

1 ENGROSSED HOUSE
2 BILL NO. 1780

By: McCall, Baker, Roberts
(Sean), Lawson and McBride
of the House

3
4 and

5 Treat of the Senate
6
7

8 An Act relating to teacher compensation; amending
9 Section 3, Chapter 394, O.S.L. 2013, as last amended
10 by Section 1, Chapter 10, 2nd Extraordinary Session,
11 O.S.L. 2018 (70 O.S. Supp. 2018, Section 18-114.14),
12 which relates to the Minimum Salary Schedule;
13 modifying the Minimum Salary Schedule for certified
14 personnel; providing an effective date; and declaring
15 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 salary and/or fringe benefits not less than the amounts specified in
the following schedule:

MINIMUM SALARY SCHEDULE

National

Years of Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	\$36,601	\$37,759	\$37,991	\$39,381
1	\$37,035	\$38,193	\$38,425	\$39,815
2	\$37,469	\$38,628	\$38,859	\$40,249
3	\$37,904	\$39,062	\$39,294	\$40,684
4	\$38,338	\$39,496	\$39,728	\$41,118
5	\$38,810	\$39,968	\$40,200	\$41,590
6	\$39,273	\$40,432	\$40,663	\$42,054
7	\$39,737	\$40,895	\$41,127	\$42,517
8	\$40,200	\$41,358	\$41,590	\$42,980
9	\$40,663	\$41,822	\$42,054	\$43,444
10	\$41,684	\$42,844	\$43,568	\$45,945
11	\$42,177	\$43,336	\$44,061	\$46,438
12	\$42,670	\$43,829	\$44,554	\$46,931
13	\$43,162	\$44,322	\$45,047	\$47,424
14	\$43,655	\$44,815	\$45,539	\$47,916
15	\$44,167	\$45,327	\$46,052	\$48,430
16	\$44,660	\$45,820	\$46,545	\$48,923
17	\$45,153	\$46,313	\$47,038	\$49,416
18	\$45,646	\$46,806	\$47,531	\$49,909
19	\$46,139	\$47,299	\$48,024	\$50,402

1	20	\$46,652	\$47,813	\$48,538	\$50,917
2	21	\$47,145	\$48,306	\$49,031	\$51,410
3	22	\$47,639	\$48,799	\$49,524	\$51,903
4	23	\$48,132	\$49,292	\$50,018	\$52,397
5	24	\$48,625	\$49,785	\$50,511	\$52,890
6	25	\$50,049	\$51,232	\$51,971	\$54,395
7	<u>0</u>	<u>\$37,801</u>	<u>\$38,959</u>	<u>\$39,191</u>	<u>\$40,581</u>
8	<u>1</u>	<u>\$38,235</u>	<u>\$39,393</u>	<u>\$39,625</u>	<u>\$41,015</u>
9	<u>2</u>	<u>\$38,669</u>	<u>\$39,828</u>	<u>\$40,059</u>	<u>\$41,449</u>
10	<u>3</u>	<u>\$39,104</u>	<u>\$40,262</u>	<u>\$40,494</u>	<u>\$41,884</u>
11	<u>4</u>	<u>\$39,538</u>	<u>\$40,696</u>	<u>\$40,928</u>	<u>\$42,318</u>
12	<u>5</u>	<u>\$40,010</u>	<u>\$41,168</u>	<u>\$41,400</u>	<u>\$42,790</u>
13	<u>6</u>	<u>\$40,473</u>	<u>\$41,632</u>	<u>\$41,863</u>	<u>\$43,254</u>
14	<u>7</u>	<u>\$40,937</u>	<u>\$42,095</u>	<u>\$42,327</u>	<u>\$43,717</u>
15	<u>8</u>	<u>\$41,400</u>	<u>\$42,558</u>	<u>\$42,790</u>	<u>\$44,180</u>
16	<u>9</u>	<u>\$41,863</u>	<u>\$43,022</u>	<u>\$43,254</u>	<u>\$44,644</u>
17	<u>10</u>	<u>\$42,884</u>	<u>\$44,044</u>	<u>\$44,768</u>	<u>\$47,145</u>
18	<u>11</u>	<u>\$43,377</u>	<u>\$44,536</u>	<u>\$45,261</u>	<u>\$47,638</u>
19	<u>12</u>	<u>\$43,870</u>	<u>\$45,029</u>	<u>\$45,754</u>	<u>\$48,131</u>
20	<u>13</u>	<u>\$44,362</u>	<u>\$45,522</u>	<u>\$46,247</u>	<u>\$48,624</u>
21	<u>14</u>	<u>\$44,855</u>	<u>\$46,015</u>	<u>\$46,739</u>	<u>\$49,116</u>
22	<u>15</u>	<u>\$45,367</u>	<u>\$46,527</u>	<u>\$47,252</u>	<u>\$49,630</u>
23	<u>16</u>	<u>\$45,860</u>	<u>\$47,020</u>	<u>\$47,745</u>	<u>\$50,123</u>
24	<u>17</u>	<u>\$46,353</u>	<u>\$47,513</u>	<u>\$48,238</u>	<u>\$50,616</u>

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

9 Master's Degree +
10 Years of National Board
11 Experience Certification

12	0	\$39,149
13	1	\$39,583
14	2	\$40,018
15	3	\$40,452
16	4	\$40,886
17	5	\$41,358
18	6	\$41,822
19	7	\$42,285
20	8	\$42,749
21	9	\$43,212
22	10	\$44,728
23	11	\$45,221
24	12	\$45,713

1	13	\$46,206
2	14	\$46,699
3	15	\$47,212
4	16	\$47,705
5	17	\$48,198
6	18	\$48,691
7	19	\$49,184
8	20	\$49,698
9	21	\$50,192
10	22	\$50,685
11	23	\$51,178
12	24	\$51,671
13	25	\$53,153
14	<u>0</u>	<u>\$40,349</u>
15	<u>1</u>	<u>\$40,783</u>
16	<u>2</u>	<u>\$41,218</u>
17	<u>3</u>	<u>\$41,652</u>
18	<u>4</u>	<u>\$42,086</u>
19	<u>5</u>	<u>\$42,558</u>
20	<u>6</u>	<u>\$43,022</u>
21	<u>7</u>	<u>\$43,485</u>
22	<u>8</u>	<u>\$43,949</u>
23	<u>9</u>	<u>\$44,412</u>
24	<u>10</u>	<u>\$45,928</u>

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

16 B. 1. When determining the Minimum Salary Schedule, "fringe
17 benefits" shall mean all or part of retirement benefits, excluding
18 the contributions made pursuant to subsection A of Section 17-108.1
19 of this title and the flexible benefit allowance pursuant to Section
20 26-105 of this title from the flexible benefit allowance funds
21 disbursed by the State Board of Education and the State Board of
22 Career and Technology Education pursuant to Section 26-104 of this
23 title.

24

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

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

1 shall accept teaching experience from primary and secondary schools
2 that are operated by the United States Department of Defense or are
3 affiliated with the United States Department of State.

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

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

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

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

22 3. Vocational rehabilitation counselor which were completed
23 while employed by the Department of Human Services if such counselor
24

1 was certified as a teacher or was eligible for certification as a
2 teacher in Oklahoma;

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

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

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

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

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

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

6 Passed the House of Representatives the 21st day of February,
7 2019.

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9 _____
10 Presiding Officer of the House
of Representatives

11 Passed the Senate the ____ day of _____, 2019.

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13 _____
14 Presiding Officer of the Senate

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