

EDMOND PUBLIC SCHOOLS' 2019-20 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 12-31-19	eff. 1-1-20
			& Disability			MONTHLY BENEFITS		
0	\$41,745.00	60.15	111.72	3,090.36	45,007.23	69.71	594.90	615.90
1	\$42,195.00	103.41	111.72	3,080.97	45,491.10	69.71	594.90	615.90
2	\$42,645.00	145.65	111.72	3,072.61	45,974.98	69.71	594.90	615.90
3	\$43,095.00	188.15	111.72	3,063.98	46,458.85	69.71	594.90	615.90
4	\$43,545.00	233.33	111.72	3,052.67	46,942.72	69.71	594.90	615.90
5	\$43,995.00	278.76	111.72	3,041.11	47,426.59	69.71	594.90	615.90
6	\$44,470.00	325.26	111.72	3,030.36	47,937.34	69.71	594.90	615.90
7	\$44,945.00	372.82	111.72	3,018.55	48,448.09	69.71	594.90	615.90
8	\$45,420.00	421.44	111.72	3,005.69	48,958.85	69.71	594.90	615.90
9	\$45,895.00	471.12	111.72	2,991.76	49,469.60	69.71	594.90	615.90
10	\$46,370.00	521.87	111.72	2,976.76	49,980.35	69.71	594.90	615.90
11	\$46,870.00	573.67	111.72	2,962.60	50,517.99	69.71	594.90	615.90
12	\$47,370.00	626.54	111.72	2,947.36	51,055.62	69.71	594.90	615.90
13	\$47,870.00	680.48	111.72	2,931.06	51,593.26	69.71	594.90	615.90
14	\$48,370.00	735.47	111.72	2,913.70	52,130.89	69.71	594.90	615.90
15	\$48,870.00	791.53	111.72	2,895.28	52,668.53	69.71	594.90	615.90
16	\$49,395.00	848.65	111.72	2,877.67	53,233.04	69.71	594.90	615.90
17	\$49,920.00	906.83	111.72	2,859.01	53,797.56	69.71	594.90	615.90
18	\$50,445.00	966.07	111.72	2,839.28	54,362.07	69.71	594.90	615.90
19	\$50,970.00	1,026.38	111.72	2,818.49	54,926.59	69.71	594.90	615.90
20	\$51,495.00	1,087.75	111.72	2,796.64	55,491.11	69.71	594.90	615.90
21	\$52,045.00	1,150.18	111.72	2,775.60	56,082.50	69.71	594.90	615.90
22	\$52,595.00	1,213.68	111.72	2,753.50	56,673.90	69.71	594.90	615.90
23	\$53,145.00	1,278.23	111.72	2,730.35	57,265.30	69.71	594.90	615.90
24	\$53,695.00	1,343.85	111.72	2,706.13	57,856.70	69.71	594.90	615.90
25	\$54,245.00	1,410.53	111.72	2,680.85	58,448.10	69.71	594.90	615.90
26	\$54,820.00	1,410.53	111.72	2,724.13	59,066.38	69.71	594.90	615.90
27	\$55,395.00	1,410.53	111.72	2,767.41	59,684.66	69.71	594.90	615.90
28	\$55,970.00	1,410.53	111.72	2,810.68	60,302.93	69.71	594.90	615.90
29	\$56,545.00	1,410.53	111.72	2,853.96	60,921.21	69.71	594.90	615.90
30	\$57,120.00	1,410.53	111.72	2,897.24	61,539.49	69.71	594.90	615.90
31	\$57,720.00	1,410.53	111.72	2,942.41	62,184.66	69.71	594.90	615.90
32	\$58,320.00	1,410.53	111.72	2,987.57	62,829.82	69.71	594.90	615.90
33	\$58,920.00	1,410.53	111.72	3,032.73	63,474.98	69.71	594.90	615.90
34	\$59,520.00	1,410.53	111.72	3,077.89	64,120.14	69.71	594.90	615.90
35	\$60,120.00	1,410.53	111.72	3,123.05	64,765.30	69.71	594.90	615.90
36	\$60,720.00	1,410.53	111.72	3,168.21	65,410.46	69.71	594.90	615.90
37	\$61,320.00	1,410.53	111.72	3,213.37	66,055.62	69.71	594.90	615.90
38	\$61,920.00	1,410.53	111.72	3,258.54	66,700.79	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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 12-31-19	effect. 1-1-20
			& Disability			MONTHLY BENEFITS		
0	\$42,045.00	60.15	111.72	3,112.94	45,329.81	69.71	594.90	615.90
1	\$42,495.00	103.41	111.72	3,103.56	45,813.69	69.71	594.90	615.90
2	\$42,945.00	145.65	111.72	3,095.19	46,297.56	69.71	594.90	615.90
3	\$43,395.00	188.15	111.72	3,086.56	46,781.43	69.71	594.90	615.90
4	\$43,845.00	233.33	111.72	3,075.25	47,265.30	69.71	594.90	615.90
5	\$44,295.00	278.76	111.72	3,063.69	47,749.17	69.71	594.90	615.90
6	\$44,770.00	325.26	111.72	3,052.94	48,259.92	69.71	594.90	615.90
7	\$45,245.00	372.82	111.72	3,041.13	48,770.67	69.71	594.90	615.90
8	\$45,720.00	421.44	111.72	3,028.27	49,281.43	69.71	594.90	615.90
9	\$46,195.00	471.12	111.72	3,014.34	49,792.18	69.71	594.90	615.90
10	\$46,670.00	521.87	111.72	2,999.34	50,302.93	69.71	594.90	615.90
11	\$47,170.00	573.67	111.72	2,985.18	50,840.57	69.71	594.90	615.90
12	\$47,670.00	626.54	111.72	2,969.94	51,378.20	69.71	594.90	615.90
13	\$48,170.00	680.48	111.72	2,953.64	51,915.84	69.71	594.90	615.90
14	\$48,670.00	735.47	111.72	2,936.28	52,453.47	69.71	594.90	615.90
15	\$49,170.00	791.53	111.72	2,917.86	52,991.11	69.71	594.90	615.90
16	\$49,695.00	848.65	111.72	2,900.25	53,555.62	69.71	594.90	615.90
17	\$50,220.00	906.83	111.72	2,881.59	54,120.14	69.71	594.90	615.90
18	\$50,745.00	966.07	111.72	2,861.86	54,684.65	69.71	594.90	615.90
19	\$51,270.00	1,026.38	111.72	2,841.07	55,249.17	69.71	594.90	615.90
20	\$51,795.00	1,087.75	111.72	2,819.22	55,813.69	69.71	594.90	615.90
21	\$52,345.00	1,150.18	111.72	2,798.18	56,405.08	69.71	594.90	615.90
22	\$52,895.00	1,213.68	111.72	2,776.08	56,996.48	69.71	594.90	615.90
23	\$53,445.00	1,278.23	111.72	2,752.93	57,587.88	69.71	594.90	615.90
24	\$53,995.00	1,343.85	111.72	2,728.71	58,179.28	69.71	594.90	615.90
25	\$54,545.00	1,410.53	111.72	2,703.43	58,770.68	69.71	594.90	615.90
26	\$55,120.00	1,410.53	111.72	2,746.71	59,388.96	69.71	594.90	615.90
27	\$55,695.00	1,410.53	111.72	2,789.99	60,007.24	69.71	594.90	615.90
28	\$56,270.00	1,410.53	111.72	2,833.27	60,625.52	69.71	594.90	615.90
29	\$56,845.00	1,410.53	111.72	2,876.55	61,243.80	69.71	594.90	615.90
30	\$57,420.00	1,410.53	111.72	2,919.83	61,862.08	69.71	594.90	615.90
31	\$58,020.00	1,410.53	111.72	2,964.99	62,507.24	69.71	594.90	615.90
32	\$58,620.00	1,410.53	111.72	3,010.15	63,152.40	69.71	594.90	615.90
33	\$59,220.00	1,410.53	111.72	3,055.31	63,797.56	69.71	594.90	615.90
34	\$59,820.00	1,410.53	111.72	3,100.47	64,442.72	69.71	594.90	615.90
35	\$60,420.00	1,410.53	111.72	3,145.63	65,087.88	69.71	594.90	615.90
36	\$61,020.00	1,410.53	111.72	3,190.79	65,733.04	69.71	594.90	615.90
37	\$61,620.00	1,410.53	111.72	3,235.95	66,378.20	69.71	594.90	615.90
38	\$62,220.00	1,410.53	111.72	3,281.12	67,023.37	69.71	594.90	615.90

(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)

(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 12-31-19	effect. 1-1-20
			& Disability			MONTHLY BENEFITS		
0	\$42,745.00	60.15	111.72	3,165.63	46,082.50	69.71	594.90	615.90
1	\$43,195.00	103.41	111.72	3,156.24	46,566.37	69.71	594.90	615.90
2	\$43,645.00	145.65	111.72	3,147.87	47,050.24	69.71	594.90	615.90
3	\$44,095.00	188.15	111.72	3,139.25	47,534.12	69.71	594.90	615.90
4	\$44,545.00	233.33	111.72	3,127.94	48,017.99	69.71	594.90	615.90
5	\$44,995.00	278.76	111.72	3,116.38	48,501.86	69.71	594.90	615.90
6	\$45,470.00	325.26	111.72	3,105.63	49,012.61	69.71	594.90	615.90
7	\$45,945.00	372.82	111.72	3,093.82	49,523.36	69.71	594.90	615.90
8	\$46,420.00	421.44	111.72	3,080.96	50,034.12	69.71	594.90	615.90
9	\$46,895.00	471.12	111.72	3,067.03	50,544.87	69.71	594.90	615.90
10	\$47,370.00	521.87	111.72	3,052.03	51,055.62	69.71	594.90	615.90
11	\$47,870.00	573.67	111.72	3,037.87	51,593.26	69.71	594.90	615.90
12	\$48,370.00	626.54	111.72	3,022.63	52,130.89	69.71	594.90	615.90
13	\$48,870.00	680.48	111.72	3,006.33	52,668.53	69.71	594.90	615.90
14	\$49,370.00	735.47	111.72	2,988.97	53,206.16	69.71	594.90	615.90
15	\$49,870.00	791.53	111.72	2,970.54	53,743.79	69.71	594.90	615.90
16	\$50,395.00	848.65	111.72	2,952.94	54,308.31	69.71	594.90	615.90
17	\$50,920.00	906.83	111.72	2,934.28	54,872.83	69.71	594.90	615.90
18	\$51,445.00	966.07	111.72	2,914.55	55,437.34	69.71	594.90	615.90
19	\$51,970.00	1,026.38	111.72	2,893.76	56,001.86	69.71	594.90	615.90
20	\$52,495.00	1,087.75	111.72	2,871.91	56,566.38	69.71	594.90	615.90
21	\$53,045.00	1,150.18	111.72	2,850.87	57,157.77	69.71	594.90	615.90
22	\$53,595.00	1,213.68	111.72	2,828.77	57,749.17	69.71	594.90	615.90
23	\$54,145.00	1,278.23	111.72	2,805.62	58,340.57	69.71	594.90	615.90
24	\$54,695.00	1,343.85	111.72	2,781.40	58,931.97	69.71	594.90	615.90
25	\$55,245.00	1,410.53	111.72	2,756.11	59,523.36	69.71	594.90	615.90
26	\$55,820.00	1,410.53	111.72	2,799.39	60,141.64	69.71	594.90	615.90
27	\$56,395.00	1,410.53	111.72	2,842.67	60,759.92	69.71	594.90	615.90
28	\$56,970.00	1,410.53	111.72	2,885.95	61,378.20	69.71	594.90	615.90
29	\$57,545.00	1,410.53	111.72	2,929.23	61,996.48	69.71	594.90	615.90
30	\$58,120.00	1,410.53	111.72	2,972.51	62,614.76	69.71	594.90	615.90
31	\$58,720.00	1,410.53	111.72	3,017.67	63,259.92	69.71	594.90	615.90
32	\$59,320.00	1,410.53	111.72	3,062.84	63,905.09	69.71	594.90	615.90
33	\$59,920.00	1,410.53	111.72	3,108.00	64,550.25	69.71	594.90	615.90
34	\$60,520.00	1,410.53	111.72	3,153.16	65,195.41	69.71	594.90	615.90
35	\$61,120.00	1,410.53	111.72	3,198.32	65,840.57	69.71	594.90	615.90
36	\$61,720.00	1,410.53	111.72	3,243.48	66,485.73	69.71	594.90	615.90
37	\$62,320.00	1,410.53	111.72	3,288.64	67,130.89	69.71	594.90	615.90
38	\$62,920.00	1,410.53	111.72	3,333.80	67,776.05	69.71	594.90	615.90

(A) Step - Salary placement level.

