

1 STATE OF OKLAHOMA

2 1st Session of the 60th Legislature (2025)

3 SENATE BILL 201

By: Pugh

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5
6 AS INTRODUCED

7 An Act relating to schools; establishing minimum
8 salary schedule for teachers; defining term;
9 specifying certain recognition of college degrees;
10 requiring the State Board of Education to accept
11 certain teaching experience; requiring certain
12 notification; limiting teaching credit for certain
13 service and experience; allowing school district to
14 offer more credit; directing the Board to recognize
15 certain experiences; prohibiting application of
16 minimum salary schedule to certain retired teachers;
17 requiring certain certified personnel to receive
18 certain salary increase above certain level paid
19 during certain school year; repealing Section 1,
20 Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2024, Section
21 18-114.15), which relates to the minimum salary
22 schedule; providing for codification; providing an
23 effective date; and declaring an emergency

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

25 SECTION 1. NEW LAW A new section of law to be codified
26 in the Oklahoma Statutes as Section 18-114.16 of Title 70, unless
27 there is created a duplication in numbering, reads as follows:

28 A. Beginning with the 2025-2026 school year, certified
29 personnel, as defined in Section 26-103 of Title 70 of the Oklahoma
30 Statutes, in the public schools of Oklahoma shall receive in salary

1 and/or fringe benefits not less than the amounts specified in the
2 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	\$50,000	\$51,158	\$51,390	\$52,870
8 1	\$50,434	\$51,592	\$51,824	\$53,214
9 2	\$50,868	\$52,027	\$52,258	\$53,648
10 3	\$51,303	\$52,461	\$52,693	\$54,083
11 4	\$51,737	\$52,895	\$53,127	\$54,517
12 5	\$53,209	\$54,367	\$54,599	\$55,989
13 6	\$53,672	\$54,831	\$55,062	\$56,453
14 7	\$54,136	\$55,294	\$55,526	\$56,916
15 8	\$54,599	\$55,757	\$55,989	\$57,379
16 9	\$55,062	\$56,221	\$56,453	\$57,843
17 10	\$57,083	\$58,243	\$58,967	\$61,344
18 11	\$57,576	\$58,735	\$59,460	\$61,837
19 12	\$58,069	\$59,228	\$59,953	\$62,330
20 13	\$58,561	\$59,721	\$60,446	\$62,823
21 14	\$59,054	\$60,214	\$60,938	\$63,315
22 15	\$60,566	\$61,726	\$62,451	\$64,829
23 16	\$61,059	\$62,219	\$62,944	\$65,322
24 17	\$61,552	\$62,712	\$63,437	\$65,815

1	18	\$62,045	\$63,205	\$63,930	\$66,308
2	19	\$62,538	\$63,698	\$64,423	\$66,801
3	20	\$63,051	\$64,212	\$64,937	\$67,316
4	21	\$63,544	\$64,705	\$65,430	\$67,809
5	22	\$64,038	\$65,198	\$65,923	\$68,302
6	23	\$64,531	\$65,691	\$66,417	\$68,796
7	24	\$65,024	\$66,184	\$66,910	\$69,289
8	25	\$66,448	\$67,631	\$68,370	\$70,794

Master's Degree +

Years of National Board

Experience Certification

12	0	\$52,548
13	1	\$52,982
14	2	\$53,417
15	3	\$53,851
16	4	\$54,285
17	5	\$55,757
18	6	\$56,221
19	7	\$56,684
20	8	\$57,148
21	9	\$57,611
22	10	\$60,127
23	11	\$60,620
24	12	\$61,112

1	13	\$61,605
2	14	\$62,098
3	15	\$63,611
4	16	\$64,104
5	17	\$64,597
6	18	\$65,090
7	19	\$65,583
8	20	\$66,097
9	21	\$66,591
10	22	\$67,084
11	23	\$67,577
12	24	\$68,070
13	25	\$69,552

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

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

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

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

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

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

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

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

1 4. Certified teacher which were completed while employed by the
2 Child Study Center located at University Hospital, if the teacher
3 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 Title 70 of the Oklahoma Statutes, by a school
16 district during the 2024-2025 school year was receiving a salary
17 above the step level indicated by the Minimum Salary Schedule for
18 the 2024-2025 school year, the person shall receive a salary
19 increase amount equal to the amount indicated in subsection A for
20 the step level indicated for the person, provided they remain
21 employed by the same district, unless the hours or the duties of the
22 certified personnel are reduced proportionately.

23 SECTION 2. REPEALER Section 1, Chapter 289, O.S.L.
24 2023 (70 O.S. Supp. 2024, Section 18-114.15), is hereby repealed.

1 SECTION 3. This act shall become effective July 1, 2025.

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