

**COMMITTEE AMENDMENT**  
HOUSE OF REPRESENTATIVES  
State of Oklahoma

SPEAKER:

CHAIR:

I move to amend SB482 \_\_\_\_\_  
Of the printed Bill  
Page \_\_\_\_\_ Section \_\_\_\_\_ Lines \_\_\_\_\_  
Of the Engrossed Bill

By striking the Title, the Enacting Clause, the entire bill, and by inserting in lieu thereof the following language:

**AMEND TITLE TO CONFORM TO AMENDMENTS**

Adopted: \_\_\_\_\_

Amendment submitted by: Trish Ranson

\_\_\_\_\_

\_\_\_\_\_  
Reading Clerk

1 STATE OF OKLAHOMA

2 1st Session of the 59th Legislature (2023)

3 PROPOSED SUBCOMMITTEE  
4 SUBSTITUTE  
5 FOR ENGROSSED  
6 SENATE BILL NO. 482

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

and

7 McBride and Dollens of the  
8 House

9  
10 PROPOSED SUBCOMMITTEE SUBSTITUTE

11 An Act relating to teacher compensation; establishing  
12 a Minimum Salary Schedule for teachers; defining  
13 fringe benefits; specifying certain recognition of  
14 college degrees; requiring the State Board of  
15 Education to accept certain teaching experience;  
16 requiring certain notification; limiting teaching  
17 credit for certain service and experience; allowing  
18 school district to offer more credit; directing the  
19 Board to recognize certain experiences; prohibiting  
20 application of schedule to certain retired teachers;  
21 requiring certain certified personnel to receive  
22 certain salary increase above certain level paid  
23 during certain school year; repealing 70 O.S. 2021,  
24 Section 18-114.14, which relates to the Minimum  
Salary Schedule; 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:

1 A. Beginning with the 2023-2024 school year, certified  
 2 personnel, as defined in Section 26-103 of Title 70 of the Oklahoma  
 3 Statutes, in the public schools of Oklahoma shall receive in salary  
 4 and/or fringe benefits not less than the amounts specified in the  
 5 following schedule:

6 MINIMUM SALARY SCHEDULE

7 National

8	Years of	Bachelor's Board	Master's	Doctor's	
9	Experience	Degree	Certification	Degree	
10	0	\$42,601	\$43,759	\$43,991	\$45,381
11	1	\$43,035	\$44,193	\$44,425	\$45,815
12	2	\$43,469	\$44,628	\$44,859	\$46,249
13	3	\$43,904	\$45,062	\$45,294	\$46,684
14	4	\$44,338	\$45,496	\$45,728	\$47,118
15	5	\$46,810	\$47,968	\$48,200	\$49,590
16	6	\$47,273	\$48,432	\$48,663	\$50,054
17	7	\$47,737	\$48,895	\$49,127	\$50,517
18	8	\$48,200	\$49,358	\$49,590	\$50,980
19	9	\$48,663	\$49,822	\$50,054	\$51,444
20	10	\$51,684	\$52,844	\$53,568	\$55,945
21	11	\$52,177	\$53,336	\$54,061	\$56,438
22	12	\$52,670	\$53,829	\$54,554	\$56,931
23	13	\$53,162	\$54,322	\$55,047	\$57,424
24	14	\$53,655	\$54,815	\$55,539	\$57,916

1	15	\$56,167	\$57,327	\$58,052	\$60,430
2	16	\$56,660	\$57,820	\$58,545	\$60,923
3	17	\$57,153	\$58,313	\$59,038	\$61,416
4	18	\$57,646	\$58,806	\$59,531	\$61,909
5	19	\$58,139	\$59,299	\$60,024	\$62,402
6	20	\$58,652	\$59,813	\$60,538	\$62,917
7	21	\$59,145	\$60,306	\$61,031	\$63,410
8	22	\$59,639	\$60,799	\$61,524	\$63,903
9	23	\$60,132	\$61,292	\$62,018	\$64,397
10	24	\$60,625	\$61,785	\$62,511	\$64,890
11	25	\$62,049	\$63,232	\$63,971	\$66,395

Master's Degree +

13 Years of National Board  
14 Experience Certification

15	0	\$45,149
16	1	\$45,583
17	2	\$46,018
18	3	\$46,452
19	4	\$46,886
20	5	\$49,358
21	6	\$49,822
22	7	\$50,285
23	8	\$50,749
24	9	\$51,212

1	10	\$54,728
2	11	\$55,221
3	12	\$55,713
4	13	\$56,206
5	14	\$56,699
6	15	\$59,212
7	16	\$59,705
8	17	\$60,198
9	18	\$60,691
10	19	\$61,184
11	20	\$61,698
12	21	\$62,192
13	22	\$62,685
14	23	\$63,178
15	24	\$63,671
16	25	\$65,153

17       B. 1. When determining the Minimum Salary Schedule, "fringe  
18 benefits" shall mean all or part of retirement benefits, excluding  
19 the contributions made pursuant to subsection A of Section 17-108.1  
20 of Title 70 of the Oklahoma Statutes and the flexible benefit  
21 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma  
22 Statutes from the flexible benefit allowance funds disbursed by the  
23 State Board of Education and the State Board of Career and  
24

1 Technology Education pursuant to Section 26-104 of Title 70 of the  
2 Oklahoma Statutes.

3 2. If a school district intends to provide retirement benefits  
4 to a teacher such that the teacher's salary would be less than the  
5 amounts set forth in the Minimum Salary Schedule specified in  
6 subsection A of this section, the district shall be required to  
7 provide written notification to the teacher prior to his or her  
8 employment or, if already employed by the district, no later than  
9 thirty (30) days prior to the date the district elects to provide  
10 retirement benefits such that the teacher's salary would be less  
11 than the Minimum Salary Schedule.

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

1 costs of the analysis by a credential evaluation service. The Board  
2 shall accept teaching experience from primary and secondary schools  
3 that are operated by the United States Department of Defense or are  
4 affiliated with the United States Department of State.

5 D. For the purpose of state salary increments and retirement,  
6 no teacher shall be granted credit for more than five (5) years of  
7 active duty in the military service or out-of-state or out-of-  
8 country teaching experience as a certified teacher or its  
9 equivalent. Nothing in this section shall prohibit boards of  
10 education from crediting more years of experience on district salary  
11 schedules than those allowed for state purposes.

12 E. The State Board of Education shall recognize, for purposes  
13 of certification and salary increments, all the years of experience  
14 of a:

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

17 2. Vocational rehabilitation counselor under the Department of  
18 Human Services if the counselor was employed as a certified teacher  
19 by the State Department of Education when the Division of Vocational  
20 Rehabilitation was transferred from the State Board of Career and  
21 Technology Education or the State Board of Education to the Oklahoma  
22 Public Welfare Commission on July 1, 1968;

23 3. Vocational rehabilitation counselor which were completed  
24 while employed by the Department of Human Services if such counselor

1 was certified as a teacher or was eligible for certification as a  
2 teacher in Oklahoma;

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

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

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

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



1 SECTION 2. REPEALER 70 O.S. 2021, Section 18-114.14, is  
2 hereby repealed.

3 SECTION 3. This act shall become effective July 1, 2023.

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

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9 59-1-8071 EK 03/30/23

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