

1 STATE OF OKLAHOMA

2 1st Session of the 55th Legislature (2015)

3 HOUSE BILL 1689

By: Denney

4
5
6 AS INTRODUCED

7 An Act relating to schools; creating the Teacher
8 Retention and Compensation Act of 2015; amending 70
9 O.S. 2011, Section 1-109, as last amended by Section
10 1, Chapter 242, O.S.L. 2013 (70 O.S. Supp. 2014,
11 Section 1-109), which relates to the length of the
12 school year; increasing the number of days in certain
13 school years; amending Section 3, Chapter 394, O.S.L.
14 2013 (70 O.S. Supp. 2014, Section 18-114.14), which
15 relates to the teacher minimum salary schedule;
16 expanding minimum salary schedule for certain school
17 years; requiring certain House and Senate committees
18 to analyze teacher compensation and make
19 recommendations; requiring recommendations to
20 consider certain factors; requiring State Department
21 of Education to submit report concerning teacher
22 compensation; requiring certain information in
23 report; providing for noncodification; providing for
24 codification; providing an effective date; and
declaring an emergency.

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

SECTION 1. NEW LAW A new section of law not to be
codified in the Oklahoma Statutes reads as follows:

This act shall be known and may be cited as the "Teacher
Retention and Compensation Act of 2015".

1 SECTION 2. AMENDATORY 70 O.S. 2011, Section 1-109, as
2 last amended by Section 1, Chapter 242, O.S.L. 2013 (70 O.S. Supp.
3 2014, Section 1-109), is amended to read as follows:

4 Section 1-109. A. For all public schools in Oklahoma, school
5 shall actually be in session and classroom instruction offered:

6 1. For the 2015-2016 school year, not less than ~~one hundred~~
7 ~~eighty (180)~~ one hundred eighty-two (182) days; or

8 2. For the 2016-2017 school year, not less than one hundred
9 eighty-three (183) days;

10 3. For the 2017-2018 school year, not less than one hundred
11 eighty-four (184) days;

12 4. For the 2018-2019 school year, not less than one hundred
13 eighty-five (185) days; or

14 5. For not less than ~~one thousand eighty (1,080)~~ the number of
15 hours each school year equal to the number of days required by this
16 subsection multiplied by a factor of six, if a district board of
17 education adopts a school-hours policy and notifies the State Board
18 of Education prior to September 15 of the applicable school year.

19 B. A school district may not count more than thirty (30) hours
20 each school year that are used for attendance of professional
21 meetings toward the ~~one hundred eighty (180)~~ minimum days or ~~one~~
22 ~~thousand eighty (1,080)~~ hours of classroom instruction time required
23 in subsection A of this section.

24

1 C. Teachers off contract with an employing district shall not
2 be required by the employing school district to attend professional
3 meetings unless the teacher is paid additional compensation for the
4 additional time. Teachers may be paid additional compensation for
5 attending professional meetings in excess of their contract term.
6 Subject to district board of education policy or collective
7 bargaining agreement, additional paid professional days may be
8 granted for individual teachers to attend or participate in
9 professional meetings, staff development training, or National Board
10 certification portfolio development as provided for in Section 6-
11 204.2 of this title.

12 D. A school district may authorize parent-teacher conferences
13 to be held during a regular school day. If authorized by the school
14 district, parent-teacher conferences shall be counted as classroom
15 instruction time for no more than six (6) hours per semester, for a
16 total of twelve (12) hours per school year.

17 E. A school district may maintain school for less than a full
18 school year only when conditions beyond the control of school
19 authorities make the maintenance of the term impossible and the
20 State Board of Education has been apprised and has expressed
21 concurrence in writing.

22 F. The State Board of Education shall establish criteria for an
23 extended-day schedule for schools subject to ~~paragraph 1 of~~
24 subsection A of this section. The criteria shall:

1 1. Prescribe a lengthened school day within limits determined
2 not to be detrimental to quality instruction;

3 2. Ensure that the schedule is equivalent in annual hours of
4 instruction to the ~~one hundred eighty day~~ minimum school year
5 specified in ~~paragraph 1~~ of subsection A of this section; and

6 3. Be consistent with the provisions of this section and
7 Sections 1-111 and 1-112 of this title, but may result in fewer
8 annual days of instruction.

9 G. The State Board of Education may authorize school districts
10 to implement an extended-day schedule for instruction pursuant to
11 the criteria developed. The State Board of Education shall require
12 the participating school districts to prepare a report of the impact
13 of the extended-day schedule.

