704.00
27	51,971.00	8,021.00	56,901.36	332.00	55,250.00	575.00	1,651.36	3,279.00
28	51,971.00	8,021.00	57,233.36	332.00	55,825.00	575.00	1,408.36	3,854.00
29	51,971.00	8,021.00	57,565.36	332.00	56,400.00	575.00	1,165.36	4,429.00
30	51,971.00	8,021.00	57,897.36	332.00	56,975.00	575.00	922.36	5,004.00
31	51,971.00	8,021.00	58,229.36	332.00	57,575.00	600.00	654.36	5,604.00
32	51,971.00	8,021.00	58,561.36	332.00	58,175.00	600.00	386.36	6,204.00
33	51,971.00	8,021.00	58,893.36	332.00	58,775.00	600.00	118.36	6,804.00
34	51,971.00	8,021.00	59,225.36	332.00	59,375.00	600.00		7,404.00
35	51,971.00	8,021.00	59,557.36	332.00	59,975.00	600.00		8,004.00
36	51,971.00	8,021.00	59,889.36	332.00	60,575.00	600.00		8,604.00
37	51,971.00	8,021.00	60,289.36	400.00	61,175.00	600.00		9,204.00
38	51,971.00	8,021.00	60,289.36	0.00	61,775.00	600.00		9,804.00
AVERAGE	47,002.72	6,777.08	51,319.18	495.08	51,137.82	530.92		

Salary Schedule Comparisons

Teacher (TC, TCD) Schedules

STEP	Doct New State Min	Doct Incr	Doct EPS w/HB1023	Doct Step Increase- EPS w/HB1023	Doct EPS New	Doct New Steps	Doct Add'l Pay to Grandfather 2017-18 Employees	Doct EPS New vs. New State Min
0	39,381.00	5,381.00	42,383.36		42,500.00			3,119.00
1	39,815.00	5,440.00	42,842.36	459.00	42,950.00	450.00		3,135.00
2	40,249.00	5,499.00	43,969.36	1,127.00	43,400.00	450.00	569.36	3,151.00
3	40,684.00	5,559.00	44,629.36	660.00	43,850.00	450.00	779.36	3,166.00
4	41,118.00	5,618.00	44,967.36	338.00	44,300.00	450.00	667.36	3,182.00
5	41,590.00	5,690.00	45,208.36	241.00	44,750.00	450.00	458.36	3,160.00
6	42,054.00	5,754.00	45,549.36	341.00	45,225.00	475.00	324.36	3,171.00
7	42,517.00	5,817.00	45,887.36	338.00	45,700.00	475.00	187.36	3,183.00
8	42,980.00	5,880.00	46,122.36	235.00	46,175.00	475.00		3,195.00
9	43,444.00	5,944.00	46,497.36	375.00	46,650.00	475.00		3,206.00
10	45,945.00	6,320.00	47,109.36	612.00	47,125.00	475.00		1,180.00
11	46,438.00	6,388.00	47,354.36	245.00	47,625.00	500.00		1,187.00
12	46,931.00	6,456.00	47,732.36	378.00	48,125.00	500.00		1,194.00
13	47,424.00	6,524.00	48,006.36	274.00	48,625.00	500.00		1,201.00
14	47,916.00	6,591.00	48,756.36	750.00	49,125.00	500.00		1,209.00
15	48,430.00	6,680.00	49,230.36	474.00	49,625.00	500.00		1,195.00
16	48,923.00	6,748.00	49,716.36	486.00	50,150.00	525.00		1,227.00
17	49,416.00	6,816.00	50,353.36	637.00	50,675.00	525.00		1,259.00
18	49,909.00	6,884.00	51,051.36	698.00	51,200.00	525.00		1,291.00
19	50,402.00	6,952.00	51,749.36	698.00	51,725.00	525.00	24.36	1,323.00
20	50,917.00	7,042.00	52,469.36	720.00	52,250.00	525.00	219.36	1,333.00
21	51,410.00	7,110.00	53,166.36	697.00	52,800.00	550.00	366.36	1,390.00
22	51,903.00	7,178.00	54,029.36	863.00	53,350.00	550.00	679.36	1,447.00
23	52,397.00	7,247.00	54,731.36	702.00	53,900.00	550.00	831.36	1,503.00
24	52,890.00	7,315.00	55,948.36	1,217.00	54,450.00	550.00	1,498.36	1,560.00
25	54,395.00	8,395.00	57,360.36	1,412.00	55,000.00	550.00	2,360.36	605.00
26	54,395.00	8,395.00	57,692.36	332.00	55,575.00	575.00	2,117.36	1,180.00
27	54,395.00	8,395.00	58,024.36	332.00	56,150.00	575.00	1,874.36	1,755.00
28	54,395.00	8,395.00	58,356.36	332.00	56,725.00	575.00	1,631.36	2,330.00
29	54,395.00	8,395.00	58,688.36	332.00	57,300.00	575.00	1,388.36	2,905.00
30	54,395.00	8,395.00	59,020.36	332.00	57,875.00	575.00	1,145.36	3,480.00
31	54,395.00	8,395.00	59,352.36	332.00	58,475.00	600.00	877.36	4,080.00
32	54,395.00	8,395.00	59,684.36	332.00	59,075.00	600.00	609.36	4,680.00
33	54,395.00	8,395.00	60,016.36	332.00	59,675.00	600.00	341.36	5,280.00
34	54,395.00	8,395.00	60,348.36	332.00	60,275.00	600.00	73.36	5,880.00
35	54,395.00	8,395.00	60,680.36	332.00	60,875.00	600.00		6,480.00
36	54,395.00	8,395.00	61,012.36	332.00	61,475.00	600.00		7,080.00
37	54,395.00	8,395.00	61,412.36	400.00	62,075.00	600.00		7,680.00
38	54,395.00	8,395.00	61,412.36	0.00	62,675.00	600.00		8,280.00
AVERAGE	49,143.92	7,086.23	52,372.36	500.76	52,037.82	530.92		

Salary Schedule Comparisons

Teacher+5%(SED,SDD,GT,TAS,TASD) Schedules

	Bach	Bach	Bach	Bach	Bach	Bach	Bach	Bach
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	38,431.05	5,251.05	41,598.23		42,000.00			3,568.95
1	38,886.75	5,313.00	42,080.18	481.95	42,472.50	472.50		3,585.75
2	39,342.45	5,374.95	43,283.48	1,203.30	42,945.00	472.50	338.48	3,602.55
3	39,799.20	5,437.95	43,901.93	618.45	43,417.50	472.50	484.43	3,618.30
4	40,254.90	5,499.90	44,254.73	352.80	43,890.00	472.50	364.73	3,635.10
5	40,750.50	5,575.50	44,508.83	254.10	44,362.50	472.50	146.33	3,612.00
6	41,236.65	5,641.65	44,863.73	354.90	44,861.25	498.75	2.48	3,624.60
7	41,723.85	5,708.85	45,218.63	354.90	45,360.00	498.75		3,636.15
8	42,210.00	5,775.00	45,523.13	304.50	45,858.75	498.75		3,648.75
9	42,696.15	5,841.15	45,811.88	288.75	46,357.50	498.75		3,661.35
10	43,768.20	6,020.70	46,305.38	493.50	46,856.25	498.75		3,088.05
11	44,285.85	6,092.10	46,592.03	286.65	47,381.25	525.00		3,095.40
12	44,803.50	6,163.50	46,984.73	392.70	47,906.25	525.00		3,102.75
13	45,320.10	6,233.85	47,272.43	287.70	48,431.25	525.00		3,111.15
14	45,837.75	6,305.25	48,059.93	787.50	48,956.25	525.00		3,118.50
15	46,375.35	6,396.60	48,476.78	416.85	49,481.25	525.00		3,105.90
16	46,893.00	6,468.00	48,984.98	508.20	50,032.50	551.25		3,139.50
17	47,410.65	6,539.40	49,653.83	668.85	50,583.75	551.25		3,173.10
18	47,928.30	6,610.80	50,385.68	731.85	51,135.00	551.25		3,206.70
19	48,445.95	6,682.20	51,118.58	732.90	51,686.25	551.25		3,240.30
20	48,984.60	6,774.60	51,872.48	753.90	52,237.50	551.25		3,252.90
21	49,502.25	6,846.00	52,605.38	732.90	52,815.00	577.50		3,312.75
22	50,020.95	6,918.45	53,502.08	896.70	53,392.50	577.50	109.58	3,371.55
23	50,538.60	6,989.85	54,238.13	736.05	53,970.00	577.50	268.13	3,431.40
24	51,056.25	7,061.25	55,515.98	1,277.85	54,547.50	577.50	968.48	3,491.25
25	52,551.45	8,110.20	56,913.53	1,397.55	55,125.00	577.50	1,788.53	2,573.55
26	52,551.45	8,110.20	57,262.13	348.60	55,728.75	603.75	1,533.38	3,177.30
27	52,551.45	8,110.20	57,610.73	348.60	56,332.50	603.75	1,278.23	3,781.05
28	52,551.45	8,110.20	57,959.33	348.60	56,936.25	603.75	1,023.08	4,384.80
29	52,551.45	8,110.20	58,307.93	348.60	57,540.00	603.75	767.93	4,988.55
30	52,551.45	8,110.20	58,656.53	348.60	58,143.75	603.75	512.78	5,592.30
31	52,551.45	8,110.20	59,005.13	348.60	58,773.75	630.00	231.38	6,222.30
32	52,551.45	8,110.20	59,353.73	348.60	59,403.75	630.00		6,852.30
33	52,551.45	8,110.20	59,702.33	348.60	60,033.75	630.00		7,482.30
34	52,551.45	8,110.20	60,050.93	348.60	60,663.75	630.00		8,112.30
35	52,551.45	8,110.20	60,399.53	348.60	61,293.75	630.00		8,742.30
36	52,551.45	8,110.20	60,748.13	348.60	61,923.75	630.00		9,372.30
37	52,551.45	8,110.20	61,168.13	420.00	62,553.75	630.00		10,002.30
38	52,551.45	8,110.20	61,168.13	0.00	63,183.75	630.00		10,632.30
AVERAGE	47,492.90	6,847.80	51,818.44	515.00	52,014.71	557.47		

