

STATE OF OKLAHOMA

1st Session of the 56th Legislature (2017)

HOUSE BILL 1114

By: Rogers

AS INTRODUCED

An Act relating to schools; amending Section 3, Chapter 394, O.S.L. 2013, as amended by Section 2, Chapter 322, O.S.L. 2016 (70 O.S. Supp. 2016, Section 18-114.14), which relates to teacher minimum salary and benefits; increasing the minimum salary schedule; providing an effective date; and declaring an emergency.

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

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

Section 18-114.14 A. ~~Beginning with~~ For the ~~2013-2014~~ 2017-2018 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

Years of	Bachelor's	Board	Master's	Doctor's
Experience	Degree	Certification	Degree	Degree

1	0	\$31,600	\$32,600	\$32,800	\$34,000
2	1	\$31,975	\$32,975	\$33,175	\$34,375
3	2	\$32,350	\$33,350	\$33,550	\$34,750
4	3	\$32,725	\$33,725	\$33,925	\$35,125
5	4	\$33,100	\$34,100	\$34,300	\$35,500
6	5	\$33,500	\$34,500	\$34,700	\$35,900
7	6	\$33,900	\$34,900	\$35,100	\$36,300
8	7	\$34,300	\$35,300	\$35,500	\$36,700
9	8	\$34,700	\$35,700	\$35,900	\$37,100
10	9	\$35,100	\$36,100	\$36,300	\$37,500
11	10	\$35,950	\$36,950	\$37,575	\$39,625
12	11	\$36,375	\$37,375	\$38,000	\$40,050
13	12	\$36,800	\$37,800	\$38,425	\$40,475
14	13	\$37,225	\$38,225	\$38,850	\$40,900
15	14	\$37,650	\$38,650	\$39,275	\$41,325
16	15	\$38,075	\$39,075	\$39,700	\$41,750
17	16	\$38,500	\$39,500	\$40,125	\$42,175
18	17	\$38,925	\$39,925	\$40,550	\$42,600
19	18	\$39,350	\$40,350	\$40,975	\$43,025
20	19	\$39,775	\$40,775	\$41,400	\$43,450
21	20	\$40,200	\$41,200	\$41,825	\$43,875
22	21	\$40,625	\$41,625	\$42,250	\$44,300
23	22	\$41,050	\$42,050	\$42,675	\$44,725
24	23	\$41,475	\$42,475	\$43,100	\$45,150

1	24	\$41,900	\$42,900	\$43,525	\$45,575
2	25	\$42,325	\$43,325	\$43,950	\$46,000
3	<u>0</u>	<u>\$32,600</u>	<u>\$33,600</u>	<u>\$33,800</u>	<u>\$35,000</u>
4	<u>1</u>	<u>\$32,975</u>	<u>\$33,975</u>	<u>\$34,175</u>	<u>\$35,375</u>
5	<u>2</u>	<u>\$33,350</u>	<u>\$34,350</u>	<u>\$34,550</u>	<u>\$35,750</u>
6	<u>3</u>	<u>\$33,725</u>	<u>\$34,725</u>	<u>\$34,925</u>	<u>\$36,125</u>
7	<u>4</u>	<u>\$34,100</u>	<u>\$35,100</u>	<u>\$35,300</u>	<u>\$36,500</u>
8	<u>5</u>	<u>\$34,500</u>	<u>\$35,500</u>	<u>\$35,700</u>	<u>\$36,900</u>
9	<u>6</u>	<u>\$34,900</u>	<u>\$35,900</u>	<u>\$36,100</u>	<u>\$37,300</u>
10	<u>7</u>	<u>\$35,300</u>	<u>\$36,300</u>	<u>\$36,500</u>	<u>\$37,700</u>
11	<u>8</u>	<u>\$35,700</u>	<u>\$36,700</u>	<u>\$36,900</u>	<u>\$38,100</u>
12	<u>9</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
13	<u>10</u>	<u>\$36,950</u>	<u>\$37,950</u>	<u>\$38,575</u>	<u>\$40,625</u>
14	<u>11</u>	<u>\$37,375</u>	<u>\$38,375</u>	<u>\$39,000</u>	<u>\$41,050</u>
15	<u>12</u>	<u>\$37,800</u>	<u>\$38,800</u>	<u>\$39,425</u>	<u>\$41,475</u>
16	<u>13</u>	<u>\$38,225</u>	<u>\$39,225</u>	<u>\$39,850</u>	<u>\$41,900</u>
17	<u>14</u>	<u>\$38,650</u>	<u>\$39,650</u>	<u>\$40,275</u>	<u>\$42,325</u>
18	<u>15</u>	<u>\$39,075</u>	<u>\$40,075</u>	<u>\$40,700</u>	<u>\$42,750</u>
19	<u>16</u>	<u>\$39,500</u>	<u>\$40,500</u>	<u>\$41,125</u>	<u>\$43,175</u>
20	<u>17</u>	<u>\$39,925</u>	<u>\$40,925</u>	<u>\$41,550</u>	<u>\$43,600</u>
21	<u>18</u>	<u>\$40,350</u>	<u>\$41,350</u>	<u>\$41,975</u>	<u>\$44,025</u>
22	<u>19</u>	<u>\$40,775</u>	<u>\$41,775</u>	<u>\$42,400</u>	<u>\$44,450</u>
23	<u>20</u>	<u>\$41,200</u>	<u>\$42,200</u>	<u>\$42,825</u>	<u>\$44,875</u>
24	<u>21</u>	<u>\$41,625</u>	<u>\$42,625</u>	<u>\$43,250</u>	<u>\$45,300</u>