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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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EDMOND PUBLIC SCHOOLS' 2019-20 COMPENSATION SCHEDULE
(Masters +16)

(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 12-31-19	FBA for Major Med. effect. 1-1-20
STEP						MONTHLY BENEFITS		
0	\$43,045.00	60.15	111.72	3,188.21	46,405.08	69.71	594.90	615.90
1	\$43,495.00	103.41	111.72	3,178.82	46,888.95	69.71	594.90	615.90
2	\$43,945.00	145.65	111.72	3,170.46	47,372.83	69.71	594.90	615.90
3	\$44,395.00	188.15	111.72	3,161.83	47,856.70	69.71	594.90	615.90
4	\$44,845.00	233.33	111.72	3,150.52	48,340.57	69.71	594.90	615.90
5	\$45,295.00	278.76	111.72	3,138.96	48,824.44	69.71	594.90	615.90
6	\$45,770.00	325.26	111.72	3,128.21	49,335.19	69.71	594.90	615.90
7	\$46,245.00	372.82	111.72	3,116.40	49,845.94	69.71	594.90	615.90
8	\$46,720.00	421.44	111.72	3,103.54	50,356.70	69.71	594.90	615.90
9	\$47,195.00	471.12	111.72	3,089.61	50,867.45	69.71	594.90	615.90
10	\$47,670.00	521.87	111.72	3,074.61	51,378.20	69.71	594.90	615.90
11	\$48,170.00	573.67	111.72	3,060.45	51,915.84	69.71	594.90	615.90
12	\$48,670.00	626.54	111.72	3,045.21	52,453.47	69.71	594.90	615.90
13	\$49,170.00	680.48	111.72	3,028.91	52,991.11	69.71	594.90	615.90
14	\$49,670.00	735.47	111.72	3,011.55	53,528.74	69.71	594.90	615.90
15	\$50,170.00	791.53	111.72	2,993.12	54,066.37	69.71	594.90	615.90
16	\$50,695.00	848.65	111.72	2,975.52	54,630.89	69.71	594.90	615.90
17	\$51,220.00	906.83	111.72	2,956.86	55,195.41	69.71	594.90	615.90
18	\$51,745.00	966.07	111.72	2,937.13	55,759.92	69.71	594.90	615.90
19	\$52,270.00	1,026.38	111.72	2,916.34	56,324.44	69.71	594.90	615.90
20	\$52,795.00	1,087.75	111.72	2,894.49	56,888.96	69.71	594.90	615.90
21	\$53,345.00	1,150.18	111.72	2,873.45	57,480.35	69.71	594.90	615.90
22	\$53,895.00	1,213.68	111.72	2,851.35	58,071.75	69.71	594.90	615.90
23	\$54,445.00	1,278.23	111.72	2,828.20	58,663.15	69.71	594.90	615.90
24	\$54,995.00	1,343.85	111.72	2,803.98	59,254.55	69.71	594.90	615.90
25	\$55,545.00	1,410.53	111.72	2,778.70	59,845.95	69.71	594.90	615.90
26	\$56,120.00	1,410.53	111.72	2,821.98	60,464.23	69.71	594.90	615.90
27	\$56,695.00	1,410.53	111.72	2,865.26	61,082.51	69.71	594.90	615.90
28	\$57,270.00	1,410.53	111.72	2,908.53	61,700.78	69.71	594.90	615.90
29	\$57,845.00	1,410.53	111.72	2,951.81	62,319.06	69.71	594.90	615.90
30	\$58,420.00	1,410.53	111.72	2,995.09	62,937.34	69.71	594.90	615.90
31	\$59,020.00	1,410.53	111.72	3,040.26	63,582.51	69.71	594.90	615.90
32	\$59,620.00	1,410.53	111.72	3,085.42	64,227.67	69.71	594.90	615.90
33	\$60,220.00	1,410.53	111.72	3,130.58	64,872.83	69.71	594.90	615.90
34	\$60,820.00	1,410.53	111.72	3,175.74	65,517.99	69.71	594.90	615.90
35	\$61,420.00	1,410.53	111.72	3,220.90	66,163.15	69.71	594.90	615.90
36	\$62,020.00	1,410.53	111.72	3,266.06	66,808.31	69.71	594.90	615.90
37	\$62,620.00	1,410.53	111.72	3,311.22	67,453.47	69.71	594.90	615.90
38	\$63,220.00	1,410.53	111.72	3,356.39	68,098.64	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 COMPENSATION SCHEDULE
(Masters +30)

(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 12-31-19	FBA for Major Med. effect. 1-1-20
STEP						MONTHLY BENEFITS		
0	\$43,345.00	60.15	111.72	3,210.79	46,727.66	69.71	594.90	615.90
1	\$43,795.00	103.41	111.72	3,201.40	47,211.53	69.71	594.90	615.90
2	\$44,245.00	145.65	111.72	3,193.04	47,695.41	69.71	594.90	615.90
3	\$44,695.00	188.15	111.72	3,184.41	48,179.28	69.71	594.90	615.90
4	\$45,145.00	233.33	111.72	3,173.10	48,663.15	69.71	594.90	615.90
5	\$45,595.00	278.76	111.72	3,161.54	49,147.02	69.71	594.90	615.90
6	\$46,070.00	325.26	111.72	3,150.79	49,657.77	69.71	594.90	615.90
7	\$46,545.00	372.82	111.72	3,138.98	50,168.52	69.71	594.90	615.90
8	\$47,020.00	421.44	111.72	3,126.12	50,679.28	69.71	594.90	615.90
9	\$47,495.00	471.12	111.72	3,112.19	51,190.03	69.71	594.90	615.90
10	\$47,970.00	521.87	111.72	3,097.19	51,700.78	69.71	594.90	615.90
11	\$48,470.00	573.67	111.72	3,083.03	52,238.42	69.71	594.90	615.90
12	\$48,970.00	626.54	111.72	3,067.79	52,776.05	69.71	594.90	615.90
13	\$49,470.00	680.48	111.72	3,051.49	53,313.69	69.71	594.90	615.90
14	\$49,970.00	735.47	111.72	3,034.13	53,851.32	69.71	594.90	615.90
15	\$50,470.00	791.53	111.72	3,015.71	54,388.96	69.71	594.90	615.90
16	\$50,995.00	848.65	111.72	2,998.10	54,953.47	69.71	594.90	615.90
17	\$51,520.00	906.83	111.72	2,979.44	55,517.99	69.71	594.90	615.90
18	\$52,045.00	966.07	111.72	2,959.71	56,082.50	69.71	594.90	615.90
19	\$52,570.00	1,026.38	111.72	2,938.92	56,647.02	69.71	594.90	615.90
20	\$53,095.00	1,087.75	111.72	2,917.07	57,211.54	69.71	594.90	615.90
21	\$53,645.00	1,150.18	111.72	2,896.03	57,802.93	69.71	594.90	615.90
22	\$54,195.00	1,213.68	111.72	2,873.93	58,394.33	69.71	594.90	615.90
23	\$54,745.00	1,278.23	111.72	2,850.78	58,985.73	69.71	594.90	615.90
24	\$55,295.00	1,343.85	111.72	2,826.56	59,577.13	69.71	594.90	615.90
25	\$55,845.00	1,410.53	111.72	2,801.28	60,168.53	69.71	594.90	615.90
26	\$56,420.00	1,410.53	111.72	2,844.56	60,786.81	69.71	594.90	615.90
27	\$56,995.00	1,410.53	111.72	2,887.84	61,405.09	69.71	594.90	615.90
28	\$57,570.00	1,410.53	111.72	2,931.12	62,023.37	69.71	594.90	615.90
29	\$58,145.00	1,410.53	111.72	2,974.40	62,641.65	69.71	594.90	615.90
30	\$58,720.00	1,410.53	111.72	3,017.67	63,259.92	69.71	594.90	615.90
31	\$59,320.00	1,410.53	111.72	3,062.84	63,905.09	69.71	594.90	615.90
32	\$59,920.00	1,410.53	111.72	3,108.00	64,550.25	69.71	594.90	615.90
33	\$60,520.00	1,410.53	111.72	3,153.16	65,195.41	69.71	594.90	615.90
34	\$61,120.00	1,410.53	111.72	3,198.32	65,840.57	69.71	594.90	615.90
35	\$61,720.00	1,410.53	111.72	3,243.48	66,485.73	69.71	594.90	615.90
36	\$62,320.00	1,410.53	111.72	3,288.64	67,130.89	69.71	594.90	615.90
37	\$62,920.00	1,410.53	111.72	3,333.80	67,776.05	69.71	594.90	615.90
38	\$63,520.00	1,410.53	111.72	3,378.97	68,421.22	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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 12-31-19	effect. 1-1-20
			& Disability			MONTHLY BENEFITS		
0	\$44,245.00	60.15	111.72	3,278.54	47,695.41	69.71	594.90	615.90
1	\$44,695.00	103.41	111.72	3,269.15	48,179.28	69.71	594.90	615.90
2	\$45,145.00	145.65	111.72	3,260.78	48,663.15	69.71	594.90	615.90
3	\$45,595.00	188.15	111.72	3,252.15	49,147.02	69.71	594.90	615.90
4	\$46,045.00	233.33	111.72	3,240.84	49,630.89	69.71	594.90	615.90
5	\$46,495.00	278.76	111.72	3,229.28	50,114.76	69.71	594.90	615.90
6	\$46,970.00	325.26	111.72	3,218.53	50,625.51	69.71	594.90	615.90
7	\$47,445.00	372.82	111.72	3,206.73	51,136.27	69.71	594.90	615.90
8	\$47,920.00	421.44	111.72	3,193.86	51,647.02	69.71	594.90	615.90
9	\$48,395.00	471.12	111.72	3,179.93	52,157.77	69.71	594.90	615.90
10	\$48,870.00	521.87	111.72	3,164.94	52,668.53	69.71	594.90	615.90
11	\$49,370.00	573.67	111.72	3,150.77	53,206.16	69.71	594.90	615.90
12	\$49,870.00	626.54	111.72	3,135.53	53,743.79	69.71	594.90	615.90
13	\$50,370.00	680.48	111.72	3,119.23	54,281.43	69.71	594.90	615.90
14	\$50,870.00	735.47	111.72	3,101.87	54,819.06	69.71	594.90	615.90
15	\$51,370.00	791.53	111.72	3,083.45	55,356.70	69.71	594.90	615.90
16	\$51,895.00	848.65	111.72	3,065.84	55,921.21	69.71	594.90	615.90
17	\$52,420.00	906.83	111.72	3,047.18	56,485.73	69.71	594.90	615.90
18	\$52,945.00	966.07	111.72	3,027.46	57,050.25	69.71	594.90	615.90
19	\$53,470.00	1,026.38	111.72	3,006.66	57,614.76	69.71	594.90	615.90
20	\$53,995.00	1,087.75	111.72	2,984.81	58,179.28	69.71	594.90	615.90
21	\$54,545.00	1,150.18	111.72	2,963.78	58,770.68	69.71	594.90	615.90
22	\$55,095.00	1,213.68	111.72	2,941.67	59,362.07	69.71	594.90	615.90
23	\$55,645.00	1,278.23	111.72	2,918.52	59,953.47	69.71	594.90	615.90
24	\$56,195.00	1,343.85	111.72	2,894.30	60,544.87	69.71	594.90	615.90
25	\$56,745.00	1,410.53	111.72	2,869.02	61,136.27	69.71	594.90	615.90
26	\$57,320.00	1,410.53	111.72	2,912.30	61,754.55	69.71	594.90	615.90
27	\$57,895.00	1,410.53	111.72	2,955.58	62,372.83	69.71	594.90	615.90
28	\$58,470.00	1,410.53	111.72	2,998.86	62,991.11	69.71	594.90	615.90
29	\$59,045.00	1,410.53	111.72	3,042.14	63,609.39	69.71	594.90	615.90
30	\$59,620.00	1,410.53	111.72	3,085.42	64,227.67	69.71	594.90	615.90
31	\$60,220.00	1,410.53	111.72	3,130.58	64,872.83	69.71	594.90	615.90
32	\$60,820.00	1,410.53	111.72	3,175.74	65,517.99	69.71	594.90	615.90
33	\$61,420.00	1,410.53	111.72	3,220.90	66,163.15	69.71	594.90	615.90
34	\$62,020.00	1,410.53	111.72	3,266.06	66,808.31	69.71	594.90	615.90
35	\$62,620.00	1,410.53	111.72	3,311.22	67,453.47	69.71	594.90	615.90
36	\$63,220.00	1,410.53	111.72	3,356.39	68,098.64	69.71	594.90	615.90
37	\$63,820.00	1,410.53	111.72	3,401.55	68,743.80	69.71	594.90	615.90
38	\$64,420.00	1,410.53	111.72	3,446.71	69,388.96	69.71	594.90	615.90

(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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 COMPENSATION SCHEDULE
(Bachelors **Special Ed**)