Salary Schedule Comparisons

Teacher+5%(SED,SDD,GT,TAS,TASD) Schedules

STEP	Bach+16 New State Min	Bach+16 HB1023 Incr	Bach+16 EPS w/HB1023	Bach+16 Step Increase- EPS w/HB1023	Bach+16 EPS New	Bach+16 New Steps	Bach+16 Add'l Pay to Grandfather 2017-18 Employees	Bach+16 EPS New vs. New State Min
0	38,431.05	5,251.05	41,913.23		42,315.00			3,883.95
1	38,886.75	5,313.00	42,395.18	481.95	42,787.50	472.50		3,900.75
2	39,342.45	5,374.95	43,598.48	1,203.30	43,260.00	472.50	338.48	3,917.55
3	39,799.20	5,437.95	44,228.48	630.00	43,732.50	472.50	495.98	3,933.30
4	40,254.90	5,499.90	44,583.38	354.90	44,205.00	472.50	378.38	3,950.10
5	40,750.50	5,575.50	44,834.33	250.95	44,677.50	472.50	156.83	3,927.00
6	41,236.65	5,641.65	45,189.23	354.90	45,176.25	498.75	12.98	3,939.60
7	41,723.85	5,708.85	45,544.13	354.90	45,675.00	498.75		3,951.15
8	42,210.00	5,775.00	45,840.23	296.10	46,173.75	498.75		3,963.75
9	42,696.15	5,841.15	46,138.43	298.20	46,672.50	498.75		3,976.35
10	43,768.20	6,020.70	46,621.43	483.00	47,171.25	498.75		3,403.05
11	44,285.85	6,092.10	46,908.08	286.65	47,696.25	525.00		3,410.40
12	44,803.50	6,163.50	47,301.83	393.75	48,221.25	525.00		3,417.75
13	45,320.10	6,233.85	47,589.53	287.70	48,746.25	525.00		3,426.15
14	45,837.75	6,305.25	48,380.18	790.65	49,271.25	525.00		3,433.50
15	46,375.35	6,396.60	48,818.03	437.85	49,796.25	525.00		3,420.90
16	46,893.00	6,468.00	49,520.48	702.45	50,347.50	551.25		3,454.50
17	47,410.65	6,539.40	49,997.18	476.70	50,898.75	551.25		3,488.10
18	47,928.30	6,610.80	50,730.08	732.90	51,450.00	551.25		3,521.70
19	48,445.95	6,682.20	51,462.98	732.90	52,001.25	551.25		3,555.30
20	48,984.60	6,774.60	52,216.88	753.90	52,552.50	551.25		3,567.90
21	49,502.25	6,846.00	52,949.78	732.90	53,130.00	577.50		3,627.75
22	50,020.95	6,918.45	53,846.48	896.70	53,707.50	577.50	138.98	3,686.55
23	50,538.60	6,989.85	54,583.58	737.10	54,285.00	577.50	298.58	3,746.40
24	51,056.25	7,061.25	55,860.38	1,276.80	54,862.50	577.50	997.88	3,806.25
25	52,551.45	8,110.20	57,257.93	1,397.55	55,440.00	577.50	1,817.93	2,888.55
26	52,551.45	8,110.20	57,606.53	348.60	56,043.75	603.75	1,562.78	3,492.30
27	52,551.45	8,110.20	57,955.13	348.60	56,647.50	603.75	1,307.63	4,096.05
28	52,551.45	8,110.20	58,303.73	348.60	57,251.25	603.75	1,052.48	4,699.80
29	52,551.45	8,110.20	58,652.33	348.60	57,855.00	603.75	797.33	5,303.55
30	52,551.45	8,110.20	59,000.93	348.60	58,458.75	603.75	542.18	5,907.30
31	52,551.45	8,110.20	59,349.53	348.60	59,088.75	630.00	260.78	6,537.30
32	52,551.45	8,110.20	59,698.13	348.60	59,718.75	630.00		7,167.30
33	52,551.45	8,110.20	60,046.73	348.60	60,348.75	630.00		7,797.30
34	52,551.45	8,110.20	60,395.33	348.60	60,978.75	630.00		8,427.30
35	52,551.45	8,110.20	60,743.93	348.60	61,608.75	630.00		9,057.30
36	52,551.45	8,110.20	61,092.53	348.60	62,238.75	630.00		9,687.30
37	52,551.45	8,110.20	61,512.53	420.00	62,868.75	630.00		10,317.30
38	52,551.45	8,110.20	61,512.53	0.00	63,498.75	630.00		10,947.30
AVERAGE	47,492.90	6,847.80	52,158.45	515.77	52,329.71	557.47		

Salary Schedule Comparisons
Teacher+5%(SED,SDD,GT,TAS,TASD) Schedules

STEP	Mast New State Min	Mast HB1023 Incr	Mast EPS w/HB1023	Mast Step Increase- EPS w/HB1023	Mast EPS New	Mast New Steps	Mast Add'l Pay to Grandfather 2017-18 Employees	Mast EPS New vs. New State Min
0	39,890.55	5,450.55	42,886.58		43,050.00			3,159.45
1	40,346.25	5,512.50	43,368.53	481.95	43,522.50	472.50		3,176.25
2	40,801.95	5,574.45	44,551.88	1,183.35	43,995.00	472.50	556.88	3,193.05
3	41,258.70	5,637.45	45,210.23	658.35	44,467.50	472.50	742.73	3,208.80
4	41,714.40	5,699.40	45,561.98	351.75	44,940.00	472.50	621.98	3,225.60
5	42,210.00	5,775.00	45,813.98	252.00	45,412.50	472.50	401.48	3,202.50
6	42,696.15	5,841.15	46,168.88	354.90	45,911.25	498.75	257.63	3,215.10
7	43,183.35	5,908.35	46,521.68	352.80	46,410.00	498.75	111.68	3,226.65
8	43,669.50	5,974.50	46,795.73	274.05	46,908.75	498.75		3,239.25
9	44,156.70	6,041.70	47,117.03	321.30	47,407.50	498.75		3,250.80
10	45,746.40	6,292.65	47,656.73	539.70	47,906.25	498.75		2,159.85
11	46,264.05	6,364.05	47,944.43	287.70	48,431.25	525.00		2,167.20
12	46,781.70	6,435.45	48,341.33	396.90	48,956.25	525.00		2,174.55
13	47,299.35	6,506.85	48,629.03	287.70	49,481.25	525.00		2,181.90
14	47,815.95	6,577.20	49,416.53	787.50	50,006.25	525.00		2,190.30
15	48,354.60	6,669.60	49,872.23	455.70	50,531.25	525.00		2,176.65
16	48,872.25	6,741.00	50,382.53	510.30	51,082.50	551.25		2,210.25
17	49,389.90	6,812.40	51,051.38	668.85	51,633.75	551.25		2,243.85
18	49,907.55	6,883.80	51,784.28	732.90	52,185.00	551.25		2,277.45
19	50,425.20	6,955.20	52,518.23	733.95	52,736.25	551.25		2,311.05
20	50,964.90	7,048.65	53,273.18	754.95	53,287.50	551.25		2,322.60
21	51,482.55	7,120.05	54,006.08	732.90	53,865.00	577.50	141.08	2,382.45
22	52,000.20	7,191.45	54,905.93	899.85	54,442.50	577.50	463.43	2,442.30
23	52,518.90	7,263.90	55,643.03	737.10	55,020.00	577.50	623.03	2,501.10
24	53,036.55	7,335.30	56,920.88	1,277.85	55,597.50	577.50	1,323.38	2,560.95
25	54,569.55	8,422.05	58,356.23	1,435.35	56,175.00	577.50	2,181.23	1,605.45
26	54,569.55	8,021.00	58,303.78	-52.45	56,778.75	603.75	1,525.03	2,209.20
27	54,569.55	8,021.00	58,652.38	348.60	57,382.50	603.75	1,269.88	2,812.95
28	54,569.55	8,021.00	59,000.98	348.60	57,986.25	603.75	1,014.73	3,416.70
29	54,569.55	8,021.00	59,349.58	348.60	58,590.00	603.75	759.58	4,020.45
30	54,569.55	8,021.00	59,698.18	348.60	59,193.75	603.75	504.43	4,624.20
31	54,569.55	8,021.00	60,046.78	348.60	59,823.75	630.00	223.03	5,254.20
32	54,569.55	8,021.00	60,395.38	348.60	60,453.75	630.00		5,884.20
33	54,569.55	8,021.00	60,743.98	348.60	61,083.75	630.00		6,514.20
34	54,569.55	8,021.00	61,092.58	348.60	61,713.75	630.00		7,144.20
35	54,569.55	8,021.00	61,441.18	348.60	62,343.75	630.00		7,774.20
36	54,569.55	8,021.00	61,789.78	348.60	62,973.75	630.00		8,404.20
37	54,569.55	8,021.00	62,209.78	420.00	63,603.75	630.00		9,034.20
38	54,569.55	8,021.00	62,209.78	0.00	64,233.75	630.00		9,664.20
AVERAGE	49,352.85	6,982.25	53,067.50	508.51	53,064.71	557.47		

