

STATE OF OKLAHOMA

1st Session of the 57th Legislature (2019)

HOUSE BILL 1957

By: Provenzano

AS INTRODUCED

An Act relating to schools; amending Section 3, Chapter 394, O.S.L. 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary Session, O.S.L. 2018 (70 O.S. Supp. 2018, Section 18-114.14), which relates to the minimum salary schedule; modifying salary amounts; providing annual salary increases; and providing an effective date.

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

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

Section 18-114.14 A. Beginning with the ~~2018-2019~~ 2020-2021 school year, certified personnel, as defined in Section 26-103 of 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

National

1	Years of	Bachelor's	Board	Master's	Doctor's
2	Experience	Degree	Certification	Degree	Degree
3	0	\$36,601	\$37,759	\$37,991	\$39,381
4	1	\$37,035	\$38,193	\$38,425	\$39,815
5		<u>\$37,699</u>	<u>\$38,892</u>	<u>\$39,131</u>	<u>\$40,562</u>
6	2	\$37,469	\$38,628	\$38,859	\$40,249
7		<u>\$38,830</u>	<u>\$40,059</u>	<u>\$40,305</u>	<u>\$41,779</u>
8	3	\$37,904	\$39,062	\$39,294	\$40,684
9		<u>\$39,995</u>	<u>\$41,260</u>	<u>\$41,514</u>	<u>\$43,033</u>
10	4	\$38,338	\$39,496	\$39,728	\$41,118
11		<u>\$41,195</u>	<u>\$42,498</u>	<u>\$42,759</u>	<u>\$44,324</u>
12	5	\$38,810	\$39,968	\$40,200	\$41,590
13		<u>\$42,431</u>	<u>\$43,773</u>	<u>\$44,042</u>	<u>\$45,653</u>
14	6	\$39,273	\$40,432	\$40,663	\$42,054
15		<u>\$43,704</u>	<u>\$45,086</u>	<u>\$45,363</u>	<u>\$47,023</u>
16	7	\$39,737	\$40,895	\$41,127	\$42,517
17		<u>\$45,015</u>	<u>\$46,439</u>	<u>\$46,724</u>	<u>\$48,434</u>
18	8	\$40,200	\$41,358	\$41,590	\$42,980
19		<u>\$46,365</u>	<u>\$47,832</u>	<u>\$48,126</u>	<u>\$49,887</u>
20	9	\$40,663	\$41,822	\$42,054	\$43,444
21		<u>\$47,756</u>	<u>\$49,267</u>	<u>\$49,570</u>	<u>\$51,383</u>
22	10	\$41,684	\$42,844	\$43,568	\$45,945
23		<u>\$49,189</u>	<u>\$50,745</u>	<u>\$51,057</u>	<u>\$52,925</u>
24	11	\$42,177	\$43,336	\$44,061	\$46,438

1		<u>\$50,664</u>	<u>\$52,267</u>	<u>\$52,588</u>	<u>\$54,513</u>
2	12	\$42,670	\$43,829	\$44,554	\$46,931
3		<u>\$52,184</u>	<u>\$53,835</u>	<u>\$54,166</u>	<u>\$56,148</u>
4	13	\$43,162	\$44,322	\$45,047	\$47,424
5		<u>\$53,750</u>	<u>\$55,450</u>	<u>\$55,791</u>	<u>\$57,832</u>
6	14	\$43,655	\$44,815	\$45,539	\$47,916
7		<u>\$55,362</u>	<u>\$57,114</u>	<u>\$57,465</u>	<u>\$59,567</u>
8	15	\$44,167	\$45,327	\$46,052	\$48,430
9		<u>\$57,023</u>	<u>\$58,827</u>	<u>\$59,189</u>	<u>\$61,354</u>
10	16	\$44,660	\$45,820	\$46,545	\$48,923
11		<u>\$58,734</u>	<u>\$60,592</u>	<u>\$60,964</u>	<u>\$63,195</u>
12	17	\$45,153	\$46,313	\$47,038	\$49,416
13		<u>\$60,496</u>	<u>\$62,410</u>	<u>\$62,793</u>	<u>\$65,091</u>
14	18	\$45,646	\$46,806	\$47,531	\$49,909
15		<u>\$62,311</u>	<u>\$64,282</u>	<u>\$64,677</u>	<u>\$67,044</u>
16	19	\$46,139	\$47,299	\$48,024	\$50,402
17		<u>\$64,180</u>	<u>\$66,211</u>	<u>\$66,617</u>	<u>\$69,055</u>
18	20	\$46,652	\$47,813	\$48,538	\$50,917
19		<u>\$66,105</u>	<u>\$68,197</u>	<u>\$68,616</u>	<u>\$71,126</u>
20	21	\$47,145	\$48,306	\$49,031	\$51,410
21		<u>\$68,089</u>	<u>\$70,243</u>	<u>\$70,674</u>	<u>\$73,260</u>
22	22	\$47,639	\$48,799	\$49,524	\$51,903
23		<u>\$70,131</u>	<u>\$72,350</u>	<u>\$72,795</u>	<u>\$75,458</u>
24	23	\$48,132	\$49,292	\$50,018	\$52,397

