

**NORMAN PUBLIC SCHOOLS
SECRETARY 2 AND SECRETARY 3 PAY TABLE
2021-2022**

SECRETARY 2						SECRETARY 3
STEP	190	195	200	210	STEP	190
0	15,910	16,329	16,748	17,585	0	15,187
1	16,942	17,388	17,833	18,725	1	15,943
2	17,267	17,721	18,175	19,084	2	16,235
3	17,602	18,065	18,528	19,455	3	16,537
4	17,948	18,421	18,893	19,838	4	16,849
5	18,306	18,788	19,269	20,233	5	17,171
6	18,675	19,167	19,658	20,641	6	17,503
7	19,056	19,558	20,059	21,062	7	17,846
8	19,450	19,962	20,474	21,497	8	18,200
9	19,856	20,379	20,902	21,947	9	18,566
10	20,276	20,810	21,343	22,410	10	18,944
11	20,709	21,254	21,799	22,889	11	19,334
12	21,157	21,713	22,270	23,384	12	19,737
13	21,619	22,188	22,756	23,894	13	20,152
14	22,095	22,677	23,258	24,421	14	20,582
15	22,588	23,182	23,777	24,966	15	21,025
16	23,096	23,704	24,312	25,527	16	21,482
17	23,621	24,243	24,864	26,108	17	21,955
18	24,163	24,799	25,435	26,707	18	22,443
19	24,723	25,373	26,024	27,325	19	22,946
20	25,301	25,966	26,632	27,964	20	23,466
21	25,897	26,579	27,260	28,623	21	24,003
22	26,513	27,211	27,908	29,304	22	24,558
23	27,149	27,863	28,578	30,007	23	25,130
24	27,806	28,538	29,269	30,733	24	25,721
25	28,484	29,233	29,983	31,482	25	26,332
26	29,184	29,952	30,720	32,256	26	26,962
27	29,906	30,693	31,481	33,055	27	27,613
28	30,653	31,459	32,266	33,879	28	28,284
29	31,423	32,250	33,077	34,731	29	28,978
30	32,215	33,063	33,911	35,607	30	29,691
31	33,001	33,869	34,738	36,474	31	30,411
32	33,806	34,696	35,585	37,367	32	31,150
	Middle School High School	Middle School	Middle School High School	PDC		Middle School Elementary

*****Insurance Benefits** include Flexible Benefit Allowance (FBA) from the State if working 6 hrs or more:
 -- For persons participating in health insurance: \$615.90/month .
 -- For persons not participating in health insurance: \$189.69 per month
 Also, employees working ½ time or more receive a District-paid \$10,000 life insurance policy.

*****Norman Public Schools will contribute to the Teachers' Retirement System as follows:**
 -- Support personnel who are employed at least halftime (20 hrs per week) shall make an irrevocable election on a form provided by TRS to participate in or opt out as a condition of their employment.
 -- Eligible personnel opting to participate in TRS will be enrolled for 100% district paid retirement