

1 **SENATE FLOOR VERSION**

2 April 10, 2019

3 **AS AMENDED**

4 ENGROSSED HOUSE  
5 BILL NO. 1780

6 By: McCall, Baker, Roberts  
7 (Sean), Lawson, McBride,  
8 Cornwell, Davis and Marti  
9 of the House

10 and

11 Treat and Pemberton of the  
12 Senate

13  
14 [ **teacher compensation - Minimum Salary Schedule -**  
15 **certified personnel - ~~effective date~~ -**  
16 **emergency ]**

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

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

22 Section 18-114.14 A. Beginning with the ~~2018-2019~~ 2019-2020  
23 school year, certified personnel, as defined in Section 26-103 of  
24 this title, in the public schools of Oklahoma shall receive in  
salary and/or fringe benefits not less than the amounts specified in  
the following schedule:

MINIMUM SALARY SCHEDULE

1		National			
2	Years of	Bachelor's	Board	Master's	Doctor's
3	Experience	Degree	Certification	Degree	Degree
4	0	\$36,601	\$37,759	\$37,991	\$39,381
5	1	\$37,035	\$38,193	\$38,425	\$39,815
6	2	\$37,469	\$38,628	\$38,859	\$40,249
7	3	\$37,904	\$39,062	\$39,294	\$40,684
8	4	\$38,338	\$39,496	\$39,728	\$41,118
9	5	\$38,810	\$39,968	\$40,200	\$41,590
10	6	\$39,273	\$40,432	\$40,663	\$42,054
11	7	\$39,737	\$40,895	\$41,127	\$42,517
12	8	\$40,200	\$41,358	\$41,590	\$42,980
13	9	\$40,663	\$41,822	\$42,054	\$43,444
14	10	\$41,684	\$42,844	\$43,568	\$45,945
15	11	\$42,177	\$43,336	\$44,061	\$46,438
16	12	\$42,670	\$43,829	\$44,554	\$46,931
17	13	\$43,162	\$44,322	\$45,047	\$47,424
18	14	\$43,655	\$44,815	\$45,539	\$47,916
19	15	\$44,167	\$45,327	\$46,052	\$48,430
20	16	\$44,660	\$45,820	\$46,545	\$48,923
21	17	\$45,153	\$46,313	\$47,038	\$49,416
22	18	\$45,646	\$46,806	\$47,531	\$49,909
23	19	\$46,139	\$47,299	\$48,024	\$50,402
24	20	\$46,652	\$47,813	\$48,538	\$50,917

1	<del>21</del>	<del>\$47,145</del>	<del>\$48,306</del>	<del>\$49,031</del>	<del>\$51,410</del>
2	<del>22</del>	<del>\$47,639</del>	<del>\$48,799</del>	<del>\$49,524</del>	<del>\$51,903</del>
3	<del>23</del>	<del>\$48,132</del>	<del>\$49,292</del>	<del>\$50,018</del>	<del>\$52,397</del>
4	<del>24</del>	<del>\$48,625</del>	<del>\$49,785</del>	<del>\$50,511</del>	<del>\$52,890</del>
5	<del>25</del>	<del>\$50,049</del>	<del>\$51,232</del>	<del>\$51,971</del>	<del>\$54,395</del>
6	<u>0</u>	<u>\$37,801</u>	<u>\$38,959</u>	<u>\$39,191</u>	<u>\$40,581</u>
7	<u>1</u>	<u>\$38,235</u>	<u>\$39,393</u>	<u>\$39,625</u>	<u>\$41,015</u>
8	<u>2</u>	<u>\$38,669</u>	<u>\$39,828</u>	<u>\$40,059</u>	<u>\$41,449</u>
9	<u>3</u>	<u>\$39,104</u>	<u>\$40,262</u>	<u>\$40,494</u>	<u>\$41,884</u>
10	<u>4</u>	<u>\$39,538</u>	<u>\$40,696</u>	<u>\$40,928</u>	<u>\$42,318</u>
11	<u>5</u>	<u>\$40,010</u>	<u>\$41,168</u>	<u>\$41,400</u>	<u>\$42,790</u>
12	<u>6</u>	<u>\$40,473</u>	<u>\$41,632</u>	<u>\$41,863</u>	<u>\$43,254</u>
13	<u>7</u>	<u>\$40,937</u>	<u>\$42,095</u>	<u>\$42,327</u>	<u>\$43,717</u>
14	<u>8</u>	<u>\$41,400</u>	<u>\$42,558</u>	<u>\$42,790</u>	<u>\$44,180</u>
15	<u>9</u>	<u>\$41,863</u>	<u>\$43,022</u>	<u>\$43,254</u>	<u>\$44,644</u>
16	<u>10</u>	<u>\$42,884</u>	<u>\$44,044</u>	<u>\$44,768</u>	<u>\$47,145</u>
17	<u>11</u>	<u>\$43,377</u>	<u>\$44,536</u>	<u>\$45,261</u>	<u>\$47,638</u>
18	<u>12</u>	<u>\$43,870</u>	<u>\$45,029</u>	<u>\$45,754</u>	<u>\$48,131</u>
19	<u>13</u>	<u>\$44,362</u>	<u>\$45,522</u>	<u>\$46,247</u>	<u>\$48,624</u>
20	<u>14</u>	<u>\$44,855</u>	<u>\$46,015</u>	<u>\$46,739</u>	<u>\$49,116</u>
21	<u>15</u>	<u>\$45,367</u>	<u>\$46,527</u>	<u>\$47,252</u>	<u>\$49,630</u>
22	<u>16</u>	<u>\$45,860</u>	<u>\$47,020</u>	<u>\$47,745</u>	<u>\$50,123</u>
23	<u>17</u>	<u>\$46,353</u>	<u>\$47,513</u>	<u>\$48,238</u>	<u>\$50,616</u>
24	<u>18</u>	<u>\$46,846</u>	<u>\$48,006</u>	<u>\$48,731</u>	<u>\$51,109</u>

