

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 1st Session of the 59th Legislature (2023)

4 COMMITTEE SUBSTITUTE
5 FOR ENGROSSED
6 SENATE BILL NO. 482

By: Pugh, Pemberton, Stanley,
and Stephens of the Senate

and

7 McBride, Dollens,
8 **Provenzano**, and **Bennett** of
9 the House

10
11 COMMITTEE SUBSTITUTE

12 [schools - minimum salary schedule - effective date

13 -

14 emergency]

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16
17
18 ~~BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:~~

19 SECTION 1. AMENDATORY 70 O.S. 2021, Section 18-114.14,
20 is amended to read as follows:

21 Section 18-114.14 A. Beginning with the ~~2018-2019~~ 2023-2024
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	\$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>26</u>	<u>\$50,542</u>	<u>\$51,725</u>	<u>\$52,464</u>	<u>\$54,888</u>
10	<u>27</u>	<u>\$51,035</u>	<u>\$52,218</u>	<u>\$52,957</u>	<u>\$55,381</u>
11	<u>28</u>	<u>\$51,528</u>	<u>\$52,711</u>	<u>\$53,450</u>	<u>\$55,874</u>
12	<u>29</u>	<u>\$52,021</u>	<u>\$53,204</u>	<u>\$53,943</u>	<u>\$56,367</u>
13	<u>30</u>	<u>\$52,514</u>	<u>\$53,697</u>	<u>\$54,436</u>	<u>\$56,860</u>
14	<u>31</u>	<u>\$53,007</u>	<u>\$54,190</u>	<u>\$54,929</u>	<u>\$57,353</u>
15	<u>32</u>	<u>\$53,500</u>	<u>\$54,683</u>	<u>\$55,422</u>	<u>\$57,846</u>
16	<u>33</u>	<u>\$53,993</u>	<u>\$55,176</u>	<u>\$55,915</u>	<u>\$58,339</u>
17	<u>34</u>	<u>\$54,486</u>	<u>\$55,669</u>	<u>\$56,408</u>	<u>\$58,832</u>
18	<u>35</u>	<u>\$54,979</u>	<u>\$56,162</u>	<u>\$56,901</u>	<u>\$59,325</u>
19		Master's Degree +			
20	Years of	National Board			
21	Experience	Certification			
22	0	\$39,149			
23	1	\$39,583			
24	2	\$40,018			

1	3	\$40,452
2	4	\$40,886
3	5	\$41,358
4	6	\$41,822
5	7	\$42,285
6	8	\$42,749
7	9	\$43,212
8	10	\$44,728
9	11	\$45,221
10	12	\$45,713
11	13	\$46,206
12	14	\$46,699
13	15	\$47,212
14	16	\$47,705
15	17	\$48,198
16	18	\$48,691
17	19	\$49,184
18	20	\$49,698
19	21	\$50,192
20	22	\$50,685
21	23	\$51,178
22	24	\$51,671
23	25	\$53,153
24	<u>26</u>	<u>\$53,646</u>

1	<u>27</u>	<u>\$54,139</u>
2	<u>28</u>	<u>\$54,632</u>
3	<u>29</u>	<u>\$55,125</u>
4	<u>30</u>	<u>\$55,618</u>
5	<u>31</u>	<u>\$56,111</u>
6	<u>32</u>	<u>\$56,604</u>
7	<u>33</u>	<u>\$57,097</u>
8	<u>34</u>	<u>\$57,590</u>
9	<u>35</u>	<u>\$58,083</u>

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

18 2. If a school district intends to provide retirement benefits
19 to a teacher such that the teacher's salary would be less than the
20 amounts set forth in the minimum salary schedule specified in
21 subsection A of this section, the district shall be required to
22 provide written notification to the teacher prior to his or her
23 employment or, if already employed by the district, no later than
24 thirty (30) days prior to the date the district elects to provide

1 retirement benefits such that the teacher's salary would be less
2 than the minimum salary schedule.

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

20 D. For the purpose of state salary increments and retirement,
21 no teacher shall be granted credit for more than five (5) years of
22 active duty in the military service or out-of-state or out-of-
23 country teaching experience as a certified teacher or its
24 equivalent. Nothing in this section shall prohibit boards of

1 education from crediting more years of experience on district salary
2 schedules than those allowed for state purposes.

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

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

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

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

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

21 5. Certified school psychologist or psychometrist which were
22 completed while employed as a doctoral intern, psychological
23 assistant, or psychologist with any agency of the State of Oklahoma
24 if the experience primarily involved work with persons of school- or

1 preschool-age and if the person was, at the time the experience was
2 acquired, certified as, or eligible for certification as, a school
3 psychologist or psychometrist.

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

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

16 SECTION 2. This act shall become effective July 1, 2023.

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

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22 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS AND BUDGET, dated
23 04/20/2023 - DO PASS, As Amended and Coauthored.
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