Salary Schedule Comparisons
Teacher+5%(SED,SDD,GT,TAS,TASD) Schedules

STEP	Mast+16 New State Min	Mast+16 HB1023 Incr	Mast+16 EPS w/HB1023	Mast+16 Step Increase- EPS w/HB1023	Mast+16 EPS New	Mast+16 New Steps	Mast+16 Add'l Pay to Grandfather 2017-18 Employees	Mast+16 EPS New vs. New State Min
0	39,890.55	5,450.55	43,201.58		43,365.00			3,474.45
1	40,346.25	5,512.50	43,683.53	481.95	43,837.50	472.50		3,491.25
2	40,801.95	5,574.45	44,866.88	1,183.35	44,310.00	472.50	556.88	3,508.05
3	41,258.70	5,637.45	45,534.68	667.80	44,782.50	472.50	752.18	3,523.80
4	41,714.40	5,699.40	45,886.43	351.75	45,255.00	472.50	631.43	3,540.60
5	42,210.00	5,775.00	46,141.58	255.15	45,727.50	472.50	414.08	3,517.50
6	42,696.15	5,841.15	46,494.38	352.80	46,226.25	498.75	268.13	3,530.10
7	43,183.35	5,908.35	46,850.33	355.95	46,725.00	498.75	125.33	3,541.65
8	43,669.50	5,974.50	47,112.83	262.50	47,223.75	498.75		3,554.25
9	44,156.70	6,041.70	47,442.53	329.70	47,722.50	498.75		3,565.80
10	45,746.40	6,292.65	47,975.93	533.40	48,221.25	498.75		2,474.85
11	46,264.05	6,364.05	48,263.63	287.70	48,746.25	525.00		2,482.20
12	46,781.70	6,435.45	48,661.58	397.95	49,271.25	525.00		2,489.55
13	47,299.35	6,506.85	48,950.33	288.75	49,796.25	525.00		2,496.90
14	47,815.95	6,577.20	49,736.78	786.45	50,321.25	525.00		2,505.30
15	48,354.60	6,669.60	50,216.63	479.85	50,846.25	525.00		2,491.65
16	48,872.25	6,741.00	50,725.88	509.25	51,397.50	551.25		2,525.25
17	49,389.90	6,812.40	51,395.78	669.90	51,948.75	551.25		2,558.85
18	49,907.55	6,883.80	52,128.68	732.90	52,500.00	551.25		2,592.45
19	50,425.20	6,955.20	52,860.53	731.85	53,051.25	551.25		2,626.05
20	50,964.90	7,048.65	53,615.48	754.95	53,602.50	551.25	12.98	2,637.60
21	51,482.55	7,120.05	54,348.38	732.90	54,180.00	577.50	168.38	2,697.45
22	52,000.20	7,191.45	55,251.38	903.00	54,757.50	577.50	493.88	2,757.30
23	52,518.90	7,263.90	55,988.48	737.10	55,335.00	577.50	653.48	2,816.10
24	53,036.55	7,335.30	57,265.28	1,276.80	55,912.50	577.50	1,352.78	2,875.95
25	54,569.55	8,422.05	58,700.63	1,435.35	56,490.00	577.50	2,210.63	1,920.45
26	54,569.55	8,422.05	59,049.23	348.60	57,093.75	603.75	1,955.48	2,524.20
27	54,569.55	8,422.05	59,397.83	348.60	57,697.50	603.75	1,700.33	3,127.95
28	54,569.55	8,422.05	59,746.43	348.60	58,301.25	603.75	1,445.18	3,731.70
29	54,569.55	8,422.05	60,095.03	348.60	58,905.00	603.75	1,190.03	4,335.45
30	54,569.55	8,422.05	60,443.63	348.60	59,508.75	603.75	934.88	4,939.20
31	54,569.55	8,422.05	60,792.23	348.60	60,138.75	630.00	653.48	5,569.20
32	54,569.55	8,422.05	61,140.83	348.60	60,768.75	630.00	372.08	6,199.20
33	54,569.55	8,422.05	61,489.43	348.60	61,398.75	630.00	90.68	6,829.20
34	54,569.55	8,422.05	61,838.03	348.60	62,028.75	630.00		7,459.20
35	54,569.55	8,422.05	62,186.63	348.60	62,658.75	630.00		8,089.20
36	54,569.55	8,422.05	62,535.23	348.60	63,288.75	630.00		8,719.20
37	54,569.55	8,422.05	62,955.23	420.00	63,918.75	630.00		9,349.20
38	54,569.55	8,422.05	62,955.23	0.00	64,548.75	630.00		9,979.20
AVERAGE	49,352.85	7,115.93	53,536.54	519.83	53,379.71	557.47		

Salary Schedule Comparisons

Teacher+5%(SED,SDD,GT,TAS,TASD) Schedules

	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	39,890.55	5,450.55	43,550.18		43,680.00			3,789.45
1	40,346.25	5,512.50	44,032.13	481.95	44,152.50	472.50		3,806.25
2	40,801.95	5,574.45	45,215.48	1,183.35	44,625.00	472.50	590.48	3,823.05
3	41,258.70	5,637.45	45,883.28	667.80	45,097.50	472.50	785.78	3,838.80
4	41,714.40	5,699.40	46,235.03	351.75	45,570.00	472.50	665.03	3,855.60
5	42,210.00	5,775.00	46,490.18	255.15	46,042.50	472.50	447.68	3,832.50
6	42,696.15	5,841.15	46,842.98	352.80	46,541.25	498.75	301.73	3,845.10
7	43,183.35	5,908.35	47,198.93	355.95	47,040.00	498.75	158.93	3,856.65
8	43,669.50	5,974.50	47,461.43	262.50	47,538.75	498.75		3,869.25
9	44,156.70	6,041.70	47,791.13	329.70	48,037.50	498.75		3,880.80
10	45,746.40	6,292.65	48,324.53	533.40	48,536.25	498.75		2,789.85
11	46,264.05	6,364.05	48,612.23	287.70	49,061.25	525.00		2,797.20
12	46,781.70	6,435.45	49,010.18	397.95	49,586.25	525.00		2,804.55
13	47,299.35	6,506.85	49,298.93	288.75	50,111.25	525.00		2,811.90
14	47,815.95	6,577.20	50,085.38	786.45	50,636.25	525.00		2,820.30
15	48,354.60	6,669.60	50,565.23	479.85	51,161.25	525.00		2,806.65
16	48,872.25	6,741.00	51,074.48	509.25	51,712.50	551.25		2,840.25
17	49,389.90	6,812.40	51,744.38	669.90	52,263.75	551.25		2,873.85
18	49,907.55	6,883.80	52,477.28	732.90	52,815.00	551.25		2,907.45
19	50,425.20	6,955.20	53,209.13	731.85	53,366.25	551.25		2,941.05
20	50,964.90	7,048.65	53,964.08	754.95	53,917.50	551.25	46.58	2,952.60
21	51,482.55	7,120.05	54,696.98	732.90	54,495.00	577.50	201.98	3,012.45
22	52,000.20	7,191.45	55,599.98	903.00	55,072.50	577.50	527.48	3,072.30
23	52,518.90	7,263.90	56,337.08	737.10	55,650.00	577.50	687.08	3,131.10
24	53,036.55	7,335.30	57,613.88	1,276.80	56,227.50	577.50	1,386.38	3,190.95
25	54,569.55	8,422.05	59,049.23	1,435.35	56,805.00	577.50	2,244.23	2,235.45
26	54,569.55	8,422.05	59,397.83	348.60	57,408.75	603.75	1,989.08	2,839.20
27	54,569.55	8,422.05	59,746.43	348.60	58,012.50	603.75	1,733.93	3,442.95
28	54,569.55	8,422.05	60,095.03	348.60	58,616.25	603.75	1,478.78	4,046.70
29	54,569.55	8,422.05	60,443.63	348.60	59,220.00	603.75	1,223.63	4,650.45
30	54,569.55	8,422.05	60,792.23	348.60	59,823.75	603.75	968.48	5,254.20
31	54,569.55	8,422.05	61,140.83	348.60	60,453.75	630.00	687.08	5,884.20
32	54,569.55	8,422.05	61,489.43	348.60	61,083.75	630.00	405.68	6,514.20
33	54,569.55	8,422.05	61,838.03	348.60	61,713.75	630.00	124.28	7,144.20
34	54,569.55	8,422.05	62,186.63	348.60	62,343.75	630.00		7,774.20
35	54,569.55	8,422.05	62,535.23	348.60	62,973.75	630.00		8,404.20
36	54,569.55	8,422.05	62,883.83	348.60	63,603.75	630.00		9,034.20
37	54,569.55	8,422.05	63,303.83	420.00	64,233.75	630.00		9,664.20
38	54,569.55	8,422.05	63,303.83	0.00	64,863.75	630.00		10,294.20
AVERAGE	49,352.85	7,115.93	53,885.14	519.83	53,694.71	557.47		

Salary Schedule Comparisons
Teacher+5%(SED,SDD,GT,TAS,TASD) Schedules

STEP	Doct New State Min	Doct HB1023 Incr	Doct EPS w/HB1023	Doct Step Increase- EPS w/HB1023	Doct EPS New	Doct New Steps	Doct Add'l Pay to Grandfather 2017-18 Employees	Doct EPS New vs. New State Min
0	41,350.05	5,650.05	44,502.53		44,625.00			3,274.95
1	41,805.75	5,712.00	44,984.48	481.95	45,097.50	472.50		3,291.75
2	42,261.45	5,773.95	46,167.83	1,183.35	45,570.00	472.50	597.83	3,308.55
3	42,718.20	5,836.95	46,860.83	693.00	46,042.50	472.50	818.33	3,324.30
4	43,173.90	5,898.90	47,215.73	354.90	46,515.00	472.50	700.73	3,341.10
5	43,669.50	5,974.50	47,468.78	253.05	46,987.50	472.50	481.28	3,318.00
6	44,156.70	6,041.70	47,826.83	358.05	47,486.25	498.75	340.58	3,329.55
7	44,642.85	6,107.85	48,181.73	354.90	47,985.00	498.75	196.73	3,342.15
8	45,129.00	6,174.00	48,428.48	246.75	48,483.75	498.75		3,354.75
9	45,616.20	6,241.20	48,822.23	393.75	48,982.50	498.75		3,366.30
10	48,242.25	6,636.00	49,464.83	642.60	49,481.25	498.75		1,239.00
11	48,759.90	6,707.40	49,722.08	257.25	50,006.25	525.00		1,246.35
12	49,277.55	6,778.80	50,118.98	396.90	50,531.25	525.00		1,253.70
13	49,795.20	6,850.20	50,406.68	287.70	51,056.25	525.00		1,261.05
14	50,311.80	6,920.55	51,194.18	787.50	51,581.25	525.00		1,269.45
15	50,851.50	7,014.00	51,691.88	497.70	52,106.25	525.00		1,254.75
16	51,369.15	7,085.40	52,202.18	510.30	52,657.50	551.25		1,288.35
17	51,886.80	7,156.80	52,871.03	668.85	53,208.75	551.25		1,321.95
18	52,404.45	7,228.20	53,603.93	732.90	53,760.00	551.25		1,355.55
19	52,922.10	7,299.60	54,336.83	732.90	54,311.25	551.25	25.58	1,389.15
20	53,462.85	7,394.10	55,092.83	756.00	54,862.50	551.25	230.33	1,399.65
21	53,980.50	7,465.50	55,824.68	731.85	55,440.00	577.50	384.68	1,459.50
22	54,498.15	7,536.90	56,730.83	906.15	56,017.50	577.50	713.33	1,519.35
23	55,016.85	7,609.35	57,467.93	737.10	56,595.00	577.50	872.93	1,578.15
24	55,534.50	7,680.75	58,745.78	1,277.85	57,172.50	577.50	1,573.28	1,638.00
25	57,114.75	8,814.75	60,228.38	1,482.60	57,750.00	577.50	2,478.38	635.25
26	57,114.75	8,814.75	60,576.98	348.60	58,353.75	603.75	2,223.23	1,239.00
27	57,114.75	8,814.75	60,925.58	348.60	58,957.50	603.75	1,968.08	1,842.75
28	57,114.75	8,814.75	61,274.18	348.60	59,561.25	603.75	1,712.93	2,446.50
29	57,114.75	8,814.75	61,622.78	348.60	60,165.00	603.75	1,457.78	3,050.25
30	57,114.75	8,814.75	61,971.38	348.60	60,768.75	603.75	1,202.63	3,654.00
31	57,114.75	8,814.75	62,319.98	348.60	61,398.75	630.00	921.23	4,284.00
32	57,114.75	8,814.75	62,668.58	348.60	62,028.75	630.00	639.83	4,914.00
33	57,114.75	8,814.75	63,017.18	348.60	62,658.75	630.00	358.43	5,544.00
34	57,114.75	8,814.75	63,365.78	348.60	63,288.75	630.00	77.03	6,174.00
35	57,114.75	8,814.75	63,714.38	348.60	63,918.75	630.00		6,804.00
36	57,114.75	8,814.75	64,062.98	348.60	64,548.75	630.00		7,434.00
37	57,114.75	8,814.75	64,482.98	420.00	65,178.75	630.00		8,064.00
38	57,114.75	8,814.75	64,482.98	0.00	65,808.75	630.00		8,694.00
AVERAGE	51,601.12	7,440.54	54,990.98	525.80	54,639.71	557.47		

