

1 STATE OF OKLAHOMA

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

3 SUBCOMMITTEE RECOMMENDATION
4 FOR

5 HOUSE BILL NO. 1822

6 By: Martin

7 SUBCOMMITTEE RECOMMENDATION

8 An Act relating to schools; creating the Teacher
9 Retention and Compensation Act of 2015; amending 70
10 O.S. 2011, Section 1-109, as last amended by Section
11 1, Chapter 242, O.S.L. 2013 (70 O.S. Supp. 2014,
12 Section 1-109), which relates to the length of the
13 school year; increasing the number of days in certain
14 school years; amending Section 3, Chapter 394, O.S.L.
15 2013 (70 O.S. Supp. 2014, Section 18-114.14), which
16 relates to the teacher minimum salary schedule;
17 increasing minimum salary schedule for certain school
18 years; directing school districts to increase support
19 employee salaries; providing conditions for payment;
20 clarifying eligibility of support employees;
21 providing for noncodification; providing an effective
22 date; and declaring an emergency.

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

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

1	<u>19</u>	<u>\$41,775</u>	<u>\$42,775</u>	<u>\$43,400</u>	<u>\$45,450</u>
2	<u>20</u>	<u>\$42,200</u>	<u>\$43,200</u>	<u>\$43,825</u>	<u>\$45,875</u>
3	<u>21</u>	<u>\$42,625</u>	<u>\$43,625</u>	<u>\$44,250</u>	<u>\$46,300</u>
4	<u>22</u>	<u>\$43,050</u>	<u>\$44,050</u>	<u>\$44,675</u>	<u>\$46,725</u>
5	<u>23</u>	<u>\$43,475</u>	<u>\$44,475</u>	<u>\$45,100</u>	<u>\$47,150</u>
6	<u>24</u>	<u>\$43,900</u>	<u>\$44,900</u>	<u>\$45,525</u>	<u>\$47,575</u>
7	<u>25</u>	<u>\$44,325</u>	<u>\$45,325</u>	<u>\$45,950</u>	<u>\$48,000</u>
8	<u>26</u>	<u>\$44,750</u>	<u>\$45,750</u>	<u>\$46,375</u>	<u>\$48,425</u>
9	<u>27</u>	<u>\$45,175</u>	<u>\$46,175</u>	<u>\$46,800</u>	<u>\$48,850</u>
10	<u>28</u>	<u>\$45,600</u>	<u>\$46,600</u>	<u>\$47,225</u>	<u>\$49,275</u>
11	<u>29</u>	<u>\$46,025</u>	<u>\$47,025</u>	<u>\$47,650</u>	<u>\$49,700</u>
12	<u>30</u>	<u>\$46,450</u>	<u>\$47,450</u>	<u>\$48,075</u>	<u>\$50,125</u>

13 Master's Degree +

14 Years of National Board

15 Experience Certification

16 0 \$35,800

17 1 \$36,175

18 2 \$36,550

19 3 \$36,925

20 4 \$37,300

21 5 \$37,700

22 6 \$38,100

23 7 \$38,500

24 8 \$38,900

1	<u>9</u>	<u>\$39,300</u>
2	<u>10</u>	<u>\$40,575</u>
3	<u>11</u>	<u>\$41,000</u>
4	<u>12</u>	<u>\$41,425</u>
5	<u>13</u>	<u>\$41,850</u>
6	<u>14</u>	<u>\$42,275</u>
7	<u>15</u>	<u>\$42,700</u>
8	<u>16</u>	<u>\$43,125</u>
9	<u>17</u>	<u>\$43,550</u>
10	<u>18</u>	<u>\$43,975</u>
11	<u>19</u>	<u>\$44,400</u>
12	<u>20</u>	<u>\$44,825</u>
13	<u>21</u>	<u>\$45,250</u>
14	<u>22</u>	<u>\$45,675</u>
15	<u>23</u>	<u>\$46,100</u>
16	<u>24</u>	<u>\$46,525</u>
17	<u>25</u>	<u>\$46,950</u>
18	<u>26</u>	<u>\$47,375</u>
19	<u>27</u>	<u>\$47,800</u>
20	<u>28</u>	<u>\$48,225</u>
21	<u>29</u>	<u>\$48,650</u>
22	<u>30</u>	<u>\$49,075</u>
23		
24		

