

1 STATE OF OKLAHOMA

2 2nd Session of the 56th Legislature (2018)

3 HOUSE BILL 3539

By: Caldwell

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6 AS INTRODUCED

7 An Act relating to schools; amending Section 3,
8 Chapter 394, O.S.L. 2013, as last amended by Section
9 1, Chapter 26, O.S.L. 2017 (70 O.S. Supp. 2017,
10 Section 18-114.14), which relates to teacher minimum
11 salary and benefits; removing provisions related to
12 years of experience; authorizing school district to
determine increase of teacher salary that exceeds
minimum salary; providing for effect of certain
legislation; providing for certain exception;
providing an effective date; and declaring an
emergency.

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

16 SECTION 1. AMENDATORY Section 3, Chapter 394, O.S.L.
17 2013, as last amended by Section 1, Chapter 26, O.S.L. 2017 (70 O.S.
18 Supp. 2017, Section 18-114.14), is amended to read as follows:

19 Section 18-114.14 A. 1. Beginning with the ~~2013-2014~~ 2018-
20 2019 school year, teachers in the public schools of Oklahoma shall
21 receive in salary and/or fringe benefits not less than the ~~amounts~~
22 ~~specified in the following schedule~~ following amounts based upon
23 level of education:

24 MINIMUM SALARY SCHEDULE

1			National		
2	Years of	Bachelor's	Board	Master's	Doctor's
3	Experience	Degree	Certification	Degree	Degree
4	0	\$31,600	\$32,600	\$32,800	\$34,000
5	1	\$31,975	\$32,975	\$33,175	\$34,375
6	2	\$32,350	\$33,350	\$33,550	\$34,750
7	3	\$32,725	\$33,725	\$33,925	\$35,125
8	4	\$33,100	\$34,100	\$34,300	\$35,500
9	5	\$33,500	\$34,500	\$34,700	\$35,900
10	6	\$33,900	\$34,900	\$35,100	\$36,300
11	7	\$34,300	\$35,300	\$35,500	\$36,700
12	8	\$34,700	\$35,700	\$35,900	\$37,100
13	9	\$35,100	\$36,100	\$36,300	\$37,500
14	10	\$35,950	\$36,950	\$37,575	\$39,625
15	11	\$36,375	\$37,375	\$38,000	\$40,050
16	12	\$36,800	\$37,800	\$38,425	\$40,475
17	13	\$37,225	\$38,225	\$38,850	\$40,900
18	14	\$37,650	\$38,650	\$39,275	\$41,325
19	15	\$38,075	\$39,075	\$39,700	\$41,750
20	16	\$38,500	\$39,500	\$40,125	\$42,175
21	17	\$38,925	\$39,925	\$40,550	\$42,600
22	18	\$39,350	\$40,350	\$40,975	\$43,025
23	19	\$39,775	\$40,775	\$41,400	\$43,450
24	20	\$40,200	\$41,200	\$41,825	\$43,875

1	21	\$40,625	\$41,625	\$42,250	\$44,300
2	22	\$41,050	\$42,050	\$42,675	\$44,725
3	23	\$41,475	\$42,475	\$43,100	\$45,150
4	24	\$41,900	\$42,900	\$43,525	\$45,575
5	25	\$42,325	\$43,325	\$43,950	\$46,000
6		Master's Degree +			
7	Years of	National Board			
8	Experience	Certification			
9	0	\$33,800			
10	1	\$34,175			
11	2	\$34,550			
12	3	\$34,925			
13	4	\$35,300			
14	5	\$35,700			
15	6	\$36,100			
16	7	\$36,500			
17	8	\$36,900			
18	9	\$37,300			
19	10	\$38,575			
20	11	\$39,000			
21	12	\$39,425			
22	13	\$39,850			
23	14	\$40,275			
24	15	\$40,700			

1	16	\$41,125
2	17	\$41,550
3	18	\$41,975
4	19	\$42,400
5	20	\$42,825
6	21	\$43,250
7	22	\$43,675
8	23	\$44,100
9	24	\$44,525
10	25	\$44,950

11 2. A school district shall have the sole authority to determine
12 any teacher salary and/or fringe benefits that exceeds the Minimum
13 Salary Schedule; provided, however, that the salary and/or fringe
14 benefits of a teacher employed as of the effective date of this act
15 shall never receive less than his or her present salary, provided
16 that he or she is serving in the same job capacity.

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

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

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

1 the United States Department of Defense or are affiliated with the
2 United States Department of State.

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

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

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

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

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

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 E. In the event legislation is passed during the 2nd Session of
15 the 56th Legislature that increases teacher compensation, the
16 amounts described in subsection A of this section shall be increased
17 accordingly.

18 SECTION 2. This act shall become effective July 1, 2018.

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

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24 56-2-9463 AM 01/15/18