14 H. Notwithstanding the provisions of subsections F and G of
15 this section, a school district board of education subject to
16 ~~paragraph~~ paragraphs 1 through 4 of subsection A of this section may
17 adopt and implement an extended-day schedule for grades nine through
18 twelve subject to the following requirements:

19 1. The annual number of hours of instruction shall equal or
20 exceed ~~one thousand eighty (1,080)~~ the minimum number of hours,
21 ~~which is the equivalent of one hundred eighty (180) days of~~
22 ~~instruction as~~ specified in subsection A of this section for six (6)
23 hours each day as specified in Section 1-111 of this title;

24

1 2. The annual number of days of instruction shall equal or
2 exceed ~~one hundred eighty (180)~~ the minimum number of days as
3 specified in subsection A of this section;

4 3. The schedule adopted shall be consistent with the provisions
5 of Sections 1-111 and 1-112 of this title, except that for not more
6 than one (1) day per week, a school day shall consist of not less
7 than five (5) hours devoted to academic instruction in a regular
8 classroom setting;

9 4. The district shall hold a public hearing prior to the
10 adoption of an extended-day schedule authorized pursuant to this
11 subsection; and

12 5. The district shall document the impact on student
13 achievement as determined by the academic performance data score and
14 any other relevant factors that are a result of implementation of an
15 extended-day schedule authorized pursuant to this subsection and
16 provide an annual report to the State Board of Education of the
17 results. If improvement in student achievement cannot be documented
18 in the report, the district board of education shall revoke
19 authorization as provided by this subsection. If the district does
20 not revoke authorization after student achievement is not documented
21 in the report, the State Board of Education may deny accreditation
22 of any school in violation of this subsection.

23 I. If subject to paragraph ~~2~~ 5 of subsection A of this section,
24 a district board of education or designee may elect to close a

1 school during the school day for inclement weather purposes. In
2 such an event, the number of hours incurred in classroom instruction
3 time prior to school closure shall be counted toward the ~~one~~
4 ~~thousand eighty (1,080)~~ minimum hours-per-year requirement.

5 J. Nothing in this section shall be construed as affecting the
6 right of an employing school district to require teachers as defined
7 in Section 6-101.3 of this title to work in excess of the ~~one~~
8 ~~thousand eighty (1,080)~~ minimum number of hours required for student
9 instruction. In addition, nothing in this section shall be
10 construed to affect the Fair Labor Standards Act status of any
11 school district employee.

12 SECTION 3. AMENDATORY Section 3, Chapter 394, O.S.L.
13 2013 (70 O.S. Supp. 2014, Section 18-114.14), is amended to read as
14 follows:

15 Section 18-114.14 A. ~~Beginning with~~ For the ~~2013-2014~~ 2015-
16 2016 school year, teachers in the public schools of Oklahoma shall
17 receive in salary and/or fringe benefits not less than the amounts
18 specified in the following schedule:

19 MINIMUM SALARY SCHEDULE

20 National

21 Years of	Bachelor's	Board	Master's	Doctor's
22 Experience	Degree	Certification	Degree	Degree
23 0	\$31,600	\$32,600	\$32,800	\$34,000
24 1	\$31,975	\$32,975	\$33,175	\$34,375

1	2	\$32,350	\$33,350	\$33,550	\$34,750
2	3	\$32,725	\$33,725	\$33,925	\$35,125
3	4	\$33,100	\$34,100	\$34,300	\$35,500
4	5	\$33,500	\$34,500	\$34,700	\$35,900
5	6	\$33,900	\$34,900	\$35,100	\$36,300
6	7	\$34,300	\$35,300	\$35,500	\$36,700
7	8	\$34,700	\$35,700	\$35,900	\$37,100
8	9	\$35,100	\$36,100	\$36,300	\$37,500
9	10	\$35,950	\$36,950	\$37,575	\$39,625
10	11	\$36,375	\$37,375	\$38,000	\$40,050
11	12	\$36,800	\$37,800	\$38,425	\$40,475
12	13	\$37,225	\$38,225	\$38,850	\$40,900
13	14	\$37,650	\$38,650	\$39,275	\$41,325
14	15	\$38,075	\$39,075	\$39,700	\$41,750
15	16	\$38,500	\$39,500	\$40,125	\$42,175
16	17	\$38,925	\$39,925	\$40,550	\$42,600
17	18	\$39,350	\$40,350	\$40,975	\$43,025
18	19	\$39,775	\$40,775	\$41,400	\$43,450
19	20	\$40,200	\$41,200	\$41,825	\$43,875
20	21	\$40,625	\$41,625	\$42,250	\$44,300
21	22	\$41,050	\$42,050	\$42,675	\$44,725
22	23	\$41,475	\$42,475	\$43,100	\$45,150
23	24	\$41,900	\$42,900	\$43,525	\$45,575
24	25	\$42,325	\$43,325	\$43,950	\$46,000

