

1 ENGROSSED HOUSE AMENDMENT
TO
2 ENGROSSED SENATE BILL NO. 482

By: Pugh, Pemberton, Stanley,
and Stephens of the Senate

3
4 and

5 McBride and Dollens of the
6 House

7
8 An Act relating to teacher compensation; establishing
9 minimum salary schedule for teachers; defining fringe
10 benefits; specifying certain recognition of college
11 degrees; requiring the State Board of Education to
12 accept certain teaching experience; requiring certain
13 notification; limiting teaching credit for certain
14 service and experience; allowing school district to
15 offer more credit; directing the Board to recognize
16 certain experiences; prohibiting application of
17 minimum salary schedule to certain retired teachers;
18 requiring certain certified personnel to receive
19 certain salary increase above certain level paid
20 during certain school year; providing for
21 codification; providing an effective date; and
22 declaring an emergency.

23
24 AUTHOR: Add the following House Coauthors: Provenzano, Bennett,
Lowe (Dick) and Conley

AMENDMENT NO. 1. Strike the title, enacting clause, and entire bill
and insert:

"[schools - minimum salary schedule - effective date

-

emergency]

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

2 SECTION 1. AMENDATORY 70 O.S. 2021, Section 18-114.14,
3 is amended to read as follows:

4 Section 18-114.14 A. Beginning with the ~~2018-2019~~ 2023-2024
5 school year, certified personnel, as defined in Section 26-103 of
6 this title, in the public schools of Oklahoma shall receive in
7 salary and/or fringe benefits not less than the amounts specified in
8 the following schedule:

9 MINIMUM SALARY SCHEDULE

10 National

11 Years of	Bachelor's	Board	Master's	Doctor's
12 Experience	Degree	Certification	Degree	Degree
13 0	\$36,601	\$37,759	\$37,991	\$39,381
14 1	\$37,035	\$38,193	\$38,425	\$39,815
15 2	\$37,469	\$38,628	\$38,859	\$40,249
16 3	\$37,904	\$39,062	\$39,294	\$40,684
17 4	\$38,338	\$39,496	\$39,728	\$41,118
18 5	\$38,810	\$39,968	\$40,200	\$41,590
19 6	\$39,273	\$40,432	\$40,663	\$42,054
20 7	\$39,737	\$40,895	\$41,127	\$42,517
21 8	\$40,200	\$41,358	\$41,590	\$42,980
22 9	\$40,663	\$41,822	\$42,054	\$43,444
23 10	\$41,684	\$42,844	\$43,568	\$45,945
24 11	\$42,177	\$43,336	\$44,061	\$46,438

1	12	\$42,670	\$43,829	\$44,554	\$46,931
2	13	\$43,162	\$44,322	\$45,047	\$47,424
3	14	\$43,655	\$44,815	\$45,539	\$47,916
4	15	\$44,167	\$45,327	\$46,052	\$48,430
5	16	\$44,660	\$45,820	\$46,545	\$48,923
6	17	\$45,153	\$46,313	\$47,038	\$49,416
7	18	\$45,646	\$46,806	\$47,531	\$49,909
8	19	\$46,139	\$47,299	\$48,024	\$50,402
9	20	\$46,652	\$47,813	\$48,538	\$50,917
10	21	\$47,145	\$48,306	\$49,031	\$51,410
11	22	\$47,639	\$48,799	\$49,524	\$51,903
12	23	\$48,132	\$49,292	\$50,018	\$52,397
13	24	\$48,625	\$49,785	\$50,511	\$52,890
14	25	\$50,049	\$51,232	\$51,971	\$54,395
15	<u>26</u>	<u>\$50,542</u>	<u>\$51,725</u>	<u>\$52,464</u>	<u>\$54,888</u>
16	<u>27</u>	<u>\$51,035</u>	<u>\$52,218</u>	<u>\$52,957</u>	<u>\$55,381</u>
17	<u>28</u>	<u>\$51,528</u>	<u>\$52,711</u>	<u>\$53,450</u>	<u>\$55,874</u>
18	<u>29</u>	<u>\$52,021</u>	<u>\$53,204</u>	<u>\$53,943</u>	<u>\$56,367</u>
19	<u>30</u>	<u>\$52,514</u>	<u>\$53,697</u>	<u>\$54,436</u>	<u>\$56,860</u>
20	<u>31</u>	<u>\$53,007</u>	<u>\$54,190</u>	<u>\$54,929</u>	<u>\$57,353</u>
21	<u>32</u>	<u>\$53,500</u>	<u>\$54,683</u>	<u>\$55,422</u>	<u>\$57,846</u>
22	<u>33</u>	<u>\$53,993</u>	<u>\$55,176</u>	<u>\$55,915</u>	<u>\$58,339</u>
23	<u>34</u>	<u>\$54,486</u>	<u>\$55,669</u>	<u>\$56,408</u>	<u>\$58,832</u>
24	<u>35</u>	<u>\$54,979</u>	<u>\$56,162</u>	<u>\$56,901</u>	<u>\$59,325</u>