Salary Schedule Comparisons
Nat'l Board Cert Teacher (NBC) Schedules

	Bach	Bach	Bach	Bach	Bach	Bach	Bach	Bach
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	37,759.00	5,159.00	40,775.36		41,000.00			3,241.00
1	38,193.00	5,218.00	41,234.36	459.00	41,450.00	450.00		3,257.00
2	38,628.00	5,278.00	42,381.36	1,147.00	41,900.00	450.00	481.36	3,272.00
3	39,062.00	5,337.00	42,969.36	588.00	42,350.00	450.00	619.36	3,288.00
4	39,496.00	5,396.00	43,305.36	336.00	42,800.00	450.00	505.36	3,304.00
5	39,968.00	5,468.00	43,547.36	242.00	43,250.00	450.00	297.36	3,282.00
6	40,432.00	5,532.00	43,886.36	339.00	43,725.00	475.00	161.36	3,293.00
7	40,895.00	5,595.00	44,223.36	337.00	44,200.00	475.00	23.36	3,305.00
8	41,358.00	5,658.00	44,513.36	290.00	44,675.00	475.00		3,317.00
9	41,822.00	5,722.00	44,789.36	276.00	45,150.00	475.00		3,328.00
10	42,844.00	5,894.00	45,260.36	471.00	45,625.00	475.00		2,781.00
11	43,336.00	5,961.00	45,532.36	272.00	46,125.00	500.00		2,789.00
12	43,829.00	6,029.00	45,906.36	374.00	46,625.00	500.00		2,796.00
13	44,322.00	6,097.00	46,181.36	275.00	47,125.00	500.00		2,803.00
14	44,815.00	6,165.00	46,931.36	750.00	47,625.00	500.00		2,810.00
15	45,327.00	6,252.00	47,328.36	397.00	48,125.00	500.00		2,798.00
16	45,820.00	6,320.00	47,812.36	484.00	48,650.00	525.00		2,830.00
17	46,313.00	6,388.00	48,449.36	637.00	49,175.00	525.00		2,862.00
18	46,806.00	6,456.00	49,146.36	697.00	49,700.00	525.00		2,894.00
19	47,299.00	6,524.00	49,844.36	698.00	50,225.00	525.00		2,926.00
20	47,813.00	6,613.00	50,563.36	719.00	50,750.00	525.00		2,937.00
21	48,306.00	6,681.00	51,261.36	698.00	51,300.00	550.00		2,994.00
22	48,799.00	6,749.00	52,114.36	853.00	51,850.00	550.00	264.36	3,051.00
23	49,292.00	6,817.00	52,815.36	701.00	52,400.00	550.00	415.36	3,108.00
24	49,785.00	6,885.00	54,032.36	1,217.00	52,950.00	550.00	1,082.36	3,165.00
25	51,232.00	7,907.00	55,386.36	1,354.00	53,500.00	550.00	1,886.36	2,268.00
26	51,232.00	7,907.00	55,718.36	332.00	54,075.00	575.00	1,643.36	2,843.00
27	51,232.00	7,907.00	56,050.36	332.00	54,650.00	575.00	1,400.36	3,418.00
28	51,232.00	7,907.00	56,382.36	332.00	55,225.00	575.00	1,157.36	3,993.00
29	51,232.00	7,907.00	56,714.36	332.00	55,800.00	575.00	914.36	4,568.00
30	51,232.00	7,907.00	57,046.36	332.00	56,375.00	575.00	671.36	5,143.00
31	51,232.00	7,907.00	57,378.36	332.00	56,975.00	600.00	403.36	5,743.00
32	51,232.00	7,907.00	57,710.36	332.00	57,575.00	600.00	135.36	6,343.00
33	51,232.00	7,907.00	58,042.36	332.00	58,175.00	600.00		6,943.00
34	51,232.00	7,907.00	58,374.36	332.00	58,775.00	600.00		7,543.00
35	51,232.00	7,907.00	58,706.36	332.00	59,375.00	600.00		8,143.00
36	51,232.00	7,907.00	59,038.36	332.00	59,975.00	600.00		8,743.00
37	51,232.00	7,907.00	59,438.36	400.00	60,575.00	600.00		9,343.00
38	51,232.00	7,907.00	59,438.36	0.00	61,175.00	600.00		9,943.00
AVERAGE	46,399.15	6,689.54	50,518.72	491.13	50,537.82	530.92		

Salary Schedule Comparisons
Nat'l Board Cert Teacher (NBC) Schedules

	Bach+16	Bach+16	Bach+16	Bach+16	Bach+16	Bach+16	Bach+16	Bach+16
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	37,759.00	5,159.00	41,075.36		41,300.00			3,541.00
1	38,193.00	5,218.00	41,534.36	459.00	41,750.00	450.00		3,557.00
2	38,628.00	5,278.00	42,681.36	1,147.00	42,200.00	450.00	481.36	3,572.00
3	39,062.00	5,337.00	43,280.36	599.00	42,650.00	450.00	630.36	3,588.00
4	39,496.00	5,396.00	43,618.36	338.00	43,100.00	450.00	518.36	3,604.00
5	39,968.00	5,468.00	43,857.36	239.00	43,550.00	450.00	307.36	3,582.00
6	40,432.00	5,532.00	44,196.36	339.00	44,025.00	475.00	171.36	3,593.00
7	40,895.00	5,595.00	44,533.36	337.00	44,500.00	475.00	33.36	3,605.00
8	41,358.00	5,658.00	44,815.36	282.00	44,975.00	475.00		3,617.00
9	41,822.00	5,722.00	45,100.36	285.00	45,450.00	475.00		3,628.00
10	42,844.00	5,894.00	45,561.36	461.00	45,925.00	475.00		3,081.00
11	43,336.00	5,961.00	45,833.36	272.00	46,425.00	500.00		3,089.00
12	43,829.00	6,029.00	46,208.36	375.00	46,925.00	500.00		3,096.00
13	44,322.00	6,097.00	46,483.36	275.00	47,425.00	500.00		3,103.00
14	44,815.00	6,165.00	47,236.36	753.00	47,925.00	500.00		3,110.00
15	45,327.00	6,252.00	47,653.36	417.00	48,425.00	500.00		3,098.00
16	45,820.00	6,320.00	48,322.36	669.00	48,950.00	525.00		3,130.00
17	46,313.00	6,388.00	48,776.36	454.00	49,475.00	525.00		3,162.00
18	46,806.00	6,456.00	49,474.36	698.00	50,000.00	525.00		3,194.00
19	47,299.00	6,524.00	50,172.36	698.00	50,525.00	525.00		3,226.00
20	47,813.00	6,613.00	50,891.36	719.00	51,050.00	525.00		3,237.00
21	48,306.00	6,681.00	51,589.36	698.00	51,600.00	550.00		3,294.00
22	48,799.00	6,749.00	52,442.36	853.00	52,150.00	550.00	292.36	3,351.00
23	49,292.00	6,817.00	53,144.36	702.00	52,700.00	550.00	444.36	3,408.00
24	49,785.00	6,885.00	54,360.36	1,216.00	53,250.00	550.00	1,110.36	3,465.00
25	51,232.00	7,907.00	55,714.36	1,354.00	53,800.00	550.00	1,914.36	2,568.00
26	51,232.00	7,907.00	56,046.36	332.00	54,375.00	575.00	1,671.36	3,143.00
27	51,232.00	7,907.00	56,378.36	332.00	54,950.00	575.00	1,428.36	3,718.00
28	51,232.00	7,907.00	56,710.36	332.00	55,525.00	575.00	1,185.36	4,293.00
29	51,232.00	7,907.00	57,042.36	332.00	56,100.00	575.00	942.36	4,868.00
30	51,232.00	7,907.00	57,374.36	332.00	56,675.00	575.00	699.36	5,443.00
31	51,232.00	7,907.00	57,706.36	332.00	57,275.00	600.00	431.36	6,043.00
32	51,232.00	7,907.00	58,038.36	332.00	57,875.00	600.00	163.36	6,643.00
33	51,232.00	7,907.00	58,370.36	332.00	58,475.00	600.00		7,243.00
34	51,232.00	7,907.00	58,702.36	332.00	59,075.00	600.00		7,843.00
35	51,232.00	7,907.00	59,034.36	332.00	59,675.00	600.00		8,443.00
36	51,232.00	7,907.00	59,366.36	332.00	60,275.00	600.00		9,043.00
37	51,232.00	7,907.00	59,766.36	400.00	60,875.00	600.00		9,643.00
38	51,232.00	7,907.00	59,766.36	0.00	61,475.00	600.00		10,243.00
AVERAGE	46,399.15	6,689.54	50,842.54	491.87	50,837.82	530.92		

