

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

SENATE BILL 142

By: Hicks

AS INTRODUCED

An Act relating to school personnel compensation; amending Section 1, Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2024, Section 18-114.15), which relates to minimum salary and benefits; modifying salary amounts; providing salary increases; updating certain school year; deleting requirements that certain persons receive certain salary increase; updating statutory references; updating statutory language; providing an effective date; and declaring an emergency.

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

SECTION 1. AMENDATORY Section 1, Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2024, Section 18-114.15), is amended to read as follows:

Section 18-114.15. A. Beginning with the ~~2023-2024~~ 2025-2026 school year, certified personnel, as defined in Section 26-103 of ~~Title 70 of the Oklahoma Statutes~~ 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

Years of Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	\$39,601 <u>\$42,601</u>	\$40,759 <u>\$43,759</u>	\$40,991 <u>\$43,991</u>	\$42,381 <u>\$45,381</u>
1	\$40,035 <u>\$43,035</u>	\$41,193 <u>\$44,193</u>	\$41,425 <u>\$44,425</u>	\$42,815 <u>\$45,815</u>
2	\$40,469 <u>\$43,469</u>	\$41,628 <u>\$44,628</u>	\$41,859 <u>\$44,859</u>	\$43,249 <u>\$46,249</u>
3	\$40,904 <u>\$43,904</u>	\$42,062 <u>\$45,062</u>	\$42,294 <u>\$45,294</u>	\$43,684 <u>\$46,684</u>
4	\$41,338 <u>\$44,338</u>	\$42,496 <u>\$45,496</u>	\$42,728 <u>\$45,728</u>	\$44,118 <u>\$47,118</u>
5	\$42,810 <u>\$45,810</u>	\$43,968 <u>\$46,968</u>	\$44,200 <u>\$47,200</u>	\$45,590 <u>\$48,590</u>
6	\$43,273 <u>\$46,273</u>	\$44,432 <u>\$47,432</u>	\$44,663 <u>\$47,663</u>	\$46,054 <u>\$49,054</u>
7	\$43,737 <u>\$46,737</u>	\$44,895 <u>\$47,895</u>	\$45,127 <u>\$48,127</u>	\$46,517 <u>\$49,517</u>
8	\$44,200 <u>\$47,200</u>	\$45,358 <u>\$48,358</u>	\$45,590 <u>\$48,590</u>	\$46,980 <u>\$49,980</u>
9	\$44,663 <u>\$47,663</u>	\$45,822 <u>\$48,822</u>	\$46,054 <u>\$49,054</u>	\$47,444 <u>\$50,444</u>

1	10	\$46,684	\$47,844	\$48,568	\$50,945
2		<u>\$49,684</u>	<u>\$50,844</u>	<u>\$51,568</u>	<u>\$53,945</u>
3	11	\$47,177	\$48,336	\$49,061	\$51,438
4		<u>\$50,177</u>	<u>\$51,336</u>	<u>\$52,061</u>	<u>\$54,438</u>
5	12	\$47,670	\$48,829	\$49,554	\$51,931
6		<u>\$50,670</u>	<u>\$51,829</u>	<u>\$52,554</u>	<u>\$54,931</u>
7	13	\$48,162	\$49,322	\$50,047	\$52,424
8		<u>\$51,162</u>	<u>\$52,322</u>	<u>\$53,047</u>	<u>\$55,424</u>
9	14	\$48,655	\$49,815	\$50,539	\$52,916
10		<u>\$51,655</u>	<u>\$52,815</u>	<u>\$53,539</u>	<u>\$55,916</u>
11	15	\$50,167	\$51,327	\$52,052	\$54,430
12		<u>\$53,167</u>	<u>\$54,327</u>	<u>\$55,052</u>	<u>\$57,430</u>
13	16	\$50,660	\$51,820	\$52,545	\$54,923
14		<u>\$53,660</u>	<u>\$54,820</u>	<u>\$55,545</u>	<u>\$57,923</u>
15	17	\$51,153	\$52,313	\$53,038	\$55,416
16		<u>\$54,153</u>	<u>\$55,313</u>	<u>\$56,038</u>	<u>\$58,416</u>
17	18	\$51,646	\$52,806	\$53,531	\$55,909
18		<u>\$54,646</u>	<u>\$55,806</u>	<u>\$56,531</u>	<u>\$58,909</u>
19	19	\$52,139	\$53,299	\$54,024	\$56,402
20		<u>\$55,139</u>	<u>\$56,299</u>	<u>\$57,024</u>	<u>\$59,402</u>
21	20	\$52,652	\$53,813	\$54,538	\$56,917
22		<u>\$55,652</u>	<u>\$56,813</u>	<u>\$57,538</u>	<u>\$59,917</u>
23	21	\$53,145	\$54,306	\$55,031	\$57,410
24		<u>\$56,145</u>	<u>\$57,306</u>	<u>\$58,031</u>	<u>\$60,410</u>