1	<u>19</u>	<u>\$47,339</u>	<u>\$48,499</u>	<u>\$49,224</u>	<u>\$51,602</u>
2	<u>20</u>	<u>\$47,852</u>	<u>\$49,013</u>	<u>\$49,738</u>	<u>\$52,117</u>
3	<u>21</u>	<u>\$48,345</u>	<u>\$49,506</u>	<u>\$50,231</u>	<u>\$52,610</u>
4	<u>22</u>	<u>\$48,839</u>	<u>\$49,999</u>	<u>\$50,724</u>	<u>\$53,103</u>
5	<u>23</u>	<u>\$49,332</u>	<u>\$50,492</u>	<u>\$51,218</u>	<u>\$53,597</u>
6	<u>24</u>	<u>\$49,825</u>	<u>\$50,985</u>	<u>\$51,711</u>	<u>\$54,090</u>
7	<u>25</u>	<u>\$51,249</u>	<u>\$52,432</u>	<u>\$53,171</u>	<u>\$55,595</u>
8		Master's Degree +			
9	Years of	National Board			
10	Experience	Certification			
11	<u>0</u>	<u>\$39,149</u>			
12	<u>1</u>	<u>\$39,583</u>			
13	<u>2</u>	<u>\$40,018</u>			
14	<u>3</u>	<u>\$40,452</u>			
15	<u>4</u>	<u>\$40,886</u>			
16	<u>5</u>	<u>\$41,358</u>			
17	<u>6</u>	<u>\$41,822</u>			
18	<u>7</u>	<u>\$42,285</u>			
19	<u>8</u>	<u>\$42,749</u>			
20	<u>9</u>	<u>\$43,212</u>			
21	<u>10</u>	<u>\$44,728</u>			
22	<u>11</u>	<u>\$45,221</u>			
23	<u>12</u>	<u>\$45,713</u>			
24	<u>13</u>	<u>\$46,206</u>			

1	<del>14</del>	<del>\$46,699</del>
2	<del>15</del>	<del>\$47,212</del>
3	<del>16</del>	<del>\$47,705</del>
4	<del>17</del>	<del>\$48,198</del>
5	<del>18</del>	<del>\$48,691</del>
6	<del>19</del>	<del>\$49,184</del>
7	<del>20</del>	<del>\$49,698</del>
8	<del>21</del>	<del>\$50,192</del>
9	<del>22</del>	<del>\$50,685</del>
10	<del>23</del>	<del>\$51,178</del>
11	<del>24</del>	<del>\$51,671</del>
12	<del>25</del>	<del>\$53,153</del>
13	<u>0</u>	<u>\$40,349</u>
14	<u>1</u>	<u>\$40,783</u>
15	<u>2</u>	<u>\$41,218</u>
16	<u>3</u>	<u>\$41,652</u>
17	<u>4</u>	<u>\$42,086</u>
18	<u>5</u>	<u>\$42,558</u>
19	<u>6</u>	<u>\$43,022</u>
20	<u>7</u>	<u>\$43,485</u>
21	<u>8</u>	<u>\$43,949</u>
22	<u>9</u>	<u>\$44,412</u>
23	<u>10</u>	<u>\$45,928</u>
24	<u>11</u>	<u>\$46,421</u>

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

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

23        2. If a school district intends to provide retirement benefits  
24 to a teacher such that the teacher's salary would be less than the

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

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

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1 that are operated by the United States Department of Defense or are  
2 affiliated with the United States Department of State.

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

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

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

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

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

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

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

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

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

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

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

5 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS  
6 April 10, 2019 - DO PASS AS AMENDED  
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