1		<u>\$72,235</u>	<u>\$74,521</u>	<u>\$74,979</u>	<u>\$77,722</u>
2	24	\$48,625	\$49,785	\$50,511	\$52,890
3		<u>\$74,402</u>	<u>\$76,756</u>	<u>\$77,228</u>	<u>\$80,053</u>
4	25	\$50,049	\$51,232	\$51,971	\$54,395
5		<u>\$76,634</u>	<u>\$79,059</u>	<u>\$79,545</u>	<u>\$82,455</u>
6		Master's Degree +			
7	Years of	National Board			
8	Experience	Certification			
9	0	\$39,149			
10	1	\$39,583	<u>\$40,323</u>		
11	2	\$40,018	<u>\$41,533</u>		
12	3	\$40,452	<u>\$42,779</u>		
13	4	\$40,886	<u>\$44,063</u>		
14	5	\$41,358	<u>\$45,384</u>		
15	6	\$41,822	<u>\$46,746</u>		
16	7	\$42,285	<u>\$48,148</u>		
17	8	\$42,749	<u>\$49,593</u>		
18	9	\$43,212	<u>\$51,081</u>		
19	10	\$44,728	<u>\$52,613</u>		
20	11	\$45,221	<u>\$54,191</u>		
21	12	\$45,713	<u>\$55,817</u>		
22	13	\$46,206	<u>\$57,492</u>		
23	14	\$46,699	<u>\$59,216</u>		
24	15	\$47,212	<u>\$60,993</u>		

1	16	\$47,705	<u>\$62,823</u>
2	17	\$48,198	<u>\$64,707</u>
3	18	\$48,691	<u>\$66,649</u>
4	19	\$49,184	<u>\$68,648</u>
5	20	\$49,698	<u>\$70,707</u>
6	21	\$50,192	<u>\$72,829</u>
7	22	\$50,685	<u>\$75,014</u>
8	23	\$51,178	<u>\$77,264</u>
9	24	\$51,671	<u>\$79,582</u>
10	25	\$53,153	<u>\$81,969</u>

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

19 2. If a school district intends to provide retirement benefits
20 to a teacher such that the teacher's salary would be less than the
21 amounts set forth in the minimum salary schedule specified in
22 subsection A of this section, the district shall be required to
23 provide written notification to the teacher prior to his or her
24 employment or, if already employed by the district, no later than

1 thirty (30) days prior to the date the district elects to provide
2 retirement benefits such that the teacher's salary would be less
3 than the minimum salary schedule.

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

21 D. For the purpose of state salary increments and retirement,
22 no teacher shall be granted credit for more than five (5) years of
23 active duty in the military service or out-of-state or out-of-
24 country teaching experience as a certified teacher or its

1 equivalent. Nothing in this section shall prohibit boards of
2 education from crediting more years of experience on district salary
3 schedules than those allowed for state purposes.

4 E. The State Board of Education shall recognize, for purposes
5 of certification and salary increments, all the years of experience
6 of a:

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

9 2. Vocational rehabilitation counselor under the Department of
10 Human Services if the counselor was employed as a certified teacher
11 by the State Department of Education when the Division of Vocational
12 Rehabilitation was transferred from the State Board of Career and
13 Technology Education or the State Board of Education to the Oklahoma
14 Public Welfare Commission on July 1, 1968;

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

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

22 5. Certified school psychologist or psychometrist which were
23 completed while employed as a doctoral intern, psychological
24 assistant, or psychologist with any agency of the State of Oklahoma

1 if the experience primarily involved work with persons of school- or
2 preschool-age and if the person was, at the time the experience was
3 acquired, certified as, or eligible for certification as, a school
4 psychologist or psychometrist.

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

8 G. If a person employed as certified personnel, as defined in
9 Section 26-103 of this title, by a school district during the 2017-
10 2018 school year was receiving a salary above the step level
11 indicated by the State Minimum Salary Schedule for the 2017-2018
12 school year, the person shall receive a salary increase amount equal
13 to the amount indicated in subsection A for the step level indicated
14 for the person, provided they remain employed by the same district,
15 unless the hours or the duties of the certified personnel are
16 reduced proportionately.

17 SECTION 2. This act shall become effective November 1, 2019.

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