B. For the 2016-2017 school year, teachers 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

<u>Years of Experience</u>	<u>Bachelor's Degree</u>	<u>Board Certification</u>	<u>Master's Degree</u>	<u>Doctor's Degree</u>
<u>0</u>	<u>\$34,100</u>	<u>\$35,100</u>	<u>\$35,300</u>	<u>\$36,500</u>
<u>1</u>	<u>\$34,475</u>	<u>\$35,475</u>	<u>\$35,675</u>	<u>\$36,875</u>
<u>2</u>	<u>\$34,850</u>	<u>\$35,850</u>	<u>\$36,050</u>	<u>\$37,250</u>
<u>3</u>	<u>\$35,225</u>	<u>\$36,225</u>	<u>\$36,425</u>	<u>\$37,625</u>
<u>4</u>	<u>\$35,600</u>	<u>\$37,600</u>	<u>\$36,800</u>	<u>\$38,000</u>
<u>5</u>	<u>\$36,000</u>	<u>\$37,000</u>	<u>\$37,200</u>	<u>\$38,400</u>
<u>6</u>	<u>\$36,400</u>	<u>\$37,400</u>	<u>\$37,600</u>	<u>\$38,800</u>
<u>7</u>	<u>\$36,800</u>	<u>\$37,800</u>	<u>\$38,000</u>	<u>\$39,200</u>
<u>8</u>	<u>\$37,200</u>	<u>\$38,200</u>	<u>\$38,400</u>	<u>\$39,600</u>
<u>9</u>	<u>\$37,600</u>	<u>\$38,600</u>	<u>\$38,800</u>	<u>\$40,000</u>
<u>10</u>	<u>\$38,450</u>	<u>\$39,450</u>	<u>\$40,075</u>	<u>\$42,125</u>
<u>11</u>	<u>\$38,875</u>	<u>\$39,875</u>	<u>\$40,500</u>	<u>\$42,550</u>
<u>12</u>	<u>\$39,300</u>	<u>\$40,300</u>	<u>\$40,825</u>	<u>\$42,975</u>
<u>13</u>	<u>\$39,725</u>	<u>\$40,725</u>	<u>\$41,650</u>	<u>\$43,400</u>
<u>14</u>	<u>\$40,150</u>	<u>\$41,150</u>	<u>\$41,775</u>	<u>\$43,825</u>
<u>15</u>	<u>\$40,575</u>	<u>\$41,575</u>	<u>\$42,200</u>	<u>\$44,250</u>
<u>16</u>	<u>\$41,000</u>	<u>\$42,000</u>	<u>\$42,650</u>	<u>\$44,675</u>

1	<u>17</u>	<u>\$41,425</u>	<u>\$42,425</u>	<u>\$43,050</u>	<u>\$45,100</u>
2	<u>18</u>	<u>\$41,850</u>	<u>\$42,850</u>	<u>\$43,475</u>	<u>\$45,525</u>
3	<u>19</u>	<u>\$42,275</u>	<u>\$43,275</u>	<u>\$43,800</u>	<u>\$45,950</u>
4	<u>20</u>	<u>\$42,700</u>	<u>\$43,700</u>	<u>\$44,325</u>	<u>\$46,375</u>
5	<u>21</u>	<u>\$43,125</u>	<u>\$44,125</u>	<u>\$44,750</u>	<u>\$46,800</u>
6	<u>22</u>	<u>\$43,550</u>	<u>\$44,550</u>	<u>\$45,175</u>	<u>\$47,225</u>
7	<u>23</u>	<u>\$43,975</u>	<u>\$44,975</u>	<u>\$45,600</u>	<u>\$47,650</u>
8	<u>24</u>	<u>\$44,400</u>	<u>\$45,400</u>	<u>\$46,025</u>	<u>\$48,075</u>
9	<u>25</u>	<u>\$44,825</u>	<u>\$45,825</u>	<u>\$46,450</u>	<u>\$48,500</u>
10	<u>26</u>	<u>\$45,250</u>	<u>\$46,250</u>	<u>\$46,875</u>	<u>\$48,925</u>
11	<u>27</u>	<u>\$45,675</u>	<u>\$46,675</u>	<u>\$47,300</u>	<u>\$49,350</u>
12	<u>28</u>	<u>\$46,100</u>	<u>\$47,100</u>	<u>\$47,725</u>	<u>\$49,775</u>
13	<u>29</u>	<u>\$46,525</u>	<u>\$47,525</u>	<u>\$48,150</u>	<u>\$50,200</u>
14	<u>30</u>	<u>\$46,950</u>	<u>\$47,950</u>	<u>\$48,575</u>	<u>\$50,625</u>
15		<u>Master's Degree +</u>			
16	<u>Years of</u>	<u>National Board</u>			
17	<u>Experience</u>	<u>Certification</u>			
18	<u>0</u>	<u>\$36,300</u>			
19	<u>1</u>	<u>\$36,675</u>			
20	<u>2</u>	<u>\$37,050</u>			
21	<u>3</u>	<u>\$37,425</u>			
22	<u>4</u>	<u>\$37,800</u>			
23	<u>5</u>	<u>\$38,200</u>			
24	<u>6</u>	<u>\$38,600</u>			