1		Master's Degree +
2	Years of	National Board
3	Experience	Certification
4	0	\$33,800
5	1	\$34,175
6	2	\$34,550
7	3	\$34,925
8	4	\$35,300
9	5	\$35,700
10	6	\$36,100
11	7	\$36,500
12	8	\$36,900
13	9	\$37,300
14	10	\$38,575
15	11	\$39,000
16	12	\$39,425
17	13	\$39,850
18	14	\$40,275
19	15	\$40,700
20	16	\$41,125
21	17	\$41,550
22	18	\$41,975
23	19	\$42,400
24	20	\$42,825

1	21	\$43,250			
2	22	\$43,675			
3	23	\$44,100			
4	24	\$44,525			
5	25	\$44,950			
6	<u>0</u>	<u>\$32,800</u>	<u>\$33,800</u>	<u>\$34,000</u>	<u>\$35,200</u>
7	<u>1</u>	<u>\$33,175</u>	<u>\$34,175</u>	<u>\$34,375</u>	<u>\$35,575</u>
8	<u>2</u>	<u>\$33,550</u>	<u>\$34,550</u>	<u>\$34,750</u>	<u>\$35,950</u>
9	<u>3</u>	<u>\$33,925</u>	<u>\$34,925</u>	<u>\$35,125</u>	<u>\$36,325</u>
10	<u>4</u>	<u>\$34,300</u>	<u>\$35,300</u>	<u>\$35,500</u>	<u>\$36,700</u>
11	<u>5</u>	<u>\$34,700</u>	<u>\$35,700</u>	<u>\$35,900</u>	<u>\$37,100</u>
12	<u>6</u>	<u>\$35,100</u>	<u>\$36,100</u>	<u>\$36,300</u>	<u>\$37,500</u>
13	<u>7</u>	<u>\$35,500</u>	<u>\$36,500</u>	<u>\$36,700</u>	<u>\$37,900</u>
14	<u>8</u>	<u>\$35,900</u>	<u>\$36,900</u>	<u>\$37,100</u>	<u>\$38,300</u>
15	<u>9</u>	<u>\$36,300</u>	<u>\$37,300</u>	<u>\$37,500</u>	<u>\$38,700</u>
16	<u>10</u>	<u>\$37,150</u>	<u>\$38,150</u>	<u>\$38,775</u>	<u>\$40,825</u>
17	<u>11</u>	<u>\$37,575</u>	<u>\$38,575</u>	<u>\$39,200</u>	<u>\$41,250</u>
18	<u>12</u>	<u>\$38,000</u>	<u>\$39,000</u>	<u>\$39,625</u>	<u>\$41,675</u>
19	<u>13</u>	<u>\$38,425</u>	<u>\$39,425</u>	<u>\$40,050</u>	<u>\$42,100</u>
20	<u>14</u>	<u>\$38,850</u>	<u>\$39,850</u>	<u>\$40,475</u>	<u>\$42,525</u>
21	<u>15</u>	<u>\$39,275</u>	<u>\$40,275</u>	<u>\$40,900</u>	<u>\$42,950</u>
22	<u>16</u>	<u>\$39,700</u>	<u>\$40,700</u>	<u>\$41,325</u>	<u>\$43,375</u>
23	<u>17</u>	<u>\$40,125</u>	<u>\$41,125</u>	<u>\$41,750</u>	<u>\$43,800</u>
24	<u>18</u>	<u>\$40,550</u>	<u>\$41,550</u>	<u>\$42,175</u>	<u>\$44,225</u>

