

**NORMAN PUBLIC SCHOOLS
SECRETARY 1 PAY TABLE
2018-2019**

SECRETARY 1					
STEP	200	205	220	240	260
0	18,000	18,450	19,800	21,600	23,400
1	18,781	19,250	20,659	22,537	24,415
2	19,161	19,640	21,077	22,993	24,909
3	19,553	20,042	21,509	23,464	25,419
4	19,959	20,458	21,955	23,951	25,946
5	20,377	20,887	22,415	24,453	26,491
6	20,809	21,330	22,890	24,971	27,052
7	21,256	21,787	23,381	25,507	27,632
8	21,716	22,259	23,888	26,060	28,231
9	22,192	22,747	24,411	26,630	28,850
10	22,683	23,250	24,951	27,220	29,488
11	23,190	23,770	25,509	27,828	30,147
12	23,714	24,307	26,085	28,457	30,828
13	24,254	24,861	26,680	29,105	31,531
14	24,813	25,433	27,294	29,775	32,256
15	25,389	26,024	27,928	30,467	33,005
16	25,984	26,633	28,582	31,181	33,779
17	26,598	27,263	29,258	31,918	34,578
18	27,233	27,913	29,956	32,679	35,402
19	27,887	28,585	30,676	33,465	36,254
20	28,564	29,278	31,420	34,276	37,133
21	29,262	29,993	32,188	35,114	38,040
22	29,983	30,732	32,981	35,979	38,978
23	30,727	31,495	33,800	36,873	39,945
24	31,496	32,283	34,645	37,795	40,944
25	32,289	33,096	35,518	38,747	41,976
26	33,109	33,936	36,419	39,730	43,041
27	33,954	34,803	37,350	40,745	44,141
28	34,828	35,699	38,311	41,793	45,276
29	35,730	36,623	39,303	42,876	46,449
30	36,650	37,566	40,315	43,979	47,644
31	37,575	38,514	41,332	45,090	48,847
32	38,525	39,489	42,378	46,230	50,083
	Elementary	Middle School	High School	High School	Administration

*****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.