Salary Schedule Comparisons
Nat'l Board Cert Teacher (NBC) Schedules

	Mast	Mast	Mast	Mast	Mast	Mast	Mast	Mast
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	39,149.00	5,349.00	42,002.36		42,000.00		2.36	2,851.00
1	39,583.00	5,408.00	42,461.36	459.00	42,450.00	450.00	11.36	2,867.00
2	40,018.00	5,468.00	43,589.36	1,128.00	42,900.00	450.00	689.36	2,882.00
3	40,452.00	5,527.00	44,215.36	626.00	43,350.00	450.00	865.36	2,898.00
4	40,886.00	5,586.00	44,550.36	335.00	43,800.00	450.00	750.36	2,914.00
5	41,358.00	5,658.00	44,790.36	240.00	44,250.00	450.00	540.36	2,892.00
6	41,822.00	5,722.00	45,129.36	339.00	44,725.00	475.00	404.36	2,903.00
7	42,285.00	5,785.00	45,464.36	335.00	45,200.00	475.00	264.36	2,915.00
8	42,749.00	5,849.00	45,726.36	262.00	45,675.00	475.00	51.36	2,926.00
9	43,212.00	5,912.00	46,031.36	305.00	46,150.00	475.00		2,938.00
10	44,728.00	6,153.00	46,547.36	516.00	46,625.00	475.00		1,897.00
11	45,221.00	6,221.00	46,821.36	274.00	47,125.00	500.00		1,904.00
12	45,713.00	6,288.00	47,198.36	377.00	47,625.00	500.00		1,912.00
13	46,206.00	6,356.00	47,472.36	274.00	48,125.00	500.00		1,919.00
14	46,699.00	6,424.00	48,223.36	751.00	48,625.00	500.00		1,926.00
15	47,212.00	6,512.00	48,657.36	434.00	49,125.00	500.00		1,913.00
16	47,705.00	6,580.00	49,143.36	486.00	49,650.00	525.00		1,945.00
17	48,198.00	6,648.00	49,780.36	637.00	50,175.00	525.00		1,977.00
18	48,691.00	6,716.00	50,478.36	698.00	50,700.00	525.00		2,009.00
19	49,184.00	6,784.00	51,177.36	699.00	51,225.00	525.00		2,041.00
20	49,698.00	6,873.00	51,896.36	719.00	51,750.00	525.00	146.36	2,052.00
21	50,192.00	6,942.00	52,595.36	699.00	52,300.00	550.00	295.36	2,108.00
22	50,685.00	7,010.00	53,452.36	857.00	52,850.00	550.00	602.36	2,165.00
23	51,178.00	7,078.00	54,153.36	701.00	53,400.00	550.00	753.36	2,222.00
24	51,671.00	7,146.00	55,370.36	1,217.00	53,950.00	550.00	1,420.36	2,279.00
25	53,153.00	8,203.00	56,759.36	1,389.00	54,500.00	550.00	2,259.36	1,347.00
26	53,153.00	8,021.00	56,909.36	150.00	55,075.00	575.00	1,834.36	1,922.00
27	53,153.00	8,021.00	57,241.36	332.00	55,650.00	575.00	1,591.36	2,497.00
28	53,153.00	8,021.00	57,573.36	332.00	56,225.00	575.00	1,348.36	3,072.00
29	53,153.00	8,021.00	57,905.36	332.00	56,800.00	575.00	1,105.36	3,647.00
30	53,153.00	8,021.00	58,237.36	332.00	57,375.00	575.00	862.36	4,222.00
31	53,153.00	8,021.00	58,569.36	332.00	57,975.00	600.00	594.36	4,822.00
32	53,153.00	8,021.00	58,901.36	332.00	58,575.00	600.00	326.36	5,422.00
33	53,153.00	8,021.00	59,233.36	332.00	59,175.00	600.00	58.36	6,022.00
34	53,153.00	8,021.00	59,565.36	332.00	59,775.00	600.00		6,622.00
35	53,153.00	8,021.00	59,897.36	332.00	60,375.00	600.00		7,222.00
36	53,153.00	8,021.00	60,229.36	332.00	60,975.00	600.00		7,822.00
37	53,153.00	8,021.00	60,629.36	400.00	61,575.00	600.00		8,422.00
38	53,153.00	8,021.00	60,629.36	0.00	62,175.00	600.00		9,022.00
AVERAGE	48,170.18	6,883.87	51,774.59	490.18	51,537.82	530.92		

Salary Schedule Comparisons
Nat'l Board Cert Teacher (NBC) Schedules

	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	39,149.00	5,349.00	42,302.36		42,300.00		2.36	3,151.00
1	39,583.00	5,408.00	42,761.36	459.00	42,750.00	450.00	11.36	3,167.00
2	40,018.00	5,468.00	43,889.36	1,128.00	43,200.00	450.00	689.36	3,182.00
3	40,452.00	5,527.00	44,524.36	635.00	43,650.00	450.00	874.36	3,198.00
4	40,886.00	5,586.00	44,859.36	335.00	44,100.00	450.00	759.36	3,214.00
5	41,358.00	5,658.00	45,102.36	243.00	44,550.00	450.00	552.36	3,192.00
6	41,822.00	5,722.00	45,439.36	337.00	45,025.00	475.00	414.36	3,203.00
7	42,285.00	5,785.00	45,777.36	338.00	45,500.00	475.00	277.36	3,215.00
8	42,749.00	5,849.00	46,028.36	251.00	45,975.00	475.00	53.36	3,226.00
9	43,212.00	5,912.00	46,341.36	313.00	46,450.00	475.00		3,238.00
10	44,728.00	6,153.00	46,851.36	510.00	46,925.00	475.00		2,197.00
11	45,221.00	6,221.00	47,125.36	274.00	47,425.00	500.00		2,204.00
12	45,713.00	6,288.00	47,503.36	378.00	47,925.00	500.00		2,212.00
13	46,206.00	6,356.00	47,778.36	275.00	48,425.00	500.00		2,219.00
14	46,699.00	6,424.00	48,528.36	750.00	48,925.00	500.00		2,226.00
15	47,212.00	6,512.00	48,985.36	457.00	49,425.00	500.00		2,213.00
16	47,705.00	6,580.00	49,470.36	485.00	49,950.00	525.00		2,245.00
17	48,198.00	6,648.00	50,108.36	638.00	50,475.00	525.00		2,277.00
18	48,691.00	6,716.00	50,806.36	698.00	51,000.00	525.00		2,309.00
19	49,184.00	6,784.00	51,503.36	697.00	51,525.00	525.00		2,341.00
20	49,698.00	6,873.00	52,222.36	719.00	52,050.00	525.00	172.36	2,352.00
21	50,192.00	6,942.00	52,921.36	699.00	52,600.00	550.00	321.36	2,408.00
22	50,685.00	7,010.00	53,781.36	860.00	53,150.00	550.00	631.36	2,465.00
23	51,178.00	7,078.00	54,482.36	701.00	53,700.00	550.00	782.36	2,522.00
24	51,671.00	7,146.00	55,698.36	1,216.00	54,250.00	550.00	1,448.36	2,579.00
25	53,153.00	8,203.00	57,087.36	1,389.00	54,800.00	550.00	2,287.36	1,647.00
26	53,153.00	8,203.00	57,419.36	332.00	55,375.00	575.00	2,044.36	2,222.00
27	53,153.00	8,203.00	57,751.36	332.00	55,950.00	575.00	1,801.36	2,797.00
28	53,153.00	8,203.00	58,083.36	332.00	56,525.00	575.00	1,558.36	3,372.00
29	53,153.00	8,203.00	58,415.36	332.00	57,100.00	575.00	1,315.36	3,947.00
30	53,153.00	8,203.00	58,747.36	332.00	57,675.00	575.00	1,072.36	4,522.00
31	53,153.00	8,203.00	59,079.36	332.00	58,275.00	600.00	804.36	5,122.00
32	53,153.00	8,203.00	59,411.36	332.00	58,875.00	600.00	536.36	5,722.00
33	53,153.00	8,203.00	59,743.36	332.00	59,475.00	600.00	268.36	6,322.00
34	53,153.00	8,203.00	60,075.36	332.00	60,075.00	600.00	0.36	6,922.00
35	53,153.00	8,203.00	60,407.36	332.00	60,675.00	600.00		7,522.00
36	53,153.00	8,203.00	60,739.36	332.00	61,275.00	600.00		8,122.00
37	53,153.00	8,203.00	61,139.36	400.00	61,875.00	600.00		8,722.00
38	53,153.00	8,203.00	61,139.36	0.00	62,475.00	600.00		9,322.00
AVERAGE	48,170.18	6,944.54	52,154.64	495.71	51,837.82	530.92		

Salary Schedule Comparisons
Nat'l Board Cert Teacher (NBC) Schedules

	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	39,149.00	5,349.00	42,634.36		42,600.00		34.36	3,451.00
1	39,583.00	5,408.00	43,093.36	459.00	43,050.00	450.00	43.36	3,467.00
2	40,018.00	5,468.00	44,221.36	1,128.00	43,500.00	450.00	721.36	3,482.00
3	40,452.00	5,527.00	44,856.36	635.00	43,950.00	450.00	906.36	3,498.00
4	40,886.00	5,586.00	45,191.36	335.00	44,400.00	450.00	791.36	3,514.00
5	41,358.00	5,658.00	45,434.36	243.00	44,850.00	450.00	584.36	3,492.00
6	41,822.00	5,722.00	45,771.36	337.00	45,325.00	475.00	446.36	3,503.00
7	42,285.00	5,785.00	46,109.36	338.00	45,800.00	475.00	309.36	3,515.00
8	42,749.00	5,849.00	46,360.36	251.00	46,275.00	475.00	85.36	3,526.00
9	43,212.00	5,912.00	46,673.36	313.00	46,750.00	475.00		3,538.00
10	44,728.00	6,153.00	47,183.36	510.00	47,225.00	475.00		2,497.00
11	45,221.00	6,221.00	47,457.36	274.00	47,725.00	500.00		2,504.00
12	45,713.00	6,288.00	47,835.36	378.00	48,225.00	500.00		2,512.00
13	46,206.00	6,356.00	48,110.36	275.00	48,725.00	500.00		2,519.00
14	46,699.00	6,424.00	48,860.36	750.00	49,225.00	500.00		2,526.00
15	47,212.00	6,512.00	49,317.36	457.00	49,725.00	500.00		2,513.00
16	47,705.00	6,580.00	49,802.36	485.00	50,250.00	525.00		2,545.00
17	48,198.00	6,648.00	50,440.36	638.00	50,775.00	525.00		2,577.00
18	48,691.00	6,716.00	51,138.36	698.00	51,300.00	525.00		2,609.00
19	49,184.00	6,784.00	51,835.36	697.00	51,825.00	525.00	10.36	2,641.00
20	49,698.00	6,873.00	52,554.36	719.00	52,350.00	525.00	204.36	2,652.00
21	50,192.00	6,942.00	53,253.36	699.00	52,900.00	550.00	353.36	2,708.00
22	50,685.00	7,010.00	54,113.36	860.00	53,450.00	550.00	663.36	2,765.00
23	51,178.00	7,078.00	54,814.36	701.00	54,000.00	550.00	814.36	2,822.00
24	51,671.00	7,146.00	56,030.36	1,216.00	54,550.00	550.00	1,480.36	2,879.00
25	53,153.00	8,203.00	57,419.36	1,389.00	55,100.00	550.00	2,319.36	1,947.00
26	53,153.00	8,203.00	57,751.36	332.00	55,675.00	575.00	2,076.36	2,522.00
27	53,153.00	8,203.00	58,083.36	332.00	56,250.00	575.00	1,833.36	3,097.00
28	53,153.00	8,203.00	58,415.36	332.00	56,825.00	575.00	1,590.36	3,672.00
29	53,153.00	8,203.00	58,747.36	332.00	57,400.00	575.00	1,347.36	4,247.00
30	53,153.00	8,203.00	59,079.36	332.00	57,975.00	575.00	1,104.36	4,822.00
31	53,153.00	8,203.00	59,411.36	332.00	58,575.00	600.00	836.36	5,422.00
32	53,153.00	8,203.00	59,743.36	332.00	59,175.00	600.00	568.36	6,022.00
33	53,153.00	8,203.00	60,075.36	332.00	59,775.00	600.00	300.36	6,622.00
34	53,153.00	8,203.00	60,407.36	332.00	60,375.00	600.00	32.36	7,222.00
35	53,153.00	8,203.00	60,739.36	332.00	60,975.00	600.00		7,822.00
36	53,153.00	8,203.00	61,071.36	332.00	61,575.00	600.00		8,422.00
37	53,153.00	8,203.00	61,471.36	400.00	62,175.00	600.00		9,022.00
38	53,153.00	8,203.00	61,471.36	0.00	62,775.00	600.00		9,622.00
AVERAGE	48,170.18	6,944.54	52,486.64	495.71	52,137.82	530.92		