1	<u>19</u>	<u>\$40,975</u>	<u>\$41,975</u>	<u>\$42,600</u>	<u>\$44,650</u>
2	<u>20</u>	<u>\$41,400</u>	<u>\$42,400</u>	<u>\$43,025</u>	<u>\$45,075</u>
3	<u>21</u>	<u>\$41,825</u>	<u>\$42,825</u>	<u>\$43,450</u>	<u>\$45,500</u>
4	<u>22</u>	<u>\$42,250</u>	<u>\$43,250</u>	<u>\$43,875</u>	<u>\$45,925</u>
5	<u>23</u>	<u>\$42,675</u>	<u>\$43,675</u>	<u>\$44,300</u>	<u>\$46,350</u>
6	<u>24</u>	<u>\$43,100</u>	<u>\$44,100</u>	<u>\$44,725</u>	<u>\$46,775</u>
7	<u>25</u>	<u>\$43,525</u>	<u>\$44,525</u>	<u>\$45,150</u>	<u>\$47,200</u>
8		<u>Master's Degree +</u>			
9	<u>Years of</u>	<u>National Board</u>			
10	<u>Experience</u>	<u>Certification</u>			
11	<u>0</u>	<u>\$35,000</u>			
12	<u>1</u>	<u>\$35,375</u>			
13	<u>2</u>	<u>\$35,750</u>			
14	<u>3</u>	<u>\$36,125</u>			
15	<u>4</u>	<u>\$36,500</u>			
16	<u>5</u>	<u>\$36,900</u>			
17	<u>6</u>	<u>\$37,300</u>			
18	<u>7</u>	<u>\$37,700</u>			
19	<u>8</u>	<u>\$38,100</u>			
20	<u>9</u>	<u>\$38,500</u>			
21	<u>10</u>	<u>\$39,775</u>			
22	<u>11</u>	<u>\$40,200</u>			
23	<u>12</u>	<u>\$40,625</u>			
24	<u>13</u>	<u>\$41,050</u>			

1	<u>14</u>	<u>\$41,475</u>
2	<u>15</u>	<u>\$41,900</u>
3	<u>16</u>	<u>\$42,325</u>
4	<u>17</u>	<u>\$42,750</u>
5	<u>18</u>	<u>\$43,175</u>
6	<u>19</u>	<u>\$43,600</u>
7	<u>20</u>	<u>\$44,025</u>
8	<u>21</u>	<u>\$44,450</u>
9	<u>22</u>	<u>\$44,875</u>
10	<u>23</u>	<u>\$45,300</u>
11	<u>24</u>	<u>\$45,725</u>
12	<u>25</u>	<u>\$46,150</u>

13 B. For the 2016-2017 school year, teachers in the public
14 schools of Oklahoma shall receive in salary and/or fringe benefits
15 not less than the amounts specified in the following schedule:

16 MINIMUM SALARY SCHEDULE

17		<u>National</u>			
18	<u>Years of</u>	<u>Bachelor's</u>	<u>Board</u>	<u>Master's</u>	<u>Doctor's</u>
19	<u>Experience</u>	<u>Degree</u>	<u>Certification</u>	<u>Degree</u>	<u>Degree</u>
20	<u>0</u>	<u>\$33,800</u>	<u>\$34,800</u>	<u>\$35,000</u>	<u>\$36,200</u>
21	<u>1</u>	<u>\$34,175</u>	<u>\$35,175</u>	<u>\$35,375</u>	<u>\$36,575</u>
22	<u>2</u>	<u>\$34,550</u>	<u>\$35,550</u>	<u>\$35,750</u>	<u>\$36,950</u>
23	<u>3</u>	<u>\$34,925</u>	<u>\$35,925</u>	<u>\$36,125</u>	<u>\$37,325</u>
24	<u>4</u>	<u>\$35,300</u>	<u>\$36,300</u>	<u>\$36,500</u>	<u>\$37,700</u>

1	<u>5</u>	<u>\$35,700</u>	<u>\$36,700</u>	<u>\$36,900</u>	<u>\$38,100</u>
2	<u>6</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
3	<u>7</u>	<u>\$36,500</u>	<u>\$37,500</u>	<u>\$37,700</u>	<u>\$38,900</u>
4	<u>8</u>	<u>\$36,900</u>	<u>\$37,900</u>	<u>\$38,100</u>	<u>\$39,300</u>
5	<u>9</u>	<u>\$37,300</u>	<u>\$38,300</u>	<u>\$38,500</u>	<u>\$39,700</u>
6	<u>10</u>	<u>\$38,150</u>	<u>\$39,150</u>	<u>\$39,775</u>	<u>\$41,825</u>
7	<u>11</u>	<u>\$38,575</u>	<u>\$39,575</u>	<u>\$40,200</u>	<u>\$42,250</u>
8	<u>12</u>	<u>\$39,000</u>	<u>\$40,000</u>	<u>\$40,625</u>	<u>\$42,675</u>
9	<u>13</u>	<u>\$39,425</u>	<u>\$40,425</u>	<u>\$41,050</u>	<u>\$43,100</u>
10	<u>14</u>	<u>\$39,850</u>	<u>\$40,850</u>	<u>\$41,475</u>	<u>\$43,525</u>
11	<u>15</u>	<u>\$40,275</u>	<u>\$41,275</u>	<u>\$41,900</u>	<u>\$43,950</u>
12	<u>16</u>	<u>\$40,700</u>	<u>\$41,700</u>	<u>\$42,325</u>	<u>\$44,375</u>
13	<u>17</u>	<u>\$41,125</u>	<u>\$42,125</u>	<u>\$42,750</u>	<u>\$44,800</u>
14	<u>18</u>	<u>\$41,550</u>	<u>\$42,550</u>	<u>\$43,175</u>	<u>\$45,225</u>
15	<u>19</u>	<u>\$41,975</u>	<u>\$42,975</u>	<u>\$43,600</u>	<u>\$45,650</u>
16	<u>20</u>	<u>\$42,400</u>	<u>\$43,400</u>	<u>\$44,025</u>	<u>\$46,075</u>
17	<u>21</u>	<u>\$42,825</u>	<u>\$43,825</u>	<u>\$44,450</u>	<u>\$46,500</u>
18	<u>22</u>	<u>\$43,250</u>	<u>\$44,250</u>	<u>\$44,875</u>	<u>\$46,925</u>
19	<u>23</u>	<u>\$43,675</u>	<u>\$44,675</u>	<u>\$45,300</u>	<u>\$47,350</u>
20	<u>24</u>	<u>\$44,100</u>	<u>\$45,100</u>	<u>\$45,725</u>	<u>\$47,775</u>
21	<u>25</u>	<u>\$44,525</u>	<u>\$45,525</u>	<u>\$46,150</u>	<u>\$48,200</u>
22		<u>Master's Degree +</u>			
23	<u>Years of</u>	<u>National Board</u>			
24	<u>Experience</u>	<u>Certification</u>			

