

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 1st Session of the 57th Legislature (2019)

4 COMMITTEE SUBSTITUTE
5 FOR
6 HOUSE BILL NO. 1780

By: McCall and **Baker**

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9 COMMITTEE SUBSTITUTE

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

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

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

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

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

1	18	\$45,646	\$46,806	\$47,531	\$49,909
2	19	\$46,139	\$47,299	\$48,024	\$50,402
3	20	\$46,652	\$47,813	\$48,538	\$50,917
4	21	\$47,145	\$48,306	\$49,031	\$51,410
5	22	\$47,639	\$48,799	\$49,524	\$51,903
6	23	\$48,132	\$49,292	\$50,018	\$52,397
7	24	\$48,625	\$49,785	\$50,511	\$52,890
8	25	\$50,049	\$51,232	\$51,971	\$54,395
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	11	\$45,221
2	12	\$45,713
3	13	\$46,206
4	14	\$46,699
5	15	\$47,212
6	16	\$47,705
7	17	\$48,198
8	18	\$48,691
9	19	\$49,184
10	20	\$49,698
11	21	\$50,192
12	22	\$50,685
13	23	\$51,178
14	24	\$51,671
15	25	\$53,153
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;

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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.

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9 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS AND BUDGET, dated
10 02/14/2019 - DO PASS, As Amended and Coauthored.

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