

1 STATE OF OKLAHOMA

2 1st Session of the 57th Legislature (2019)

3 COMMITTEE SUBSTITUTE

4 FOR

HOUSE BILL NO. 1780

By: McCall

5  
6  
7  
8 COMMITTEE SUBSTITUTE

9 An Act relating to teacher compensation; amending  
10 Section 3, Chapter 394, O.S.L. 2013, as last amended  
11 by Section 1, Chapter 10, 2nd Extraordinary Session,  
12 O.S.L. 2018 (70 O.S. Supp. 2018, Section 18-114.14),  
13 which relates to the Minimum Salary Schedule;  
14 modifying the Minimum Salary Schedule for certified  
15 personnel; providing an effective date; and declaring  
16 an emergency.

16 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

17 SECTION 1. AMENDATORY Section 3, Chapter 394, O.S.L.  
18 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary  
19 Session, O.S.L. 2018 (70 O.S. Supp. 2018, Section 18-114.14), is  
20 amended to read as follows:

21 Section 18-114.14 A. Beginning with the ~~2018-2019~~ 2019-2020  
22 school year, certified personnel, as defined in Section 26-103 of  
23 this title, in the public schools of Oklahoma shall receive in  
24

1 salary and/or fringe benefits not less than the amounts specified in  
2 the following schedule:

3 MINIMUM SALARY SCHEDULE

4 National

5	Years of	Bachelor's	Board	Master's	Doctor's
6	Experience	Degree	Certification	Degree	Degree
7	0	<del>\$36,601</del>	<del>\$37,759</del>	<del>\$37,991</del>	<del>\$39,381</del>
8	1	<del>\$37,035</del>	<del>\$38,193</del>	<del>\$38,425</del>	<del>\$39,815</del>
9	2	<del>\$37,469</del>	<del>\$38,628</del>	<del>\$38,859</del>	<del>\$40,249</del>
10	3	<del>\$37,904</del>	<del>\$39,062</del>	<del>\$39,294</del>	<del>\$40,684</del>
11	4	<del>\$38,338</del>	<del>\$39,496</del>	<del>\$39,728</del>	<del>\$41,118</del>
12	5	<del>\$38,810</del>	<del>\$39,968</del>	<del>\$40,200</del>	<del>\$41,590</del>
13	6	<del>\$39,273</del>	<del>\$40,432</del>	<del>\$40,663</del>	<del>\$42,054</del>
14	7	<del>\$39,737</del>	<del>\$40,895</del>	<del>\$41,127</del>	<del>\$42,517</del>
15	8	<del>\$40,200</del>	<del>\$41,358</del>	<del>\$41,590</del>	<del>\$42,980</del>
16	9	<del>\$40,663</del>	<del>\$41,822</del>	<del>\$42,054</del>	<del>\$43,444</del>
17	10	<del>\$41,684</del>	<del>\$42,844</del>	<del>\$43,568</del>	<del>\$45,945</del>
18	11	<del>\$42,177</del>	<del>\$43,336</del>	<del>\$44,061</del>	<del>\$46,438</del>
19	12	<del>\$42,670</del>	<del>\$43,829</del>	<del>\$44,554</del>	<del>\$46,931</del>
20	13	<del>\$43,162</del>	<del>\$44,322</del>	<del>\$45,047</del>	<del>\$47,424</del>
21	14	<del>\$43,655</del>	<del>\$44,815</del>	<del>\$45,539</del>	<del>\$47,916</del>
22	15	<del>\$44,167</del>	<del>\$45,327</del>	<del>\$46,052</del>	<del>\$48,430</del>
23	16	<del>\$44,660</del>	<del>\$45,820</del>	<del>\$46,545</del>	<del>\$48,923</del>
24	17	<del>\$45,153</del>	<del>\$46,313</del>	<del>\$47,038</del>	<del>\$49,416</del>

