

1 **SENATE FLOOR VERSION**

2 April 12, 2017

3 **AS AMENDED**

4 ENGROSSED HOUSE
5 BILL NO. 1114

6 By: Rogers, Calvey, Strohm,
7 Martin, Ownbey, Cockroft,
8 Babinec, Mulready,
9 McEntire, Downing, Sanders,
10 Dunlap, Kerbs, McEachin,
11 Lawson, Hilbert, Sears,
12 Osburn (Mike), West
13 (Tammy), Martinez,
14 Montgomery, Bush, Teague,
15 Frix, McCall, Jordan, Ford,
16 McBride, Hall, Fetgatter,
17 Nollan, Faught, Baker,
18 Osborn (Leslie), McDugle,
19 Kannady, Caldwell,
20 O'Donnell, Wright, West
21 (Josh), Moore, Wallace,
22 McDaniel, Cleveland, West
23 (Kevin), Roberts (Dustin),
24 Derby, Russ, Coody, Roberts
(Sean), Gann, Brumbaugh,
Thomsen, Hoskin, Tadlock,
Pfeiffer and Condit of the
House

and

Smalley of the Senate

[schools - teacher minimum salary and benefits -
~~effective date~~ -

emergency]

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

1 SECTION 1. AMENDATORY Section 3, Chapter 394, O.S.L.
 2 2013, as amended by Section 2, Chapter 322, O.S.L. 2016 (70 O.S.
 3 Supp. 2016, Section 18-114.14), is amended to read as follows:

4 Section 18-114.14 A. ~~Beginning with~~ For the ~~2013-2014~~ 2017-
 5 2018 school year, teachers in the public schools of Oklahoma shall
 6 receive in salary and/or fringe benefits not less than the amounts
 7 specified in the following schedule:

8 MINIMUM SALARY SCHEDULE

9 National

10 Years of	Bachelor's	Board	Master's	Doctor's
11 Experience	Degree	Certification	Degree	Degree
12 0	\$31,600	\$32,600	\$32,800	\$34,000
13 1	\$31,975	\$32,975	\$33,175	\$34,375
14 2	\$32,350	\$33,350	\$33,550	\$34,750
15 3	\$32,725	\$33,725	\$33,925	\$35,125
16 4	\$33,100	\$34,100	\$34,300	\$35,500
17 5	\$33,500	\$34,500	\$34,700	\$35,900
18 6	\$33,900	\$34,900	\$35,100	\$36,300
19 7	\$34,300	\$35,300	\$35,500	\$36,700
20 8	\$34,700	\$35,700	\$35,900	\$37,100
21 9	\$35,100	\$36,100	\$36,300	\$37,500
22 10	\$35,950	\$36,950	\$37,575	\$39,625
23 11	\$36,375	\$37,375	\$38,000	\$40,050
24 12	\$36,800	\$37,800	\$38,425	\$40,475