1	<u>0</u>	<u>\$36,000</u>
2	<u>1</u>	<u>\$36,375</u>
3	<u>2</u>	<u>\$36,750</u>
4	<u>3</u>	<u>\$37,125</u>
5	<u>4</u>	<u>\$37,500</u>
6	<u>5</u>	<u>\$37,900</u>
7	<u>6</u>	<u>\$38,300</u>
8	<u>7</u>	<u>\$38,700</u>
9	<u>8</u>	<u>\$39,100</u>
10	<u>9</u>	<u>\$39,500</u>
11	<u>10</u>	<u>\$40,775</u>
12	<u>11</u>	<u>\$41,200</u>
13	<u>12</u>	<u>\$41,625</u>
14	<u>13</u>	<u>\$42,050</u>
15	<u>14</u>	<u>\$42,475</u>
16	<u>15</u>	<u>\$42,900</u>
17	<u>16</u>	<u>\$43,325</u>
18	<u>17</u>	<u>\$43,750</u>
19	<u>18</u>	<u>\$44,175</u>
20	<u>19</u>	<u>\$44,600</u>
21	<u>20</u>	<u>\$45,025</u>
22	<u>21</u>	<u>\$45,450</u>
23	<u>22</u>	<u>\$45,875</u>
24	<u>23</u>	<u>\$46,300</u>

1 24 \$46,725

2 25 \$47,150

3 C. For the 2017-2018 school year, teachers in the public
4 schools of Oklahoma shall receive in salary and/or fringe benefits
5 not less than the amounts specified in the following schedule:

6 MINIMUM SALARY SCHEDULE

7 National

8 <u>Years of</u>	<u>Bachelor's</u>	<u>Board</u>	<u>Master's</u>	<u>Doctor's</u>
9 <u>Experience</u>	<u>Degree</u>	<u>Certification</u>	<u>Degree</u>	<u>Degree</u>
10 <u>0</u>	<u>\$34,800</u>	<u>\$35,800</u>	<u>\$36,000</u>	<u>\$37,200</u>
11 <u>1</u>	<u>\$35,175</u>	<u>\$36,175</u>	<u>\$36,375</u>	<u>\$37,575</u>
12 <u>2</u>	<u>\$35,550</u>	<u>\$36,550</u>	<u>\$36,750</u>	<u>\$37,950</u>
13 <u>3</u>	<u>\$35,925</u>	<u>\$36,925</u>	<u>\$37,125</u>	<u>\$38,325</u>
14 <u>4</u>	<u>\$36,300</u>	<u>\$37,300</u>	<u>\$37,500</u>	<u>\$38,700</u>
15 <u>5</u>	<u>\$36,700</u>	<u>\$37,700</u>	<u>\$37,900</u>	<u>\$39,100</u>
16 <u>6</u>	<u>\$37,100</u>	<u>\$38,100</u>	<u>\$38,300</u>	<u>\$39,500</u>
17 <u>7</u>	<u>\$37,500</u>	<u>\$38,500</u>	<u>\$38,700</u>	<u>\$39,900</u>
18 <u>8</u>	<u>\$37,900</u>	<u>\$38,900</u>	<u>\$39,100</u>	<u>\$40,300</u>
19 <u>9</u>	<u>\$38,300</u>	<u>\$39,300</u>	<u>\$39,500</u>	<u>\$40,700</u>
20 <u>10</u>	<u>\$39,150</u>	<u>\$40,150</u>	<u>\$40,775</u>	<u>\$42,825</u>
21 <u>11</u>	<u>\$39,575</u>	<u>\$40,575</u>	<u>\$41,200</u>	<u>\$43,250</u>
22 <u>12</u>	<u>\$40,000</u>	<u>\$41,000</u>	<u>\$41,625</u>	<u>\$43,675</u>
23 <u>13</u>	<u>\$40,425</u>	<u>\$41,425</u>	<u>\$42,050</u>	<u>\$44,100</u>
24 <u>14</u>	<u>\$40,850</u>	<u>\$41,850</u>	<u>\$42,475</u>	<u>\$44,525</u>

