

**NORMAN PUBLIC SCHOOLS
SUPERINTENDENT SECRETARY / BUSINESS AND PERSONNEL PAY TABLE
2018-2019**

STEP	SUPERINTENDENT SECRETARY	BUSINESS and PERSONNEL
	260	260
0	29,250	25,350
1	30,257	26,937
2	30,961	27,537
3	31,687	28,137
4	32,437	28,737
5	33,211	29,337
6	34,011	29,937
7	34,837	30,537
8	35,689	31,137
9	36,569	31,737
10	37,478	32,337
11	38,416	33,037
12	39,385	33,737
13	40,385	34,437
14	41,418	35,137
15	42,484	35,837
16	43,585	36,537
17	44,722	37,237
18	45,895	37,937
19	47,107	38,637
20	48,358	39,337
21	49,650	40,237
22	50,984	41,137
23	52,361	42,037
24	53,784	42,937
25	55,252	43,837
26	56,767	44,737
27	58,333	45,637
28	59,949	46,537
29	61,617	47,437
30	63,339	48,337
31	65,084	49,237
32	66,881	50,137
	Supt/Asst Supt/CFO Administrative Assistant	Finance, Payroll, and Personnel Specialist

*****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.