1	<u>7</u>	<u>\$39,000</u>
2	<u>8</u>	<u>\$39,400</u>
3	<u>9</u>	<u>\$39,800</u>
4	<u>10</u>	<u>\$41,075</u>
5	<u>11</u>	<u>\$41,500</u>
6	<u>12</u>	<u>\$41,925</u>
7	<u>13</u>	<u>\$42,350</u>
8	<u>14</u>	<u>\$42,775</u>
9	<u>15</u>	<u>\$43,200</u>
10	<u>16</u>	<u>\$43,625</u>
11	<u>17</u>	<u>\$44,050</u>
12	<u>18</u>	<u>\$44,475</u>
13	<u>19</u>	<u>\$44,900</u>
14	<u>20</u>	<u>\$45,325</u>
15	<u>21</u>	<u>\$45,750</u>
16	<u>22</u>	<u>\$46,175</u>
17	<u>23</u>	<u>\$46,600</u>
18	<u>24</u>	<u>\$47,025</u>
19	<u>25</u>	<u>\$47,450</u>
20	<u>26</u>	<u>\$47,875</u>
21	<u>27</u>	<u>\$48,300</u>
22	<u>28</u>	<u>\$48,725</u>
23	<u>29</u>	<u>\$49,150</u>
24	<u>30</u>	<u>\$49,575</u>

C. For the 2017-2018 school year, teachers 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

<u>Years of Experience</u>	<u>Bachelor's Degree</u>	<u>Board Certification</u>	<u>Master's Degree</u>	<u>Doctor's Degree</u>
<u>0</u>	<u>\$34,600</u>	<u>\$35,600</u>	<u>\$35,800</u>	<u>\$37,000</u>
<u>1</u>	<u>\$34,975</u>	<u>\$35,975</u>	<u>\$36,175</u>	<u>\$37,375</u>
<u>2</u>	<u>\$35,350</u>	<u>\$36,350</u>	<u>\$36,550</u>	<u>\$37,750</u>
<u>3</u>	<u>\$35,725</u>	<u>\$36,725</u>	<u>\$36,925</u>	<u>\$38,125</u>
<u>4</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
<u>5</u>	<u>\$36,500</u>	<u>\$37,500</u>	<u>\$37,700</u>	<u>\$38,900</u>
<u>6</u>	<u>\$36,900</u>	<u>\$37,900</u>	<u>\$38,100</u>	<u>\$39,300</u>
<u>7</u>	<u>\$37,300</u>	<u>\$38,300</u>	<u>\$38,500</u>	<u>\$39,700</u>
<u>8</u>	<u>\$37,700</u>	<u>\$38,700</u>	<u>\$38,900</u>	<u>\$40,100</u>
<u>9</u>	<u>\$38,100</u>	<u>\$39,100</u>	<u>\$39,300</u>	<u>\$40,500</u>
<u>10</u>	<u>\$38,950</u>	<u>\$39,950</u>	<u>\$40,475</u>	<u>\$42,625</u>
<u>11</u>	<u>\$39,375</u>	<u>\$40,375</u>	<u>\$41,000</u>	<u>\$43,050</u>
<u>12</u>	<u>\$39,800</u>	<u>\$40,800</u>	<u>\$41,425</u>	<u>\$43,475</u>
<u>13</u>	<u>\$40,225</u>	<u>\$41,225</u>	<u>\$41,850</u>	<u>\$43,900</u>
<u>14</u>	<u>\$40,650</u>	<u>\$41,650</u>	<u>\$42,275</u>	<u>\$43,325</u>
<u>15</u>	<u>\$41,075</u>	<u>\$42,075</u>	<u>\$42,700</u>	<u>\$44,750</u>
<u>16</u>	<u>\$41,500</u>	<u>\$42,500</u>	<u>\$43,125</u>	<u>\$45,175</u>