(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 12-31-19	FBA for Major Med. effect. 1-1-20
STEP						MONTHLY BENEFITS		
0	\$43,832.25	60.15	111.72	3,247.47	47,251.59	69.71	594.90	615.90
1	\$44,304.75	103.41	111.72	3,239.77	47,759.65	69.71	594.90	615.90
2	\$44,777.25	145.65	111.72	3,233.10	48,267.72	69.71	594.90	615.90
3	\$45,249.75	188.15	111.72	3,226.16	48,775.78	69.71	594.90	615.90
4	\$45,722.25	233.33	111.72	3,216.55	49,283.85	69.71	594.90	615.90
5	\$46,194.75	278.76	111.72	3,206.68	49,791.91	69.71	594.90	615.90
6	\$46,693.50	325.26	111.72	3,197.72	50,328.20	69.71	594.90	615.90
7	\$47,192.25	372.82	111.72	3,187.70	50,864.49	69.71	594.90	615.90
8	\$47,691.00	421.44	111.72	3,176.62	51,400.78	69.71	594.90	615.90
9	\$48,189.75	471.12	111.72	3,164.48	51,937.07	69.71	594.90	615.90
10	\$48,688.50	521.87	111.72	3,151.27	52,473.36	69.71	594.90	615.90
11	\$49,213.50	573.67	111.72	3,138.99	53,037.88	69.71	594.90	615.90
12	\$49,738.50	626.54	111.72	3,125.64	53,602.40	69.71	594.90	615.90
13	\$50,263.50	680.48	111.72	3,111.21	54,166.91	69.71	594.90	615.90
14	\$50,788.50	735.47	111.72	3,095.74	54,731.43	69.71	594.90	615.90
15	\$51,313.50	791.53	111.72	3,079.19	55,295.94	69.71	594.90	615.90
16	\$51,864.75	848.65	111.72	3,063.57	55,888.69	69.71	594.90	615.90
17	\$52,416.00	906.83	111.72	3,046.88	56,481.43	69.71	594.90	615.90
18	\$52,967.25	966.07	111.72	3,029.13	57,074.17	69.71	594.90	615.90
19	\$53,518.50	1,026.38	111.72	3,010.31	57,666.91	69.71	594.90	615.90
20	\$54,069.75	1,087.75	111.72	2,990.44	58,259.66	69.71	594.90	615.90
21	\$54,647.25	1,150.18	111.72	2,971.47	58,880.62	69.71	594.90	615.90
22	\$55,224.75	1,213.68	111.72	2,951.44	59,501.59	69.71	594.90	615.90
23	\$55,802.25	1,278.23	111.72	2,930.36	60,122.56	69.71	594.90	615.90
24	\$56,379.75	1,343.85	111.72	2,908.21	60,743.53	69.71	594.90	615.90
25	\$56,957.25	1,410.53	111.72	2,884.99	61,364.49	69.71	594.90	615.90
26	\$57,561.00	1,410.53	111.72	2,930.44	62,013.69	69.71	594.90	615.90
27	\$58,164.75	1,410.53	111.72	2,975.88	62,662.88	69.71	594.90	615.90
28	\$58,768.50	1,410.53	111.72	3,021.33	63,312.08	69.71	594.90	615.90
29	\$59,372.25	1,410.53	111.72	3,066.77	63,961.27	69.71	594.90	615.90
30	\$59,976.00	1,410.53	111.72	3,112.21	64,610.46	69.71	594.90	615.90
31	\$60,606.00	1,410.53	111.72	3,159.63	65,287.88	69.71	594.90	615.90
32	\$61,236.00	1,410.53	111.72	3,207.05	65,965.30	69.71	594.90	615.90
33	\$61,866.00	1,410.53	111.72	3,254.47	66,642.72	69.71	594.90	615.90
34	\$62,496.00	1,410.53	111.72	3,301.89	67,320.14	69.71	594.90	615.90
35	\$63,126.00	1,410.53	111.72	3,349.31	67,997.56	69.71	594.90	615.90
36	\$63,756.00	1,410.53	111.72	3,396.73	68,674.98	69.71	594.90	615.90
37	\$64,386.00	1,410.53	111.72	3,444.15	69,352.40	69.71	594.90	615.90
38	\$65,016.00	1,410.53	111.72	3,491.57	70,029.82	69.71	594.90	615.90

(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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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 12-31-19	effect. 1-1-20
			& Disability			MONTHLY BENEFITS		
0	\$44,147.25	60.15	111.72	3,271.18	47,590.30	69.71	594.90	615.90
1	\$44,619.75	103.41	111.72	3,263.48	48,098.36	69.71	594.90	615.90
2	\$45,092.25	145.65	111.72	3,256.81	48,606.43	69.71	594.90	615.90
3	\$45,564.75	188.15	111.72	3,249.87	49,114.49	69.71	594.90	615.90
4	\$46,037.25	233.33	111.72	3,240.26	49,622.56	69.71	594.90	615.90
5	\$46,509.75	278.76	111.72	3,230.39	50,130.62	69.71	594.90	615.90
6	\$47,008.50	325.26	111.72	3,221.43	50,666.91	69.71	594.90	615.90
7	\$47,507.25	372.82	111.72	3,211.41	51,203.20	69.71	594.90	615.90
8	\$48,006.00	421.44	111.72	3,200.33	51,739.49	69.71	594.90	615.90
9	\$48,504.75	471.12	111.72	3,188.19	52,275.78	69.71	594.90	615.90
10	\$49,003.50	521.87	111.72	3,174.98	52,812.07	69.71	594.90	615.90
11	\$49,528.50	573.67	111.72	3,162.70	53,376.59	69.71	594.90	615.90
12	\$50,053.50	626.54	111.72	3,149.35	53,941.11	69.71	594.90	615.90
13	\$50,578.50	680.48	111.72	3,134.92	54,505.62	69.71	594.90	615.90
14	\$51,103.50	735.47	111.72	3,119.45	55,070.14	69.71	594.90	615.90
15	\$51,628.50	791.53	111.72	3,102.90	55,634.65	69.71	594.90	615.90
16	\$52,179.75	848.65	111.72	3,087.28	56,227.40	69.71	594.90	615.90
17	\$52,731.00	906.83	111.72	3,070.59	56,820.14	69.71	594.90	615.90
18	\$53,282.25	966.07	111.72	3,052.84	57,412.88	69.71	594.90	615.90
19	\$53,833.50	1,026.38	111.72	3,034.02	58,005.62	69.71	594.90	615.90
20	\$54,384.75	1,087.75	111.72	3,014.14	58,598.36	69.71	594.90	615.90
21	\$54,962.25	1,150.18	111.72	2,995.18	59,219.33	69.71	594.90	615.90
22	\$55,539.75	1,213.68	111.72	2,975.15	59,840.30	69.71	594.90	615.90
23	\$56,117.25	1,278.23	111.72	2,954.07	60,461.27	69.71	594.90	615.90
24	\$56,694.75	1,343.85	111.72	2,931.92	61,082.24	69.71	594.90	615.90
25	\$57,272.25	1,410.53	111.72	2,908.70	61,703.20	69.71	594.90	615.90
26	\$57,876.00	1,410.53	111.72	2,954.15	62,352.40	69.71	594.90	615.90
27	\$58,479.75	1,410.53	111.72	2,999.59	63,001.59	69.71	594.90	615.90
28	\$59,083.50	1,410.53	111.72	3,045.04	63,650.79	69.71	594.90	615.90
29	\$59,687.25	1,410.53	111.72	3,090.48	64,299.98	69.71	594.90	615.90
30	\$60,291.00	1,410.53	111.72	3,135.92	64,949.17	69.71	594.90	615.90
31	\$60,921.00	1,410.53	111.72	3,183.34	65,626.59	69.71	594.90	615.90
32	\$61,551.00	1,410.53	111.72	3,230.76	66,304.01	69.71	594.90	615.90
33	\$62,181.00	1,410.53	111.72	3,278.18	66,981.43	69.71	594.90	615.90
34	\$62,811.00	1,410.53	111.72	3,325.60	67,658.85	69.71	594.90	615.90
35	\$63,441.00	1,410.53	111.72	3,373.02	68,336.27	69.71	594.90	615.90
36	\$64,071.00	1,410.53	111.72	3,420.44	69,013.69	69.71	594.90	615.90
37	\$64,701.00	1,410.53	111.72	3,467.86	69,691.11	69.71	594.90	615.90
38	\$65,331.00	1,410.53	111.72	3,515.28	70,368.53	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 COMPENSATION SCHEDULE
(Masters **Special Ed**)

(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 12-31-19	FBA for Major Med. effect. 1-1-20
STEP						MONTHLY BENEFITS		
0	\$44,882.25	60.15	111.72	3,326.50	48,380.62	69.71	594.90	615.90
1	\$45,354.75	103.41	111.72	3,318.81	48,888.69	69.71	594.90	615.90
2	\$45,827.25	145.65	111.72	3,312.13	49,396.75	69.71	594.90	615.90
3	\$46,299.75	188.15	111.72	3,305.19	49,904.81	69.71	594.90	615.90
4	\$46,772.25	233.33	111.72	3,295.58	50,412.88	69.71	594.90	615.90
5	\$47,244.75	278.76	111.72	3,285.71	50,920.94	69.71	594.90	615.90
6	\$47,743.50	325.26	111.72	3,276.75	51,457.23	69.71	594.90	615.90
7	\$48,242.25	372.82	111.72	3,266.73	51,993.52	69.71	594.90	615.90
8	\$48,741.00	421.44	111.72	3,255.66	52,529.82	69.71	594.90	615.90
9	\$49,239.75	471.12	111.72	3,243.52	53,066.11	69.71	594.90	615.90
10	\$49,738.50	521.87	111.72	3,230.31	53,602.40	69.71	594.90	615.90
11	\$50,263.50	573.67	111.72	3,218.02	54,166.91	69.71	594.90	615.90
12	\$50,788.50	626.54	111.72	3,204.67	54,731.43	69.71	594.90	615.90
13	\$51,313.50	680.48	111.72	3,190.24	55,295.94	69.71	594.90	615.90
14	\$51,838.50	735.47	111.72	3,174.77	55,860.46	69.71	594.90	615.90
15	\$52,363.50	791.53	111.72	3,158.23	56,424.98	69.71	594.90	615.90
16	\$52,914.75	848.65	111.72	3,142.60	57,017.72	69.71	594.90	615.90
17	\$53,466.00	906.83	111.72	3,125.91	57,610.46	69.71	594.90	615.90
18	\$54,017.25	966.07	111.72	3,108.16	58,203.20	69.71	594.90	615.90
19	\$54,568.50	1,026.38	111.72	3,089.35	58,795.95	69.71	594.90	615.90
20	\$55,119.75	1,087.75	111.72	3,069.47	59,388.69	69.71	594.90	615.90
21	\$55,697.25	1,150.18	111.72	3,050.51	60,009.66	69.71	594.90	615.90
22	\$56,274.75	1,213.68	111.72	3,030.47	60,630.62	69.71	594.90	615.90
23	\$56,852.25	1,278.23	111.72	3,009.39	61,251.59	69.71	594.90	615.90
24	\$57,429.75	1,343.85	111.72	2,987.24	61,872.56	69.71	594.90	615.90
25	\$58,007.25	1,410.53	111.72	2,964.03	62,493.53	69.71	594.90	615.90
26	\$58,611.00	1,410.53	111.72	3,009.47	63,142.72	69.71	594.90	615.90
27	\$59,214.75	1,410.53	111.72	3,054.91	63,791.91	69.71	594.90	615.90
28	\$59,818.50	1,410.53	111.72	3,100.36	64,441.11	69.71	594.90	615.90
29	\$60,422.25	1,410.53	111.72	3,145.80	65,090.30	69.71	594.90	615.90
30	\$61,026.00	1,410.53	111.72	3,191.25	65,739.50	69.71	594.90	615.90
31	\$61,656.00	1,410.53	111.72	3,238.66	66,416.91	69.71	594.90	615.90
32	\$62,286.00	1,410.53	111.72	3,286.08	67,094.33	69.71	594.90	615.90
33	\$62,916.00	1,410.53	111.72	3,333.50	67,771.75	69.71	594.90	615.90
34	\$63,546.00	1,410.53	111.72	3,380.92	68,449.17	69.71	594.90	615.90
35	\$64,176.00	1,410.53	111.72	3,428.34	69,126.59	69.71	594.90	615.90
36	\$64,806.00	1,410.53	111.72	3,475.76	69,804.01	69.71	594.90	615.90
37	\$65,436.00	1,410.53	111.72	3,523.18	70,481.43	69.71	594.90	615.90
38	\$66,066.00	1,410.53	111.72	3,570.60	71,158.85	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 COMPENSATION SCHEDULE
(Masters +16 Special Ed)