Salary Schedule Comparisons
Nat'l Board Cert Teacher (NBC) Schedules

STEP	Doct New State Min	Doct HB1023 Incr	Doct EPS w/HB1023	Doct Step Increase- EPS w/HB1023	Doct EPS New	Doct New Steps	Doct Add'l Pay to Grandfather 2017-18 Employees	Doct EPS New vs. New State Min
0	39,149.00	5,349.00	43,351.36		43,500.00			4,351.00
1	39,583.00	5,408.00	43,810.36	459.00	43,950.00	450.00		4,367.00
2	40,018.00	5,468.00	44,938.36	1,128.00	44,400.00	450.00	538.36	4,382.00
3	40,452.00	5,527.00	45,597.36	659.00	44,850.00	450.00	747.36	4,398.00
4	40,886.00	5,586.00	45,935.36	338.00	45,300.00	450.00	635.36	4,414.00
5	41,358.00	5,658.00	46,176.36	241.00	45,750.00	450.00	426.36	4,392.00
6	41,822.00	5,722.00	46,517.36	341.00	46,225.00	475.00	292.36	4,403.00
7	42,285.00	5,785.00	46,855.36	338.00	46,700.00	475.00	155.36	4,415.00
8	42,749.00	5,849.00	47,091.36	236.00	47,175.00	475.00		4,426.00
9	43,212.00	5,912.00	47,465.36	374.00	47,650.00	475.00		4,438.00
10	44,728.00	6,153.00	47,942.36	477.00	48,125.00	475.00		3,397.00
11	45,221.00	6,221.00	48,187.36	245.00	48,625.00	500.00		3,404.00
12	45,713.00	6,288.00	48,564.36	377.00	49,125.00	500.00		3,412.00
13	46,206.00	6,356.00	48,838.36	274.00	49,625.00	500.00		3,419.00
14	46,699.00	6,424.00	49,589.36	751.00	50,125.00	500.00		3,426.00
15	47,212.00	6,512.00	50,062.36	473.00	50,625.00	500.00		3,413.00
16	47,705.00	6,580.00	50,548.36	486.00	51,150.00	525.00		3,445.00
17	48,198.00	6,648.00	51,185.36	637.00	51,675.00	525.00		3,477.00
18	48,691.00	6,716.00	51,883.36	698.00	52,200.00	525.00		3,509.00
19	49,184.00	6,784.00	52,581.36	698.00	52,725.00	525.00		3,541.00
20	49,698.00	6,873.00	53,300.36	719.00	53,250.00	525.00	50.36	3,552.00
21	50,192.00	6,942.00	53,998.36	698.00	53,800.00	550.00	198.36	3,608.00
22	50,685.00	7,010.00	54,861.36	863.00	54,350.00	550.00	511.36	3,665.00
23	51,178.00	7,078.00	55,562.36	701.00	54,900.00	550.00	662.36	3,722.00
24	51,671.00	7,146.00	56,779.36	1,217.00	55,450.00	550.00	1,329.36	3,779.00
25	53,153.00	8,203.00	58,168.36	1,389.00	56,000.00	550.00	2,168.36	2,847.00
26	53,153.00	8,203.00	58,500.36	332.00	56,575.00	575.00	1,925.36	3,422.00
27	53,153.00	8,203.00	58,832.36	332.00	57,150.00	575.00	1,682.36	3,997.00
28	53,153.00	8,203.00	59,164.36	332.00	57,725.00	575.00	1,439.36	4,572.00
29	53,153.00	8,203.00	59,496.36	332.00	58,300.00	575.00	1,196.36	5,147.00
30	53,153.00	8,203.00	59,828.36	332.00	58,875.00	575.00	953.36	5,722.00
31	53,153.00	8,203.00	60,160.36	332.00	59,475.00	600.00	685.36	6,322.00
32	53,153.00	8,203.00	60,492.36	332.00	60,075.00	600.00	417.36	6,922.00
33	53,153.00	8,203.00	60,824.36	332.00	60,675.00	600.00	149.36	7,522.00
34	53,153.00	8,203.00	61,156.36	332.00	61,275.00	600.00		8,122.00
35	53,153.00	8,203.00	61,488.36	332.00	61,875.00	600.00		8,722.00
36	53,153.00	8,203.00	61,820.36	332.00	62,475.00	600.00		9,322.00
37	53,153.00	8,203.00	62,220.36	400.00	63,075.00	600.00		9,922.00
38	53,153.00	8,203.00	62,220.36	0.00	63,675.00	600.00		10,522.00
AVERAGE	48,170.18	6,944.54	53,230.67	496.55	53,037.82	530.92		

Salary Schedule Comparisons
 Nat'l Bd Cert Tchr+5% (NBC5) Schedules

STEP	Bach New State Min	Bach HB1023 Incr	Bach EPS w/HB1023	Bach Step Increase- EPS w/HB1023	Bach EPS New	Bach New Steps	Bach Add'l Pay to Grandfather 2017-18 Employees	Bach EPS New vs. New State Min
0	39,646.95	5,416.95	42,814.13		43,050.00			3,403.05
1	40,102.65	5,478.90	43,296.08	481.95	43,522.50	472.50		3,419.85
2	40,559.40	5,541.90	44,500.43	1,204.35	43,995.00	472.50	505.43	3,435.60
3	41,015.10	5,603.85	45,117.83	617.40	44,467.50	472.50	650.33	3,452.40
4	41,470.80	5,665.80	45,470.63	352.80	44,940.00	472.50	530.63	3,469.20
5	41,966.40	5,741.40	45,724.73	254.10	45,412.50	472.50	312.23	3,446.10
6	42,453.60	5,808.60	46,080.68	355.95	45,911.25	498.75	169.43	3,457.65
7	42,939.75	5,874.75	46,434.53	353.85	46,410.00	498.75	24.53	3,470.25
8	43,425.90	5,940.90	46,739.03	304.50	46,908.75	498.75		3,482.85
9	43,913.10	6,008.10	47,028.83	289.80	47,407.50	498.75		3,494.40
10	44,986.20	6,188.70	47,523.38	494.55	47,906.25	498.75		2,920.05
11	45,502.80	6,259.05	47,808.98	285.60	48,431.25	525.00		2,928.45
12	46,020.45	6,330.45	48,201.68	392.70	48,956.25	525.00		2,935.80
13	46,538.10	6,401.85	48,490.43	288.75	49,481.25	525.00		2,943.15
14	47,055.75	6,473.25	49,277.93	787.50	50,006.25	525.00		2,950.50
15	47,593.35	6,564.60	49,694.78	416.85	50,531.25	525.00		2,937.90
16	48,111.00	6,636.00	50,202.98	508.20	51,082.50	551.25		2,971.50
17	48,628.65	6,707.40	50,871.83	668.85	51,633.75	551.25		3,005.10
18	49,146.30	6,778.80	51,603.68	731.85	52,185.00	551.25		3,038.70
19	49,663.95	6,850.20	52,336.58	732.90	52,736.25	551.25		3,072.30
20	50,203.65	6,943.65	53,091.53	754.95	53,287.50	551.25		3,083.85
21	50,721.30	7,015.05	53,824.43	732.90	53,865.00	577.50		3,143.70
22	51,238.95	7,086.45	54,720.08	895.65	54,442.50	577.50	277.58	3,203.55
23	51,756.60	7,157.85	55,456.13	736.05	55,020.00	577.50	436.13	3,263.40
24	52,274.25	7,229.25	56,733.98	1,277.85	55,597.50	577.50	1,136.48	3,323.25
25	53,793.60	8,302.35	58,155.68	1,421.70	56,175.00	577.50	1,980.68	2,381.40
26	53,793.60	8,302.35	58,504.28	348.60	56,778.75	603.75	1,725.53	2,985.15
27	53,793.60	8,302.35	58,852.88	348.60	57,382.50	603.75	1,470.38	3,588.90
28	53,793.60	8,302.35	59,201.48	348.60	57,986.25	603.75	1,215.23	4,192.65
29	53,793.60	8,302.35	59,550.08	348.60	58,590.00	603.75	960.08	4,796.40
30	53,793.60	8,302.35	59,898.68	348.60	59,193.75	603.75	704.93	5,400.15
31	53,793.60	8,302.35	60,247.28	348.60	59,823.75	630.00	423.53	6,030.15
32	53,793.60	8,302.35	60,595.88	348.60	60,453.75	630.00	142.13	6,660.15
33	53,793.60	8,302.35	60,944.48	348.60	61,083.75	630.00		7,290.15
34	53,793.60	8,302.35	61,293.08	348.60	61,713.75	630.00		7,920.15
35	53,793.60	8,302.35	61,641.68	348.60	62,343.75	630.00		8,550.15
36	53,793.60	8,302.35	61,990.28	348.60	62,973.75	630.00		9,180.15
37	53,793.60	8,302.35	62,410.28	420.00	63,603.75	630.00		9,810.15
38	53,793.60	8,302.35	62,410.28	0.00	64,233.75	630.00		10,440.15
AVERAGE	48,719.11	7,024.02	53,044.65	515.69	53,064.71	557.47		