1	<u>17</u>	<u>\$41,925</u>	<u>\$42,925</u>	<u>\$43,550</u>	<u>\$45,600</u>
2	<u>18</u>	<u>\$42,350</u>	<u>\$43,350</u>	<u>\$43,975</u>	<u>\$46,025</u>
3	<u>19</u>	<u>\$42,775</u>	<u>\$43,775</u>	<u>\$44,400</u>	<u>\$46,450</u>
4	<u>20</u>	<u>\$43,200</u>	<u>\$44,200</u>	<u>\$44,825</u>	<u>\$46,875</u>
5	<u>21</u>	<u>\$43,625</u>	<u>\$44,625</u>	<u>\$45,250</u>	<u>\$47,300</u>
6	<u>22</u>	<u>\$44,050</u>	<u>\$45,050</u>	<u>\$45,675</u>	<u>\$47,725</u>
7	<u>23</u>	<u>\$44,475</u>	<u>\$45,475</u>	<u>\$46,100</u>	<u>\$48,150</u>
8	<u>24</u>	<u>\$44,900</u>	<u>\$45,900</u>	<u>\$46,525</u>	<u>\$48,575</u>
9	<u>25</u>	<u>\$45,325</u>	<u>\$46,325</u>	<u>\$46,950</u>	<u>\$49,000</u>
10	<u>26</u>	<u>\$45,750</u>	<u>\$46,750</u>	<u>\$47,375</u>	<u>\$49,425</u>
11	<u>27</u>	<u>\$46,175</u>	<u>\$47,175</u>	<u>\$47,800</u>	<u>\$49,850</u>
12	<u>28</u>	<u>\$46,600</u>	<u>\$47,600</u>	<u>\$48,225</u>	<u>\$50,275</u>
13	<u>29</u>	<u>\$47,025</u>	<u>\$48,025</u>	<u>\$48,65</u>	<u>\$50,700</u>
14	<u>30</u>	<u>\$47,450</u>	<u>\$48,450</u>	<u>\$49,075</u>	<u>\$51,125</u>

15 Master's Degree +

16 Years of National Board

17 Experience Certification

18	<u>0</u>	<u>\$36,800</u>
19	<u>1</u>	<u>\$37,175</u>
20	<u>2</u>	<u>\$37,550</u>
21	<u>3</u>	<u>\$37,925</u>
22	<u>4</u>	<u>\$38,300</u>
23	<u>5</u>	<u>\$38,700</u>
24	<u>6</u>	<u>\$39,100</u>

1	<u>7</u>	<u>\$39,500</u>
2	<u>8</u>	<u>\$39,900</u>
3	<u>9</u>	<u>\$40,300</u>
4	<u>10</u>	<u>\$41,575</u>
5	<u>11</u>	<u>\$42,000</u>
6	<u>12</u>	<u>\$42,425</u>
7	<u>13</u>	<u>\$42,850</u>
8	<u>14</u>	<u>\$43,275</u>
9	<u>15</u>	<u>\$43,700</u>
10	<u>16</u>	<u>\$44,125</u>
11	<u>17</u>	<u>\$44,550</u>
12	<u>18</u>	<u>\$44,975</u>
13	<u>19</u>	<u>\$45,400</u>
14	<u>20</u>	<u>\$45,825</u>
15	<u>21</u>	<u>\$46,250</u>
16	<u>22</u>	<u>\$46,675</u>
17	<u>23</u>	<u>\$47,100</u>
18	<u>24</u>	<u>\$47,525</u>
19	<u>25</u>	<u>\$47,950</u>
20	<u>26</u>	<u>\$48,375</u>
21	<u>27</u>	<u>\$48,800</u>
22	<u>28</u>	<u>\$49,225</u>
23	<u>29</u>	<u>\$49,650</u>
24	<u>30</u>	<u>\$50,075</u>