1	13	\$37,225	\$38,225	\$38,850	\$40,900
2	14	\$37,650	\$38,650	\$39,275	\$41,325
3	15	\$38,075	\$39,075	\$39,700	\$41,750
4	16	\$38,500	\$39,500	\$40,125	\$42,175
5	17	\$38,925	\$39,925	\$40,550	\$42,600
6	18	\$39,350	\$40,350	\$40,975	\$43,025
7	19	\$39,775	\$40,775	\$41,400	\$43,450
8	20	\$40,200	\$41,200	\$41,825	\$43,875
9	21	\$40,625	\$41,625	\$42,250	\$44,300
10	22	\$41,050	\$42,050	\$42,675	\$44,725
11	23	\$41,475	\$42,475	\$43,100	\$45,150
12	24	\$41,900	\$42,900	\$43,525	\$45,575
13	25	\$42,325	\$43,325	\$43,950	\$46,000
14	<u>0</u>	<u>\$32,600</u>	<u>\$33,600</u>	<u>\$33,800</u>	<u>\$35,000</u>
15	<u>1</u>	<u>\$32,975</u>	<u>\$33,975</u>	<u>\$34,175</u>	<u>\$35,375</u>
16	<u>2</u>	<u>\$33,350</u>	<u>\$34,350</u>	<u>\$34,550</u>	<u>\$35,750</u>
17	<u>3</u>	<u>\$33,725</u>	<u>\$34,725</u>	<u>\$34,925</u>	<u>\$36,125</u>
18	<u>4</u>	<u>\$34,100</u>	<u>\$35,100</u>	<u>\$35,300</u>	<u>\$36,500</u>
19	<u>5</u>	<u>\$34,500</u>	<u>\$35,500</u>	<u>\$35,700</u>	<u>\$36,900</u>
20	<u>6</u>	<u>\$34,900</u>	<u>\$35,900</u>	<u>\$36,100</u>	<u>\$37,300</u>
21	<u>7</u>	<u>\$35,300</u>	<u>\$36,300</u>	<u>\$36,500</u>	<u>\$37,700</u>
22	<u>8</u>	<u>\$35,700</u>	<u>\$36,700</u>	<u>\$36,900</u>	<u>\$38,100</u>
23	<u>9</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
24	<u>10</u>	<u>\$36,950</u>	<u>\$37,950</u>	<u>\$38,575</u>	<u>\$40,625</u>

1	<u>11</u>	<u>\$37,375</u>	<u>\$38,375</u>	<u>\$39,000</u>	<u>\$41,050</u>
2	<u>12</u>	<u>\$37,800</u>	<u>\$38,800</u>	<u>\$39,425</u>	<u>\$41,475</u>
3	<u>13</u>	<u>\$38,225</u>	<u>\$39,225</u>	<u>\$39,850</u>	<u>\$41,900</u>
4	<u>14</u>	<u>\$38,650</u>	<u>\$39,650</u>	<u>\$40,275</u>	<u>\$42,325</u>
5	<u>15</u>	<u>\$39,075</u>	<u>\$40,075</u>	<u>\$40,700</u>	<u>\$42,750</u>
6	<u>16</u>	<u>\$39,500</u>	<u>\$40,500</u>	<u>\$41,125</u>	<u>\$43,175</u>
7	<u>17</u>	<u>\$39,925</u>	<u>\$40,925</u>	<u>\$41,550</u>	<u>\$43,600</u>
8	<u>18</u>	<u>\$40,350</u>	<u>\$41,350</u>	<u>\$41,975</u>	<u>\$44,025</u>
9	<u>19</u>	<u>\$40,775</u>	<u>\$41,775</u>	<u>\$42,400</u>	<u>\$44,450</u>
10	<u>20</u>	<u>\$41,200</u>	<u>\$42,200</u>	<u>\$42,825</u>	<u>\$44,875</u>
11	<u>21</u>	<u>\$41,625</u>	<u>\$42,625</u>	<u>\$43,250</u>	<u>\$45,300</u>
12	<u>22</u>	<u>\$42,050</u>	<u>\$43,050</u>	<u>\$43,675</u>	<u>\$45,725</u>
13	<u>23</u>	<u>\$42,475</u>	<u>\$43,475</u>	<u>\$44,100</u>	<u>\$46,150</u>
14	<u>24</u>	<u>\$42,900</u>	<u>\$43,900</u>	<u>\$44,525</u>	<u>\$46,575</u>
15	<u>25</u>	<u>\$43,325</u>	<u>\$44,325</u>	<u>\$44,950</u>	<u>\$47,000</u>
16		Master's Degree +			
17	Years of	National Board			
18	Experience	Certification			
19	<u>0</u>	<u>\$33,800</u>			
20	<u>1</u>	<u>\$34,175</u>			
21	<u>2</u>	<u>\$34,550</u>			
22	<u>3</u>	<u>\$34,925</u>			
23	<u>4</u>	<u>\$35,300</u>			
24	<u>5</u>	<u>\$35,700</u>			

