

**NORMAN PUBLIC SCHOOLS
SECRETARY 2 AND SECRETARY 3 PAY TABLE
2023-2024**

SECRETARY 2					SECRETARY 3	
STEP	190	195	200	210	STEP	190
0	18,153	18,631	19,108	20,064	0	17,154
1	18,478	18,964	19,450	20,423	1	17,446
2	18,813	19,308	19,803	20,794	2	17,748
3	19,160	19,664	20,168	21,176	3	18,060
4	19,517	20,031	20,544	21,572	4	18,382
5	19,886	20,410	20,933	21,980	5	18,714
6	20,268	20,801	21,334	22,401	6	19,057
7	20,661	21,205	21,749	22,836	7	19,412
8	21,068	21,622	22,177	23,285	8	19,778
9	21,487	22,053	22,618	23,749	9	20,155
10	21,921	22,497	23,074	24,228	10	20,545
11	22,368	22,957	23,545	24,722	11	20,948
12	22,830	23,431	24,031	25,233	12	21,364
13	23,307	23,920	24,533	25,760	13	21,793
14	23,799	24,425	25,052	26,304	14	22,236
15	24,308	24,947	25,587	26,866	15	22,694
16	24,832	25,486	26,139	27,446	16	23,166
17	25,374	26,042	26,710	28,045	17	23,654
18	25,934	26,616	27,299	28,664	18	24,158
19	26,512	27,209	27,907	29,303	19	24,678
20	27,108	27,822	28,535	29,962	20	25,215
21	27,724	28,454	29,183	30,643	21	25,769
22	28,360	29,107	29,853	31,346	22	26,341
23	29,017	29,781	30,544	32,072	23	26,932
24	29,695	30,477	31,258	32,821	24	27,543
25	30,395	31,195	31,995	33,594	25	28,173
26	31,118	31,937	32,756	34,393	26	28,824
27	31,864	32,703	33,541	35,218	27	29,495
28	32,634	33,493	34,352	36,070	28	30,189
29	33,427	34,306	35,186	36,945	29	30,902
30	34,212	35,112	36,013	37,813	30	31,622
31	35,017	35,939	36,860	38,705	31	32,361
32	35,837	36,780	37,723	39,613	32	33,114
	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: \$640.28/month through Dec. Amt changes to \$679.62 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