D. For the 2018-2019 school year, teachers 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

<u>Years of Experience</u>	<u>Bachelor's Degree</u>	<u>Board Certification</u>	<u>Master's Degree</u>	<u>Doctor's Degree</u>
<u>0</u>	<u>\$35,100</u>	<u>\$36,100</u>	<u>\$36,300</u>	<u>\$37,500</u>
<u>1</u>	<u>\$35,475</u>	<u>\$36,475</u>	<u>\$36,675</u>	<u>\$37,875</u>
<u>2</u>	<u>\$35,850</u>	<u>\$36,850</u>	<u>\$37,050</u>	<u>\$38,250</u>
<u>3</u>	<u>\$36,225</u>	<u>\$37,225</u>	<u>\$37,425</u>	<u>\$38,625</u>
<u>4</u>	<u>\$36,600</u>	<u>\$38,600</u>	<u>\$37,800</u>	<u>\$39,000</u>
<u>5</u>	<u>\$37,000</u>	<u>\$38,000</u>	<u>\$38,200</u>	<u>\$39,400</u>
<u>6</u>	<u>\$37,400</u>	<u>\$38,400</u>	<u>\$38,600</u>	<u>\$39,800</u>
<u>7</u>	<u>\$37,800</u>	<u>\$38,800</u>	<u>\$39,000</u>	<u>\$40,200</u>
<u>8</u>	<u>\$38,200</u>	<u>\$39,200</u>	<u>\$39,400</u>	<u>\$40,600</u>
<u>9</u>	<u>\$38,600</u>	<u>\$39,600</u>	<u>\$39,800</u>	<u>\$41,000</u>
<u>10</u>	<u>\$39,450</u>	<u>\$40,450</u>	<u>\$41,075</u>	<u>\$43,125</u>
<u>11</u>	<u>\$39,875</u>	<u>\$40,875</u>	<u>\$41,500</u>	<u>\$43,550</u>
<u>12</u>	<u>\$40,300</u>	<u>\$41,300</u>	<u>\$41,825</u>	<u>\$43,975</u>
<u>13</u>	<u>\$40,725</u>	<u>\$41,725</u>	<u>\$42,650</u>	<u>\$44,400</u>
<u>14</u>	<u>\$41,150</u>	<u>\$42,150</u>	<u>\$42,775</u>	<u>\$44,825</u>
<u>15</u>	<u>\$41,575</u>	<u>\$42,575</u>	<u>\$43,200</u>	<u>\$45,250</u>
<u>16</u>	<u>\$42,000</u>	<u>\$43,000</u>	<u>\$43,650</u>	<u>\$45,675</u>

1	<u>17</u>	<u>\$42,425</u>	<u>\$43,425</u>	<u>\$44,050</u>	<u>\$46,100</u>
2	<u>18</u>	<u>\$42,850</u>	<u>\$43,850</u>	<u>\$44,475</u>	<u>\$46,525</u>
3	<u>19</u>	<u>\$43,275</u>	<u>\$44,275</u>	<u>\$44,800</u>	<u>\$46,950</u>
4	<u>20</u>	<u>\$43,700</u>	<u>\$44,700</u>	<u>\$45,325</u>	<u>\$47,375</u>
5	<u>21</u>	<u>\$44,125</u>	<u>\$45,125</u>	<u>\$45,750</u>	<u>\$47,800</u>
6	<u>22</u>	<u>\$44,550</u>	<u>\$45,550</u>	<u>\$46,175</u>	<u>\$48,225</u>
7	<u>23</u>	<u>\$44,975</u>	<u>\$45,975</u>	<u>\$46,600</u>	<u>\$48,650</u>
8	<u>24</u>	<u>\$45,400</u>	<u>\$46,400</u>	<u>\$47,025</u>	<u>\$49,075</u>
9	<u>25</u>	<u>\$45,825</u>	<u>\$46,825</u>	<u>\$47,450</u>	<u>\$49,500</u>
10	<u>26</u>	<u>\$46,250</u>	<u>\$47,250</u>	<u>\$47,875</u>	<u>\$49,925</u>
11	<u>27</u>	<u>\$46,675</u>	<u>\$47,675</u>	<u>\$48,300</u>	<u>\$50,350</u>
12	<u>28</u>	<u>\$47,100</u>	<u>\$48,100</u>	<u>\$48,725</u>	<u>\$50,775</u>
13	<u>29</u>	<u>\$47,525</u>	<u>\$48,525</u>	<u>\$49,150</u>	<u>\$51,200</u>
14	<u>30</u>	<u>\$47,950</u>	<u>\$48,950</u>	<u>\$49,575</u>	<u>\$51,625</u>
15		<u>Master's Degree +</u>			
16	<u>Years of</u>	<u>National Board</u>			
17	<u>Experience</u>	<u>Certification</u>			
18	<u>0</u>	<u>\$37,300</u>			
19	<u>1</u>	<u>\$37,675</u>			
20	<u>2</u>	<u>\$38,050</u>			
21	<u>3</u>	<u>\$38,425</u>			
22	<u>4</u>	<u>\$38,800</u>			
23	<u>5</u>	<u>\$39,200</u>			
24	<u>6</u>	<u>\$39,600</u>			