1		Master's Degree +
2	Years of	National Board
3	Experience	Certification
4	0	\$39,149
5	1	\$39,583
6	2	\$40,018
7	3	\$40,452
8	4	\$40,886
9	5	\$41,358
10	6	\$41,822
11	7	\$42,285
12	8	\$42,749
13	9	\$43,212
14	10	\$44,728
15	11	\$45,221
16	12	\$45,713
17	13	\$46,206
18	14	\$46,699
19	15	\$47,212
20	16	\$47,705
21	17	\$48,198
22	18	\$48,691
23	19	\$49,184
24	20	\$49,698

1	21	\$50,192
2	22	\$50,685
3	23	\$51,178
4	24	\$51,671
5	25	\$53,153
6	<u>26</u>	<u>\$53,646</u>
7	<u>27</u>	<u>\$54,139</u>
8	<u>28</u>	<u>\$54,632</u>
9	<u>29</u>	<u>\$55,125</u>
10	<u>30</u>	<u>\$55,618</u>
11	<u>31</u>	<u>\$56,111</u>
12	<u>32</u>	<u>\$56,604</u>
13	<u>33</u>	<u>\$57,097</u>
14	<u>34</u>	<u>\$57,590</u>
15	<u>35</u>	<u>\$58,083</u>

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

24

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 in accordance with
20 industry standards and guidelines and approved by the State
21 Department of Education. The person seeking to have credit granted
22 for out-of-country teaching experience shall be responsible for all
23 costs of the analysis by a credential evaluation service. The Board
24 shall accept teaching experience from primary and secondary schools

1 that are operated by the United States Department of Defense or are
2 affiliated with the 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 Child Study Center located at University Hospital, if the teacher
3 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~~ state minimum salary
18 schedule for the 2017-2018 school year, the person shall receive a
19 salary increase amount equal to the amount indicated in subsection A
20 for the step level indicated for the person, provided they remain
21 employed by the same district, unless the hours or the duties of the
22 certified personnel are reduced proportionately.

23 SECTION 2. This act shall become effective July 1, 2023.

24

1 SECTION 3. It being immediately necessary for the preservation
2 of the public peace, health or safety, an emergency is hereby
3 declared to exist, by reason whereof this act shall take effect and
4 be in full force from and after its passage and approval."
5

6 Passed the House of Representatives the 27th day of April, 2023.
7
8

9 _____
10 Presiding Officer of the House of
Representatives

11 Passed the Senate the ____ day of _____, 2023.
12
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14 _____
15 Presiding Officer of the Senate
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1 ENGROSSED SENATE
2 BILL NO. 482

By: Pugh, Pemberton, Stanley,
and Stephens of the Senate

3 and

4 McBride and Dollens of the
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7 An Act relating to teacher compensation; establishing
8 minimum 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; requiring certain
12 notification; limiting teaching credit for certain
13 service and experience; allowing school district to
14 offer more credit; directing the Board to recognize
15 certain experiences; prohibiting application of
16 minimum salary schedule to certain retired teachers;
17 requiring certain certified personnel to receive
18 certain salary increase above certain level paid
19 during certain school year; providing for
20 codification; providing an effective date; and
21 declaring an emergency.

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

23 SECTION 4. NEW LAW A new section of law to be codified
24 in the Oklahoma Statutes as Section 18-114.15 of Title 70, unless
there is created a duplication in numbering, reads as follows:

A. Beginning with the 2023-2024 school year, certified
personnel, as defined in Section 26-103 of Title 70 of the Oklahoma
Statutes, 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

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
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14	\$48,655	\$49,815	\$50,539	\$52,916
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19	\$52,139	\$53,299	\$54,024	\$56,402

1	20	\$52,652	\$53,83	\$54,538	\$56,917
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6	25	\$56,049	\$57,232	\$57,971	\$60,395

Master's Degree +

8	Years of	National Board
9	Experience	Certification
10	0	\$42,149
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18	8	\$46,749
19	9	\$47,212
20	10	\$49,728
21	11	\$50,221
22	12	\$50,713
23	13	\$51,206
24	14	\$51,699

1	15	\$53,212
2	16	\$53,705
3	17	\$54,198
4	18	\$54,691
5	19	\$55,184
6	20	\$55,698
7	21	\$56,192
8	22	\$56,685
9	23	\$57,178
10	24	\$57,671
11	25	\$59,153

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

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

23 D. For the purpose of state salary increments and retirement,
24 no teacher shall be granted credit for more than five (5) years of

1 active duty in the military service or out-of-state or out-of-
2 country teaching experience as a certified teacher or its
3 equivalent. Nothing in this section shall prohibit boards of
4 education from crediting more years of experience on district salary
5 schedules than those allowed for state purposes.

6 E. The State Board of Education shall recognize, for purposes
7 of certification and salary increments, all the years of experience
8 of a:

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

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

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

21 4. Certified teacher which were completed while employed by the
22 Child Study Center located at University Hospital, if the teacher
23 was certified as a teacher in Oklahoma; and

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

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

11 G. If a person employed as certified personnel, as defined in
12 Section 26-103 of Title 70 of the Oklahoma Statutes, by a school
13 district during the 2022-2023 school year was receiving a salary
14 above the step level indicated by the State Minimum Salary Schedule
15 for the 2022-2023 school year, the person shall receive a salary
16 increase amount equal to the amount indicated in subsection A for
17 the step level indicated for the person, provided they remain
18 employed by the same district, unless the hours or the duties of the
19 certified personnel are reduced proportionately.

20 SECTION 5. This act shall become effective July 1, 2023.

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

