

**NORMAN PUBLIC SCHOOLS
MAINTENANCE PAY TABLE
2018-2019**

STEP	Lead Man	Maint. 1	Maint. 2	Maint. 3
0	27,300	24,375	21,450	20,963
1	28,541	25,567	22,547	22,109
2	29,189	26,118	23,000	22,548
3	29,857	26,687	23,468	23,001
4	30,548	27,274	23,951	23,469
5	31,261	27,881	24,450	23,952
6	31,998	28,507	24,965	24,451
7	32,758	29,154	25,496	24,965
8	33,543	29,822	26,045	25,497
9	34,353	30,511	26,612	26,046
10	35,190	31,223	27,197	26,613
11	36,054	31,958	27,801	27,198
12	36,946	32,717	28,424	27,802
13	37,867	33,500	29,068	28,426
14	38,818	34,309	29,733	29,070
15	39,800	35,145	30,420	29,735
16	40,814	36,007	31,129	30,421
17	41,861	36,897	31,861	31,130
18	42,942	37,817	32,616	31,862
19	44,058	38,766	33,397	32,618
20	45,210	39,746	34,202	33,398
21	46,400	40,758	35,034	34,204
22	47,628	41,803	35,893	35,036
23	48,896	42,882	36,780	35,894
24	50,206	43,995	37,695	36,781
25	51,558	45,145	38,640	37,697
26	52,954	46,333	39,616	38,642
27	54,396	47,559	40,624	39,618
28	55,884	48,825	41,665	40,626
29	57,420	50,132	42,739	41,667
30	58,997	51,482	43,861	42,755
31	60,582	52,815	44,985	43,841
32	62,212	54,148	46,109	44,957

*****Insurance Benefits** include Flexible Benefit Allowance (FBA) from the State if working 6 hrs or more:

- For persons participating in health insurance: \$594.90/month through Dec. Amt stays the same in 2019.
- 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:**

- At the time of employment, at their own expense, new employees may choose to contribute 100% until they are eligible for district-paid retirement.
- Eligible personnel will be enrolled for 100% district paid retirement effective July 1st, after one full school year of employment. Full year employment requires being hired before Sept 1.