1	<del>18</del>	<del>\$45,646</del>	<del>\$46,806</del>	<del>\$47,531</del>	<del>\$49,909</del>
2	<del>19</del>	<del>\$46,139</del>	<del>\$47,299</del>	<del>\$48,024</del>	<del>\$50,402</del>
3	<del>20</del>	<del>\$46,652</del>	<del>\$47,813</del>	<del>\$48,538</del>	<del>\$50,917</del>
4	<del>21</del>	<del>\$47,145</del>	<del>\$48,306</del>	<del>\$49,031</del>	<del>\$51,410</del>
5	<del>22</del>	<del>\$47,639</del>	<del>\$48,799</del>	<del>\$49,524</del>	<del>\$51,903</del>
6	<del>23</del>	<del>\$48,132</del>	<del>\$49,292</del>	<del>\$50,018</del>	<del>\$52,397</del>
7	<del>24</del>	<del>\$48,625</del>	<del>\$49,785</del>	<del>\$50,511</del>	<del>\$52,890</del>
8	<del>25</del>	<del>\$50,049</del>	<del>\$51,232</del>	<del>\$51,971</del>	<del>\$54,395</del>
9	<u>0</u>	<u>\$37,801</u>	<u>\$38,959</u>	<u>\$39,191</u>	<u>\$40,581</u>
10	<u>1</u>	<u>\$38,235</u>	<u>\$39,393</u>	<u>\$39,625</u>	<u>\$41,015</u>
11	<u>2</u>	<u>\$38,669</u>	<u>\$39,828</u>	<u>\$40,059</u>	<u>\$41,449</u>
12	<u>3</u>	<u>\$39,104</u>	<u>\$40,262</u>	<u>\$40,494</u>	<u>\$41,884</u>
13	<u>4</u>	<u>\$39,538</u>	<u>\$40,696</u>	<u>\$40,928</u>	<u>\$42,318</u>
14	<u>5</u>	<u>\$40,010</u>	<u>\$41,168</u>	<u>\$41,400</u>	<u>\$42,790</u>
15	<u>6</u>	<u>\$40,473</u>	<u>\$41,632</u>	<u>\$41,863</u>	<u>\$43,254</u>
16	<u>7</u>	<u>\$40,937</u>	<u>\$42,095</u>	<u>\$42,327</u>	<u>\$43,717</u>
17	<u>8</u>	<u>\$41,400</u>	<u>\$42,558</u>	<u>\$42,790</u>	<u>\$44,180</u>
18	<u>9</u>	<u>\$41,863</u>	<u>\$43,022</u>	<u>\$43,254</u>	<u>\$44,644</u>
19	<u>10</u>	<u>\$42,884</u>	<u>\$44,044</u>	<u>\$44,768</u>	<u>\$47,145</u>
20	<u>11</u>	<u>\$43,377</u>	<u>\$44,536</u>	<u>\$45,261</u>	<u>\$47,638</u>
21	<u>12</u>	<u>\$43,870</u>	<u>\$45,029</u>	<u>\$45,754</u>	<u>\$48,131</u>
22	<u>13</u>	<u>\$44,362</u>	<u>\$45,522</u>	<u>\$46,247</u>	<u>\$48,624</u>
23	<u>14</u>	<u>\$44,855</u>	<u>\$46,015</u>	<u>\$46,739</u>	<u>\$49,116</u>
24	<u>15</u>	<u>\$45,367</u>	<u>\$46,527</u>	<u>\$47,252</u>	<u>\$49,630</u>

1	<u>16</u>	<u>\$45,860</u>	<u>\$47,020</u>	<u>\$47,745</u>	<u>\$50,123</u>
2	<u>17</u>	<u>\$46,353</u>	<u>\$47,513</u>	<u>\$48,238</u>	<u>\$50,616</u>
3	<u>18</u>	<u>\$46,846</u>	<u>\$48,006</u>	<u>\$48,731</u>	<u>\$51,109</u>
4	<u>19</u>	<u>\$47,339</u>	<u>\$48,499</u>	<u>\$49,224</u>	<u>\$51,602</u>
5	<u>20</u>	<u>\$47,852</u>	<u>\$49,013</u>	<u>\$49,738</u>	<u>\$52,117</u>
6	<u>21</u>	<u>\$48,345</u>	<u>\$49,506</u>	<u>\$50,231</u>	<u>\$52,610</u>
7	<u>22</u>	<u>\$48,839</u>	<u>\$49,999</u>	<u>\$50,724</u>	<u>\$53,103</u>
8	<u>23</u>	<u>\$49,332</u>	<u>\$50,492</u>	<u>\$51,218</u>	<u>\$53,597</u>
9	<u>24</u>	<u>\$49,825</u>	<u>\$50,985</u>	<u>\$51,711</u>	<u>\$54,090</u>
10	<u>25</u>	<u>\$51,249</u>	<u>\$52,432</u>	<u>\$53,171</u>	<u>\$55,595</u>