1	<u>15</u>	<u>\$41,275</u>	<u>\$42,275</u>	<u>\$42,900</u>	<u>\$44,950</u>
2	<u>16</u>	<u>\$41,700</u>	<u>\$42,700</u>	<u>\$43,325</u>	<u>\$45,375</u>
3	<u>17</u>	<u>\$42,125</u>	<u>\$43,125</u>	<u>\$43,750</u>	<u>\$45,800</u>
4	<u>18</u>	<u>\$42,550</u>	<u>\$43,550</u>	<u>\$44,175</u>	<u>\$46,225</u>
5	<u>19</u>	<u>\$42,975</u>	<u>\$43,975</u>	<u>\$44,600</u>	<u>\$46,650</u>
6	<u>20</u>	<u>\$43,400</u>	<u>\$44,400</u>	<u>\$45,025</u>	<u>\$47,075</u>
7	<u>21</u>	<u>\$43,825</u>	<u>\$44,825</u>	<u>\$45,450</u>	<u>\$47,500</u>
8	<u>22</u>	<u>\$44,250</u>	<u>\$45,250</u>	<u>\$45,875</u>	<u>\$47,925</u>
9	<u>23</u>	<u>\$44,675</u>	<u>\$45,675</u>	<u>\$46,300</u>	<u>\$48,350</u>
10	<u>24</u>	<u>\$45,100</u>	<u>\$46,100</u>	<u>\$46,725</u>	<u>\$48,775</u>
11	<u>25</u>	<u>\$45,525</u>	<u>\$46,525</u>	<u>\$47,150</u>	<u>\$49,200</u>

12 Master's Degree +

13 Years of National Board
14 Experience Certification

15	<u>0</u>	<u>\$37,000</u>
16	<u>1</u>	<u>\$37,375</u>
17	<u>2</u>	<u>\$37,750</u>
18	<u>3</u>	<u>\$38,125</u>
19	<u>4</u>	<u>\$38,500</u>
20	<u>5</u>	<u>\$38,900</u>
21	<u>6</u>	<u>\$39,300</u>
22	<u>7</u>	<u>\$39,700</u>
23	<u>8</u>	<u>\$40,100</u>
24	<u>9</u>	<u>\$40,500</u>

1	<u>10</u>	<u>\$41,775</u>
2	<u>11</u>	<u>\$42,200</u>
3	<u>12</u>	<u>\$42,625</u>
4	<u>13</u>	<u>\$43,050</u>
5	<u>14</u>	<u>\$43,475</u>
6	<u>15</u>	<u>\$43,900</u>
7	<u>16</u>	<u>\$44,325</u>
8	<u>17</u>	<u>\$44,750</u>
9	<u>18</u>	<u>\$45,175</u>
10	<u>19</u>	<u>\$45,600</u>
11	<u>20</u>	<u>\$46,025</u>
12	<u>21</u>	<u>\$46,450</u>
13	<u>22</u>	<u>\$46,875</u>
14	<u>23</u>	<u>\$47,300</u>
15	<u>24</u>	<u>\$47,725</u>
16	<u>25</u>	<u>\$48,150</u>

17 D. For the 2018-2019 school year, teachers in the public
18 schools of Oklahoma shall receive in salary and/or fringe benefits
19 not less than the amounts specified in the following schedule:

20 MINIMUM SALARY SCHEDULE

21		<u>National</u>			
22	<u>Years of</u>	<u>Bachelor's</u>	<u>Board</u>	<u>Master's</u>	<u>Doctor's</u>
23	<u>Experience</u>	<u>Degree</u>	<u>Certification</u>	<u>Degree</u>	<u>Degree</u>
24	<u>0</u>	<u>\$35,800</u>	<u>\$36,800</u>	<u>\$37,000</u>	<u>\$38,200</u>

