

1 STATE OF OKLAHOMA

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

3 SENATE BILL 800

By: Hicks

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5  
6 AS INTRODUCED

7 An Act relating to school personnel compensation;  
8 amending Section 3, Chapter 394, O.S.L. 2013, as last  
9 amended by Section 1, Chapter 10, 2nd Extraordinary  
10 Session, O.S.L. 2018 (70 O.S. Supp. 2018, Section 18-  
11 114.14), which relates to minimum salary and  
12 benefits; modifying salary amounts; providing salary  
13 increases; requiring certain written notification and  
14 prescribing procedures related thereto; providing an  
15 effective date; and declaring an emergency.

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

17 SECTION 1. 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~~ 2019-2020  
22 school year, certified personnel, as defined in Section 26-103 of  
23 this title, in the public schools of Oklahoma shall receive in  
24 salary and/or fringe benefits not less than the amounts specified in  
25 the following schedule:

MINIMUM SALARY SCHEDULE

National

Years of Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	<del>\$36,601</del> <u>\$39,601</u>	<del>\$37,759</del> <u>\$40,759</u>	<del>\$37,991</del> <u>\$40,991</u>	<del>\$39,381</del> <u>\$42,381</u>
1	<del>\$37,035</del> <u>\$40,035</u>	<del>\$38,193</del> <u>\$41,193</u>	<del>\$38,425</del> <u>\$41,425</u>	<del>\$39,815</del> <u>\$42,815</u>
2	<del>\$37,469</del> <u>\$40,469</u>	<del>\$38,628</del> <u>\$41,628</u>	<del>\$38,859</del> <u>\$41,859</u>	<del>\$40,249</del> <u>\$43,249</u>
3	<del>\$37,904</del> <u>\$40,904</u>	<del>\$39,062</del> <u>\$42,062</u>	<del>\$39,294</del> <u>\$42,294</u>	<del>\$40,684</del> <u>\$43,684</u>
4	<del>\$38,338</del> <u>\$41,338</u>	<del>\$39,496</del> <u>\$42,496</u>	<del>\$39,728</del> <u>\$42,728</u>	<del>\$41,118</del> <u>\$44,118</u>
5	<del>\$38,810</del> <u>\$41,810</u>	<del>\$39,968</del> <u>\$42,968</u>	<del>\$40,200</del> <u>\$43,200</u>	<del>\$41,590</del> <u>\$44,590</u>
6	<del>\$39,273</del> <u>\$42,273</u>	<del>\$40,432</del> <u>\$43,432</u>	<del>\$40,663</del> <u>\$43,663</u>	<del>\$42,054</del> <u>\$45,054</u>
7	<del>\$39,737</del> <u>\$42,737</u>	<del>\$40,895</del> <u>\$43,895</u>	<del>\$41,127</del> <u>\$44,127</u>	<del>\$42,517</del> <u>\$45,517</u>
8	<del>\$40,200</del> <u>\$43,200</u>	<del>\$41,358</del> <u>\$44,358</u>	<del>\$41,590</del> <u>\$44,590</u>	<del>\$42,980</del> <u>\$45,980</u>
9	<del>\$40,663</del> <u>\$43,663</u>	<del>\$41,822</del> <u>\$44,822</u>	<del>\$42,054</del> <u>\$45,054</u>	<del>\$43,444</del> <u>\$46,444</u>

