

**NORMAN PUBLIC SCHOOLS  
SECRETARY 2 AND SECRETARY 3 PAY TABLE  
2018-2019**

SECRETARY 2						SECRETARY 3
STEP	190	195	200	210	STEP	190
0	15,675	16,088	16,500	17,325	0	14,963
1	16,691	17,131	17,570	18,448	1	15,707
2	17,011	17,459	17,907	18,802	2	15,995
3	17,342	17,798	18,255	19,167	3	16,293
4	17,683	18,148	18,614	19,545	4	16,600
5	18,035	18,510	18,985	19,934	5	16,917
6	18,399	18,883	19,368	20,336	6	17,244
7	18,775	19,269	19,763	20,751	7	17,582
8	19,163	19,667	20,171	21,180	8	17,931
9	19,563	20,078	20,593	21,622	9	18,292
10	19,976	20,502	21,028	22,079	10	18,664
11	20,403	20,940	21,477	22,551	11	19,048
12	20,844	21,393	21,941	23,038	12	19,445
13	21,299	21,860	22,420	23,541	13	19,854
14	21,769	22,342	22,915	24,060	14	20,277
15	22,254	22,840	23,425	24,597	15	20,714
16	22,755	23,354	23,953	25,150	16	21,165
17	23,272	23,885	24,497	25,722	17	21,630
18	23,806	24,433	25,059	26,312	18	22,111
19	24,357	24,998	25,639	26,921	19	22,607
20	24,927	25,583	26,239	27,551	20	23,120
21	25,514	26,186	26,857	28,200	21	23,649
22	26,121	26,809	27,496	28,871	22	24,195
23	26,748	27,452	28,156	29,563	23	24,759
24	27,395	28,116	28,837	30,279	24	25,341
25	28,063	28,801	29,540	31,017	25	25,942
26	28,752	29,509	30,266	31,779	26	26,564
27	29,465	30,240	31,015	32,566	27	27,204
28	30,200	30,994	31,789	33,379	28	27,866
29	30,959	31,774	32,588	34,218	29	28,550
30	31,739	32,575	33,410	35,080	30	29,252
31	32,513	33,369	34,224	35,935	31	29,962
32	33,307	34,183	35,060	36,814	32	30,690
	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: \$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.