(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 12-31-19	FBA for Major Med. effect. 1-1-20
STEP						MONTHLY BENEFITS		
0	\$45,197.25	60.15	111.72	3,350.21	48,719.33	69.71	594.90	615.90
1	\$45,669.75	103.41	111.72	3,342.52	49,227.40	69.71	594.90	615.90
2	\$46,142.25	145.65	111.72	3,335.84	49,735.46	69.71	594.90	615.90
3	\$46,614.75	188.15	111.72	3,328.90	50,243.52	69.71	594.90	615.90
4	\$47,087.25	233.33	111.72	3,319.29	50,751.59	69.71	594.90	615.90
5	\$47,559.75	278.76	111.72	3,309.42	51,259.65	69.71	594.90	615.90
6	\$48,058.50	325.26	111.72	3,300.46	51,795.94	69.71	594.90	615.90
7	\$48,557.25	372.82	111.72	3,290.44	52,332.23	69.71	594.90	615.90
8	\$49,056.00	421.44	111.72	3,279.37	52,868.53	69.71	594.90	615.90
9	\$49,554.75	471.12	111.72	3,267.23	53,404.82	69.71	594.90	615.90
10	\$50,053.50	521.87	111.72	3,254.02	53,941.11	69.71	594.90	615.90
11	\$50,578.50	573.67	111.72	3,241.73	54,505.62	69.71	594.90	615.90
12	\$51,103.50	626.54	111.72	3,228.38	55,070.14	69.71	594.90	615.90
13	\$51,628.50	680.48	111.72	3,213.95	55,634.65	69.71	594.90	615.90
14	\$52,153.50	735.47	111.72	3,198.48	56,199.17	69.71	594.90	615.90
15	\$52,678.50	791.53	111.72	3,181.94	56,763.69	69.71	594.90	615.90
16	\$53,229.75	848.65	111.72	3,166.31	57,356.43	69.71	594.90	615.90
17	\$53,781.00	906.83	111.72	3,149.62	57,949.17	69.71	594.90	615.90
18	\$54,332.25	966.07	111.72	3,131.87	58,541.91	69.71	594.90	615.90
19	\$54,883.50	1,026.38	111.72	3,113.06	59,134.66	69.71	594.90	615.90
20	\$55,434.75	1,087.75	111.72	3,093.18	59,727.40	69.71	594.90	615.90
21	\$56,012.25	1,150.18	111.72	3,074.22	60,348.37	69.71	594.90	615.90
22	\$56,589.75	1,213.68	111.72	3,054.18	60,969.33	69.71	594.90	615.90
23	\$57,167.25	1,278.23	111.72	3,033.10	61,590.30	69.71	594.90	615.90
24	\$57,744.75	1,343.85	111.72	3,010.95	62,211.27	69.71	594.90	615.90
25	\$58,322.25	1,410.53	111.72	2,987.74	62,832.24	69.71	594.90	615.90
26	\$58,926.00	1,410.53	111.72	3,033.18	63,481.43	69.71	594.90	615.90
27	\$59,529.75	1,410.53	111.72	3,078.62	64,130.62	69.71	594.90	615.90
28	\$60,133.50	1,410.53	111.72	3,124.07	64,779.82	69.71	594.90	615.90
29	\$60,737.25	1,410.53	111.72	3,169.51	65,429.01	69.71	594.90	615.90
30	\$61,341.00	1,410.53	111.72	3,214.95	66,078.20	69.71	594.90	615.90
31	\$61,971.00	1,410.53	111.72	3,262.37	66,755.62	69.71	594.90	615.90
32	\$62,601.00	1,410.53	111.72	3,309.79	67,433.04	69.71	594.90	615.90
33	\$63,231.00	1,410.53	111.72	3,357.21	68,110.46	69.71	594.90	615.90
34	\$63,861.00	1,410.53	111.72	3,404.63	68,787.88	69.71	594.90	615.90
35	\$64,491.00	1,410.53	111.72	3,452.05	69,465.30	69.71	594.90	615.90
36	\$65,121.00	1,410.53	111.72	3,499.47	70,142.72	69.71	594.90	615.90
37	\$65,751.00	1,410.53	111.72	3,546.89	70,820.14	69.71	594.90	615.90
38	\$66,381.00	1,410.53	111.72	3,594.31	71,497.56	69.71	594.90	615.90

(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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(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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 12-31-19	effect. 1-1-20
			& Disability			MONTHLY BENEFITS		
0	\$45,512.25	60.15	111.72	3,373.92	49,058.04	69.71	594.90	615.90
1	\$45,984.75	103.41	111.72	3,366.23	49,566.11	69.71	594.90	615.90
2	\$46,457.25	145.65	111.72	3,359.55	50,074.17	69.71	594.90	615.90
3	\$46,929.75	188.15	111.72	3,352.61	50,582.23	69.71	594.90	615.90
4	\$47,402.25	233.33	111.72	3,343.00	51,090.30	69.71	594.90	615.90
5	\$47,874.75	278.76	111.72	3,333.13	51,598.36	69.71	594.90	615.90
6	\$48,373.50	325.26	111.72	3,324.17	52,134.65	69.71	594.90	615.90
7	\$48,872.25	372.82	111.72	3,314.15	52,670.94	69.71	594.90	615.90
8	\$49,371.00	421.44	111.72	3,303.07	53,207.23	69.71	594.90	615.90
9	\$49,869.75	471.12	111.72	3,290.94	53,743.53	69.71	594.90	615.90
10	\$50,368.50	521.87	111.72	3,277.73	54,279.82	69.71	594.90	615.90
11	\$50,893.50	573.67	111.72	3,265.44	54,844.33	69.71	594.90	615.90
12	\$51,418.50	626.54	111.72	3,252.09	55,408.85	69.71	594.90	615.90
13	\$51,943.50	680.48	111.72	3,237.66	55,973.36	69.71	594.90	615.90
14	\$52,468.50	735.47	111.72	3,222.19	56,537.88	69.71	594.90	615.90
15	\$52,993.50	791.53	111.72	3,205.65	57,102.40	69.71	594.90	615.90
16	\$53,544.75	848.65	111.72	3,190.02	57,695.14	69.71	594.90	615.90
17	\$54,096.00	906.83	111.72	3,173.33	58,287.88	69.71	594.90	615.90
18	\$54,647.25	966.07	111.72	3,155.58	58,880.62	69.71	594.90	615.90
19	\$55,198.50	1,026.38	111.72	3,136.76	59,473.36	69.71	594.90	615.90
20	\$55,749.75	1,087.75	111.72	3,116.89	60,066.11	69.71	594.90	615.90
21	\$56,327.25	1,150.18	111.72	3,097.92	60,687.07	69.71	594.90	615.90
22	\$56,904.75	1,213.68	111.72	3,077.89	61,308.04	69.71	594.90	615.90
23	\$57,482.25	1,278.23	111.72	3,056.81	61,929.01	69.71	594.90	615.90
24	\$58,059.75	1,343.85	111.72	3,034.66	62,549.98	69.71	594.90	615.90
25	\$58,637.25	1,410.53	111.72	3,011.45	63,170.95	69.71	594.90	615.90
26	\$59,241.00	1,410.53	111.72	3,056.89	63,820.14	69.71	594.90	615.90
27	\$59,844.75	1,410.53	111.72	3,102.33	64,469.33	69.71	594.90	615.90
28	\$60,448.50	1,410.53	111.72	3,147.78	65,118.53	69.71	594.90	615.90
29	\$61,052.25	1,410.53	111.72	3,193.22	65,767.72	69.71	594.90	615.90
30	\$61,656.00	1,410.53	111.72	3,238.66	66,416.91	69.71	594.90	615.90
31	\$62,286.00	1,410.53	111.72	3,286.08	67,094.33	69.71	594.90	615.90
32	\$62,916.00	1,410.53	111.72	3,333.50	67,771.75	69.71	594.90	615.90
33	\$63,546.00	1,410.53	111.72	3,380.92	68,449.17	69.71	594.90	615.90
34	\$64,176.00	1,410.53	111.72	3,428.34	69,126.59	69.71	594.90	615.90
35	\$64,806.00	1,410.53	111.72	3,475.76	69,804.01	69.71	594.90	615.90
36	\$65,436.00	1,410.53	111.72	3,523.18	70,481.43	69.71	594.90	615.90
37	\$66,066.00	1,410.53	111.72	3,570.60	71,158.85	69.71	594.90	615.90
38	\$66,696.00	1,410.53	111.72	3,618.02	71,836.27	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 COMPENSATION SCHEDULE
(Doctorate **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 12-31-19	effect. 1-1-20
			& Disability			MONTHLY BENEFITS		
0	\$46,457.25	60.15	111.72	3,445.05	50,074.17	69.71	594.90	615.90
1	\$46,929.75	103.41	111.72	3,437.35	50,582.23	69.71	594.90	615.90
2	\$47,402.25	145.65	111.72	3,430.68	51,090.30	69.71	594.90	615.90
3	\$47,874.75	188.15	111.72	3,423.74	51,598.36	69.71	594.90	615.90
4	\$48,347.25	233.33	111.72	3,414.13	52,106.43	69.71	594.90	615.90
5	\$48,819.75	278.76	111.72	3,404.26	52,614.49	69.71	594.90	615.90
6	\$49,318.50	325.26	111.72	3,395.30	53,150.78	69.71	594.90	615.90
7	\$49,817.25	372.82	111.72	3,385.28	53,687.07	69.71	594.90	615.90
8	\$50,316.00	421.44	111.72	3,374.20	54,223.36	69.71	594.90	615.90
9	\$50,814.75	471.12	111.72	3,362.06	54,759.65	69.71	594.90	615.90
10	\$51,313.50	521.87	111.72	3,348.85	55,295.94	69.71	594.90	615.90
11	\$51,838.50	573.67	111.72	3,336.57	55,860.46	69.71	594.90	615.90
12	\$52,363.50	626.54	111.72	3,323.22	56,424.98	69.71	594.90	615.90
13	\$52,888.50	680.48	111.72	3,308.79	56,989.49	69.71	594.90	615.90
14	\$53,413.50	735.47	111.72	3,293.32	57,554.01	69.71	594.90	615.90
15	\$53,938.50	791.53	111.72	3,276.78	58,118.53	69.71	594.90	615.90
16	\$54,489.75	848.65	111.72	3,261.15	58,711.27	69.71	594.90	615.90
17	\$55,041.00	906.83	111.72	3,244.46	59,304.01	69.71	594.90	615.90
18	\$55,592.25	966.07	111.72	3,226.71	59,896.75	69.71	594.90	615.90
19	\$56,143.50	1,026.38	111.72	3,207.89	60,489.49	69.71	594.90	615.90
20	\$56,694.75	1,087.75	111.72	3,188.02	61,082.24	69.71	594.90	615.90
21	\$57,272.25	1,150.18	111.72	3,169.05	61,703.20	69.71	594.90	615.90
22	\$57,849.75	1,213.68	111.72	3,149.02	62,324.17	69.71	594.90	615.90
23	\$58,427.25	1,278.23	111.72	3,127.94	62,945.14	69.71	594.90	615.90
24	\$59,004.75	1,343.85	111.72	3,105.79	63,566.11	69.71	594.90	615.90
25	\$59,582.25	1,410.53	111.72	3,082.58	64,187.08	69.71	594.90	615.90
26	\$60,186.00	1,410.53	111.72	3,128.02	64,836.27	69.71	594.90	615.90
27	\$60,789.75	1,410.53	111.72	3,173.46	65,485.46	69.71	594.90	615.90
28	\$61,393.50	1,410.53	111.72	3,218.91	66,134.66	69.71	594.90	615.90
29	\$61,997.25	1,410.53	111.72	3,264.35	66,783.85	69.71	594.90	615.90
30	\$62,601.00	1,410.53	111.72	3,309.79	67,433.04	69.71	594.90	615.90
31	\$63,231.00	1,410.53	111.72	3,357.21	68,110.46	69.71	594.90	615.90
32	\$63,861.00	1,410.53	111.72	3,404.63	68,787.88	69.71	594.90	615.90
33	\$64,491.00	1,410.53	111.72	3,452.05	69,465.30	69.71	594.90	615.90
34	\$65,121.00	1,410.53	111.72	3,499.47	70,142.72	69.71	594.90	615.90
35	\$65,751.00	1,410.53	111.72	3,546.89	70,820.14	69.71	594.90	615.90
36	\$66,381.00	1,410.53	111.72	3,594.31	71,497.56	69.71	594.90	615.90
37	\$67,011.00	1,410.53	111.72	3,641.73	72,174.98	69.71	594.90	615.90
38	\$67,641.00	1,410.53	111.72	3,689.15	72,852.40	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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 Salary</i>	<i>Additional Salary (TRS Credit)</i>	<i>District Paid Life & Disability</i>	<i>District Paid Ret.</i>	<i>Total District Comp.</i>	<i>Cash In Lieu of FBA</i>	<i>OR FBA for Major Med. thru 12-31-19</i>	<i>FBA for Major Med. effect. 1-1-20</i>
STEP						MONTHLY BENEFITS		
0	\$42,745.00	60.15	111.72	3,165.63	46,082.50	69.71	594.90	615.90
1	\$43,195.00	103.41	111.72	3,156.24	46,566.37	69.71	594.90	615.90
2	\$43,645.00	145.65	111.72	3,147.87	47,050.24	69.71	594.90	615.90
3	\$44,095.00	188.15	111.72	3,139.25	47,534.12	69.71	594.90	615.90
4	\$44,545.00	233.33	111.72	3,127.94	48,017.99	69.71	594.90	615.90
5	\$44,995.00	278.76	111.72	3,116.38	48,501.86	69.71	594.90	615.90
6	\$45,470.00	325.26	111.72	3,105.63	49,012.61	69.71	594.90	615.90
7	\$45,945.00	372.82	111.72	3,093.82	49,523.36	69.71	594.90	615.90
8	\$46,420.00	421.44	111.72	3,080.96	50,034.12	69.71	594.90	615.90
9	\$46,895.00	471.12	111.72	3,067.03	50,544.87	69.71	594.90	615.90
10	\$47,370.00	521.87	111.72	3,052.03	51,055.62	69.71	594.90	615.90
11	\$47,870.00	573.67	111.72	3,037.87	51,593.26	69.71	594.90	615.90
12	\$48,370.00	626.54	111.72	3,022.63	52,130.89	69.71	594.90	615.90
13	\$48,870.00	680.48	111.72	3,006.33	52,668.53	69.71	594.90	615.90
14	\$49,370.00	735.47	111.72	2,988.97	53,206.16	69.71	594.90	615.90
15	\$49,870.00	791.53	111.72	2,970.54	53,743.79	69.71	594.90	615.90
16	\$50,395.00	848.65	111.72	2,952.94	54,308.31	69.71	594.90	615.90
17	\$50,920.00	906.83	111.72	2,934.28	54,872.83	69.71	594.90	615.90
18	\$51,445.00	966.07	111.72	2,914.55	55,437.34	69.71	594.90	615.90
19	\$51,970.00	1,026.38	111.72	2,893.76	56,001.86	69.71	594.90	615.90
20	\$52,495.00	1,087.75	111.72	2,871.91	56,566.38	69.71	594.90	615.90
21	\$53,045.00	1,150.18	111.72	2,850.87	57,157.77	69.71	594.90	615.90
22	\$53,595.00	1,213.68	111.72	2,828.77	57,749.17	69.71	594.90	615.90
23	\$54,145.00	1,278.23	111.72	2,805.62	58,340.57	69.71	594.90	615.90
24	\$54,695.00	1,343.85	111.72	2,781.40	58,931.97	69.71	594.90	615.90
25	\$55,245.00	1,410.53	111.72	2,756.11	59,523.36	69.71	594.90	615.90
26	\$55,820.00	1,410.53	111.72	2,799.39	60,141.64	69.71	594.90	615.90
27	\$56,395.00	1,410.53	111.72	2,842.67	60,759.92	69.71	594.90	615.90
28	\$56,970.00	1,410.53	111.72	2,885.95	61,378.20	69.71	594.90	615.90
29	\$57,545.00	1,410.53	111.72	2,929.23	61,996.48	69.71	594.90	615.90
30	\$58,120.00	1,410.53	111.72	2,972.51	62,614.76	69.71	594.90	615.90
31	\$58,720.00	1,410.53	111.72	3,017.67	63,259.92	69.71	594.90	615.90
32	\$59,320.00	1,410.53	111.72	3,062.84	63,905.09	69.71	594.90	615.90
33	\$59,920.00	1,410.53	111.72	3,108.00	64,550.25	69.71	594.90	615.90
34	\$60,520.00	1,410.53	111.72	3,153.16	65,195.41	69.71	594.90	615.90
35	\$61,120.00	1,410.53	111.72	3,198.32	65,840.57	69.71	594.90	615.90
36	\$61,720.00	1,410.53	111.72	3,243.48	66,485.73	69.71	594.90	615.90
37	\$62,320.00	1,410.53	111.72	3,288.64	67,130.89	69.71	594.90	615.90
38	\$62,920.00	1,410.53	111.72	3,333.80	67,776.05	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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	OR FBA for Major Med. thru 12-31-19	FBA for Major Med. effect. 1-1-20
STEP						MONTHLY BENEFITS		
0	\$43,045.00	60.15	111.72	3,188.21	46,405.08	69.71	594.90	615.90
1	\$43,495.00	103.41	111.72	3,178.82	46,888.95	69.71	594.90	615.90
2	\$43,945.00	145.65	111.72	3,170.46	47,372.83	69.71	594.90	615.90
3	\$44,395.00	188.15	111.72	3,161.83	47,856.70	69.71	594.90	615.90
4	\$44,845.00	233.33	111.72	3,150.52	48,340.57	69.71	594.90	615.90
5	\$45,295.00	278.76	111.72	3,138.96	48,824.44	69.71	594.90	615.90
6	\$45,770.00	325.26	111.72	3,128.21	49,335.19	69.71	594.90	615.90
7	\$46,245.00	372.82	111.72	3,116.40	49,845.94	69.71	594.90	615.90
8	\$46,720.00	421.44	111.72	3,103.54	50,356.70	69.71	594.90	615.90
9	\$47,195.00	471.12	111.72	3,089.61	50,867.45	69.71	594.90	615.90
10	\$47,670.00	521.87	111.72	3,074.61	51,378.20	69.71	594.90	615.90
11	\$48,170.00	573.67	111.72	3,060.45	51,915.84	69.71	594.90	615.90
12	\$48,670.00	626.54	111.72	3,045.21	52,453.47	69.71	594.90	615.90
13	\$49,170.00	680.48	111.72	3,028.91	52,991.11	69.71	594.90	615.90
14	\$49,670.00	735.47	111.72	3,011.55	53,528.74	69.71	594.90	615.90
15	\$50,170.00	791.53	111.72	2,993.12	54,066.37	69.71	594.90	615.90
16	\$50,695.00	848.65	111.72	2,975.52	54,630.89	69.71	594.90	615.90
17	\$51,220.00	906.83	111.72	2,956.86	55,195.41	69.71	594.90	615.90
18	\$51,745.00	966.07	111.72	2,937.13	55,759.92	69.71	594.90	615.90
19	\$52,270.00	1,026.38	111.72	2,916.34	56,324.44	69.71	594.90	615.90
20	\$52,795.00	1,087.75	111.72	2,894.49	56,888.96	69.71	594.90	615.90
21	\$53,345.00	1,150.18	111.72	2,873.45	57,480.35	69.71	594.90	615.90
22	\$53,895.00	1,213.68	111.72	2,851.35	58,071.75	69.71	594.90	615.90
23	\$54,445.00	1,278.23	111.72	2,828.20	58,663.15	69.71	594.90	615.90
24	\$54,995.00	1,343.85	111.72	2,803.98	59,254.55	69.71	594.90	615.90
25	\$55,545.00	1,410.53	111.72	2,778.70	59,845.95	69.71	594.90	615.90
26	\$56,120.00	1,410.53	111.72	2,821.98	60,464.23	69.71	594.90	615.90
27	\$56,695.00	1,410.53	111.72	2,865.26	61,082.51	69.71	594.90	615.90
28	\$57,270.00	1,410.53	111.72	2,908.53	61,700.78	69.71	594.90	615.90
29	\$57,845.00	1,410.53	111.72	2,951.81	62,319.06	69.71	594.90	615.90
30	\$58,420.00	1,410.53	111.72	2,995.09	62,937.34	69.71	594.90	615.90
31	\$59,020.00	1,410.53	111.72	3,040.26	63,582.51	69.71	594.90	615.90
32	\$59,620.00	1,410.53	111.72	3,085.42	64,227.67	69.71	594.90	615.90
33	\$60,220.00	1,410.53	111.72	3,130.58	64,872.83	69.71	594.90	615.90
34	\$60,820.00	1,410.53	111.72	3,175.74	65,517.99	69.71	594.90	615.90
35	\$61,420.00	1,410.53	111.72	3,220.90	66,163.15	69.71	594.90	615.90
36	\$62,020.00	1,410.53	111.72	3,266.06	66,808.31	69.71	594.90	615.90
37	\$62,620.00	1,410.53	111.72	3,311.22	67,453.47	69.71	594.90	615.90
38	\$63,220.00	1,410.53	111.72	3,356.39	68,098.64	69.71	594.90	615.90