11 Master's Degree +

12 Years of National Board

13 Experience Certification

14 0 ~~\$39,149~~

15 1 ~~\$39,583~~

16 2 ~~\$40,018~~

17 3 ~~\$40,452~~

18 4 ~~\$40,886~~

19 5 ~~\$41,358~~

20 6 ~~\$41,822~~

21 7 ~~\$42,285~~

22 8 ~~\$42,749~~

23 9 ~~\$43,212~~

24 10 ~~\$44,728~~

1	<del>11</del>	<del>\$45,221</del>
2	<del>12</del>	<del>\$45,713</del>
3	<del>13</del>	<del>\$46,206</del>
4	<del>14</del>	<del>\$46,699</del>
5	<del>15</del>	<del>\$47,212</del>
6	<del>16</del>	<del>\$47,705</del>
7	<del>17</del>	<del>\$48,198</del>
8	<del>18</del>	<del>\$48,691</del>
9	<del>19</del>	<del>\$49,184</del>
10	<del>20</del>	<del>\$49,698</del>
11	<del>21</del>	<del>\$50,192</del>
12	<del>22</del>	<del>\$50,685</del>
13	<del>23</del>	<del>\$51,178</del>
14	<del>24</del>	<del>\$51,671</del>
15	<del>25</del>	<del>\$53,153</del>
16	<u>0</u>	<u>\$40,349</u>
17	<u>1</u>	<u>\$40,783</u>
18	<u>2</u>	<u>\$41,218</u>
19	<u>3</u>	<u>\$41,652</u>
20	<u>4</u>	<u>\$42,086</u>
21	<u>5</u>	<u>\$42,558</u>
22	<u>6</u>	<u>\$43,022</u>
23	<u>7</u>	<u>\$43,485</u>
24	<u>8</u>	<u>\$43,949</u>

1	<u>9</u>	<u>\$44,412</u>
2	<u>10</u>	<u>\$45,928</u>
3	<u>11</u>	<u>\$46,421</u>
4	<u>12</u>	<u>\$46,913</u>
5	<u>13</u>	<u>\$47,406</u>
6	<u>14</u>	<u>\$47,899</u>
7	<u>15</u>	<u>\$48,412</u>
8	<u>16</u>	<u>\$48,905</u>
9	<u>17</u>	<u>\$49,398</u>
10	<u>18</u>	<u>\$49,891</u>
11	<u>19</u>	<u>\$50,384</u>
12	<u>20</u>	<u>\$50,898</u>
13	<u>21</u>	<u>\$51,392</u>
14	<u>22</u>	<u>\$51,885</u>
15	<u>23</u>	<u>\$52,378</u>
16	<u>24</u>	<u>\$52,871</u>
17	<u>25</u>	<u>\$54,353</u>

18       B. 1. When determining the Minimum Salary Schedule, "fringe  
19 benefits" shall mean all or part of retirement benefits, excluding  
20 the contributions made pursuant to subsection A of Section 17-108.1  
21 of this title and the flexible benefit allowance pursuant to Section  
22 26-105 of this title from the flexible benefit allowance funds  
23 disbursed by the State Board of Education and the State Board of  
24

1 Career and Technology Education pursuant to Section 26-104 of this  
2 title.

3 2. If a school district intends to provide retirement benefits  
4 to a teacher such that the teacher's salary would be less than the  
5 amounts set forth in the ~~minimum salary schedule~~ Minimum Salary  
6 Schedule specified in subsection A of this section, the district  
7 shall be required to provide written notification to the teacher  
8 prior to his or her employment or, if already employed by the  
9 district, no later than thirty (30) days prior to the date the  
10 district elects to provide retirement benefits such that the  
11 teacher's salary would be less than the ~~minimum salary schedule~~  
12 Minimum Salary Schedule.