Salary Schedule Comparisons
 Nat'l Bd Cert Tchr+5% (NBC5) Schedules

STEP	Bach+16 New State Min	Bach+16 HB1023 Incr	Bach+16 EPS w/HB1023	Bach+16 Step Increase- EPS w/HB1023	Bach+16 EPS New	Bach+16 New Steps	Bach+16 Add'l Pay to Grandfather 2017-18 Employees	Bach+16 EPS New vs. New State Min
0	39,646.95	5,416.95	43,129.13		43,365.00			3,718.05
1	40,102.65	5,478.90	43,611.08	481.95	43,837.50	472.50		3,734.85
2	40,559.40	5,541.90	44,815.43	1,204.35	44,310.00	472.50	505.43	3,750.60
3	41,015.10	5,603.85	45,444.38	628.95	44,782.50	472.50	661.88	3,767.40
4	41,470.80	5,665.80	45,799.28	354.90	45,255.00	472.50	544.28	3,784.20
5	41,966.40	5,741.40	46,050.23	250.95	45,727.50	472.50	322.73	3,761.10
6	42,453.60	5,808.60	46,406.18	355.95	46,226.25	498.75	179.93	3,772.65
7	42,939.75	5,874.75	46,760.03	353.85	46,725.00	498.75	35.03	3,785.25
8	43,425.90	5,940.90	47,056.13	296.10	47,223.75	498.75		3,797.85
9	43,913.10	6,008.10	47,355.38	299.25	47,722.50	498.75		3,809.40
10	44,986.20	6,188.70	47,839.43	484.05	48,221.25	498.75		3,235.05
11	45,502.80	6,259.05	48,125.03	285.60	48,746.25	525.00		3,243.45
12	46,020.45	6,330.45	48,518.78	393.75	49,271.25	525.00		3,250.80
13	46,538.10	6,401.85	48,807.53	288.75	49,796.25	525.00		3,258.15
14	47,055.75	6,473.25	49,598.18	790.65	50,321.25	525.00		3,265.50
15	47,593.35	6,564.60	50,036.03	437.85	50,846.25	525.00		3,252.90
16	48,111.00	6,636.00	50,738.48	702.45	51,397.50	551.25		3,286.50
17	48,628.65	6,707.40	51,215.18	476.70	51,948.75	551.25		3,320.10
18	49,146.30	6,778.80	51,948.08	732.90	52,500.00	551.25		3,353.70
19	49,663.95	6,850.20	52,680.98	732.90	53,051.25	551.25		3,387.30
20	50,203.65	6,943.65	53,435.93	754.95	53,602.50	551.25		3,398.85
21	50,721.30	7,015.05	54,168.83	732.90	54,180.00	577.50		3,458.70
22	51,238.95	7,086.45	55,064.48	895.65	54,757.50	577.50	306.98	3,518.55
23	51,756.60	7,157.85	55,801.58	737.10	55,335.00	577.50	466.58	3,578.40
24	52,274.25	7,229.25	57,078.38	1,276.80	55,912.50	577.50	1,165.88	3,638.25
25	53,793.60	8,302.35	58,500.08	1,421.70	56,490.00	577.50	2,010.08	2,696.40
26	53,793.60	8,302.35	58,848.68	348.60	57,093.75	603.75	1,754.93	3,300.15
27	53,793.60	8,302.35	59,197.28	348.60	57,697.50	603.75	1,499.78	3,903.90
28	53,793.60	8,302.35	59,545.88	348.60	58,301.25	603.75	1,244.63	4,507.65
29	53,793.60	8,302.35	59,894.48	348.60	58,905.00	603.75	989.48	5,111.40
30	53,793.60	8,302.35	60,243.08	348.60	59,508.75	603.75	734.33	5,715.15
31	53,793.60	8,302.35	60,591.68	348.60	60,138.75	630.00	452.93	6,345.15
32	53,793.60	8,302.35	60,940.28	348.60	60,768.75	630.00	171.53	6,975.15
33	53,793.60	8,302.35	61,288.88	348.60	61,398.75	630.00		7,605.15
34	53,793.60	8,302.35	61,637.48	348.60	62,028.75	630.00		8,235.15
35	53,793.60	8,302.35	61,986.08	348.60	62,658.75	630.00		8,865.15
36	53,793.60	8,302.35	62,334.68	348.60	63,288.75	630.00		9,495.15
37	53,793.60	8,302.35	62,754.68	420.00	63,918.75	630.00		10,125.15
38	53,793.60	8,302.35	62,754.68	0.00	64,548.75	630.00		10,755.15
AVERAGE	48,719.11	7,024.02	53,384.67	516.46	53,379.71	557.47		

Salary Schedule Comparisons
 Nat'l Bd Cert Tchr+5% (NBC5) Schedules

STEP	Mast New State Min	Mast HB1023 Incr	Mast EPS w/HB1023	Mast Step Increase- EPS w/HB1023	Mast EPS New	Mast New Steps	Mast Add'l Pay to Grandfather 2017-18 Employees	Mast EPS New vs. New State Min
0	41,106.45	5,616.45	44,102.48		44,100.00		2.48	2,993.55
1	41,562.15	5,678.40	44,584.43	481.95	44,572.50	472.50	11.93	3,010.35
2	42,018.90	5,741.40	45,768.83	1,184.40	45,045.00	472.50	723.83	3,026.10
3	42,474.60	5,803.35	46,426.13	657.30	45,517.50	472.50	908.63	3,042.90
4	42,930.30	5,865.30	46,777.88	351.75	45,990.00	472.50	787.88	3,059.70
5	43,425.90	5,940.90	47,029.88	252.00	46,462.50	472.50	567.38	3,036.60
6	43,913.10	6,008.10	47,385.83	355.95	46,961.25	498.75	424.58	3,048.15
7	44,399.25	6,074.25	47,737.58	351.75	47,460.00	498.75	277.58	3,060.75
8	44,886.45	6,141.45	48,012.68	275.10	47,958.75	498.75	53.93	3,072.30
9	45,372.60	6,207.60	48,332.93	320.25	48,457.50	498.75		3,084.90
10	46,964.40	6,460.65	48,874.73	541.80	48,956.25	498.75		1,991.85
11	47,482.05	6,532.05	49,162.43	287.70	49,481.25	525.00		1,999.20
12	47,998.65	6,602.40	49,558.28	395.85	50,006.25	525.00		2,007.60
13	48,516.30	6,673.80	49,845.98	287.70	50,531.25	525.00		2,014.95
14	49,033.95	6,745.20	50,634.53	788.55	51,056.25	525.00		2,022.30
15	49,572.60	6,837.60	51,090.23	455.70	51,581.25	525.00		2,008.65
16	50,090.25	6,909.00	51,600.53	510.30	52,132.50	551.25		2,042.25
17	50,607.90	6,980.40	52,269.38	668.85	52,683.75	551.25		2,075.85
18	51,125.55	7,051.80	53,002.28	732.90	53,235.00	551.25		2,109.45
19	51,643.20	7,123.20	53,736.23	733.95	53,786.25	551.25		2,143.05
20	52,182.90	7,216.65	54,491.18	754.95	54,337.50	551.25	153.68	2,154.60
21	52,701.60	7,289.10	55,225.13	733.95	54,915.00	577.50	310.13	2,213.40
22	53,219.25	7,360.50	56,124.98	899.85	55,492.50	577.50	632.48	2,273.25
23	53,736.90	7,431.90	56,861.03	736.05	56,070.00	577.50	791.03	2,333.10
24	54,254.55	7,503.30	58,138.88	1,277.85	56,647.50	577.50	1,491.38	2,392.95
25	55,810.65	8,613.15	59,597.33	1,458.45	57,225.00	577.50	2,372.33	1,414.35
26	55,810.65	8,021.00	59,353.78	-243.55	57,828.75	603.75	1,525.03	2,018.10
27	55,810.65	8,021.00	59,702.38	348.60	58,432.50	603.75	1,269.88	2,621.85
28	55,810.65	8,021.00	60,050.98	348.60	59,036.25	603.75	1,014.73	3,225.60
29	55,810.65	8,021.00	60,399.58	348.60	59,640.00	603.75	759.58	3,829.35
30	55,810.65	8,021.00	60,748.18	348.60	60,243.75	603.75	504.43	4,433.10
31	55,810.65	8,021.00	61,096.78	348.60	60,873.75	630.00	223.03	5,063.10
32	55,810.65	8,021.00	61,445.38	348.60	61,503.75	630.00		5,693.10
33	55,810.65	8,021.00	61,793.98	348.60	62,133.75	630.00		6,323.10
34	55,810.65	8,021.00	62,142.58	348.60	62,763.75	630.00		6,953.10
35	55,810.65	8,021.00	62,491.18	348.60	63,393.75	630.00		7,583.10
36	55,810.65	8,021.00	62,839.78	348.60	64,023.75	630.00		8,213.10
37	55,810.65	8,021.00	63,259.78	420.00	64,653.75	630.00		8,843.10
38	55,810.65	8,021.00	63,259.78	0.00	65,283.75	630.00		9,473.10
AVERAGE	50,578.69	7,094.38	54,229.64	504.14	54,114.71	557.47		

Salary Schedule Comparisons
 Nat'l Bd Cert Tchr+5% (NBC5) Schedules

	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16	Mast+16
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	41,106.45	5,616.45	44,417.48		44,415.00		2.48	3,308.55
1	41,562.15	5,678.40	44,899.43	481.95	44,887.50	472.50	11.93	3,325.35
2	42,018.90	5,741.40	46,083.83	1,184.40	45,360.00	472.50	723.83	3,341.10
3	42,474.60	5,803.35	46,750.58	666.75	45,832.50	472.50	918.08	3,357.90
4	42,930.30	5,865.30	47,102.33	351.75	46,305.00	472.50	797.33	3,374.70
5	43,425.90	5,940.90	47,357.48	255.15	46,777.50	472.50	579.98	3,351.60
6	43,913.10	6,008.10	47,711.33	353.85	47,276.25	498.75	435.08	3,363.15
7	44,399.25	6,074.25	48,066.23	354.90	47,775.00	498.75	291.23	3,375.75
8	44,886.45	6,141.45	48,329.78	263.55	48,273.75	498.75	56.03	3,387.30
9	45,372.60	6,207.60	48,658.43	328.65	48,772.50	498.75		3,399.90
10	46,964.40	6,460.65	49,193.93	535.50	49,271.25	498.75		2,306.85
11	47,482.05	6,532.05	49,481.63	287.70	49,796.25	525.00		2,314.20
12	47,998.65	6,602.40	49,878.53	396.90	50,321.25	525.00		2,322.60
13	48,516.30	6,673.80	50,167.28	288.75	50,846.25	525.00		2,329.95
14	49,033.95	6,745.20	50,954.78	787.50	51,371.25	525.00		2,337.30
15	49,572.60	6,837.60	51,434.63	479.85	51,896.25	525.00		2,323.65
16	50,090.25	6,909.00	51,943.88	509.25	52,447.50	551.25		2,357.25
17	50,607.90	6,980.40	52,613.78	669.90	52,998.75	551.25		2,390.85
18	51,125.55	7,051.80	53,346.68	732.90	53,550.00	551.25		2,424.45
19	51,643.20	7,123.20	54,078.53	731.85	54,101.25	551.25		2,458.05
20	52,182.90	7,216.65	54,833.48	754.95	54,652.50	551.25	180.98	2,469.60
21	52,701.60	7,289.10	55,567.43	733.95	55,230.00	577.50	337.43	2,528.40
22	53,219.25	7,360.50	56,470.43	903.00	55,807.50	577.50	662.93	2,588.25
23	53,736.90	7,431.90	57,206.48	736.05	56,385.00	577.50	821.48	2,648.10
24	54,254.55	7,503.30	58,483.28	1,276.80	56,962.50	577.50	1,520.78	2,707.95
25	55,810.65	8,613.15	59,941.73	1,458.45	57,540.00	577.50	2,401.73	1,729.35
26	55,810.65	8,613.15	60,290.33	348.60	58,143.75	603.75	2,146.58	2,333.10
27	55,810.65	8,613.15	60,638.93	348.60	58,747.50	603.75	1,891.43	2,936.85
28	55,810.65	8,613.15	60,987.53	348.60	59,351.25	603.75	1,636.28	3,540.60
29	55,810.65	8,613.15	61,336.13	348.60	59,955.00	603.75	1,381.13	4,144.35
30	55,810.65	8,613.15	61,684.73	348.60	60,558.75	603.75	1,125.98	4,748.10
31	55,810.65	8,613.15	62,033.33	348.60	61,188.75	630.00	844.58	5,378.10
32	55,810.65	8,613.15	62,381.93	348.60	61,818.75	630.00	563.18	6,008.10
33	55,810.65	8,613.15	62,730.53	348.60	62,448.75	630.00	281.78	6,638.10
34	55,810.65	8,613.15	63,079.13	348.60	63,078.75	630.00	0.38	7,268.10
35	55,810.65	8,613.15	63,427.73	348.60	63,708.75	630.00		7,898.10
36	55,810.65	8,613.15	63,776.33	348.60	64,338.75	630.00		8,528.10
37	55,810.65	8,613.15	64,196.33	420.00	64,968.75	630.00		9,158.10
38	55,810.65	8,613.15	64,196.33	0.00	65,598.75	630.00		9,788.10
AVERAGE	50,578.69	7,291.77	54,762.37	520.50	54,429.71	557.47		