(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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(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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 Salary</i>	<i>Additional Salary (TRS Credit)</i>	<i>District Paid Life & Disability</i>	<i>District Paid Ret.</i>	<i>Total District Comp.</i>	<i>Cash In Lieu of FBA</i>	<i>OR FBA for Major Med. thru 12-31-19</i>	<i>FBA for Major Med. effect. 1-1-20</i>
STEP						MONTHLY BENEFITS		
0	\$43,745.00	60.15	111.72	3,240.90	47,157.77	69.71	594.90	615.90
1	\$44,195.00	103.41	111.72	3,231.51	47,641.64	69.71	594.90	615.90
2	\$44,645.00	145.65	111.72	3,223.14	48,125.51	69.71	594.90	615.90
3	\$45,095.00	188.15	111.72	3,214.51	48,609.38	69.71	594.90	615.90
4	\$45,545.00	233.33	111.72	3,203.21	49,093.26	69.71	594.90	615.90
5	\$45,995.00	278.76	111.72	3,191.65	49,577.13	69.71	594.90	615.90
6	\$46,470.00	325.26	111.72	3,180.90	50,087.88	69.71	594.90	615.90
7	\$46,945.00	372.82	111.72	3,169.09	50,598.63	69.71	594.90	615.90
8	\$47,420.00	421.44	111.72	3,156.23	51,109.39	69.71	594.90	615.90
9	\$47,895.00	471.12	111.72	3,142.30	51,620.14	69.71	594.90	615.90
10	\$48,370.00	521.87	111.72	3,127.30	52,130.89	69.71	594.90	615.90
11	\$48,870.00	573.67	111.72	3,113.14	52,668.53	69.71	594.90	615.90
12	\$49,370.00	626.54	111.72	3,097.90	53,206.16	69.71	594.90	615.90
13	\$49,870.00	680.48	111.72	3,081.59	53,743.79	69.71	594.90	615.90
14	\$50,370.00	735.47	111.72	3,064.24	54,281.43	69.71	594.90	615.90
15	\$50,870.00	791.53	111.72	3,045.81	54,819.06	69.71	594.90	615.90
16	\$51,395.00	848.65	111.72	3,028.21	55,383.58	69.71	594.90	615.90
17	\$51,920.00	906.83	111.72	3,009.55	55,948.10	69.71	594.90	615.90
18	\$52,445.00	966.07	111.72	2,989.82	56,512.61	69.71	594.90	615.90
19	\$52,970.00	1,026.38	111.72	2,969.03	57,077.13	69.71	594.90	615.90
20	\$53,495.00	1,087.75	111.72	2,947.17	57,641.64	69.71	594.90	615.90
21	\$54,045.00	1,150.18	111.72	2,926.14	58,233.04	69.71	594.90	615.90
22	\$54,595.00	1,213.68	111.72	2,904.04	58,824.44	69.71	594.90	615.90
23	\$55,145.00	1,278.23	111.72	2,880.89	59,415.84	69.71	594.90	615.90
24	\$55,695.00	1,343.85	111.72	2,856.67	60,007.24	69.71	594.90	615.90
25	\$56,245.00	1,410.53	111.72	2,831.38	60,598.63	69.71	594.90	615.90
26	\$56,820.00	1,410.53	111.72	2,874.66	61,216.91	69.71	594.90	615.90
27	\$57,395.00	1,410.53	111.72	2,917.94	61,835.19	69.71	594.90	615.90
28	\$57,970.00	1,410.53	111.72	2,961.22	62,453.47	69.71	594.90	615.90
29	\$58,545.00	1,410.53	111.72	3,004.50	63,071.75	69.71	594.90	615.90
30	\$59,120.00	1,410.53	111.72	3,047.78	63,690.03	69.71	594.90	615.90
31	\$59,720.00	1,410.53	111.72	3,092.94	64,335.19	69.71	594.90	615.90
32	\$60,320.00	1,410.53	111.72	3,138.11	64,980.36	69.71	594.90	615.90
33	\$60,920.00	1,410.53	111.72	3,183.27	65,625.52	69.71	594.90	615.90
34	\$61,520.00	1,410.53	111.72	3,228.43	66,270.68	69.71	594.90	615.90
35	\$62,120.00	1,410.53	111.72	3,273.59	66,915.84	69.71	594.90	615.90
36	\$62,720.00	1,410.53	111.72	3,318.75	67,561.00	69.71	594.90	615.90
37	\$63,320.00	1,410.53	111.72	3,363.91	68,206.16	69.71	594.90	615.90
38	\$63,920.00	1,410.53	111.72	3,409.07	68,851.32	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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	OR FBA for Major Med. thru 12-31-19	FBA for Major Med. effect. 1-1-20
STEP						MONTHLY BENEFITS		
0	\$44,045.00	60.15	111.72	3,263.48	47,480.35	69.71	594.90	615.90
1	\$44,495.00	103.41	111.72	3,254.09	47,964.22	69.71	594.90	615.90
2	\$44,945.00	145.65	111.72	3,245.72	48,448.09	69.71	594.90	615.90
3	\$45,395.00	188.15	111.72	3,237.10	48,931.97	69.71	594.90	615.90
4	\$45,845.00	233.33	111.72	3,225.79	49,415.84	69.71	594.90	615.90
5	\$46,295.00	278.76	111.72	3,214.23	49,899.71	69.71	594.90	615.90
6	\$46,770.00	325.26	111.72	3,203.48	50,410.46	69.71	594.90	615.90
7	\$47,245.00	372.82	111.72	3,191.67	50,921.21	69.71	594.90	615.90
8	\$47,720.00	421.44	111.72	3,178.81	51,431.97	69.71	594.90	615.90
9	\$48,195.00	471.12	111.72	3,164.88	51,942.72	69.71	594.90	615.90
10	\$48,670.00	521.87	111.72	3,149.88	52,453.47	69.71	594.90	615.90
11	\$49,170.00	573.67	111.72	3,135.72	52,991.11	69.71	594.90	615.90
12	\$49,670.00	626.54	111.72	3,120.48	53,528.74	69.71	594.90	615.90
13	\$50,170.00	680.48	111.72	3,104.17	54,066.37	69.71	594.90	615.90
14	\$50,670.00	735.47	111.72	3,086.82	54,604.01	69.71	594.90	615.90
15	\$51,170.00	791.53	111.72	3,068.39	55,141.64	69.71	594.90	615.90
16	\$51,695.00	848.65	111.72	3,050.79	55,706.16	69.71	594.90	615.90
17	\$52,220.00	906.83	111.72	3,032.13	56,270.68	69.71	594.90	615.90
18	\$52,745.00	966.07	111.72	3,012.40	56,835.19	69.71	594.90	615.90
19	\$53,270.00	1,026.38	111.72	2,991.61	57,399.71	69.71	594.90	615.90
20	\$53,795.00	1,087.75	111.72	2,969.75	57,964.22	69.71	594.90	615.90
21	\$54,345.00	1,150.18	111.72	2,948.72	58,555.62	69.71	594.90	615.90
22	\$54,895.00	1,213.68	111.72	2,926.62	59,147.02	69.71	594.90	615.90
23	\$55,445.00	1,278.23	111.72	2,903.47	59,738.42	69.71	594.90	615.90
24	\$55,995.00	1,343.85	111.72	2,879.25	60,329.82	69.71	594.90	615.90
25	\$56,545.00	1,410.53	111.72	2,853.96	60,921.21	69.71	594.90	615.90
26	\$57,120.00	1,410.53	111.72	2,897.24	61,539.49	69.71	594.90	615.90
27	\$57,695.00	1,410.53	111.72	2,940.52	62,157.77	69.71	594.90	615.90
28	\$58,270.00	1,410.53	111.72	2,983.80	62,776.05	69.71	594.90	615.90
29	\$58,845.00	1,410.53	111.72	3,027.08	63,394.33	69.71	594.90	615.90
30	\$59,420.00	1,410.53	111.72	3,070.36	64,012.61	69.71	594.90	615.90
31	\$60,020.00	1,410.53	111.72	3,115.52	64,657.77	69.71	594.90	615.90
32	\$60,620.00	1,410.53	111.72	3,160.69	65,302.94	69.71	594.90	615.90
33	\$61,220.00	1,410.53	111.72	3,205.85	65,948.10	69.71	594.90	615.90
34	\$61,820.00	1,410.53	111.72	3,251.01	66,593.26	69.71	594.90	615.90
35	\$62,420.00	1,410.53	111.72	3,296.17	67,238.42	69.71	594.90	615.90
36	\$63,020.00	1,410.53	111.72	3,341.33	67,883.58	69.71	594.90	615.90
37	\$63,620.00	1,410.53	111.72	3,386.49	68,528.74	69.71	594.90	615.90
38	\$64,220.00	1,410.53	111.72	3,431.65	69,173.90	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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)
	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 12-31-19	FBA for Major Med. effect. 1-1-20
STEP						MONTHLY BENEFITS		
0	\$44,345.00	60.15	111.72	3,286.06	47,802.93	69.71	594.90	615.90
1	\$44,795.00	103.41	111.72	3,276.67	48,286.80	69.71	594.90	615.90
2	\$45,245.00	145.65	111.72	3,268.30	48,770.67	69.71	594.90	615.90
3	\$45,695.00	188.15	111.72	3,259.68	49,254.55	69.71	594.90	615.90
4	\$46,145.00	233.33	111.72	3,248.37	49,738.42	69.71	594.90	615.90
5	\$46,595.00	278.76	111.72	3,236.81	50,222.29	69.71	594.90	615.90
6	\$47,070.00	325.26	111.72	3,226.06	50,733.04	69.71	594.90	615.90
7	\$47,545.00	372.82	111.72	3,214.25	51,243.79	69.71	594.90	615.90
8	\$48,020.00	421.44	111.72	3,201.39	51,754.55	69.71	594.90	615.90
9	\$48,495.00	471.12	111.72	3,187.46	52,265.30	69.71	594.90	615.90
10	\$48,970.00	521.87	111.72	3,172.46	52,776.05	69.71	594.90	615.90
11	\$49,470.00	573.67	111.72	3,158.30	53,313.69	69.71	594.90	615.90
12	\$49,970.00	626.54	111.72	3,143.06	53,851.32	69.71	594.90	615.90
13	\$50,470.00	680.48	111.72	3,126.76	54,388.96	69.71	594.90	615.90
14	\$50,970.00	735.47	111.72	3,109.40	54,926.59	69.71	594.90	615.90
15	\$51,470.00	791.53	111.72	3,090.97	55,464.22	69.71	594.90	615.90
16	\$51,995.00	848.65	111.72	3,073.37	56,028.74	69.71	594.90	615.90
17	\$52,520.00	906.83	111.72	3,054.71	56,593.26	69.71	594.90	615.90
18	\$53,045.00	966.07	111.72	3,034.98	57,157.77	69.71	594.90	615.90
19	\$53,570.00	1,026.38	111.72	3,014.19	57,722.29	69.71	594.90	615.90
20	\$54,095.00	1,087.75	111.72	2,992.34	58,286.81	69.71	594.90	615.90
21	\$54,645.00	1,150.18	111.72	2,971.30	58,878.20	69.71	594.90	615.90
22	\$55,195.00	1,213.68	111.72	2,949.20	59,469.60	69.71	594.90	615.90
23	\$55,745.00	1,278.23	111.72	2,926.05	60,061.00	69.71	594.90	615.90
24	\$56,295.00	1,343.85	111.72	2,901.83	60,652.40	69.71	594.90	615.90
25	\$56,845.00	1,410.53	111.72	2,876.55	61,243.80	69.71	594.90	615.90
26	\$57,420.00	1,410.53	111.72	2,919.83	61,862.08	69.71	594.90	615.90
27	\$57,995.00	1,410.53	111.72	2,963.10	62,480.35	69.71	594.90	615.90
28	\$58,570.00	1,410.53	111.72	3,006.38	63,098.63	69.71	594.90	615.90
29	\$59,145.00	1,410.53	111.72	3,049.66	63,716.91	69.71	594.90	615.90
30	\$59,720.00	1,410.53	111.72	3,092.94	64,335.19	69.71	594.90	615.90
31	\$60,320.00	1,410.53	111.72	3,138.11	64,980.36	69.71	594.90	615.90
32	\$60,920.00	1,410.53	111.72	3,183.27	65,625.52	69.71	594.90	615.90
33	\$61,520.00	1,410.53	111.72	3,228.43	66,270.68	69.71	594.90	615.90
34	\$62,120.00	1,410.53	111.72	3,273.59	66,915.84	69.71	594.90	615.90
35	\$62,720.00	1,410.53	111.72	3,318.75	67,561.00	69.71	594.90	615.90
36	\$63,320.00	1,410.53	111.72	3,363.91	68,206.16	69.71	594.90	615.90
37	\$63,920.00	1,410.53	111.72	3,409.07	68,851.32	69.71	594.90	615.90
38	\$64,520.00	1,410.53	93.60	3,452.87	69,477.00	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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 12-31-19	effect. 1-1-20
MONTHLY BENEFITS								
0	\$45,245.00	60.15	111.72	3,353.80	48,770.67	69.71	594.90	615.90
1	\$45,695.00	103.41	111.72	3,344.42	49,254.55	69.71	594.90	615.90
2	\$46,145.00	145.65	111.72	3,336.05	49,738.42	69.71	594.90	615.90
3	\$46,595.00	188.15	111.72	3,327.42	50,222.29	69.71	594.90	615.90
4	\$47,045.00	233.33	111.72	3,316.11	50,706.16	69.71	594.90	615.90
5	\$47,495.00	278.76	111.72	3,304.55	51,190.03	69.71	594.90	615.90
6	\$47,970.00	325.26	111.72	3,293.80	51,700.78	69.71	594.90	615.90
7	\$48,445.00	372.82	111.72	3,282.00	52,211.54	69.71	594.90	615.90
8	\$48,920.00	421.44	111.72	3,269.13	52,722.29	69.71	594.90	615.90
9	\$49,395.00	471.12	111.72	3,255.20	53,233.04	69.71	594.90	615.90
10	\$49,870.00	521.87	111.72	3,240.20	53,743.79	69.71	594.90	615.90
11	\$50,370.00	573.67	111.72	3,226.04	54,281.43	69.71	594.90	615.90
12	\$50,870.00	626.54	111.72	3,210.80	54,819.06	69.71	594.90	615.90
13	\$51,370.00	680.48	111.72	3,194.50	55,356.70	69.71	594.90	615.90
14	\$51,870.00	735.47	111.72	3,177.14	55,894.33	69.71	594.90	615.90
15	\$52,370.00	791.53	111.72	3,158.72	56,431.97	69.71	594.90	615.90
16	\$52,895.00	848.65	111.72	3,141.11	56,996.48	69.71	594.90	615.90
17	\$53,420.00	906.83	111.72	3,122.45	57,561.00	69.71	594.90	615.90