13 C. Any of the degrees referred to in this section shall be from  
14 a college recognized by the State Board of Education. The Board  
15 shall accept teaching experience from out-of-state school districts  
16 that are accredited by the state board of education or appropriate  
17 state accrediting agency for the districts. The Board shall accept  
18 teaching experience from out-of-country schools that are accredited  
19 or otherwise endorsed by the appropriate national or regional  
20 accrediting or endorsement authority. Out-of-country certification  
21 documentation in a language other than English shall be analyzed by  
22 an educational credential evaluation service in accordance with  
23 industry standards and guidelines and approved by the State  
24 Department of Education. The person seeking to have credit granted

1 for out-of-country teaching experience shall be responsible for all  
2 costs of the analysis by a credential evaluation service. The Board  
3 shall accept teaching experience from primary and secondary schools  
4 that are operated by the United States Department of Defense or are  
5 affiliated with the United States Department of State.

6 D. For the purpose of state salary increments and retirement,  
7 no teacher shall be granted credit for more than five (5) years of  
8 active duty in the military service or out-of-state or out-of-  
9 country teaching experience as a certified teacher or its  
10 equivalent. Nothing in this section shall prohibit boards of  
11 education from crediting more years of experience on district salary  
12 schedules than those allowed for state purposes.

13 E. The State Board of Education shall recognize, for purposes  
14 of certification and salary increments, all the years of experience  
15 of a:

16 1. Certified teacher who teaches in the educational program of  
17 the Department of Corrections, beginning with fiscal year 1981;

18 2. Vocational rehabilitation counselor under the Department of  
19 Human Services if the counselor was employed as a certified teacher  
20 by the State Department of Education when the Division of Vocational  
21 Rehabilitation was transferred from the State Board of Career and  
22 Technology Education or the State Board of Education to the Oklahoma  
23 Public Welfare Commission on July 1, 1968;

24



1           3. Vocational rehabilitation counselor which were completed  
2 while employed by the Department of Human Services if such counselor  
3 was certified as a teacher or was eligible for certification as a  
4 teacher in Oklahoma;

5           4. Certified teacher which were completed while employed by the  
6 Department of Human Services Child Study Center at University  
7 Hospital, if the teacher was certified as a teacher in Oklahoma; and

8           5. Certified school psychologist or psychometrist which were  
9 completed while employed as a doctoral intern, psychological  
10 assistant or psychologist with any agency of the State of Oklahoma  
11 if the experience primarily involved work with persons of school- or  
12 preschool-age and if the person was, at the time the experience was  
13 acquired, certified as, or eligible for certification as, a school  
14 psychologist or psychometrist.

15           F. The provisions of this section shall not apply to teachers  
16 who have entered into postretirement employment with a public school  
17 in Oklahoma and are still receiving a monthly retirement benefit.

18           G. If a person employed as certified personnel, as defined in  
19 Section 26-103 of this title, by a school district during the 2017-  
20 2018 school year was receiving a salary above the step level  
21 indicated by the State Minimum Salary Schedule for the 2017-2018  
22 school year, the person shall receive a salary increase amount equal  
23 to the amount indicated in subsection A of this section for the step  
24 level indicated for the person, provided they remain employed by the

1 same district, unless the hours or the duties of the certified  
2 personnel are reduced proportionately.

3 SECTION 2. This act shall become effective July 1, 2019.

4 SECTION 3. It being immediately necessary for the preservation  
5 of the public peace, health or safety, an emergency is hereby  
6 declared to exist, by reason whereof this act shall take effect and  
7 be in full force from and after its passage and approval.

8

9 57-1-7973 MAH 02/14/19

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24