

STATE OF OKLAHOMA

1st Session of the 59th Legislature (2023)

SENATE BILL 28

By: Pemberton

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 this title, 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	\$38,601	\$39,759	\$39,991	\$41,381
1	\$39,035	\$40,193	\$40,425	\$41,815
2	\$39,469	\$40,628	\$40,859	\$42,249
3	\$39,904	\$41,062	\$41,294	\$42,684
4	\$40,338	\$41,496	\$41,728	\$43,118
5	\$40,810	\$41,968	\$42,200	\$43,590
6	\$41,273	\$42,432	\$42,663	\$44,054
7	\$41,737	\$42,895	\$43,127	\$44,517
8	\$42,200	\$43,358	\$43,590	\$44,980
9	\$42,663	\$43,822	\$44,054	\$45,444
10	\$43,684	\$44,844	\$45,568	\$47,945
11	\$44,177	\$45,336	\$46,061	\$48,438
12	\$44,670	\$45,829	\$46,554	\$48,931
13	\$45,162	\$46,322	\$47,047	\$49,424
14	\$45,655	\$46,815	\$47,539	\$49,916
15	\$46,167	\$47,327	\$48,052	\$50,430
16	\$46,660	\$47,820	\$48,545	\$50,923
17	\$47,153	\$48,313	\$49,038	\$51,416
18	\$47,646	\$48,806	\$49,531	\$51,909
19	\$48,139	\$49,299	\$50,024	\$52,402

1	20	\$48,652	\$49,813	\$50,538	\$52,917
2	21	\$49,145	\$50,306	\$51,031	\$53,410
3	22	\$49,639	\$50,799	\$51,524	\$53,903
4	23	\$50,132	\$51,292	\$52,018	\$54,397
5	24	\$50,625	\$51,785	\$52,511	\$54,890
6	25	\$52,049	\$53,232	\$53,971	\$56,395
7		Master's Degree +			
8	Years of	National Board			
9	Experience	Certification			
10	0	\$41,149			
11	1	\$41,583			
12	2	\$42,018			
13	3	\$42,452			
14	4	\$42,886			
15	5	\$43,358			
16	6	\$43,822			
17	7	\$44,285			
18	8	\$44,749			
19	9	\$45,212			
20	10	\$46,728			
21	11	\$47,221			
22	12	\$47,713			
23	13	\$48,206			
24	14	\$48,699			

1	15	\$49,212
2	16	\$49,705
3	17	\$50,198
4	18	\$50,691
5	19	\$51,184
6	20	\$51,698
7	21	\$52,192
8	22	\$52,685
9	23	\$53,178
10	24	\$53,671
11	25	\$55,153

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 this title and the flexible benefit allowance pursuant to Section  
16 26-105 of this title from the flexible benefit allowance funds  
17 disbursed by the State Board of Education and the State Board of  
18 Career and Technology Education pursuant to Section 26-104 of this  
19 title.

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

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

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

22 D. For the purpose of state salary increments and retirement,  
23 no teacher shall be granted credit for more than five (5) years of  
24 active duty in the military service or out-of-state or out-of-

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

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

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

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

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

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

23 5. Certified school psychologist or psychometrist which were  
24 completed while employed as a doctoral intern, psychological

1 assistant, or psychologist with any agency of the State of Oklahoma  
2 if the experience primarily involved work with persons of school- or  
3 preschool-age and if the person was, at the time the experience was  
4 acquired, certified as, or eligible for certification as, a school  
5 psychologist or psychometrist.

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

9 G. If a person employed as certified personnel, as defined in  
10 Section 26-103 of this title, by a school district during the 2017-  
11 2018 school year was receiving a salary above the step level  
12 indicated by the State Minimum Salary Schedule for the 2017-2018  
13 school year, the person shall receive a salary increase amount equal  
14 to the amount indicated in subsection A of this section for the step  
15 level indicated for the person, provided they remain employed by the  
16 same district, unless the hours or the duties of the certified  
17 personnel are reduced proportionately.

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

21 A. Beginning with the 2026-2027 school year, certified  
22 personnel, as defined in Section 26-103 of this title, in the public  
23 schools of Oklahoma shall receive in salary and/or fringe benefits  
24 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	\$40,601	\$41,759	\$41,991	\$43,381
1	\$41,035	\$42,193	\$42,425	\$43,815
2	\$41,469	\$42,628	\$42,859	\$44,249
3	\$41,904	\$43,062	\$43,294	\$44,684
4	\$42,338	\$43,496	\$43,728	\$45,118
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	\$45,684	\$46,844	\$47,568	\$49,945
11	\$46,177	\$47,336	\$48,061	\$50,438
12	\$46,670	\$47,829	\$48,554	\$50,931
13	\$47,162	\$48,322	\$49,047	\$51,424
14	\$47,655	\$48,815	\$49,539	\$51,916
15	\$48,167	\$49,327	\$50,052	\$52,430
16	\$48,660	\$49,820	\$50,545	\$52,923
17	\$49,153	\$50,313	\$51,038	\$53,416
18	\$49,646	\$50,806	\$51,531	\$53,909
19	\$50,139	\$51,299	\$52,024	\$54,402



