

**NORMAN PUBLIC SCHOOLS  
SECRETARY 2 AND SECRETARY 3 PAY TABLE  
2022-2023**

SECRETARY 2					SECRETARY 3	
STEP	190	195	200	210	STEP	190
0	16,053	16,475	16,898	17,742	0	15,329
1	17,084	17,534	17,983	18,883	1	16,085
2	17,409	17,867	18,325	19,242	2	16,378
3	17,745	18,211	18,678	19,612	3	16,680
4	18,091	18,567	19,043	19,995	4	16,991
5	18,448	18,934	19,419	20,390	5	17,313
6	18,818	19,313	19,808	20,799	6	17,646
7	19,199	19,704	20,209	21,220	7	17,989
8	19,593	20,108	20,624	21,655	8	18,343
9	19,999	20,525	21,052	22,104	9	18,709
10	20,419	20,956	21,493	22,568	10	19,086
11	20,852	21,401	21,949	23,047	11	19,476
12	21,299	21,860	22,420	23,541	12	19,879
13	21,761	22,334	22,906	24,052	13	20,295
14	22,238	22,823	23,408	24,579	14	20,724
15	22,730	23,329	23,927	25,123	15	21,167
16	23,239	23,850	24,462	25,685	16	21,625
17	23,764	24,389	25,014	26,265	17	22,097
18	24,306	24,945	25,585	26,864	18	22,585
19	24,865	25,520	26,174	27,483	19	23,089
20	25,443	26,113	26,782	28,121	20	23,609
21	26,040	26,725	27,410	28,781	21	24,146
22	26,656	27,357	28,058	29,461	22	24,700
23	27,292	28,010	28,728	30,164	23	25,273
24	27,948	28,684	29,419	30,890	24	25,863
25	28,626	29,380	30,133	31,640	25	26,474
26	29,326	30,098	30,870	32,413	26	27,104
27	30,049	30,840	31,631	33,212	27	27,755
28	30,795	31,606	32,416	34,037	28	28,427
29	31,566	32,396	33,227	34,888	29	29,120
30	32,358	33,210	34,061	35,764	30	29,833
31	33,143	34,015	34,888	36,632	31	30,554
32	33,949	34,842	35,735	37,524	32	31,292
	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 through Dec. Amt changes to \$640.28 in Jan.  
 -- 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