18	\$53,945.00	966.07	111.72	3,102.73	58,125.52	69.71	594.90	615.90
19	\$54,470.00	1,026.38	111.72	3,081.93	58,690.03	69.71	594.90	615.90
20	\$54,995.00	1,087.75	111.72	3,060.08	59,254.55	69.71	594.90	615.90
21	\$55,545.00	1,150.18	111.72	3,039.05	59,845.95	69.71	594.90	615.90
22	\$56,095.00	1,213.68	111.72	3,016.94	60,437.34	69.71	594.90	615.90
23	\$56,645.00	1,278.23	111.72	2,993.79	61,028.74	69.71	594.90	615.90
24	\$57,195.00	1,343.85	111.72	2,969.57	61,620.14	69.71	594.90	615.90
25	\$57,745.00	1,410.53	111.72	2,944.29	62,211.54	69.71	594.90	615.90
26	\$58,320.00	1,410.53	111.72	2,987.57	62,829.82	69.71	594.90	615.90
27	\$58,895.00	1,410.53	111.72	3,030.85	63,448.10	69.71	594.90	615.90
28	\$59,470.00	1,410.53	111.72	3,074.13	64,066.38	69.71	594.90	615.90
29	\$60,045.00	1,410.53	111.72	3,117.41	64,684.66	69.71	594.90	615.90
30	\$60,620.00	1,410.53	111.72	3,160.69	65,302.94	69.71	594.90	615.90
31	\$61,220.00	1,410.53	111.72	3,205.85	65,948.10	69.71	594.90	615.90
32	\$61,820.00	1,410.53	111.72	3,251.01	66,593.26	69.71	594.90	615.90
33	\$62,420.00	1,410.53	111.72	3,296.17	67,238.42	69.71	594.90	615.90
34	\$63,020.00	1,410.53	111.72	3,341.33	67,883.58	69.71	594.90	615.90
35	\$63,620.00	1,410.53	111.72	3,386.49	68,528.74	69.71	594.90	615.90
36	\$64,220.00	1,410.53	111.72	3,431.65	69,173.90	69.71	594.90	615.90
37	\$64,820.00	1,410.53	111.72	3,476.82	69,819.07	69.71	594.90	615.90
38	\$65,420.00	1,410.53	111.72	3,521.98	70,464.23	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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 12-31-19</i>	
								<i>effect. 1-1-20</i>	
MONTHLY BENEFITS									
0	\$44,882.25	60.15	111.72	3,326.50	48,380.62	69.71		594.90	615.90
1	\$45,354.75	103.41	111.72	3,318.81	48,888.69	69.71		594.90	615.90
2	\$45,827.25	145.65	111.72	3,312.13	49,396.75	69.71		594.90	615.90
3	\$46,299.75	188.15	111.72	3,305.19	49,904.81	69.71		594.90	615.90
4	\$46,772.25	233.33	111.72	3,295.58	50,412.88	69.71		594.90	615.90
5	\$47,244.75	278.76	111.72	3,285.71	50,920.94	69.71		594.90	615.90
6	\$47,743.50	325.26	111.72	3,276.75	51,457.23	69.71		594.90	615.90
7	\$48,242.25	372.82	111.72	3,266.73	51,993.52	69.71		594.90	615.90
8	\$48,741.00	421.44	111.72	3,255.66	52,529.82	69.71		594.90	615.90
9	\$49,239.75	471.12	111.72	3,243.52	53,066.11	69.71		594.90	615.90
10	\$49,738.50	521.87	111.72	3,230.31	53,602.40	69.71		594.90	615.90
11	\$50,263.50	573.67	111.72	3,218.02	54,166.91	69.71		594.90	615.90
12	\$50,788.50	626.54	111.72	3,204.67	54,731.43	69.71		594.90	615.90
13	\$51,313.50	680.48	111.72	3,190.24	55,295.94	69.71		594.90	615.90
14	\$51,838.50	735.47	111.72	3,174.77	55,860.46	69.71		594.90	615.90
15	\$52,363.50	791.53	111.72	3,158.23	56,424.98	69.71		594.90	615.90
16	\$52,914.75	848.65	111.72	3,142.60	57,017.72	69.71		594.90	615.90
17	\$53,466.00	906.83	111.72	3,125.91	57,610.46	69.71		594.90	615.90
18	\$54,017.25	966.07	111.72	3,108.16	58,203.20	69.71		594.90	615.90
19	\$54,568.50	1,026.38	111.72	3,089.35	58,795.95	69.71		594.90	615.90
20	\$55,119.75	1,087.75	111.72	3,069.47	59,388.69	69.71		594.90	615.90
21	\$55,697.25	1,150.18	111.72	3,050.51	60,009.66	69.71		594.90	615.90
22	\$56,274.75	1,213.68	111.72	3,030.47	60,630.62	69.71		594.90	615.90
23	\$56,852.25	1,278.23	111.72	3,009.39	61,251.59	69.71		594.90	615.90
24	\$57,429.75	1,343.85	111.72	2,987.24	61,872.56	69.71		594.90	615.90
25	\$58,007.25	1,410.53	111.72	2,964.03	62,493.53	69.71		594.90	615.90
26	\$58,611.00	1,410.53	111.72	3,009.47	63,142.72	69.71		594.90	615.90
27	\$59,214.75	1,410.53	111.72	3,054.91	63,791.91	69.71		594.90	615.90
28	\$59,818.50	1,410.53	111.72	3,100.36	64,441.11	69.71		594.90	615.90
29	\$60,422.25	1,410.53	111.72	3,145.80	65,090.30	69.71		594.90	615.90
30	\$61,026.00	1,410.53	111.72	3,191.25	65,739.50	69.71		594.90	615.90
31	\$61,656.00	1,410.53	111.72	3,238.66	66,416.91	69.71		594.90	615.90
32	\$62,286.00	1,410.53	111.72	3,286.08	67,094.33	69.71		594.90	615.90
33	\$62,916.00	1,410.53	111.72	3,333.50	67,771.75	69.71		594.90	615.90
34	\$63,546.00	1,410.53	111.72	3,380.92	68,449.17	69.71		594.90	615.90
35	\$64,176.00	1,410.53	111.72	3,428.34	69,126.59	69.71		594.90	615.90
36	\$64,806.00	1,410.53	111.72	3,475.76	69,804.01	69.71		594.90	615.90
37	\$65,436.00	1,410.53	111.72	3,523.18	70,481.43	69.71		594.90	615.90
38	\$66,066.00	1,410.53	111.72	3,570.60	71,158.85	69.71		594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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 12-31-19	FBA for Major Med. effect. 1-1-20
STEP						MONTHLY BENEFITS		
0	\$45,197.25	60.15	111.72	3,350.21	48,719.33	69.71	594.90	615.90
1	\$45,669.75	103.41	111.72	3,342.52	49,227.40	69.71	594.90	615.90
2	\$46,142.25	145.65	111.72	3,335.84	49,735.46	69.71	594.90	615.90
3	\$46,614.75	188.15	111.72	3,328.90	50,243.52	69.71	594.90	615.90
4	\$47,087.25	233.33	111.72	3,319.29	50,751.59	69.71	594.90	615.90
5	\$47,559.75	278.76	111.72	3,309.42	51,259.65	69.71	594.90	615.90
6	\$48,058.50	325.26	111.72	3,300.46	51,795.94	69.71	594.90	615.90
7	\$48,557.25	372.82	111.72	3,290.44	52,332.23	69.71	594.90	615.90
8	\$49,056.00	421.44	111.72	3,279.37	52,868.53	69.71	594.90	615.90
9	\$49,554.75	471.12	111.72	3,267.23	53,404.82	69.71	594.90	615.90
10	\$50,053.50	521.87	111.72	3,254.02	53,941.11	69.71	594.90	615.90
11	\$50,578.50	573.67	111.72	3,241.73	54,505.62	69.71	594.90	615.90
12	\$51,103.50	626.54	111.72	3,228.38	55,070.14	69.71	594.90	615.90
13	\$51,628.50	680.48	111.72	3,213.95	55,634.65	69.71	594.90	615.90
14	\$52,153.50	735.47	111.72	3,198.48	56,199.17	69.71	594.90	615.90
15	\$52,678.50	791.53	111.72	3,181.94	56,763.69	69.71	594.90	615.90
16	\$53,229.75	848.65	111.72	3,166.31	57,356.43	69.71	594.90	615.90
17	\$53,781.00	906.83	111.72	3,149.62	57,949.17	69.71	594.90	615.90
18	\$54,332.25	966.07	111.72	3,131.87	58,541.91	69.71	594.90	615.90
19	\$54,883.50	1,026.38	111.72	3,113.06	59,134.66	69.71	594.90	615.90
20	\$55,434.75	1,087.75	111.72	3,093.18	59,727.40	69.71	594.90	615.90
21	\$56,012.25	1,150.18	111.72	3,074.22	60,348.37	69.71	594.90	615.90
22	\$56,589.75	1,213.68	111.72	3,054.18	60,969.33	69.71	594.90	615.90
23	\$57,167.25	1,278.23	111.72	3,033.10	61,590.30	69.71	594.90	615.90
24	\$57,744.75	1,343.85	111.72	3,010.95	62,211.27	69.71	594.90	615.90
25	\$58,322.25	1,410.53	111.72	2,987.74	62,832.24	69.71	594.90	615.90
26	\$58,926.00	1,410.53	111.72	3,033.18	63,481.43	69.71	594.90	615.90
27	\$59,529.75	1,410.53	111.72	3,078.62	64,130.62	69.71	594.90	615.90
28	\$60,133.50	1,410.53	111.72	3,124.07	64,779.82	69.71	594.90	615.90
29	\$60,737.25	1,410.53	111.72	3,169.51	65,429.01	69.71	594.90	615.90
30	\$61,341.00	1,410.53	111.72	3,214.95	66,078.20	69.71	594.90	615.90
31	\$61,971.00	1,410.53	111.72	3,262.37	66,755.62	69.71	594.90	615.90
32	\$62,601.00	1,410.53	111.72	3,309.79	67,433.04	69.71	594.90	615.90
33	\$63,231.00	1,410.53	111.72	3,357.21	68,110.46	69.71	594.90	615.90
34	\$63,861.00	1,410.53	111.72	3,404.63	68,787.88	69.71	594.90	615.90
35	\$64,491.00	1,410.53	111.72	3,452.05	69,465.30	69.71	594.90	615.90
36	\$65,121.00	1,410.53	111.72	3,499.47	70,142.72	69.71	594.90	615.90
37	\$65,751.00	1,410.53	111.72	3,546.89	70,820.14	69.71	594.90	615.90
38	\$66,381.00	1,410.53	111.72	3,594.31	71,497.56	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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 Salary</i>	<i>Additional Salary (TRS Credit)</i>	<i>District Paid Life & Disability</i>	<i>District Paid Ret.</i>	<i>Total District Comp.</i>	<i>Cash In Lieu of FBA</i>	<i>OR FBA for Major Med. thru 12-31-19</i>	<i>FBA for Major Med. effect. 1-1-20</i>
STEP						MONTHLY BENEFITS		
0	\$45,932.25	60.15	111.72	3,405.53	49,509.65	69.71	594.90	615.90
1	\$46,404.75	103.41	111.72	3,397.84	50,017.72	69.71	594.90	615.90
2	\$46,877.25	145.65	111.72	3,391.16	50,525.78	69.71	594.90	615.90
3	\$47,349.75	188.15	111.72	3,384.23	51,033.85	69.71	594.90	615.90
4	\$47,822.25	233.33	111.72	3,374.61	51,541.91	69.71	594.90	615.90
5	\$48,294.75	278.76	111.72	3,364.75	52,049.98	69.71	594.90	615.90
6	\$48,793.50	325.26	111.72	3,355.79	52,586.27	69.71	594.90	615.90
7	\$49,292.25	372.82	111.72	3,345.77	53,122.56	69.71	594.90	615.90
8	\$49,791.00	421.44	111.72	3,334.69	53,658.85	69.71	594.90	615.90
9	\$50,289.75	471.12	111.72	3,322.55	54,195.14	69.71	594.90	615.90
10	\$50,788.50	521.87	111.72	3,309.34	54,731.43	69.71	594.90	615.90
11	\$51,313.50	573.67	111.72	3,297.05	55,295.94	69.71	594.90	615.90
12	\$51,838.50	626.54	111.72	3,283.70	55,860.46	69.71	594.90	615.90
13	\$52,363.50	680.48	111.72	3,269.28	56,424.98	69.71	594.90	615.90
14	\$52,888.50	735.47	111.72	3,253.80	56,989.49	69.71	594.90	615.90
15	\$53,413.50	791.53	111.72	3,237.26	57,554.01	69.71	594.90	615.90
16	\$53,964.75	848.65	111.72	3,221.63	58,146.75	69.71	594.90	615.90
17	\$54,516.00	906.83	111.72	3,204.94	58,739.49	69.71	594.90	615.90
18	\$55,067.25	966.07	111.72	3,187.20	59,332.24	69.71	594.90	615.90
19	\$55,618.50	1,026.38	111.72	3,168.38	59,924.98	69.71	594.90	615.90
20	\$56,169.75	1,087.75	111.72	3,148.50	60,517.72	69.71	594.90	615.90
21	\$56,747.25	1,150.18	111.72	3,129.54	61,138.69	69.71	594.90	615.90
22	\$57,324.75	1,213.68	111.72	3,109.51	61,759.66	69.71	594.90	615.90
23	\$57,902.25	1,278.23	111.72	3,088.42	62,380.62	69.71	594.90	615.90
24	\$58,479.75	1,343.85	111.72	3,066.27	63,001.59	69.71	594.90	615.90
25	\$59,057.25	1,410.53	111.72	3,043.06	63,622.56	69.71	594.90	615.90
26	\$59,661.00	1,410.53	111.72	3,088.50	64,271.75	69.71	594.90	615.90
27	\$60,264.75	1,410.53	111.72	3,133.95	64,920.95	69.71	594.90	615.90
28	\$60,868.50	1,410.53	111.72	3,179.39	65,570.14	69.71	594.90	615.90
29	\$61,472.25	1,410.53	111.72	3,224.83	66,219.33	69.71	594.90	615.90
30	\$62,076.00	1,410.53	111.72	3,270.28	66,868.53	69.71	594.90	615.90
31	\$62,706.00	1,410.53	111.72	3,317.70	67,545.95	69.71	594.90	615.90
32	\$63,336.00	1,410.53	111.72	3,365.12	68,223.37	69.71	594.90	615.90
33	\$63,966.00	1,410.53	111.72	3,412.54	68,900.79	69.71	594.90	615.90
34	\$64,596.00	1,410.53	111.72	3,459.96	69,578.21	69.71	594.90	615.90
35	\$65,226.00	1,410.53	111.72	3,507.37	70,255.62	69.71	594.90	615.90
36	\$65,856.00	1,410.53	111.72	3,554.79	70,933.04	69.71	594.90	615.90
37	\$66,486.00	1,410.53	111.72	3,602.21	71,610.46	69.71	594.90	615.90
38	\$67,116.00	1,410.53	111.72	3,649.63	72,287.88	69.71	594.90	615.90