1	20	\$50,652	\$51,813	\$52,538	\$54,917
2	21	\$51,145	\$52,306	\$53,031	\$55,410
3	22	\$51,639	\$52,799	\$53,524	\$55,903
4	23	\$52,132	\$53,292	\$54,018	\$56,397
5	24	\$52,625	\$53,785	\$54,511	\$56,890
6	25	\$54,049	\$55,232	\$55,971	\$58,395
7		Master's Degree +			
8	Years of	National Board			
9	Experience	Certification			
10	0	\$43,149			
11	1	\$43,583			
12	2	\$44,018			
13	3	\$44,452			
14	4	\$44,886			
15	5	\$45,358			
16	6	\$45,822			
17	7	\$46,285			
18	8	\$46,749			
19	9	\$47,212			
20	10	\$48,728			
21	11	\$49,221			
22	12	\$49,713			
23	13	\$50,206			
24	14	\$50,699			

1	15	\$51,212
2	16	\$51,705
3	17	\$52,198
4	18	\$52,691
5	19	\$53,184
6	20	\$53,698
7	21	\$54,192
8	22	\$54,685
9	23	\$55,172
10	24	\$55,671
11	25	\$57,153

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 this title and the flexible benefit allowance pursuant to Section  
16 26-105 of this title from the flexible benefit allowance funds  
17 disbursed by the State Board of Education and the State Board of  
18 Career and Technology Education pursuant to Section 26-104 of this  
19 title.

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

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

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

22 D. For the purpose of state salary increments and retirement,  
23 no teacher shall be granted credit for more than five (5) years of  
24 active duty in the military service or out-of-state or out-of-

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

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

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

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

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

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

23 5. Certified school psychologist or psychometrist which were  
24 completed while employed as a doctoral intern, psychological

1 assistant, or psychologist with any agency of the State of Oklahoma  
2 if the experience primarily involved work with persons of school- or  
3 preschool-age and if the person was, at the time the experience was  
4 acquired, certified as, or eligible for certification as, a school  
5 psychologist or psychometrist.

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

9 G. If a person employed as certified personnel, as defined in  
10 Section 26-103 of this title, by a school district during the 2017-  
11 2018 school year was receiving a salary above the step level  
12 indicated by the State Minimum Salary Schedule for the 2017-2018  
13 school year, the person shall receive a salary increase amount equal  
14 to the amount indicated in subsection A of this section for the step  
15 level indicated for the person, provided they remain employed by the  
16 same district, unless the hours or the duties of the certified  
17 personnel are reduced proportionately.

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

21 A. Beginning with the 2029-2030 school year, certified  
22 personnel, as defined in Section 26-103 of this title, in the public  
23 schools of Oklahoma shall receive in salary and/or fringe benefits  
24 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
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7		Master's Degree +			
8	Years of	National Board			
9	Experience	Certification			
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11	1	\$45,583			
12	2	\$46,018			
13	3	\$46,452			
14	4	\$46,886			
15	5	\$47,358			
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18	8	\$48,749			
19	9	\$49,212			
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22	12	\$51,713			
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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 this title and the flexible benefit allowance pursuant to Section  
16 26-105 of this title from the flexible benefit allowance funds  
17 disbursed by the State Board of Education and the State Board of  
18 Career and Technology Education pursuant to Section 26-104 of this  
19 title.

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



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

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

22 D. For the purpose of state salary increments and retirement,  
23 no teacher shall be granted credit for more than five (5) years of  
24 active duty in the military service or out-of-state or out-of-

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

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

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9 the Department of Corrections, beginning with fiscal year 1981;

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

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

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

23 5. Certified school psychologist or psychometrist which were  
24 completed while employed as a doctoral intern, psychological

1 assistant, or psychologist with any agency of the State of Oklahoma  
2 if the experience primarily involved work with persons of school- or  
3 preschool-age and if the person was, at the time the experience was  
4 acquired, certified as, or eligible for certification as, a school  
5 psychologist or psychometrist.

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

9 G. If a person employed as certified personnel, as defined in  
10 Section 26-103 of this title, by a school district during the 2017-  
11 2018 school year was receiving a salary above the step level  
12 indicated by the State Minimum Salary Schedule for the 2017-2018  
13 school year, the person shall receive a salary increase amount equal  
14 to the amount indicated in subsection A of this section for the step  
15 level indicated for the person, provided they remain employed by the  
16 same district, unless the hours or the duties of the certified  
17 personnel are reduced proportionately.

18 SECTION 4. This act shall become effective July 1, 2023.

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

23  
24 59-1-137 LG 12/13/2022 10:02:06 AM