1	10	<del>\$41,684</del>	<del>\$42,844</del>	<del>\$43,568</del>	<del>\$45,945</del>
2		<u>\$44,684</u>	<u>\$45,844</u>	<u>\$46,568</u>	<u>\$48,945</u>
3	11	<del>\$42,177</del>	<del>\$43,336</del>	<del>\$44,061</del>	<del>\$46,438</del>
4		<u>\$45,177</u>	<u>\$46,336</u>	<u>\$47,061</u>	<u>\$49,438</u>
5	12	<del>\$42,670</del>	<del>\$43,829</del>	<del>\$44,554</del>	<del>\$46,931</del>
6		<u>\$45,670</u>	<u>\$46,829</u>	<u>\$47,554</u>	<u>\$49,931</u>
7	13	<del>\$43,162</del>	<del>\$44,322</del>	<del>\$45,047</del>	<del>\$47,424</del>
8		<u>\$46,162</u>	<u>\$47,322</u>	<u>\$48,047</u>	<u>\$50,424</u>
9	14	<del>\$43,655</del>	<del>\$44,815</del>	<del>\$45,539</del>	<del>\$47,916</del>
10		<u>\$46,655</u>	<u>\$47,815</u>	<u>\$48,539</u>	<u>\$50,916</u>
11	15	<del>\$44,167</del>	<del>\$45,327</del>	<del>\$46,052</del>	<del>\$48,430</del>
12		<u>\$47,167</u>	<u>\$48,327</u>	<u>\$49,052</u>	<u>\$51,480</u>
13	16	<del>\$44,660</del>	<del>\$45,820</del>	<del>\$46,545</del>	<del>\$48,923</del>
14		<u>\$47,660</u>	<u>\$48,820</u>	<u>\$49,545</u>	<u>\$51,923</u>
15	17	<del>\$45,153</del>	<del>\$46,313</del>	<del>\$47,038</del>	<del>\$49,416</del>
16		<u>\$48,153</u>	<u>\$49,313</u>	<u>\$50,038</u>	<u>\$52,416</u>
17	18	<del>\$45,646</del>	<del>\$46,806</del>	<del>\$47,531</del>	<del>\$49,909</del>
18		<u>\$48,646</u>	<u>\$49,806</u>	<u>\$50,531</u>	<u>\$52,909</u>
19	19	<del>\$46,139</del>	<del>\$47,299</del>	<del>\$48,024</del>	<del>\$50,402</del>
20		<u>\$49,139</u>	<u>\$50,299</u>	<u>\$51,024</u>	<u>\$53,402</u>
21	20	<del>\$46,652</del>	<del>\$47,813</del>	<del>\$48,538</del>	<del>\$50,917</del>
22		<u>\$49,652</u>	<u>\$50,813</u>	<u>\$51,538</u>	<u>\$53,917</u>
23	21	<del>\$47,145</del>	<del>\$48,306</del>	<del>\$49,031</del>	<del>\$51,410</del>
24		<u>\$50,145</u>	<u>\$51,306</u>	<u>\$52,031</u>	<u>\$54,410</u>

1	22	<del>\$47,639</del>	<del>\$48,799</del>	<del>\$49,524</del>	<del>\$51,903</del>
2		<u>\$50,639</u>	<u>\$51,799</u>	<u>\$52,524</u>	<u>\$54,903</u>
3	23	<del>\$48,132</del>	<del>\$49,292</del>	<del>\$50,018</del>	<del>\$52,397</del>
4		<u>\$51,132</u>	<u>\$52,292</u>	<u>\$53,018</u>	<u>\$55,397</u>
5	24	<del>\$48,625</del>	<del>\$49,785</del>	<del>\$50,511</del>	<del>\$52,890</del>
6		<u>\$51,625</u>	<u>\$52,785</u>	<u>\$53,511</u>	<u>\$55,890</u>
7	25	<del>\$50,049</del>	<del>\$51,232</del>	<del>\$51,971</del>	<del>\$54,395</del>
8		<u>\$53,049</u>	<u>\$54,232</u>	<u>\$54,971</u>	<u>\$57,395</u>
9		Master's Degree +			
10	Years of	National Board			
11	Experience	Certification			
12	0	<del>\$39,149</del>			
13		<u>\$42,149</u>			
14	1	<del>\$39,583</del>			
15		<u>\$42,583</u>			
16	2	<del>\$40,018</del>			
17		<u>\$43,018</u>			
18	3	<del>\$40,452</del>			
19		<u>\$43,452</u>			
20	4	<del>\$40,886</del>			
21		<u>\$43,886</u>			
22	5	<del>\$41,358</del>			
23		<u>\$44,358</u>			
24	6	<del>\$41,822</del>			

1		<u>\$44,822</u>
2	7	<del>\$42,285</del>
3		<u>\$45,285</u>
4	8	<del>\$42,749</del>
5		<u>\$45,749</u>
6	9	<del>\$43,212</del>
7		<u>\$46,212</u>
8	10	<del>\$44,728</del>
9		<u>\$47,728</u>
10	11	<del>\$45,221</del>
11		<u>\$48,221</u>
12	12	<del>\$45,713</del>
13		<u>\$48,713</u>
14	13	<del>\$46,206</del>
15		<u>\$49,206</u>
16	14	<del>\$46,699</del>
17		<u>\$49,699</u>
18	15	<del>\$47,212</del>
19		<u>\$50,212</u>
20	16	<del>\$47,705</del>
21		<u>\$50,705</u>
22	17	<del>\$48,198</del>
23		<u>\$51,198</u>
24	18	<del>\$48,691</del>

1		<u>\$51,691</u>
2	19	<del>\$49,184</del>
3		<u>\$52,184</u>
4	20	<del>\$49,698</del>
5		<u>\$52,698</u>
6	21	<del>\$50,192</del>
7		<u>\$53,192</u>
8	22	<del>\$50,685</del>
9		<u>\$53,685</u>
10	23	<del>\$51,178</del>
11		<u>\$54,178</u>
12	24	<del>\$51,671</del>
13		<u>\$54,671</u>
14	25	<del>\$53,153</del>
15		<u>\$56,153</u>

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

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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 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 SECTION 2. This act shall become effective July 1, 2019.  
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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.

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