1	6	\$36,100
2	7	\$36,500
3	8	\$36,900
4	9	\$37,300
5	10	\$38,575
6	11	\$39,000
7	12	\$39,425
8	13	\$39,850
9	14	\$40,275
10	15	\$40,700
11	16	\$41,125
12	17	\$41,550
13	18	\$41,975
14	19	\$42,400
15	20	\$42,825
16	21	\$43,250
17	22	\$43,675
18	23	\$44,100
19	24	\$44,525
20	25	\$44,950
21	<u>0</u>	<u>\$34,800</u>
22	<u>1</u>	<u>\$35,175</u>
23	<u>2</u>	<u>\$35,550</u>
24	<u>3</u>	<u>\$35,925</u>

1	<u>4</u>	<u>\$36,300</u>
2	<u>5</u>	<u>\$36,700</u>
3	<u>6</u>	<u>\$37,100</u>
4	<u>7</u>	<u>\$37,500</u>
5	<u>8</u>	<u>\$37,900</u>
6	<u>9</u>	<u>\$38,300</u>
7	<u>10</u>	<u>\$39,575</u>
8	<u>11</u>	<u>\$40,000</u>
9	<u>12</u>	<u>\$40,425</u>
10	<u>13</u>	<u>\$40,850</u>
11	<u>14</u>	<u>\$41,275</u>
12	<u>15</u>	<u>\$41,700</u>
13	<u>16</u>	<u>\$42,125</u>
14	<u>17</u>	<u>\$42,550</u>
15	<u>18</u>	<u>\$42,975</u>
16	<u>19</u>	<u>\$43,400</u>
17	<u>20</u>	<u>\$43,825</u>
18	<u>21</u>	<u>\$44,250</u>
19	<u>22</u>	<u>\$44,675</u>
20	<u>23</u>	<u>\$45,100</u>
21	<u>24</u>	<u>\$45,525</u>
22	<u>25</u>	<u>\$45,950</u>
23		
24		

B. For the 2018-2019 school year, teachers 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

<u>Years of Experience</u>	<u>Bachelor's Degree</u>	<u>Board Certification</u>	<u>Master's Degree</u>	<u>Doctor's Degree</u>
<u>0</u>	<u>\$34,600</u>	<u>\$35,600</u>	<u>\$35,800</u>	<u>\$37,000</u>
<u>1</u>	<u>\$34,975</u>	<u>\$35,975</u>	<u>\$36,175</u>	<u>\$37,375</u>
<u>2</u>	<u>\$35,350</u>	<u>\$36,350</u>	<u>\$36,550</u>	<u>\$37,750</u>
<u>3</u>	<u>\$35,725</u>	<u>\$36,725</u>	<u>\$36,925</u>	<u>\$38,125</u>
<u>4</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
<u>5</u>	<u>\$36,500</u>	<u>\$37,500</u>	<u>\$37,700</u>	<u>\$38,900</u>
<u>6</u>	<u>\$36,900</u>	<u>\$37,900</u>	<u>\$38,100</u>	<u>\$39,300</u>
<u>7</u>	<u>\$37,300</u>	<u>\$38,300</u>	<u>\$38,500</u>	<u>\$39,700</u>
<u>8</u>	<u>\$37,700</u>	<u>\$38,700</u>	<u>\$38,900</u>	<u>\$40,100</u>
<u>9</u>	<u>\$38,100</u>	<u>\$39,100</u>	<u>\$39,300</u>	<u>\$40,500</u>
<u>10</u>	<u>\$38,950</u>	<u>\$39,950</u>	<u>\$40,575</u>	<u>\$42,625</u>
<u>11</u>	<u>\$39,375</u>	<u>\$40,375</u>	<u>\$41,000</u>	<u>\$43,050</u>
<u>12</u>	<u>\$39,800</u>	<u>\$40,800</u>	<u>\$41,425</u>	<u>\$43,475</u>
<u>13</u>	<u>\$40,225</u>	<u>\$41,225</u>	<u>\$41,850</u>	<u>\$43,900</u>
<u>14</u>	<u>\$40,650</u>	<u>\$41,650</u>	<u>\$42,275</u>	<u>\$44,325</u>
<u>15</u>	<u>\$41,075</u>	<u>\$42,075</u>	<u>\$42,700</u>	<u>\$44,750</u>
<u>16</u>	<u>\$41,500</u>	<u>\$42,500</u>	<u>\$43,125</u>	<u>\$45,175</u>

