

1 STATE OF OKLAHOMA

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

3 SENATE BILL 1363

By: Brooks

4
5
6 AS INTRODUCED

7 An Act relating to teacher pay; establishing minimum
8 salary schedule for teachers; defining fringe
9 benefits, specifying certain recognition of college
10 degrees; requiring the State Board of Education to
11 accept certain teaching experience; limiting teaching
12 credit for certain service and experience; allowing
13 school district to offer more credit; directing the
14 Board to recognize certain experiences; prohibiting
15 application of minimum salary schedule to certain
16 retired teachers; requiring an annual adjustment in
17 teacher salaries to equal regional average; allowing
18 certain increases; prohibiting salaries below the
19 minimum salary schedule, providing for calculation of
20 the regional average teacher salary; directing the
21 State Board of Education to calculate and report the
22 regional average teacher salary; repealing 70 O.S.
23 2011, Section 18-114.14, as last amended by Section
24 1, Chapter 59, O.S.L. 2017 and as last amended by
Section 1, Chapter 26, O.S.L. 2017 (70 O.S. Supp.
2017, Section 18-114.14), which relates to a minimum
salary schedule, providing for codification;
providing an effective date; and declaring an
emergency.

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

22 SECTION 1. NEW LAW A new section of law to be codified
23 in the Oklahoma Statutes as Section 18-114.15 of Title 70, unless
24 there is created a duplication in numbering, reads as follows:

1 A. Beginning with the 2018-2019 school year, certified
 2 teachers, as defined in Section 1-116 of Title 70 of the Oklahoma
 3 Statutes, in the public schools of Oklahoma shall receive in salary
 4 and/or fringe benefits not less than the amounts specified in the
 5 following schedule:

6 MINIMUM SALARY SCHEDULE

7 National

8 Years of	Bachelor's	Board	Master's	Doctor's
9 Experience	Degree	Certification	Degree	Degree
10 0	\$37,600	\$38,600	\$38,800	\$40,000
11 1	\$37,975	\$38,975	\$39,175	\$40,375
12 2	\$38,350	\$39,350	\$39,550	\$40,750
13 3	\$38,725	\$39,725	\$39,925	\$41,125
14 4	\$39,100	\$40,100	\$40,300	\$41,500
15 5	\$39,500	\$40,500	\$40,700	\$41,900
16 6	\$39,900	\$40,900	\$41,100	\$42,300
17 7	\$40,300	\$41,300	\$41,500	\$42,700
18 8	\$40,700	\$41,700	\$41,900	\$43,100
19 9	\$41,100	\$42,100	\$42,300	\$43,500
20 10	\$41,950	\$42,950	\$43,575	\$45,625
21 11	\$42,375	\$43,375	\$44,000	\$46,050
22 12	\$42,800	\$43,800	\$44,425	\$46,475
23 13	\$43,225	\$44,225	\$44,850	\$46,900
24 14	\$43,650	\$44,650	\$45,275	\$47,325

1	15	\$44,075	\$45,075	\$45,700	\$47,750
2	16	\$44,500	\$45,500	\$47,125	\$48,175
3	17	\$44,925	\$45,925	\$47,550	\$48,600
4	18	\$45,350	\$46,350	\$47,975	\$49,025
5	19	\$45,775	\$46,775	\$48,400	\$49,450
6	20	\$46,200	\$47,200	\$47,825	\$49,875
7	21	\$46,625	\$47,625	\$48,250	\$50,300
8	22	\$47,050	\$48,050	\$48,675	\$50,725
9	23	\$47,475	\$48,475	\$49,100	\$51,150
10	24	\$47,900	\$48,900	\$49,525	\$51,575
11	25	\$48,325	\$49,325	\$49,950	\$52,000

12 Master's Degree +
13 Years of National Board
14 Experience Certification

15	0	\$39,800
16	1	\$40,175
17	2	\$40,550
18	3	\$40,925
19	4	\$41,300
20	5	\$41,700
21	6	\$42,100
22	7	\$42,500
23	8	\$42,900
24	9	\$43,300

1	10	\$44,575
2	11	\$45,000
3	12	\$45,425
4	13	\$45,850
5	14	\$46,275
6	15	\$46,700
7	16	\$47,125
8	17	\$47,550
9	18	\$47,975
10	19	\$48,400
11	20	\$48,825
12	21	\$49,250
13	22	\$49,675
14	23	\$50,100
15	24	\$50,525
16	25	\$50,950

17 B. 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 and the flexible benefit
21 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma
22 Statutes from the flexible benefit allowance funds disbursed by the
23 State Board of Education and the State Board of Career and
24

1 Technology Education pursuant to Section 26-104 of Title 70 of the
2 Oklahoma Statutes.

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

20 D. For the purpose of state salary increments and retirement,
21 no teacher shall be granted credit for more than five (5) years of
22 active duty in the military service or out-of-state or out-of-
23 country teaching experience as a certified teacher or its
24 equivalent. Nothing in this section shall prohibit boards of

1 education from crediting more years of experience on district salary
2 schedules than those allowed for state purposes.

