

1 STATE OF OKLAHOMA

2 1st Session of the 57th Legislature (2019)

3 HOUSE BILL 2186

By: Brewer

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5
6 AS INTRODUCED

7 An Act relating to salary increases; providing for
8 annual adjustment raises for certain state employees;
9 defining terms; amending Section 3, Chapter 394,
10 O.S.L. 2013, as last amended by Section 1, Chapter
11 10, 2nd Extraordinary Session, O.S.L. 2018 (70 O.S.
12 Supp. 2018, Section 18-114.14), which relates to
13 minimum salary and benefits of teachers; providing
14 for annual increase in salary; providing for
15 noncodification; and providing an effective date.

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

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

19 A. Effective July 1, 2020, all full-time state employees who
20 are employed by the state on the last working day of June shall
21 receive an adjustment raise beginning on July 1, and each year
22 thereafter.

23 B. As used in this section:

24 1. "Full-time state employee" means any classified or
unclassified state employee who is employed in a position normally
requiring actual performance of duty during not less than one

1 thousand (1,000) hours per year and whose employment is not seasonal
2 or temporary; and

3 2. "Adjustment raise" means an increase in salary subject to
4 adjustment each year based on any positive increase in the Consumer
5 Price Index-All Urban Consumers (CPI-U) as reported annually by the
6 United States Bureau of Labor Statistics. If the positive increase
7 in CPI-U is at least one-tenth of one percent (0.1 of 1%) but not
8 more than one percent (1%), the dollar amount of adjustment shall be
9 increased by one percent (1%). If the positive increase in CPI-U is
10 more than one percent (1%), but no more than three percent (3%), the
11 dollar amount of adjustment shall be increased by a percentage equal
12 to the percentage of such positive increase in CPI-U. No adjustment
13 shall be made to the dollar amount for any positive increase in CPI-
14 U in excess of three percent (3%). No adjustment shall be made to
15 the dollar amount if there is no increase in CPI-U or if the CPI-U
16 is a negative number.

17 SECTION 2. AMENDATORY Section 3, Chapter 394, O.S.L.
18 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary
19 Session, O.S.L. 2018 (70 O.S. Supp. 2018, Section 18-114.14), is
20 amended to read as follows:

21 Section 18-114.14 A. Beginning with the 2018-2019 school year,
22 certified personnel, as defined in Section 26-103 of this title, in
23 the public schools of Oklahoma shall receive in salary and/or fringe
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1 benefits not less than the amounts specified in the following
2 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	\$36,601	\$37,759	\$37,991	\$39,381
8	1	\$37,035	\$38,193	\$38,425	\$39,815
9	2	\$37,469	\$38,628	\$38,859	\$40,249
10	3	\$37,904	\$39,062	\$39,294	\$40,684
11	4	\$38,338	\$39,496	\$39,728	\$41,118
12	5	\$38,810	\$39,968	\$40,200	\$41,590
13	6	\$39,273	\$40,432	\$40,663	\$42,054
14	7	\$39,737	\$40,895	\$41,127	\$42,517
15	8	\$40,200	\$41,358	\$41,590	\$42,980
16	9	\$40,663	\$41,822	\$42,054	\$43,444
17	10	\$41,684	\$42,844	\$43,568	\$45,945
18	11	\$42,177	\$43,336	\$44,061	\$46,438
19	12	\$42,670	\$43,829	\$44,554	\$46,931
20	13	\$43,162	\$44,322	\$45,047	\$47,424
21	14	\$43,655	\$44,815	\$45,539	\$47,916
22	15	\$44,167	\$45,327	\$46,052	\$48,430
23	16	\$44,660	\$45,820	\$46,545	\$48,923
24	17	\$45,153	\$46,313	\$47,038	\$49,416

1	18	\$45,646	\$46,806	\$47,531	\$49,909
2	19	\$46,139	\$47,299	\$48,024	\$50,402
3	20	\$46,652	\$47,813	\$48,538	\$50,917
4	21	\$47,145	\$48,306	\$49,031	\$51,410
5	22	\$47,639	\$48,799	\$49,524	\$51,903
6	23	\$48,132	\$49,292	\$50,018	\$52,397
7	24	\$48,625	\$49,785	\$50,511	\$52,890
8	25	\$50,049	\$51,232	\$51,971	\$54,395
9		Master's Degree +			
10	Years of	National Board			
11	Experience	Certification			
12	0	\$39,149			
13	1	\$39,583			
14	2	\$40,018			
15	3	\$40,452			
16	4	\$40,886			
17	5	\$41,358			
18	6	\$41,822			
19	7	\$42,285			
20	8	\$42,749			
21	9	\$43,212			
22	10	\$44,728			
23	11	\$45,221			
24	12	\$45,713			

1	13	\$46,206
2	14	\$46,699
3	15	\$47,212
4	16	\$47,705
5	17	\$48,198
6	18	\$48,691
7	19	\$49,184
8	20	\$49,698
9	21	\$50,192
10	22	\$50,685
11	23	\$51,178
12	24	\$51,671
13	25	\$53,153

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 this title and the flexible benefit allowance pursuant to Section
18 26-105 of this title from the flexible benefit allowance funds
19 disbursed by the State Board of Education and the State Board of
20 Career and Technology Education pursuant to Section 26-104 of this
21 title.

22 2. If a school district intends to provide retirement benefits
23 to a teacher such that the teacher's salary would be less than the
24 amounts set forth in the minimum salary schedule specified in

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

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

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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;

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1 4. Certified teacher which were completed while employed by the
2 Department of Human Services Child Study Center at University
3 Hospital, if the teacher 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 this title, by a school district during the 2017-
16 2018 school year was receiving a salary above the step level
17 indicated by the State Minimum Salary Schedule for the 2017-2018
18 school year, the person shall receive a salary increase amount equal
19 to the amount indicated in subsection A for the step level indicated
20 for the person, provided they remain employed by the same district,
21 unless the hours or the duties of the certified personnel are
22 reduced proportionately.

23 H. Effective July 1, 2020, the salaries specified in subsection
24 A of this section shall be subject to adjustment each year based on

1 any positive increase in the Consumer Price Index-All Urban Consumers
2 (CPI-U) as reported annually by the United States Bureau of Labor
3 Statistics. If the positive increase in CPI-U is at least one-tenth
4 of one percent (0.1 of 1%) but not more than one percent (1%), the
5 dollar amount of adjustment shall be increased by one percent (1%).
6 If the positive increase in CPI-U is more than one percent (1%), but
7 no more than three percent (3%), the dollar amount of adjustment
8 shall be increased by a percentage equal to the percentage of such
9 positive increase in CPI-U. No adjustment shall be made to the
10 dollar amount for any positive increase in CPI-U in excess of three
11 percent (3%). No adjustment shall be made to the dollar amount if
12 there is no increase in CPI-U or if the CPI-U is a negative number.

13 SECTION 3. This act shall become effective November 1, 2019.

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15 57-1-6914 LRB 01/14/19

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