1	<u>1</u>	<u>\$36,175</u>	<u>\$37,175</u>	<u>\$37,375</u>	<u>\$38,575</u>
2	<u>2</u>	<u>\$36,550</u>	<u>\$37,550</u>	<u>\$37,750</u>	<u>\$38,950</u>
3	<u>3</u>	<u>\$36,925</u>	<u>\$37,925</u>	<u>\$38,125</u>	<u>\$39,325</u>
4	<u>4</u>	<u>\$37,300</u>	<u>\$38,300</u>	<u>\$38,500</u>	<u>\$39,700</u>
5	<u>5</u>	<u>\$37,700</u>	<u>\$38,700</u>	<u>\$38,900</u>	<u>\$40,100</u>
6	<u>6</u>	<u>\$38,100</u>	<u>\$39,100</u>	<u>\$39,300</u>	<u>\$40,500</u>
7	<u>7</u>	<u>\$38,500</u>	<u>\$39,500</u>	<u>\$39,700</u>	<u>\$40,900</u>
8	<u>8</u>	<u>\$38,900</u>	<u>\$39,900</u>	<u>\$40,100</u>	<u>\$41,300</u>
9	<u>9</u>	<u>\$39,300</u>	<u>\$40,300</u>	<u>\$40,500</u>	<u>\$41,700</u>
10	<u>10</u>	<u>\$40,150</u>	<u>\$41,150</u>	<u>\$41,775</u>	<u>\$43,825</u>
11	<u>11</u>	<u>\$40,575</u>	<u>\$41,575</u>	<u>\$42,200</u>	<u>\$44,250</u>
12	<u>12</u>	<u>\$41,000</u>	<u>\$42,000</u>	<u>\$42,625</u>	<u>\$44,675</u>
13	<u>13</u>	<u>\$41,425</u>	<u>\$43,425</u>	<u>\$43,050</u>	<u>\$45,100</u>
14	<u>14</u>	<u>\$41,850</u>	<u>\$42,850</u>	<u>\$43,475</u>	<u>\$45,525</u>
15	<u>15</u>	<u>\$42,275</u>	<u>\$43,275</u>	<u>\$43,900</u>	<u>\$45,950</u>
16	<u>16</u>	<u>\$42,700</u>	<u>\$43,700</u>	<u>\$44,325</u>	<u>\$46,375</u>
17	<u>17</u>	<u>\$43,125</u>	<u>\$44,125</u>	<u>\$44,750</u>	<u>\$46,800</u>
18	<u>18</u>	<u>\$43,550</u>	<u>\$44,550</u>	<u>\$45,175</u>	<u>\$47,225</u>
19	<u>19</u>	<u>\$43,975</u>	<u>\$44,975</u>	<u>\$45,600</u>	<u>\$47,650</u>
20	<u>20</u>	<u>\$44,400</u>	<u>\$45,400</u>	<u>\$46,025</u>	<u>\$48,075</u>
21	<u>21</u>	<u>\$44,825</u>	<u>\$45,825</u>	<u>\$46,450</u>	<u>\$48,500</u>
22	<u>22</u>	<u>\$45,250</u>	<u>\$46,250</u>	<u>\$46,875</u>	<u>\$48,925</u>
23	<u>23</u>	<u>\$45,675</u>	<u>\$46,675</u>	<u>\$47,300</u>	<u>\$49,350</u>
24	<u>24</u>	<u>\$46,100</u>	<u>\$47,100</u>	<u>\$47,725</u>	<u>\$49,775</u>

1	<u>25</u>	<u>\$46,525</u>	<u>\$47,525</u>	<u>\$48,150</u>	<u>\$50,200</u>
2		<u>Master's Degree +</u>			
3	<u>Years of</u>	<u>National Board</u>			
4	<u>Experience</u>	<u>Certification</u>			
5	<u>0</u>	<u>\$38,000</u>			
6	<u>1</u>	<u>\$38,375</u>			
7	<u>2</u>	<u>\$38,750</u>			
8	<u>3</u>	<u>\$39,125</u>			
9	<u>4</u>	<u>\$39,500</u>			
10	<u>5</u>	<u>\$39,900</u>			
11	<u>6</u>	<u>\$40,300</u>			
12	<u>7</u>	<u>\$40,700</u>			
13	<u>8</u>	<u>\$41,100</u>			
14	<u>9</u>	<u>\$41,500</u>			
15	<u>10</u>	<u>\$42,775</u>			
16	<u>11</u>	<u>\$43,200</u>			
17	<u>12</u>	<u>\$43,625</u>			
18	<u>13</u>	<u>\$44,050</u>			
19	<u>14</u>	<u>\$44,475</u>			
20	<u>15</u>	<u>\$44,900</u>			
21	<u>16</u>	<u>\$45,325</u>			
22	<u>17</u>	<u>\$45,750</u>			
23	<u>18</u>	<u>\$46,175</u>			
24	<u>19</u>	<u>\$46,600</u>			