1	<u>22</u>	<u>\$42,050</u>	<u>\$43,050</u>	<u>\$43,675</u>	<u>\$45,725</u>
2	<u>23</u>	<u>\$42,475</u>	<u>\$43,475</u>	<u>\$44,100</u>	<u>\$46,150</u>
3	<u>24</u>	<u>\$42,900</u>	<u>\$43,900</u>	<u>\$44,525</u>	<u>\$46,575</u>
4	<u>25</u>	<u>\$43,325</u>	<u>\$44,325</u>	<u>\$44,950</u>	<u>\$47,000</u>
5		Master's Degree +			
6	Years of	National Board			
7	Experience	Certification			
8	<u>0</u>	<u>\$33,800</u>			
9	<u>1</u>	<u>\$34,175</u>			
10	<u>2</u>	<u>\$34,550</u>			
11	<u>3</u>	<u>\$34,925</u>			
12	<u>4</u>	<u>\$35,300</u>			
13	<u>5</u>	<u>\$35,700</u>			
14	<u>6</u>	<u>\$36,100</u>			
15	<u>7</u>	<u>\$36,500</u>			
16	<u>8</u>	<u>\$36,900</u>			
17	<u>9</u>	<u>\$37,300</u>			
18	<u>10</u>	<u>\$38,575</u>			
19	<u>11</u>	<u>\$39,000</u>			
20	<u>12</u>	<u>\$39,425</u>			
21	<u>13</u>	<u>\$39,850</u>			
22	<u>14</u>	<u>\$40,275</u>			
23	<u>15</u>	<u>\$40,700</u>			
24	<u>16</u>	<u>\$41,125</u>			

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

1	<u>15</u>	<u>\$41,700</u>
2	<u>16</u>	<u>\$42,125</u>
3	<u>17</u>	<u>\$42,550</u>
4	<u>18</u>	<u>\$42,975</u>
5	<u>19</u>	<u>\$43,400</u>
6	<u>20</u>	<u>\$43,825</u>
7	<u>21</u>	<u>\$44,250</u>
8	<u>22</u>	<u>\$44,675</u>
9	<u>23</u>	<u>\$45,100</u>
10	<u>24</u>	<u>\$45,525</u>
11	<u>25</u>	<u>\$45,950</u>

12 B. For the 2018-2019 school year, teachers in the public
13 schools of Oklahoma shall receive in salary and/or fringe benefits
14 not less than the amounts specified in the following schedule:

15 MINIMUM SALARY SCHEDULE

16		<u>National</u>			
17	<u>Years of</u>	<u>Bachelor's</u>	<u>Board</u>	<u>Master's</u>	<u>Doctor's</u>
18	<u>Experience</u>	<u>Degree</u>	<u>Certification</u>	<u>Degree</u>	<u>Degree</u>
19	<u>0</u>	<u>\$34,600</u>	<u>\$35,600</u>	<u>\$35,800</u>	<u>\$37,000</u>
20	<u>1</u>	<u>\$34,975</u>	<u>\$35,975</u>	<u>\$36,175</u>	<u>\$37,375</u>
21	<u>2</u>	<u>\$35,350</u>	<u>\$36,350</u>	<u>\$36,550</u>	<u>\$37,750</u>
22	<u>3</u>	<u>\$35,725</u>	<u>\$36,725</u>	<u>\$36,925</u>	<u>\$38,125</u>
23	<u>4</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
24	<u>5</u>	<u>\$36,500</u>	<u>\$37,500</u>	<u>\$37,700</u>	<u>\$38,900</u>

1	<u>6</u>	<u>\$36,900</u>	<u>\$37,900</u>	<u>\$38,100</u>	<u>\$39,300</u>
2	<u>7</u>	<u>\$37,300</u>	<u>\$38,300</u>	<u>\$38,500</u>	<u>\$39,700</u>
3	<u>8</u>	<u>\$37,700</u>	<u>\$38,700</u>	<u>\$38,900</u>	<u>\$40,100</u>
4	<u>9</u>	<u>\$38,100</u>	<u>\$39,100</u>	<u>\$39,300</u>	<u>\$40,500</u>
5	<u>10</u>	<u>\$38,950</u>	<u>\$39,950</u>	<u>\$40,575</u>	<u>\$42,625</u>
6	<u>11</u>	<u>\$39,375</u>	<u>\$40,375</u>	<u>\$41,000</u>	<u>\$43,050</u>
7	<u>12</u>	<u>\$39,800</u>	<u>\$40,800</u>	<u>\$41,425</u>	<u>\$43,475</u>
8	<u>13</u>	<u>\$40,225</u>	<u>\$41,225</u>	<u>\$41,850</u>	<u>\$43,900</u>
9	<u>14</u>	<u>\$40,650</u>	<u>\$41,650</u>	<u>\$42,275</u>	<u>\$44,325</u>
10	<u>15</u>	<u>\$41,075</u>	<u>\$42,075</u>	<u>\$42,700</u>	<u>\$44,750</u>
11	<u>16</u>	<u>\$41,500</u>	<u>\$42,500</u>	<u>\$43,125</u>	<u>\$45,175</u>
12	<u>17</u>	<u>\$41,925</u>	<u>\$42,925</u>	<u>\$43,550</u>	<u>\$45,600</u>
13	<u>18</u>	<u>\$42,350</u>	<u>\$43,350</u>	<u>\$43,975</u>	<u>\$46,025</u>
14	<u>19</u>	<u>\$42,775</u>	<u>\$43,775</u>	<u>\$44,400</u>	<u>\$46,450</u>
15	<u>20</u>	<u>\$43,200</u>	<u>\$44,200</u>	<u>\$44,825</u>	<u>\$46,875</u>
16	<u>21</u>	<u>\$43,625</u>	<u>\$44,625</u>	<u>\$45,250</u>	<u>\$47,300</u>
17	<u>22</u>	<u>\$44,050</u>	<u>\$45,050</u>	<u>\$45,675</u>	<u>\$47,725</u>
18	<u>23</u>	<u>\$44,475</u>	<u>\$45,475</u>	<u>\$46,100</u>	<u>\$48,150</u>
19	<u>24</u>	<u>\$44,900</u>	<u>\$45,900</u>	<u>\$46,525</u>	<u>\$48,575</u>
20	<u>25</u>	<u>\$45,325</u>	<u>\$46,325</u>	<u>\$46,950</u>	<u>\$49,000</u>
21		<u>Master's Degree +</u>			
22	<u>Years of</u>	<u>National Board</u>			
23	<u>Experience</u>	<u>Certification</u>			
24	<u>0</u>	<u>\$36,800</u>			

