

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

SENATE BILL 189

By: Pederson

AS INTRODUCED

An Act relating to schools; amending Section 1, Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2024, Section 18-114.15), which relates to the minimum salary schedule for certified personnel; updating statutory references; modifying language regarding implementation of salary increases for school districts that receive either Foundation Aid or Salary Incentive Aid or that receive neither Foundation Aid nor Salary Incentive Aid; directing funds appropriated for certain purpose to be allocated; updating statutory language; providing an effective date; and declaring an emergency.

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

SECTION 1. AMENDATORY Section 1, Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2024, Section 18-114.15), is amended to read as follows:

Section 18-114.15. A. Beginning with the 2023-2024 school year, certified personnel, as defined in Section 26-103 of ~~Title 70 of the Oklahoma Statutes~~ this title, in the public schools of ~~Oklahoma~~ this state shall receive in salary and/or fringe benefits not less than the amounts specified in the following schedule:

MINIMUM SALARY SCHEDULE

National

Years of Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	\$39,601	\$40,759	\$40,991	\$42,381
1	\$40,035	\$41,193	\$41,425	\$42,815
2	\$40,469	\$41,628	\$41,859	\$43,249
3	\$40,904	\$42,062	\$42,294	\$43,684
4	\$41,338	\$42,496	\$42,728	\$44,118
5	\$42,810	\$43,968	\$44,200	\$45,590
6	\$43,273	\$44,432	\$44,663	\$46,054
7	\$43,737	\$44,895	\$45,127	\$46,517
8	\$44,200	\$45,358	\$45,590	\$46,980
9	\$44,663	\$45,822	\$46,054	\$47,444
10	\$46,684	\$47,844	\$48,568	\$50,945
11	\$47,177	\$48,336	\$49,061	\$51,438
12	\$47,670	\$48,829	\$49,554	\$51,931
13	\$48,162	\$49,322	\$50,047	\$52,424
14	\$48,655	\$49,815	\$50,539	\$52,916
15	\$50,167	\$51,327	\$52,052	\$54,430
16	\$50,660	\$51,820	\$52,545	\$54,923
17	\$51,153	\$52,313	\$53,038	\$55,416
18	\$51,646	\$52,806	\$53,531	\$55,909
19	\$52,139	\$53,299	\$54,024	\$56,402
20	\$52,652	\$53,813	\$54,538	\$56,917

1	21	\$53,145	\$54,306	\$55,031	\$57,410
2	22	\$53,639	\$54,799	\$55,524	\$57,903
3	23	\$54,132	\$55,292	\$56,018	\$58,397
4	24	\$54,625	\$55,785	\$56,511	\$58,890
5	25	\$56,049	\$57,232	\$57,971	\$60,395

6 Master's Degree +

7	Years of	National Board
8	Experience	Certification
9	0	\$42,149
10	1	\$42,583
11	2	\$43,018
12	3	\$43,452
13	4	\$43,886
14	5	\$45,358
15	6	\$45,822
16	7	\$46,285
17	8	\$46,749
18	9	\$47,212
19	10	\$49,728
20	11	\$50,221
21	12	\$50,713
22	13	\$51,206
23	14	\$51,699
24	15	\$53,212

1	16	\$53,705
2	17	\$54,198
3	18	\$54,691
4	19	\$55,184
5	20	\$55,698
6	21	\$56,192
7	22	\$56,685
8	23	\$57,178
9	24	\$57,671
10	25	\$59,153

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

21 2. If a school district intends to provide retirement benefits
22 to a teacher such that the teacher's salary would be less than the
23 amounts set forth in the minimum salary schedule specified in
24 subsection A of this section, the district shall be required to

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

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

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~~ this state;

1 4. Certified teacher which were completed while employed by the
2 Child Study Center located at University Hospital, if the teacher
3 was certified as a teacher in ~~Oklahoma~~ this state; 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 this state if the experience primarily involved work with persons of
8 school- or preschool-age and if the person was, at the time the
9 experience was acquired, certified as, or eligible for certification
10 as, a school 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~~ this state and are still receiving a monthly retirement
14 benefit.

15 G. If a person employed as certified personnel, as defined in
16 Section 26-103 of ~~Title 70 of the Oklahoma Statutes~~ this title, by a
17 school district during the 2022-2023 school year was receiving a
18 salary above the step level indicated by the ~~State Minimum Salary~~
19 Schedule state minimum salary schedule for the 2022-2023 school
20 year, the person shall receive a salary increase amount equal to the
21 amount indicated in subsection A of this section for the step level
22 indicated for the person, provided ~~they remain~~ he or she remains
23 employed by the same district, unless the hours or the duties of the
24 certified personnel are reduced proportionately.

1 H. If a school district ~~does not receive~~ receives either
2 Foundation Aid or Salary Incentive Aid or receives neither
3 Foundation Aid nor Salary Incentive Aid pursuant to Section 18-200.1
4 of ~~Title 70 of the Oklahoma Statutes~~ this title, funds appropriated
5 for the financial support of public schools shall be allocated by
6 the State Board of Education to implement the salary increases
7 indicated in subsection A of this section.

8 I. Persons employed as classroom instructional employees of
9 technology center school districts supervised by the State Board of
10 Career and Technology Education shall receive a salary increase
11 amount equal to the amount indicated in subsection A of this section
12 for the step level indicated for the ~~person~~ persons, provided they
13 remain employed by the same technology center school district,
14 unless the hours or the duties of the classroom instructional
15 employees are reduced proportionately.

16 J. Persons employed as correctional teachers or vocational
17 instructors by the Department of Corrections pursuant to Section
18 510.6a of Title 57 of the Oklahoma Statutes or persons employed as
19 teachers by the Office of Juvenile Affairs shall receive a salary
20 increase amount equal to the amount indicated in subsection A of
21 this section for the step level indicated for the ~~person~~ persons,
22 provided they remain employed by the same Department of Corrections
23 or Office of Juvenile Affairs facility, unless the hours or the
24

1 duties of the correctional teachers, vocational instructors, or
2 teachers are reduced proportionately.

3 K. Persons employed as teachers by the State Department of
4 Rehabilitation Services shall receive a salary increase amount equal
5 to the amount indicated in subsection A of this section for the step
6 level indicated for the ~~person~~ persons, provided they remain
7 employed by the State Department of Rehabilitation Services, unless
8 the hours or the duties of the teachers are reduced proportionately.

9 SECTION 2. This act shall become effective July 1, 2025.

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

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15 60-1-10 EB 12/30/2024 1:59:29 PM