1	22	\$53,639	\$54,799	\$55,524	\$57,903
2		<u>\$56,639</u>	<u>\$57,799</u>	<u>\$58,524</u>	<u>\$60,903</u>
3	23	\$54,132	\$55,292	\$56,018	\$58,397
4		<u>\$57,132</u>	<u>\$58,292</u>	<u>\$59,018</u>	<u>\$61,397</u>
5	24	\$54,625	\$55,785	\$56,511	\$58,890
6		<u>\$57,625</u>	<u>\$58,785</u>	<u>\$59,511</u>	<u>\$61,890</u>
7	25	\$56,049	\$57,232	\$57,971	\$60,395
8		<u>\$59,049</u>	<u>\$60,232</u>	<u>\$60,971</u>	<u>\$63,395</u>
9	Master's Degree +				
10	Years of	National Board			
11	Experience	Certification			
12	0	\$42,149			
13		<u>\$45,149</u>			
14	1	\$42,583			
15		<u>\$45,583</u>			
16	2	\$43,018			
17		<u>\$46,018</u>			
18	3	\$43,452			
19		<u>\$46,452</u>			
20	4	\$43,886			
21		<u>\$46,886</u>			
22	5	\$45,358			
23		<u>\$48,358</u>			
24	6	\$45,822			

1		<u>\$48,822</u>
2	7	\$46,285
3		<u>\$49,285</u>
4	8	\$46,749
5		<u>\$49,749</u>
6	9	\$47,212
7		<u>\$50,212</u>
8	10	\$49,728
9		<u>\$52,728</u>
10	11	\$50,221
11		<u>\$53,221</u>
12	12	\$50,713
13		<u>\$53,713</u>
14	13	\$51,206
15		<u>\$54,206</u>
16	14	\$51,699
17		<u>\$54,699</u>
18	15	\$53,212
19		<u>\$56,212</u>
20	16	\$53,705
21		<u>\$56,705</u>
22	17	\$54,198
23		<u>\$57,198</u>
24	18	\$54,691

1		<u>\$57,691</u>
2	19	\$55,184
3		<u>\$58,184</u>
4	20	\$55,698
5		<u>\$58,698</u>
6	21	\$56,192
7		<u>\$59,192</u>
8	22	\$56,685
9		<u>\$59,685</u>
10	23	\$57,178
11		<u>\$60,178</u>
12	24	\$57,671
13		<u>\$60,671</u>
14	25	\$59,153
15		<u>\$62,153</u>

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

1 pursuant to Section 26-104 of ~~Title 70 of the Oklahoma Statutes~~ this
2 title.

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

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

1 costs of the analysis by a credential evaluation service. The Board
2 shall accept teaching experience from primary and secondary schools
3 that are operated by the United States Department of Defense or are
4 affiliated with the United States Department of State.

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

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

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

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

23 3. Vocational rehabilitation counselor which were completed
24 while employed by the Department of Human Services if such counselor

1 was certified as a teacher or was eligible for certification as a
2 teacher in Oklahoma;

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

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

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

16 G. If a person employed as certified personnel, as defined in
17 Section 26-103 of ~~Title 70 of the Oklahoma Statutes~~ this title, by a
18 school district during the ~~2022-2023~~ 2024-2025 school year was
19 receiving a salary above the step level indicated by the ~~State~~
20 ~~Minimum Salary Schedule~~ state minimum salary schedule for the ~~2022-~~
21 ~~2023~~ 2024-2025 school year, the person shall receive a salary
22 increase amount equal to the amount indicated in subsection A of
23 this section for the step level indicated for the person, provided
24

1 they remain employed by the same district, unless the hours or the
2 duties of the certified personnel are reduced proportionately.

3 ~~H. If a school district does not receive Foundation or Salary
4 Incentive Aid pursuant to Section 18-200.1 of Title 70 of the
5 Oklahoma Statutes, funds shall be allocated by the State Board of
6 Education to implement the salary increases indicated in subsection
7 A of this section.~~

8 ~~I. Persons employed as classroom instructional employees of
9 technology center school districts supervised by the State Board of
10 Career and Technology Education shall receive a salary increase
11 amount equal to the amount indicated in subsection A of this section
12 for the step level indicated for the person, provided they remain
13 employed by the same technology center school district, unless the
14 hours or the duties of the classroom instructional employees are
15 reduced proportionately.~~

16 ~~J. Persons employed as correctional teachers or vocational
17 instructors by the Department of Corrections pursuant to Section
18 510.6a of Title 57 of the Oklahoma Statutes or persons employed as
19 teachers by the Office of Juvenile Affairs shall receive a salary
20 increase amount equal to the amount indicated in subsection A of
21 this section for the step level indicated for the person, provided
22 they remain employed by the same Department of Corrections or Office
23 of Juvenile Affairs facility, unless the hours or the duties of the
24~~

1 ~~correctional teachers, vocational instructors, or teachers are~~
2 ~~reduced proportionately.~~

3 ~~K. Persons employed as teachers by the State Department of~~
4 ~~Rehabilitation Services shall receive a salary increase amount equal~~
5 ~~to the amount indicated in subsection A of this section for the step~~
6 ~~level indicated for the person, provided they remain employed by the~~
7 ~~State Department of Rehabilitation Services, unless the hours or the~~
8 ~~duties of the teachers are reduced proportionately.~~

9 SECTION 2. This act shall become effective July 1, 2025.

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

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