1	<u>7</u>	<u>\$40,000</u>
2	<u>8</u>	<u>\$40,400</u>
3	<u>9</u>	<u>\$40,800</u>
4	<u>10</u>	<u>\$42,075</u>
5	<u>11</u>	<u>\$42,500</u>
6	<u>12</u>	<u>\$42,925</u>
7	<u>13</u>	<u>\$43,350</u>
8	<u>14</u>	<u>\$43,775</u>
9	<u>15</u>	<u>\$44,200</u>
10	<u>16</u>	<u>\$44,625</u>
11	<u>17</u>	<u>\$45,050</u>
12	<u>18</u>	<u>\$45,475</u>
13	<u>19</u>	<u>\$45,900</u>
14	<u>20</u>	<u>\$46,325</u>
15	<u>21</u>	<u>\$46,750</u>
16	<u>22</u>	<u>\$47,175</u>
17	<u>23</u>	<u>\$47,600</u>
18	<u>24</u>	<u>\$48,025</u>
19	<u>25</u>	<u>\$48,450</u>
20	<u>26</u>	<u>\$48,875</u>
21	<u>27</u>	<u>\$49,300</u>
22	<u>28</u>	<u>\$49,725</u>
23	<u>29</u>	<u>\$50,150</u>
24	<u>30</u>	<u>\$50,575</u>

E. For the 2019-2020 school year, teachers 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

<u>Years of Experience</u>	<u>Bachelor's Degree</u>	<u>Board Certification</u>	<u>Master's Degree</u>	<u>Doctor's Degree</u>
<u>0</u>	<u>\$35,600</u>	<u>\$36,600</u>	<u>\$36,800</u>	<u>\$38,000</u>
<u>1</u>	<u>\$35,975</u>	<u>\$36,975</u>	<u>\$37,175</u>	<u>\$37,375</u>
<u>2</u>	<u>\$36,350</u>	<u>\$37,350</u>	<u>\$37,550</u>	<u>\$38,750</u>
<u>3</u>	<u>\$36,725</u>	<u>\$37,725</u>	<u>\$37,925</u>	<u>\$39,125</u>
<u>4</u>	<u>\$37,100</u>	<u>\$38,100</u>	<u>\$38,300</u>	<u>\$39,500</u>
<u>5</u>	<u>\$37,500</u>	<u>\$38,500</u>	<u>\$38,700</u>	<u>\$39,900</u>
<u>6</u>	<u>\$37,900</u>	<u>\$38,900</u>	<u>\$39,100</u>	<u>\$40,300</u>
<u>7</u>	<u>\$38,300</u>	<u>\$39,300</u>	<u>\$39,500</u>	<u>\$40,700</u>
<u>8</u>	<u>\$38,700</u>	<u>\$39,700</u>	<u>\$39,900</u>	<u>\$41,100</u>
<u>9</u>	<u>\$39,100</u>	<u>\$40,100</u>	<u>\$40,300</u>	<u>\$41,500</u>
<u>10</u>	<u>\$39,950</u>	<u>\$40,950</u>	<u>\$41,475</u>	<u>\$43,625</u>
<u>11</u>	<u>\$40,375</u>	<u>\$41,375</u>	<u>\$42,000</u>	<u>\$44,050</u>
<u>12</u>	<u>\$40,800</u>	<u>\$41,800</u>	<u>\$42,425</u>	<u>\$44,475</u>
<u>13</u>	<u>\$41,225</u>	<u>\$42,225</u>	<u>\$42,850</u>	<u>\$44,900</u>
<u>14</u>	<u>\$41,650</u>	<u>\$41,650</u>	<u>\$43,275</u>	<u>\$44,325</u>
<u>15</u>	<u>\$42,075</u>	<u>\$36,600</u>	<u>\$36,800</u>	<u>\$38,000</u>
<u>16</u>	<u>\$42,500</u>	<u>\$36,975</u>	<u>\$37,175</u>	<u>\$38,375</u>