1	<u>20</u>	<u>\$47,025</u>
2	<u>21</u>	<u>\$47,450</u>
3	<u>22</u>	<u>\$47,875</u>
4	<u>23</u>	<u>\$48,300</u>
5	<u>24</u>	<u>\$48,725</u>
6	<u>25</u>	<u>\$49,150</u>

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

16 ~~C.~~ F. Any of the degrees referred to in this section shall be
17 from a college recognized by the State Board of Education. The
18 State Board of Education shall accept teaching experience from out-
19 of-state school districts that are accredited by the state board of
20 education or appropriate state accrediting agency for the districts.

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

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

4 ~~E.~~ H. The State Board of Education shall recognize, for
5 purposes of certification and salary increments, all the years of
6 experience 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.~~ I. The provisions of this section shall not apply to
6 teachers who have entered into postretirement employment with a
7 public school in Oklahoma and are still receiving a monthly
8 retirement benefit.

9 SECTION 4. NEW LAW A new section of law to be codified
10 in the Oklahoma Statutes as Section 18-114.16 of Title 70, unless
11 there is created a duplication in numbering, reads as follows:

12 A. Each even-numbered year, the House Common Education
13 Committee, the House Appropriations and Budget Subcommittee tasked
14 with determining common education funding, the Senate Education
15 Committee, and the Senate Appropriations Subcommittee tasked with
16 determining common education funding shall jointly or separately
17 analyze teacher-compensation levels, review relevant data, and make
18 one or more recommendations to the Legislature for any adjustments
19 to teacher-compensation levels as needed to further the objectives
20 stated in this section. Said recommendations may be made in the
21 form of a report which shall be distributed to each member of the
22 Legislature, the Governor, and the State Superintendent of Public
23 Instruction.

24

1 B. The recommendations required by subsection A of this section
2 shall take into account the following factors:

3 1. Teacher compensation in this state compared with surrounding
4 states or other comparable states;

5 2. The impact of inflation on teacher compensation;

6 3. Local control of teacher compensation;

7 4. The impact of teacher compensation on teacher retention;

8 5. Adequate sources of funding for existing compensation and
9 for any proposed increase in compensation;

10 6. The amount of time that has elapsed since the most recent
11 teacher compensation increase; and

12 7. Any other information or recommendations which will promote
13 the goals of competitive and well-funded teacher compensation.

14 C. Each odd-numbered year, the State Department of Education
15 shall submit a report to the chair of the House Common Education
16 Committee, the chair of the House Appropriations and Budget
17 Subcommittee tasked with determining common education funding, the
18 chair of the Senate Education Committee, and the chair of the Senate
19 Appropriations Subcommittee tasked with determining common education
20 funding no later than November 1. The report shall contain the
21 following information:

22 1. A comparison of teacher compensation in this state with
23 teacher compensation in surrounding states or other comparable
24

1 states, including base salary, benefits, bonuses, and other
2 compensation elements, if any;

3 2. The impact of inflation on the real value of teacher
4 compensation in this state over the previous twenty (20) years;

5 3. Data pertaining to teacher compensation at the district
6 level including the percentage of districts that do not pay in
7 excess of the statutory Minimum Salary Schedule, a summary of salary
8 data for districts that do pay in excess of the statutory Minimum
9 Salary Schedule, and the impact of average daily membership on
10 teacher compensation, if known;

11 4. Any known data pertaining to the impact of teacher
12 compensation on teacher retention;

13 5. A detailed accounting of how existing teacher compensation
14 is funded by districts;

15 6. The number of teachers in the state at each salary band of
16 the Minimum Salary Schedule; and

17 7. Recommendations for teacher compensation for the next two
18 (2) school years.

19 SECTION 5. This act shall become effective July 1, 2015.

20 SECTION 6. It being immediately necessary for the preservation
21 of the public peace, health and safety, an emergency is hereby
22
23
24

1 declared to exist, by reason whereof this act shall take effect and
2 be in full force from and after its passage and approval.

3

4 55-1-5621 AM 01/09/15

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24