

STATE OF OKLAHOMA

1st Session of the 59th Legislature (2023)

SENATE BILL 893

By: Hicks

AS INTRODUCED

An Act relating to teacher compensation; establishing minimum salary schedule for teachers; defining fringe benefits; specifying certain recognition of college degrees; requiring the State Board of Education to accept certain teaching experience; requiring certain notification; limiting teaching credit for certain service and experience; allowing school district to offer more credit; directing the Board to recognize certain experiences; prohibiting application of minimum salary schedule to certain retired teachers; requiring certain certified personnel to receive certain salary increase above certain level paid during certain school year; providing for codification; providing an effective date; and declaring an emergency.

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

SECTION 1. NEW LAW A new section of law to be codified 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

1 and/or fringe benefits not less than the amounts specified in the
2 following schedule:

3 MINIMUM SALARY SCHEDULE

4 National

5 Years of	Bachelor's	Board	Master's	Doctor's
6 Experience	Degree	Certification	Degree	Degree
7 0	\$36,601	\$37,759	\$37,991	\$39,381
8 1	\$37,035	\$38,193	\$38,425	\$39,815
9 2	\$37,469	\$38,628	\$38,859	\$40,249
10 3	\$37,904	\$39,062	\$39,294	\$40,684
11 4	\$40,904	\$42,062	\$42,294	\$43,684
12 5	\$41,338	\$42,496	\$42,728	\$44,118
13 6	\$43,810	\$44,968	\$45,200	\$46,590
14 7	\$44,273	\$45,432	\$45,663	\$47,054
15 8	\$44,737	\$45,895	\$46,127	\$47,517
16 9	\$45,200	\$46,358	\$46,590	\$47,980
17 10	\$45,663	\$46,822	\$47,054	\$48,444
18 11	\$46,684	\$47,844	\$48,568	\$50,945
19 12	\$47,177	\$48,336	\$49,061	\$51,438
20 13	\$47,670	\$48,829	\$49,554	\$51,931
21 14	\$48,162	\$49,322	\$50,047	\$52,424
22 15	\$48,655	\$49,815	\$50,539	\$52,916
23 16	\$49,167	\$50,327	\$51,052	\$53,430
24 17	\$49,660	\$50,820	\$51,545	\$53,923

1	18	\$50,153	\$51,313	\$52,038	\$54,416
2	19	\$50,646	\$51,806	\$52,531	\$54,909
3	20	\$51,139	\$52,299	\$53,024	\$55,402
4	21	\$51,652	\$52,813	\$53,538	\$55,917
5	22	\$52,145	\$53,306	\$54,031	\$56,410
6	23	\$52,639	\$53,799	\$54,524	\$56,903
7	24	\$53,132	\$54,292	\$55,018	\$57,397
8	25	\$53,625	\$54,785	\$55,511	\$57,890
9	26	\$55,049	\$56,232	\$56,971	\$59,395
10		Master's Degree +			
11	Years of	National Board			
12	Experience	Certification			
13	0	\$39,149			
14	1	\$39,583			
15	2	\$40,018			
16	3	\$40,452			
17	4	\$43,452			
18	5	\$43,886			
19	6	\$46,358			
20	7	\$46,822			
21	8	\$47,285			
22	9	\$47,749			
23	10	\$48,212			
24	11	\$49,728			

1	12	\$50,221
2	13	\$50,713
3	14	\$51,206
4	15	\$51,699
5	16	\$52,212
6	17	\$52,705
7	18	\$53,198
8	19	\$53,691
9	20	\$54,184
10	21	\$54,698
11	22	\$55,192
12	23	\$55,685
13	24	\$56,178
14	25	\$56,671
15	26	\$58,153

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 Title 70 of the Oklahoma Statutes and the flexible benefit
20 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma
21 Statutes from the flexible benefit allowance funds disbursed by the
22 State Board of Education and the State Board of Career and
23 Technology Education pursuant to Section 26-104 of Title 70 of the
24 Oklahoma Statutes.

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 Title 70 of the Oklahoma Statutes, by a school
16 district during the 2022-2023 school year was receiving a salary
17 above the step level indicated by the State Minimum Salary Schedule
18 for the 2022-2023 school year, the person shall receive a salary
19 increase amount equal to the amount indicated in subsection A for
20 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.
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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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