1	<u>17</u>	<u>\$42,925</u>	<u>\$37,350</u>	<u>\$37,550</u>	<u>\$38,750</u>
2	<u>18</u>	<u>\$43,350</u>	<u>\$37,725</u>	<u>\$37,925</u>	<u>\$39,125</u>
3	<u>19</u>	<u>\$43,775</u>	<u>\$44,775</u>	<u>\$45,400</u>	<u>\$47,450</u>
4	<u>20</u>	<u>\$44,200</u>	<u>\$45,200</u>	<u>\$45,825</u>	<u>\$47,825</u>
5	<u>21</u>	<u>\$44,625</u>	<u>\$45,625</u>	<u>\$46,250</u>	<u>\$48,300</u>
6	<u>22</u>	<u>\$45,050</u>	<u>\$46,050</u>	<u>\$46,675</u>	<u>\$48,725</u>
7	<u>23</u>	<u>\$45,475</u>	<u>\$46,475</u>	<u>\$47,100</u>	<u>\$49,150</u>
8	<u>24</u>	<u>\$45,900</u>	<u>\$46,900</u>	<u>\$47,525</u>	<u>\$49,575</u>
9	<u>25</u>	<u>\$46,325</u>	<u>\$47,325</u>	<u>\$47,950</u>	<u>\$50,000</u>
10	<u>26</u>	<u>\$46,750</u>	<u>\$47,750</u>	<u>\$48,375</u>	<u>\$50,425</u>
11	<u>27</u>	<u>\$47,175</u>	<u>\$48,175</u>	<u>\$48,800</u>	<u>\$50,850</u>
12	<u>28</u>	<u>\$47,600</u>	<u>\$48,600</u>	<u>\$49,225</u>	<u>\$51,275</u>
13	<u>29</u>	<u>\$48,025</u>	<u>\$49,025</u>	<u>\$49,650</u>	<u>\$51,700</u>
14	<u>30</u>	<u>\$48,450</u>	<u>\$49,450</u>	<u>\$50,075</u>	<u>\$52,125</u>

15 Master's Degree +

16 Years of National Board

17 Experience Certification

18	<u>0</u>	<u>\$37,800</u>
19	<u>1</u>	<u>\$38,175</u>
20	<u>2</u>	<u>\$38,550</u>
21	<u>3</u>	<u>\$38,925</u>
22	<u>4</u>	<u>\$39,300</u>
23	<u>5</u>	<u>\$39,700</u>
24	<u>6</u>	<u>\$40,100</u>

1	<u>7</u>	<u>\$40,500</u>
2	<u>8</u>	<u>\$40,900</u>
3	<u>9</u>	<u>\$41,300</u>
4	<u>10</u>	<u>\$42,575</u>
5	<u>11</u>	<u>\$43,000</u>
6	<u>12</u>	<u>\$43,425</u>
7	<u>13</u>	<u>\$43,850</u>
8	<u>14</u>	<u>\$44,275</u>
9	<u>15</u>	<u>\$44,700</u>
10	<u>16</u>	<u>\$45,125</u>
11	<u>17</u>	<u>\$45,550</u>
12	<u>18</u>	<u>\$45,975</u>
13	<u>19</u>	<u>\$46,400</u>
14	<u>20</u>	<u>\$46,825</u>
15	<u>21</u>	<u>\$47,250</u>
16	<u>22</u>	<u>\$47,675</u>
17	<u>23</u>	<u>\$48,100</u>
18	<u>24</u>	<u>\$48,525</u>
19	<u>25</u>	<u>\$48,950</u>
20	<u>26</u>	<u>\$49,375</u>
21	<u>27</u>	<u>\$49,800</u>
22	<u>28</u>	<u>\$50,225</u>
23	<u>29</u>	<u>\$50,650</u>
24	<u>30</u>	<u>\$51,075</u>

1 F. When determining the Minimum Salary Schedule, "fringe
2 benefits" shall mean all or part of retirement benefits, excluding
3 the contributions made pursuant to subsection A of Section 17-108.1
4 of ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible
5 benefit allowance pursuant to Section 26-105 of ~~Title 70 of the~~
6 ~~Oklahoma Statutes~~ this title from the flexible benefit allowance
7 funds disbursed by the State Board of Education and the State Board
8 of Career and Technology Education pursuant to Section 26-104 of
9 ~~Title 70 of the Oklahoma Statutes~~ this title.

10 ~~G.~~ G. Any of the degrees referred to in this section shall be
11 from a college recognized by the State Board of Education. The
12 State Board of Education shall accept teaching experience from out-
13 of-state school districts that are accredited by the state board of
14 education or appropriate state accrediting agency for the districts.