1	<u>17</u>	<u>\$41,925</u>	<u>\$42,925</u>	<u>\$43,550</u>	<u>\$45,600</u>
2	<u>18</u>	<u>\$42,350</u>	<u>\$43,350</u>	<u>\$43,975</u>	<u>\$46,025</u>
3	<u>19</u>	<u>\$42,775</u>	<u>\$43,775</u>	<u>\$44,400</u>	<u>\$46,450</u>
4	<u>20</u>	<u>\$43,200</u>	<u>\$44,200</u>	<u>\$44,825</u>	<u>\$46,875</u>
5	<u>21</u>	<u>\$43,625</u>	<u>\$44,625</u>	<u>\$45,250</u>	<u>\$47,300</u>
6	<u>22</u>	<u>\$44,050</u>	<u>\$45,050</u>	<u>\$45,675</u>	<u>\$47,725</u>
7	<u>23</u>	<u>\$44,475</u>	<u>\$45,475</u>	<u>\$46,100</u>	<u>\$48,150</u>
8	<u>24</u>	<u>\$44,900</u>	<u>\$45,900</u>	<u>\$46,525</u>	<u>\$48,575</u>
9	<u>25</u>	<u>\$45,325</u>	<u>\$46,325</u>	<u>\$46,950</u>	<u>\$49,000</u>
10		<u>Master's Degree +</u>			
11	<u>Years of</u>	<u>National Board</u>			
12	<u>Experience</u>	<u>Certification</u>			
13	<u>0</u>	<u>\$36,800</u>			
14	<u>1</u>	<u>\$37,175</u>			
15	<u>2</u>	<u>\$37,550</u>			
16	<u>3</u>	<u>\$37,925</u>			
17	<u>4</u>	<u>\$38,300</u>			
18	<u>5</u>	<u>\$38,700</u>			
19	<u>6</u>	<u>\$39,100</u>			
20	<u>7</u>	<u>\$39,500</u>			
21	<u>8</u>	<u>\$39,900</u>			
22	<u>9</u>	<u>\$40,300</u>			
23	<u>10</u>	<u>\$41,575</u>			
24	<u>11</u>	<u>\$42,000</u>			

1	<u>12</u>	<u>\$42,425</u>
2	<u>13</u>	<u>\$42,850</u>
3	<u>14</u>	<u>\$43,275</u>
4	<u>15</u>	<u>\$43,700</u>
5	<u>16</u>	<u>\$44,125</u>
6	<u>17</u>	<u>\$44,550</u>
7	<u>18</u>	<u>\$44,975</u>
8	<u>19</u>	<u>\$45,400</u>
9	<u>20</u>	<u>\$45,825</u>
10	<u>21</u>	<u>\$46,250</u>
11	<u>22</u>	<u>\$46,675</u>
12	<u>23</u>	<u>\$47,100</u>
13	<u>24</u>	<u>\$47,525</u>
14	<u>25</u>	<u>\$47,950</u>

15 C. Beginning with the 2019-2020 school year, teachers in the
16 public schools of Oklahoma shall receive in salary and/or fringe
17 benefits not less than the amounts specified in the following
18 schedule:

19 MINIMUM SALARY SCHEDULE

20		<u>National</u>			
21	<u>Years of</u>	<u>Bachelor's</u>	<u>Board</u>	<u>Master's</u>	<u>Doctor's</u>
22	<u>Experience</u>	<u>Degree</u>	<u>Certification</u>	<u>Degree</u>	<u>Degree</u>
23	<u>0</u>	<u>\$37,600</u>	<u>\$38,600</u>	<u>\$38,800</u>	<u>\$40,000</u>
24	<u>1</u>	<u>\$37,975</u>	<u>\$38,975</u>	<u>\$39,175</u>	<u>\$40,375</u>

1	<u>2</u>	<u>\$38,350</u>	<u>\$39,350</u>	<u>\$39,550</u>	<u>\$40,750</u>
2	<u>3</u>	<u>\$38,725</u>	<u>\$39,725</u>	<u>\$39,925</u>	<u>\$41,125</u>
3	<u>4</u>	<u>\$39,100</u>	<u>\$40,100</u>	<u>\$40,300</u>	<u>\$41,500</u>
4	<u>5</u>	<u>\$39,500</u>	<u>\$40,500</u>	<u>\$40,700</u>	<u>\$41,900</u>
5	<u>6</u>	<u>\$39,900</u>	<u>\$40,900</u>	<u>\$41,100</u>	<u>\$42,300</u>
6	<u>7</u>	<u>\$40,300</u>	<u>\$41,300</u>	<u>\$41,500</u>	<u>\$42,700</u>
7	<u>8</u>	<u>\$40,700</u>	<u>\$41,700</u>	<u>\$41,900</u>	<u>\$43,100</u>
8	<u>9</u>	<u>\$41,100</u>	<u>\$42,100</u>	<u>\$42,300</u>	<u>\$43,500</u>
9	<u>10</u>	<u>\$41,950</u>	<u>\$42,950</u>	<u>\$43,575</u>	<u>\$45,625</u>
10	<u>11</u>	<u>\$42,375</u>	<u>\$43,375</u>	<u>\$44,000</u>	<u>\$46,050</u>
11	<u>12</u>	<u>\$42,800</u>	<u>\$43,800</u>	<u>\$44,425</u>	<u>\$46,475</u>
12	<u>13</u>	<u>\$43,225</u>	<u>\$44,225</u>	<u>\$44,850</u>	<u>\$46,900</u>
13	<u>14</u>	<u>\$43,650</u>	<u>\$44,650</u>	<u>\$45,275</u>	<u>\$47,325</u>
14	<u>15</u>	<u>\$44,075</u>	<u>\$45,075</u>	<u>\$45,700</u>	<u>\$47,750</u>
15	<u>16</u>	<u>\$44,500</u>	<u>\$45,500</u>	<u>\$46,125</u>	<u>\$48,175</u>
16	<u>17</u>	<u>\$44,925</u>	<u>\$45,925</u>	<u>\$46,550</u>	<u>\$48,600</u>
17	<u>18</u>	<u>\$45,350</u>	<u>\$46,350</u>	<u>\$46,975</u>	<u>\$49,025</u>
18	<u>19</u>	<u>\$45,775</u>	<u>\$46,775</u>	<u>\$47,400</u>	<u>\$49,450</u>
19	<u>20</u>	<u>\$46,200</u>	<u>\$47,200</u>	<u>\$47,825</u>	<u>\$49,875</u>
20	<u>21</u>	<u>\$46,625</u>	<u>\$47,625</u>	<u>\$48,250</u>	<u>\$50,300</u>
21	<u>22</u>	<u>\$47,050</u>	<u>\$48,050</u>	<u>\$48,675</u>	<u>\$50,725</u>
22	<u>23</u>	<u>\$47,475</u>	<u>\$48,475</u>	<u>\$49,100</u>	<u>\$51,150</u>
23	<u>24</u>	<u>\$47,900</u>	<u>\$48,900</u>	<u>\$49,525</u>	<u>\$51,575</u>
24	<u>25</u>	<u>\$48,325</u>	<u>\$49,325</u>	<u>\$49,950</u>	<u>\$52,000</u>