(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, 2019. 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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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)	
	<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 12-31-19	
								effect. 1-1-20	
MONTHLY BENEFITS									
0	\$46,247.25	60.15	111.72	3,429.24	49,848.36	69.71		594.90	615.90
1	\$46,719.75	103.41	111.72	3,421.55	50,356.43	69.71		594.90	615.90
2	\$47,192.25	145.65	111.72	3,414.87	50,864.49	69.71		594.90	615.90
3	\$47,664.75	188.15	111.72	3,407.94	51,372.56	69.71		594.90	615.90
4	\$48,137.25	233.33	111.72	3,398.32	51,880.62	69.71		594.90	615.90
5	\$48,609.75	278.76	111.72	3,388.46	52,388.69	69.71		594.90	615.90
6	\$49,108.50	325.26	111.72	3,379.50	52,924.98	69.71		594.90	615.90
7	\$49,607.25	372.82	111.72	3,369.48	53,461.27	69.71		594.90	615.90
8	\$50,106.00	421.44	111.72	3,358.40	53,997.56	69.71		594.90	615.90
9	\$50,604.75	471.12	111.72	3,346.26	54,533.85	69.71		594.90	615.90
10	\$51,103.50	521.87	111.72	3,333.05	55,070.14	69.71		594.90	615.90
11	\$51,628.50	573.67	111.72	3,320.76	55,634.65	69.71		594.90	615.90
12	\$52,153.50	626.54	111.72	3,307.41	56,199.17	69.71		594.90	615.90
13	\$52,678.50	680.48	111.72	3,292.99	56,763.69	69.71		594.90	615.90
14	\$53,203.50	735.47	111.72	3,277.51	57,328.20	69.71		594.90	615.90
15	\$53,728.50	791.53	111.72	3,260.97	57,892.72	69.71		594.90	615.90
16	\$54,279.75	848.65	111.72	3,245.34	58,485.46	69.71		594.90	615.90
17	\$54,831.00	906.83	111.72	3,228.65	59,078.20	69.71		594.90	615.90
18	\$55,382.25	966.07	111.72	3,210.91	59,670.95	69.71		594.90	615.90
19	\$55,933.50	1,026.38	111.72	3,192.09	60,263.69	69.71		594.90	615.90
20	\$56,484.75	1,087.75	111.72	3,172.21	60,856.43	69.71		594.90	615.90
21	\$57,062.25	1,150.18	111.72	3,153.25	61,477.40	69.71		594.90	615.90
22	\$57,639.75	1,213.68	111.72	3,133.22	62,098.37	69.71		594.90	615.90
23	\$58,217.25	1,278.23	111.72	3,112.13	62,719.33	69.71		594.90	615.90
24	\$58,794.75	1,343.85	111.72	3,089.98	63,340.30	69.71		594.90	615.90
25	\$59,372.25	1,410.53	111.72	3,066.77	63,961.27	69.71		594.90	615.90
26	\$59,976.00	1,410.53	111.72	3,112.21	64,610.46	69.71		594.90	615.90
27	\$60,579.75	1,410.53	111.72	3,157.66	65,259.66	69.71		594.90	615.90
28	\$61,183.50	1,410.53	111.72	3,203.10	65,908.85	69.71		594.90	615.90
29	\$61,787.25	1,410.53	111.72	3,248.54	66,558.04	69.71		594.90	615.90
30	\$62,391.00	1,410.53	111.72	3,293.99	67,207.24	69.71		594.90	615.90
31	\$63,021.00	1,410.53	111.72	3,341.41	67,884.66	69.71		594.90	615.90
32	\$63,651.00	1,410.53	111.72	3,388.83	68,562.08	69.71		594.90	615.90
33	\$64,281.00	1,410.53	111.72	3,436.25	69,239.50	69.71		594.90	615.90
34	\$64,911.00	1,410.53	111.72	3,483.67	69,916.92	69.71		594.90	615.90
35	\$65,541.00	1,410.53	111.72	3,531.08	70,594.33	69.71		594.90	615.90
36	\$66,171.00	1,410.53	111.72	3,578.50	71,271.75	69.71		594.90	615.90
37	\$66,801.00	1,410.53	111.72	3,625.92	71,949.17	69.71		594.90	615.90
38	\$67,431.00	1,410.53	111.72	3,673.34	72,626.59	69.71		594.90	615.90