15 ~~D.~~ H. For the purpose of state salary increments and
16 retirement, no teacher shall be granted credit for more than five
17 (5) years of active duty in the military service or out-of-state
18 teaching experience as a certified teacher or its equivalent.
19 Nothing in this section shall prohibit boards of education from
20 crediting more years of experience on district salary schedules than
21 those allowed for state purposes.

22 ~~E.~~ I. The State Board of Education shall recognize, for
23 purposes of certification and salary increments, all the years of
24 experience of a:

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

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

9 3. Vocational rehabilitation counselor which were completed
10 while employed by the Department of Human Services if such counselor
11 was certified as a teacher or was eligible for certification as a
12 teacher in Oklahoma;

13 4. Certified teacher which were completed while employed by the
14 Department of Human Services Child Study Center at University
15 Hospital, if the teacher was certified as a teacher in Oklahoma; and

16 5. Certified school psychologist or psychometrist which were
17 completed while employed as a doctoral intern, psychological
18 assistant, or psychologist with any agency of the State of Oklahoma
19 if the experience primarily involved work with persons of school- or
20 preschool-age and if the person was, at the time the experience was
21 acquired, certified as, or eligible for certification as, a school
22 psychologist or psychometrist.

23 ~~F.~~ J. The provisions of this section shall not apply to
24 teachers who have entered into postretirement employment with a

1 public school in Oklahoma and are still receiving a monthly
2 retirement benefit.

3 SECTION 4. NEW LAW A new section of law not to be
4 codified in the Oklahoma Statutes reads as follows:

5 The salary level of each state-paid teacher who was employed in
6 a public school district during the 2014-2015 school year shall be
7 increased by at least Two Thousand Dollars (\$2,000.00) for the 2015-
8 2016 school year, unless the hours or the duties of the employee are
9 reduced proportionately. For certified personnel whose salary is
10 funded partially by federal funds, the salary increase provided for
11 in this section shall be prorated according to the percentage of the
12 salary that is state funded. For certified personnel who are
13 employed for less than a full six-hour school day by any one or more
14 school districts, the salary increase shall be prorated according to
15 the number of hours worked by the certified employee. No part of
16 the amount of Two Thousand Dollars (\$2,000.00) provided for each
17 teacher shall be used by school districts to fund the employer
18 contribution payments mandated by Section 17-108.1 of Title 70 of
19 the Oklahoma Statutes and the employer Federal Insurance
20 Contributions Act (F.I.C.A.) payments attributable to the salary
21 increase. The salary increase provided for in this section shall be
22 in addition to, and not as a replacement for, the step increase
23 indicated for the certified employee pursuant to the State Minimum
24 Salary Schedule, as provided in the Teacher Retention and

1 Compensation Act of 2015, and shall not be contingent upon school
2 district adoption of or participation in a merit-based or incentive
3 pay plan for certified personnel. A school district shall have the
4 option of providing the salary increase to the superintendent of
5 that school district. Funding for any salary for a superintendent
6 given pursuant to this section shall be provided from other
7 revenues. The State Department of Education shall disburse the
8 monies for the pay raise to local school districts on a monthly
9 basis beginning September 1, 2015. To determine the amount of the
10 initial disbursements for each school district, the State Board of
11 Education shall use the data of the number of certified personnel as
12 reported in the final Oklahoma Annual Certified Personnel Report for
13 FY15. After February 1, 2016, the disbursements shall be adjusted
14 based on the final Oklahoma Annual Certified Personnel Report for
15 FY16.

16 SECTION 5. NEW LAW A new section of law not to be
17 codified in the Oklahoma Statutes reads as follows:

18 Upon the effective date of the Teacher Retention and
19 Compensation Act of 2015, the salary level of state-paid support
20 employees, as defined in Section 6-101.40 of Title 70 of the
21 Oklahoma Statutes, employed by a local public school district shall
22 be increased by at least six percent (6%). The salary increase
23 provided for in this section shall be in addition to, and not as a
24 replacement for, any portion of any salary which would have been

1 received by a support employee in the absence of this legislation
2 and shall be in addition to any negotiated salary increase to which
3 a school district and support employees of that school district have
4 previously agreed. The salary increase shall be provided to all
5 support employees regardless of the number of hours per day the
6 employee works.

7 SECTION 6. This act shall become effective July 1, 2015.

8 SECTION 7. It being immediately necessary for the preservation
9 of the public peace, health and safety, an emergency is hereby
10 declared to exist, by reason whereof this act shall take effect and
11 be in full force from and after its passage and approval.

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