

1 **SENATE FLOOR VERSION**

2 February 22, 2023

3 SENATE BILL NO. 482

By: Pugh, Pemberton, and
Stanley of the Senate

4 and

5 McBride of the House

6
7
8 [teacher compensation - benefits - experience -
9 notification - codification - effective date -
emergency]

10
11
12 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

13 SECTION 1. NEW LAW A new section of law to be codified
14 in the Oklahoma Statutes as Section 18-114.15 of Title 70, unless
15 there is created a duplication in numbering, reads as follows:

16 A. Beginning with the 2023-2024 school year, certified
17 personnel, as defined in Section 26-103 of Title 70 of the Oklahoma
18 Statutes, in the public schools of Oklahoma shall receive in salary
19 and/or fringe benefits not less than the amounts specified in the
20 following schedule:

21 MINIMUM SALARY SCHEDULE

22 National

23	Years of	Bachelor's Board	Master's	Doctor's
24	Experience	Degree	Certification Degree	Degree

1	0	\$39,601	\$40,759	\$40,991	\$42,381
2	1	\$40,035	\$41,193	\$41,425	\$42,815
3	2	\$40,469	\$41,628	\$41,859	\$43,249
4	3	\$40,904	\$42,062	\$42,294	\$43,684
5	4	\$41,338	\$42,496	\$42,728	\$44,118
6	5	\$42,810	\$43,968	\$44,200	\$45,590
7	6	\$43,273	\$44,432	\$44,663	\$46,054
8	7	\$43,737	\$44,895	\$45,127	\$46,517
9	8	\$44,200	\$45,358	\$45,590	\$46,980
10	9	\$44,663	\$45,822	\$46,054	\$47,444
11	10	\$46,684	\$47,844	\$48,568	\$50,945
12	11	\$47,177	\$48,336	\$49,061	\$51,438
13	12	\$47,670	\$48,829	\$49,554	\$51,931
14	13	\$48,162	\$49,322	\$50,047	\$52,424
15	14	\$48,655	\$49,815	\$50,539	\$52,916
16	15	\$50,167	\$51,327	\$52,052	\$54,430
17	16	\$50,660	\$51,820	\$52,545	\$54,923
18	17	\$51,153	\$52,313	\$53,038	\$55,416
19	18	\$51,646	\$52,806	\$53,531	\$55,909
20	19	\$52,139	\$53,299	\$54,024	\$56,402
21	20	\$52,652	\$53,83	\$54,538	\$56,917
22	21	\$53,145	\$54,306	\$55,031	\$57,410
23	22	\$53,639	\$54,799	\$55,524	\$57,903
24	23	\$54,132	\$55,292	\$56,018	\$58,397

1	24	\$54,625	\$55,785	\$56,511	\$58,890
2	25	\$56,049	\$57,232	\$57,971	\$60,395
3	Master's Degree +				
4	Years of	National Board			
5	Experience	Certification			
6	0	\$42,149			
7	1	\$42,583			
8	2	\$43,018			
9	3	\$43,452			
10	4	\$43,886			
11	5	\$45,358			
12	6	\$45,822			
13	7	\$46,285			
14	8	\$46,749			
15	9	\$47,212			
16	10	\$49,728			
17	11	\$50,221			
18	12	\$50,713			
19	13	\$51,206			
20	14	\$51,699			
21	15	\$53,212			
22	16	\$53,705			
23	17	\$54,198			
24	18	\$54,691			

1	19	\$55,184
2	20	\$55,698
3	21	\$56,192
4	22	\$56,685
5	23	\$57,178
6	24	\$57,671
7	25	\$59,153

8 B. 1. When determining the Minimum Salary Schedule, "fringe
9 benefits" shall mean all or part of retirement benefits, excluding
10 the contributions made pursuant to subsection A of Section 17-108.1
11 of Title 70 of the Oklahoma Statutes and the flexible benefit
12 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma
13 Statutes from the flexible benefit allowance funds disbursed by the
14 State Board of Education and the State Board of Career and
15 Technology Education pursuant to Section 26-104 of Title 70 of the
16 Oklahoma Statutes.

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

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 Title 70 of the Oklahoma Statutes, by a school
9 district during the 2022-2023 school year was receiving a salary
10 above the step level indicated by the State Minimum Salary Schedule
11 for the 2022-2023 school year, the person shall receive a salary
12 increase amount equal to the amount indicated in subsection A for
13 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.

21 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS
22 February 22, 2023 - DO PASS

23
24