(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).

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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 **\$615.90** per month beginning January 1, 2020.

EDMOND PUBLIC SCHOOLS' 2019-20 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)
	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 12-31-19	FBA for Major Med. effect. 1-1-20
STEP						MONTHLY BENEFITS		
0	\$46,562.25	60.15	111.72	3,452.95	50,187.07	69.71	594.90	615.90
1	\$47,034.75	103.41	111.72	3,445.26	50,695.14	69.71	594.90	615.90
2	\$47,507.25	145.65	111.72	3,438.58	51,203.20	69.71	594.90	615.90
3	\$47,979.75	188.15	111.72	3,431.65	51,711.27	69.71	594.90	615.90
4	\$48,452.25	233.33	111.72	3,422.03	52,219.33	69.71	594.90	615.90
5	\$48,924.75	278.76	111.72	3,412.17	52,727.40	69.71	594.90	615.90
6	\$49,423.50	325.26	111.72	3,403.21	53,263.69	69.71	594.90	615.90
7	\$49,922.25	372.82	111.72	3,393.19	53,799.98	69.71	594.90	615.90
8	\$50,421.00	421.44	111.72	3,382.11	54,336.27	69.71	594.90	615.90
9	\$50,919.75	471.12	111.72	3,369.97	54,872.56	69.71	594.90	615.90
10	\$51,418.50	521.87	111.72	3,356.76	55,408.85	69.71	594.90	615.90
11	\$51,943.50	573.67	111.72	3,344.47	55,973.36	69.71	594.90	615.90
12	\$52,468.50	626.54	111.72	3,331.12	56,537.88	69.71	594.90	615.90
13	\$52,993.50	680.48	111.72	3,316.70	57,102.40	69.71	594.90	615.90
14	\$53,518.50	735.47	111.72	3,301.22	57,666.91	69.71	594.90	615.90
15	\$54,043.50	791.53	111.72	3,284.68	58,231.43	69.71	594.90	615.90
16	\$54,594.75	848.65	111.72	3,269.05	58,824.17	69.71	594.90	615.90
17	\$55,146.00	906.83	111.72	3,252.36	59,416.91	69.71	594.90	615.90
18	\$55,697.25	966.07	111.72	3,234.62	60,009.66	69.71	594.90	615.90
19	\$56,248.50	1,026.38	111.72	3,215.80	60,602.40	69.71	594.90	615.90
20	\$56,799.75	1,087.75	111.72	3,195.92	61,195.14	69.71	594.90	615.90
21	\$57,377.25	1,150.18	111.72	3,176.96	61,816.11	69.71	594.90	615.90
22	\$57,954.75	1,213.68	111.72	3,156.93	62,437.08	69.71	594.90	615.90
23	\$58,532.25	1,278.23	111.72	3,135.84	63,058.04	69.71	594.90	615.90
24	\$59,109.75	1,343.85	111.72	3,113.69	63,679.01	69.71	594.90	615.90
25	\$59,687.25	1,410.53	111.72	3,090.48	64,299.98	69.71	594.90	615.90
26	\$60,291.00	1,410.53	111.72	3,135.92	64,949.17	69.71	594.90	615.90
27	\$60,894.75	1,410.53	111.72	3,181.37	65,598.37	69.71	594.90	615.90
28	\$61,498.50	1,410.53	111.72	3,226.81	66,247.56	69.71	594.90	615.90
29	\$62,102.25	1,410.53	111.72	3,272.25	66,896.75	69.71	594.90	615.90
30	\$62,706.00	1,410.53	111.72	3,317.70	67,545.95	69.71	594.90	615.90
31	\$63,336.00	1,410.53	111.72	3,365.12	68,223.37	69.71	594.90	615.90
32	\$63,966.00	1,410.53	111.72	3,412.54	68,900.79	69.71	594.90	615.90
33	\$64,596.00	1,410.53	111.72	3,459.96	69,578.21	69.71	594.90	615.90
34	\$65,226.00	1,410.53	111.72	3,507.37	70,255.62	69.71	594.90	615.90
35	\$65,856.00	1,410.53	111.72	3,554.79	70,933.04	69.71	594.90	615.90
36	\$66,486.00	1,410.53	111.72	3,602.21	71,610.46	69.71	594.90	615.90
37	\$67,116.00	1,410.53	111.72	3,649.63	72,287.88	69.71	594.90	615.90
38	\$67,746.00	1,410.53	111.72	3,697.05	72,965.30	69.71	594.90	615.90

(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' 2019-20 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 12-31-19	FBA for Major Med. effect. 1-1-20
STEP	Salary	(TRS Credit)	& Disability	Ret.	Comp.	MONTHLY BENEFITS		
0	\$47,507.25	60.15	111.72	3,524.08	51,203.20	69.71	594.90	615.90
1	\$47,979.75	103.41	111.72	3,516.39	51,711.27	69.71	594.90	615.90
2	\$48,452.25	145.65	111.72	3,509.71	52,219.33	69.71	594.90	615.90
3	\$48,924.75	188.15	111.72	3,502.78	52,727.40	69.71	594.90	615.90
4	\$49,397.25	233.33	111.72	3,493.16	53,235.46	69.71	594.90	615.90
5	\$49,869.75	278.76	111.72	3,483.30	53,743.53	69.71	594.90	615.90
6	\$50,368.50	325.26	111.72	3,474.34	54,279.82	69.71	594.90	615.90
7	\$50,867.25	372.82	111.72	3,464.32	54,816.11	69.71	594.90	615.90
8	\$51,366.00	421.44	111.72	3,453.24	55,352.40	69.71	594.90	615.90
9	\$51,864.75	471.12	111.72	3,441.10	55,888.69	69.71	594.90	615.90
10	\$52,363.50	521.87	111.72	3,427.89	56,424.98	69.71	594.90	615.90
11	\$52,888.50	573.67	111.72	3,415.60	56,989.49	69.71	594.90	615.90
12	\$53,413.50	626.54	111.72	3,402.25	57,554.01	69.71	594.90	615.90
13	\$53,938.50	680.48	111.72	3,387.83	58,118.53	69.71	594.90	615.90
14	\$54,463.50	735.47	111.72	3,372.35	58,683.04	69.71	594.90	615.90
15	\$54,988.50	791.53	111.72	3,355.81	59,247.56	69.71	594.90	615.90
16	\$55,539.75	848.65	111.72	3,340.18	59,840.30	69.71	594.90	615.90
17	\$56,091.00	906.83	111.72	3,323.49	60,433.04	69.71	594.90	615.90
18	\$56,642.25	966.07	111.72	3,305.74	61,025.78	69.71	594.90	615.90
19	\$57,193.50	1,026.38	111.72	3,286.93	61,618.53	69.71	594.90	615.90
20	\$57,744.75	1,087.75	111.72	3,267.05	62,211.27	69.71	594.90	615.90
21	\$58,322.25	1,150.18	111.72	3,248.09	62,832.24	69.71	594.90	615.90
22	\$58,899.75	1,213.68	111.72	3,228.05	63,453.20	69.71	594.90	615.90
23	\$59,477.25	1,278.23	111.72	3,206.97	64,074.17	69.71	594.90	615.90
24	\$60,054.75	1,343.85	111.72	3,184.82	64,695.14	69.71	594.90	615.90
25	\$60,632.25	1,410.53	111.72	3,161.61	65,316.11	69.71	594.90	615.90
26	\$61,236.00	1,410.53	111.72	3,207.05	65,965.30	69.71	594.90	615.90
27	\$61,839.75	1,410.53	111.72	3,252.50	66,614.50	69.71	594.90	615.90
28	\$62,443.50	1,410.53	111.72	3,297.94	67,263.69	69.71	594.90	615.90
29	\$63,047.25	1,410.53	111.72	3,343.38	67,912.88	69.71	594.90	615.90
30	\$63,651.00	1,410.53	111.72	3,388.83	68,562.08	69.71	594.90	615.90
31	\$64,281.00	1,410.53	111.72	3,436.25	69,239.50	69.71	594.90	615.90
32	\$64,911.00	1,410.53	111.72	3,483.67	69,916.92	69.71	594.90	615.90
33	\$65,541.00	1,410.53	111.72	3,531.08	70,594.33	69.71	594.90	615.90
34	\$66,171.00	1,410.53	111.72	3,578.50	71,271.75	69.71	594.90	615.90
35	\$66,801.00	1,410.53	111.72	3,625.92	71,949.17	69.71	594.90	615.90
36	\$67,431.00	1,410.53	111.72	3,673.34	72,626.59	69.71	594.90	615.90
37	\$68,061.00	1,410.53	111.72	3,720.76	73,304.01	69.71	594.90	615.90
38	\$68,691.00	1,410.53	111.72	3,768.18	73,981.43	69.71	594.90	615.90

(A) Step - Salary placement level.

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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 **\$615.90** per month beginning January 1, 2020.