3 E. The State Board of Education shall recognize, for purposes
4 of certification and salary increments, all the years of experience
5 of a:

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

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

14 3. Vocational rehabilitation counselor which were completed
15 while employed by the Department of Human Services if such counselor
16 was certified as a teacher or was eligible for certification as a
17 teacher in Oklahoma;

18 4. Certified teacher which were completed while employed by the
19 Department of Human Services Child Study Center at the University of
20 Oklahoma Health Sciences Center, if the teacher was certified as a
21 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. The provisions of this section shall not apply to teachers
6 who have entered into postretirement employment with a public school
7 in Oklahoma and are still receiving a monthly retirement benefit.

8 SECTION 2. NEW LAW A new section of law to be codified
9 in the Oklahoma Statutes as Section 18-114.16 of Title 70, unless
10 there is created a duplication in numbering, reads as follows:

11 A. Beginning with the 2019-2020 school year, certified
12 teachers, as defined in Section 1-116 of Title 70 of the Oklahoma
13 Statutes, in the public schools of Oklahoma shall receive in salary
14 and/or fringe benefits not less than the amounts specified in the
15 following schedule:

16 MINIMUM SALARY SCHEDULE

17 National

18 Years of	Bachelor's	Board	Master's	Doctor's
19 Experience	Degree	Certification	Degree	Degree
20 0	\$43,800	\$44,800	\$45,000	\$46,200
21 1	\$44,175	\$45,175	\$45,375	\$46,575
22 2	\$44,550	\$45,550	\$45,750	\$46,950
23 3	\$44,925	\$45,925	\$46,125	\$47,325
24 4	\$45,300	\$46,300	\$46,500	\$47,700

1	5	\$45,700	\$46,700	\$46,900	\$48,100
2	6	\$46,100	\$47,100	\$47,300	\$48,500
3	7	\$46,500	\$47,500	\$47,700	\$48,900
4	8	\$46,900	\$47,900	\$48,100	\$49,300
5	9	\$47,300	\$48,300	\$48,500	\$49,700
6	10	\$48,150	\$49,150	\$49,775	\$50,775
7	11	\$48,575	\$49,575	\$50,200	\$52,250
8	12	\$49,000	\$50,000	\$50,625	\$52,675
9	13	\$49,425	\$50,425	\$51,050	\$53,100
10	14	\$49,850	\$50,850	\$51,475	\$53,525
11	15	\$50,275	\$51,275	\$51,900	\$53,950
12	16	\$50,700	\$51,700	\$52,325	\$54,375
13	17	\$51,125	\$52,125	\$53,750	\$54,800
14	18	\$51,550	\$52,550	\$53,175	\$55,225
15	19	\$51,975	\$52,975	\$53,600	\$55,650
16	20	\$52,400	\$53,400	\$54,025	\$56,075
17	21	\$52,825	\$53,825	\$54,450	\$56,500
18	22	\$53,250	\$54,250	\$54,875	\$56,925
19	23	\$53,675	\$54,675	\$55,300	\$57,350
20	24	\$54,100	\$55,100	\$55,725	\$57,775
21	25	\$54,525	\$55,525	\$56,150	\$58,200
22		Master's Degree +			
23	Years of	National Board			
24	Experience	Certification			

1	0	\$46,000
2	1	\$46,375
3	2	\$46,750
4	3	\$47,125
5	4	\$47,500
6	5	\$47,900
7	6	\$48,300
8	7	\$48,700
9	8	\$49,100
10	9	\$49,500
11	10	\$50,775
12	11	\$51,200
13	12	\$51,625
14	13	\$52,050
15	14	\$52,475
16	15	\$52,900
17	16	\$53,325
18	17	\$53,750
19	18	\$54,175
20	19	\$54,600
21	20	\$55,025
22	21	\$55,450
23	22	\$55,875
24	23	\$56,300

1 24 \$56,725

2 25 \$57,150

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

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 approved by the
22 National Association of Credential Evaluation Services (NACES). The
23 person seeking to have credit granted for out-of-country teaching
24 experience shall be responsible for all costs of the analysis by a

1 credential evaluation service. The Board shall accept teaching
2 experience from primary and secondary schools that are operated by
3 the United States Department of Defense or are affiliated with the
4 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 Department of Human Services Child Study Center at the University of
5 Oklahoma Health Sciences Center, if the teacher was certified as a
6 teacher in Oklahoma; and

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

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

17 SECTION 3. NEW LAW A new section of law to be codified
18 in the Oklahoma Statutes as Section 18-114.17 of Title 70, unless
19 there is created a duplication in numbering, reads as follows:

20 A. Beginning with the 2020-2021 school year, certified
21 teachers, as defined in Section 1-116 of Title 70 of the Oklahoma
22 Statutes, in the public schools of Oklahoma shall receive in salary
23 and/or fringe benefits not less than the amounts specified in the
24 following schedule:

MINIMUM SALARY SCHEDULE

National

Years of Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	\$50,000	\$51,000	\$51,200	\$52,400
1	\$50,375	\$51,375	\$51,575	\$52,775
2	\$50,750	\$51,750	\$51,950	\$53,150
3	\$51,125	\$52,125	\$52,325	\$53,525
4	\$51,500	\$52,500	\$52,700	\$53,900
5	\$51,900	\$52,900	\$53,100	\$54,300
6	\$52,300	\$53,300	\$53,500	\$54,700
7	\$52,700	\$53,700	\$53,900	\$55,100
8	\$53,100	\$54,100	\$54,300	\$55,500
9	\$53,500	\$54,500	\$54,700	\$55,900
10	\$54,350	\$55,350	\$55,975	\$58,025
11	\$54,775	\$55,775	\$56,400	\$58,450
12	\$55,200	\$56,200	\$56,825	\$58,875
13	\$55,625	\$56,625	\$57,250	\$59,300
14	\$56,050	\$57,050	\$57,675	\$59,725
15	\$56,475	\$57,475	\$58,100	\$60,150
16	\$56,900	\$57,900	\$58,525	\$60,575
17	\$57,325	\$58,325	\$58,950	\$61,000
18	\$57,750	\$58,750	\$59,375	\$61,425
19	\$58,175	\$59,175	\$59,800	\$61,850

1	20	\$58,600	\$59,600	\$60,225	\$62,275
2	21	\$59,025	\$60,025	\$60,650	\$62,700
3	22	\$59,450	\$60,450	\$61,075	\$63,125
4	23	\$59,875	\$60,875	\$61,500	\$63,550
5	24	\$60,300	\$61,300	\$61,925	\$63,975
6	25	\$60,725	\$61,725	\$62,350	\$64,400

7

8 Master's Degree +

9 Years of National Board

10 Experience Certification

11 0 \$52,200

12 1 \$52,575

13 2 \$52,950

14 3 \$53,325

15 4 \$53,700

16 5 \$54,100

17 6 \$54,500

18 7 \$54,900

19 8 \$55,300

20 9 \$55,700

21 10 \$56,975

22 11 \$57,400

23 12 \$57,825

24 13 \$58,250

1	14	\$58,675
2	15	\$59,100
3	16	\$59,525
4	17	\$59,950
5	18	\$60,375
6	19	\$60,800
7	20	\$61,225
8	21	\$61,650
9	22	\$62,075
10	23	\$62,500
11	24	\$62,925
12	25	\$63,350

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

22 C. Any of the degrees referred to in this section shall be from
23 a college recognized by the State Board of Education. The Board
24 shall accept teaching experience from out-of-state school districts

1 that are accredited by the State Board of Education or appropriate
2 state accrediting agency for the districts. The Board shall accept
3 teaching experience from out-of-country schools that are accredited
4 or otherwise endorsed by the appropriate national or regional
5 accrediting or endorsement authority. Out-of-country certification
6 documentation in a language other than English shall be analyzed by
7 an educational credential evaluation service approved by the
8 National Association of Credential Evaluation Services (NACES). The
9 person seeking to have credit granted for out-of-country teaching
10 experience shall be responsible for all costs of the analysis by a
11 credential evaluation service. The Board shall accept teaching
12 experience from primary and secondary schools that are operated by
13 the United States Department of Defense or are affiliated with the
14 United States Department of State.

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

22 E. The State Board of Education shall recognize, for purposes
23 of certification and salary increments, all the years of experience
24 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 the University of
15 Oklahoma Health Sciences Center, if the teacher was certified as a
16 teacher in Oklahoma; and

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

24

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

4 SECTION 4. NEW LAW A new section of law to be codified
5 in the Oklahoma Statutes as Section 18-114.18 of Title 70, unless
6 there is created a duplication in numbering, reads as follows:

7 Beginning with the 2021-2022 school year, each school year the
8 salary level of each teacher employed by a public school district
9 shall be adjusted to equal the regional average salary for a teacher
10 with the same years of experience, hours and duties. The annual
11 adjustment may increase the salary of a teacher above the minimum
12 salary level set forth in Section 3 of this act but in no case shall
13 the amount of a teacher salary be less than the minimum salary
14 level. For purposes of this section, the regional average teacher
15 salary shall be calculated using salary expenditures for each of the
16 following states: Arkansas, Colorado, Kansas, Missouri, New Mexico,
17 Oklahoma and Texas, averaged together. By January 1 of each year
18 the State Board of Education shall calculate and report the regional
19 average teacher salary based on information reported annually in the
20 Digest of Education Statistics by the National Center of Education
21 Statistics.

22 SECTION 5. REPEALER 70 O.S. 2011, Section 18-114.14, as
23 last amended by Section 1, Chapter 59, O.S.L. 2017 and as last
24

1 amended by Section 1, Chapter 26, O.S.L. 2017 (70 O.S. Supp. 2017,
2 Section 18-114.14), is hereby repealed.

3 SECTION 6. This act shall become effective July 1, 2018.

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

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