1	<u>1</u>	<u>\$37,175</u>
2	<u>2</u>	<u>\$37,550</u>
3	<u>3</u>	<u>\$37,925</u>
4	<u>4</u>	<u>\$38,300</u>
5	<u>5</u>	<u>\$38,700</u>
6	<u>6</u>	<u>\$39,100</u>
7	<u>7</u>	<u>\$39,500</u>
8	<u>8</u>	<u>\$39,900</u>
9	<u>9</u>	<u>\$40,300</u>
10	<u>10</u>	<u>\$41,575</u>
11	<u>11</u>	<u>\$42,000</u>
12	<u>12</u>	<u>\$42,425</u>
13	<u>13</u>	<u>\$42,850</u>
14	<u>14</u>	<u>\$43,275</u>
15	<u>15</u>	<u>\$43,700</u>
16	<u>16</u>	<u>\$44,125</u>
17	<u>17</u>	<u>\$44,550</u>
18	<u>18</u>	<u>\$44,975</u>
19	<u>19</u>	<u>\$45,400</u>
20	<u>20</u>	<u>\$45,825</u>
21	<u>21</u>	<u>\$46,250</u>
22	<u>22</u>	<u>\$46,675</u>
23	<u>23</u>	<u>\$47,100</u>
24	<u>24</u>	<u>\$47,525</u>

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

12 Master's Degree +

13 Years of National Board
14 Experience Certification

15	<u>0</u>	<u>\$39,800</u>
16	<u>1</u>	<u>\$40,175</u>
17	<u>2</u>	<u>\$40,550</u>
18	<u>3</u>	<u>\$40,925</u>
19	<u>4</u>	<u>\$41,300</u>
20	<u>5</u>	<u>\$41,700</u>
21	<u>6</u>	<u>\$42,100</u>
22	<u>7</u>	<u>\$42,500</u>
23	<u>8</u>	<u>\$42,900</u>
24	<u>9</u>	<u>\$43,300</u>

1	<u>10</u>	<u>\$44,575</u>
2	<u>11</u>	<u>\$45,000</u>
3	<u>12</u>	<u>\$45,425</u>
4	<u>13</u>	<u>\$45,850</u>
5	<u>14</u>	<u>\$46,275</u>
6	<u>15</u>	<u>\$46,700</u>
7	<u>16</u>	<u>\$47,125</u>
8	<u>17</u>	<u>\$47,550</u>
9	<u>18</u>	<u>\$47,975</u>
10	<u>19</u>	<u>\$48,400</u>
11	<u>20</u>	<u>\$48,825</u>
12	<u>21</u>	<u>\$49,250</u>
13	<u>22</u>	<u>\$49,675</u>
14	<u>23</u>	<u>\$50,100</u>
15	<u>24</u>	<u>\$50,525</u>
16	<u>25</u>	<u>\$50,950</u>

17 D. 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~~ this title and the flexible
21 benefit allowance pursuant to Section 26-105 of ~~Title 70 of the~~
22 ~~Oklahoma Statutes~~ this title from the flexible benefit allowance
23 funds disbursed by the State Board of Education and the State Board
24

1 of Career and Technology Education pursuant to Section 26-104 of
2 ~~Title 70 of the Oklahoma Statutes~~ this title.

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

20 ~~D.~~ F. For the purpose of state salary increments and
21 retirement, no teacher shall be granted credit for more than five
22 (5) years of active duty in the military service or out-of-state or
23 out-of-country teaching experience as a certified teacher or its
24 equivalent. Nothing in this section shall prohibit boards of

1 education from crediting more years of experience on district salary
2 schedules than those allowed for state purposes.

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

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

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

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

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

21 5. Certified school psychologist or psychometrist which were
22 completed while employed as a doctoral intern, psychological
23 assistant, or psychologist with any agency of the State of Oklahoma
24 if the experience primarily involved work with persons of school- or

1 preschool-age and if the person was, at the time the experience was
2 acquired, certified as, or eligible for certification as, a school
3 psychologist or psychometrist.

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

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

9 SECTION 3. It being immediately necessary for the preservation
10 of the public peace, health or safety, an emergency is hereby
11 declared to exist, by reason whereof this act shall take effect and
12 be in full force from and after its passage and approval.

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