Salary Schedule Comparisons
 Nat'l Bd Cert Tchr+5% (NBC5) Schedules

	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30	Mast+30
STEP	New State Min	HB1023 Incr	EPS w/HB1023	Step Increase- EPS w/HB1023	EPS New	New Steps	Add'l Pay to Grandfather 2017-18 Employees	EPS New vs. New State Min
0	41,106.45	5,616.45	44,766.08		44,730.00		36.08	3,623.55
1	41,562.15	5,678.40	45,248.03	481.95	45,202.50	472.50	45.53	3,640.35
2	42,018.90	5,741.40	46,432.43	1,184.40	45,675.00	472.50	757.43	3,656.10
3	42,474.60	5,803.35	47,099.18	666.75	46,147.50	472.50	951.68	3,672.90
4	42,930.30	5,865.30	47,450.93	351.75	46,620.00	472.50	830.93	3,689.70
5	43,425.90	5,940.90	47,706.08	255.15	47,092.50	472.50	613.58	3,666.60
6	43,913.10	6,008.10	48,059.93	353.85	47,591.25	498.75	468.68	3,678.15
7	44,399.25	6,074.25	48,414.83	354.90	48,090.00	498.75	324.83	3,690.75
8	44,886.45	6,141.45	48,678.38	263.55	48,588.75	498.75	89.63	3,702.30
9	45,372.60	6,207.60	49,007.03	328.65	49,087.50	498.75		3,714.90
10	46,964.40	6,460.65	49,542.53	535.50	49,586.25	498.75		2,621.85
11	47,482.05	6,532.05	49,830.23	287.70	50,111.25	525.00		2,629.20
12	47,998.65	6,602.40	50,227.13	396.90	50,636.25	525.00		2,637.60
13	48,516.30	6,673.80	50,515.88	288.75	51,161.25	525.00		2,644.95
14	49,033.95	6,745.20	51,303.38	787.50	51,686.25	525.00		2,652.30
15	49,572.60	6,837.60	51,783.23	479.85	52,211.25	525.00		2,638.65
16	50,090.25	6,909.00	52,292.48	509.25	52,762.50	551.25		2,672.25
17	50,607.90	6,980.40	52,962.38	669.90	53,313.75	551.25		2,705.85
18	51,125.55	7,051.80	53,695.28	732.90	53,865.00	551.25		2,739.45
19	51,643.20	7,123.20	54,427.13	731.85	54,416.25	551.25	10.88	2,773.05
20	52,182.90	7,216.65	55,182.08	754.95	54,967.50	551.25	214.58	2,784.60
21	52,701.60	7,289.10	55,916.03	733.95	55,545.00	577.50	371.03	2,843.40
22	53,219.25	7,360.50	56,819.03	903.00	56,122.50	577.50	696.53	2,903.25
23	53,736.90	7,431.90	57,555.08	736.05	56,700.00	577.50	855.08	2,963.10
24	54,254.55	7,503.30	58,831.88	1,276.80	57,277.50	577.50	1,554.38	3,022.95
25	55,810.65	8,613.15	60,290.33	1,458.45	57,855.00	577.50	2,435.33	2,044.35
26	55,810.65	8,613.15	60,638.93	348.60	58,458.75	603.75	2,180.18	2,648.10
27	55,810.65	8,613.15	60,987.53	348.60	59,062.50	603.75	1,925.03	3,251.85
28	55,810.65	8,613.15	61,336.13	348.60	59,666.25	603.75	1,669.88	3,855.60
29	55,810.65	8,613.15	61,684.73	348.60	60,270.00	603.75	1,414.73	4,459.35
30	55,810.65	8,613.15	62,033.33	348.60	60,873.75	603.75	1,159.58	5,063.10
31	55,810.65	8,613.15	62,381.93	348.60	61,503.75	630.00	878.18	5,693.10
32	55,810.65	8,613.15	62,730.53	348.60	62,133.75	630.00	596.78	6,323.10
33	55,810.65	8,613.15	63,079.13	348.60	62,763.75	630.00	315.38	6,953.10
34	55,810.65	8,613.15	63,427.73	348.60	63,393.75	630.00	33.98	7,583.10
35	55,810.65	8,613.15	63,776.33	348.60	64,023.75	630.00		8,213.10
36	55,810.65	8,613.15	64,124.93	348.60	64,653.75	630.00		8,843.10
37	55,810.65	8,613.15	64,544.93	420.00	65,283.75	630.00		9,473.10
38	55,810.65	8,613.15	64,544.93	0.00	65,913.75	630.00		10,103.10
AVERAGE	50,578.69	7,291.77	55,110.97	520.50	54,744.71	557.47		

Salary Schedule Comparisons
 Nat'l Bd Cert Tchr+5% (NBC5) Schedules

STEP	Doct New State Min	Doct HB1023 Incr	Doct EPS w/HB1023	Doct Step Increase- EPS w/HB1023	Doct EPS New	Doct New Steps	Doct Add'l Pay to Grandfather 2017-18 Employees	Doct EPS New vs. New State Min
0	41,106.45	5,616.45	45,518.93		45,675.00			4,568.55
1	41,562.15	5,678.40	46,000.88	481.95	46,147.50	472.50		4,585.35
2	42,018.90	5,741.40	47,185.28	1,184.40	46,620.00	472.50	565.28	4,601.10
3	42,474.60	5,803.35	47,877.23	691.95	47,092.50	472.50	784.73	4,617.90
4	42,930.30	5,865.30	48,232.13	354.90	47,565.00	472.50	667.13	4,634.70
5	43,425.90	5,940.90	48,485.18	253.05	48,037.50	472.50	447.68	4,611.60
6	43,913.10	6,008.10	48,843.23	358.05	48,536.25	498.75	306.98	4,623.15
7	44,399.25	6,074.25	49,198.13	354.90	49,035.00	498.75	163.13	4,635.75
8	44,886.45	6,141.45	49,445.93	247.80	49,533.75	498.75		4,647.30
9	45,372.60	6,207.60	49,838.63	392.70	50,032.50	498.75		4,659.90
10	46,964.40	6,460.65	50,339.48	500.85	50,531.25	498.75		3,566.85
11	47,482.05	6,532.05	50,596.73	257.25	51,056.25	525.00		3,574.20
12	47,998.65	6,602.40	50,992.58	395.85	51,581.25	525.00		3,582.60
13	48,516.30	6,673.80	51,280.28	287.70	52,106.25	525.00		3,589.95
14	49,033.95	6,745.20	52,068.83	788.55	52,631.25	525.00		3,597.30
15	49,572.60	6,837.60	52,565.48	496.65	53,156.25	525.00		3,583.65
16	50,090.25	6,909.00	53,075.78	510.30	53,707.50	551.25		3,617.25
17	50,607.90	6,980.40	53,744.63	668.85	54,258.75	551.25		3,650.85
18	51,125.55	7,051.80	54,477.53	732.90	54,810.00	551.25		3,684.45
19	51,643.20	7,123.20	55,210.43	732.90	55,361.25	551.25		3,718.05
20	52,182.90	7,216.65	55,965.38	754.95	55,912.50	551.25	52.88	3,729.60
21	52,701.60	7,289.10	56,698.28	732.90	56,490.00	577.50	208.28	3,788.40
22	53,219.25	7,360.50	57,604.43	906.15	57,067.50	577.50	536.93	3,848.25
23	53,736.90	7,431.90	58,340.48	736.05	57,645.00	577.50	695.48	3,908.10
24	54,254.55	7,503.30	59,618.33	1,277.85	58,222.50	577.50	1,395.83	3,967.95
25	55,810.65	8,613.15	61,076.78	1,458.45	58,800.00	577.50	2,276.78	2,989.35
26	55,810.65	8,613.15	61,425.38	348.60	59,403.75	603.75	2,021.63	3,593.10
27	55,810.65	8,613.15	61,773.98	348.60	60,007.50	603.75	1,766.48	4,196.85
28	55,810.65	8,613.15	62,122.58	348.60	60,611.25	603.75	1,511.33	4,800.60
29	55,810.65	8,613.15	62,471.18	348.60	61,215.00	603.75	1,256.18	5,404.35
30	55,810.65	8,613.15	62,819.78	348.60	61,818.75	603.75	1,001.03	6,008.10
31	55,810.65	8,613.15	63,168.38	348.60	62,448.75	630.00	719.63	6,638.10
32	55,810.65	8,613.15	63,516.98	348.60	63,078.75	630.00	438.23	7,268.10
33	55,810.65	8,613.15	63,865.58	348.60	63,708.75	630.00	156.83	7,898.10
34	55,810.65	8,613.15	64,214.18	348.60	64,338.75	630.00		8,528.10
35	55,810.65	8,613.15	64,562.78	348.60	64,968.75	630.00		9,158.10
36	55,810.65	8,613.15	64,911.38	348.60	65,598.75	630.00		9,788.10
37	55,810.65	8,613.15	65,331.38	420.00	66,228.75	630.00		10,418.10
38	55,810.65	8,613.15	65,331.38	0.00	66,858.75	630.00		11,048.10
AVERAGE	50,578.69	7,291.77	55,892.20	521.38	55,689.71	557.47		