	<u>Master's Degree +</u>
<u>Years of</u>	<u>National Board</u>
<u>Experience</u>	<u>Certification</u>
4	<u>\$39,800</u>
5	<u>\$40,175</u>
6	<u>\$40,550</u>
7	<u>\$40,925</u>
8	<u>\$41,300</u>
9	<u>\$41,700</u>
10	<u>\$42,100</u>
11	<u>\$42,500</u>
12	<u>\$42,900</u>
13	<u>\$43,300</u>
14	<u>\$44,575</u>
15	<u>\$45,000</u>
16	<u>\$45,425</u>
17	<u>\$45,850</u>
18	<u>\$46,275</u>
19	<u>\$46,700</u>
20	<u>\$47,125</u>
21	<u>\$47,550</u>
22	<u>\$47,975</u>
23	<u>\$48,400</u>
24	<u>\$48,825</u>

1	<u>21</u>	<u>\$49,250</u>
2	<u>22</u>	<u>\$49,675</u>
3	<u>23</u>	<u>\$50,100</u>
4	<u>24</u>	<u>\$50,525</u>
5	<u>25</u>	<u>\$50,950</u>

6 D. When determining the Minimum Salary Schedule, "fringe
7 benefits" shall mean all or part of retirement benefits, excluding
8 the contributions made pursuant to subsection A of Section 17-108.1
9 of ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible
10 benefit allowance pursuant to Section 26-105 of ~~Title 70 of the~~
11 ~~Oklahoma Statutes~~ this title from the flexible benefit allowance
12 funds disbursed by the State Board of Education and the State Board
13 of Career and Technology Education pursuant to Section 26-104 of
14 ~~Title 70 of the Oklahoma Statutes~~ this title.

15 ~~C.~~ E. Any of the degrees referred to in this section shall be
16 from a college recognized by the State Board of Education. The
17 Board shall accept teaching experience from out-of-state school
18 districts that are accredited by the state board of education or
19 appropriate state accrediting agency for the districts. The Board
20 shall accept teaching experience from out-of-country schools that
21 are accredited or otherwise endorsed by the appropriate national or
22 regional accrediting or endorsement authority. Out-of-country
23 certification documentation in a language other than English shall
24 be analyzed by an educational credential evaluation service approved

1 by the National Association of Credential Evaluation Services
2 (NACES). The person seeking to have credit granted for out-of-
3 country teaching experience shall be responsible for all costs of
4 the analysis by a credential evaluation service. The Board shall
5 accept teaching experience from primary and secondary schools that
6 are operated by the United States Department of Defense or are
7 affiliated with the United States Department of State.

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

15 ~~E.~~ G. The State Board of Education shall recognize, for
16 purposes of certification and salary increments, all the years of
17 experience of a:

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

20 2. Vocational rehabilitation counselor under the Department of
21 Human Services if the counselor was employed as a certified teacher
22 by the State Department of Education when the Division of Vocational
23 Rehabilitation was transferred from the State Board of Career and
24

1 Technology Education or the State Board of Education to the Oklahoma
2 Public Welfare Commission on July 1, 1968;

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

7 4. Certified teacher which were completed while employed by the
8 Department of Human Services Child Study Center at University
9 Hospital, if the teacher was certified as a teacher in Oklahoma; and

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

17 ~~F.~~ H. The provisions of this section shall not apply to
18 teachers who have entered into postretirement employment with a
19 public school in Oklahoma and are still receiving a monthly
20 retirement benefit.

21 ~~SECTION 2. This act shall become effective July 1, 2017.~~

22 ~~SECTION 3. It being immediately necessary for the preservation~~
23 ~~of the public peace, health or safety, an emergency is hereby~~

24

~~1 declared to exist, by reason whereof this act shall take effect and
2 be in full force from and after its passage and approval.~~

3 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS
4 April 12, 2017 - DO PASS AS AMENDED
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