

1                   **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2                                   STATE OF OKLAHOMA

3                                   1st Session of the 56th Legislature (2017)

4 COMMITTEE SUBSTITUTE  
5 FOR  
6 HOUSE BILL NO. 1622

By: Rogers

7  
8                                   COMMITTEE SUBSTITUTE

9                   An Act relating to schools; amending Section 3,  
10 Chapter 394, O.S.L. 2013, O.S.O. 2013, as amended by  
11 Section 2, Chapter 322, O.S.L. 2016 (70 O.S. Supp.  
12 2016, Section 18-114.14), which relates to the  
13 minimum teacher salary schedule; requiring school  
14 district to provide notification to teacher under  
15 certain circumstances; and providing an effective  
16 date.

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

18                   SECTION 1.           AMENDATORY           Section 3, Chapter 394, O.S.L.  
19 2013, O.S.O. 2013, as amended by Section 2, Chapter 322, O.S.L. 2016  
20 (70 O.S. Supp. 2016, Section 18-114.14), is amended to read as  
21 follows:

22                   Section 18-114.14 A. Beginning with the 2013-2014 school year,  
23 teachers in the public schools of Oklahoma shall receive in salary  
24 and/or fringe benefits not less than the amounts specified in the  
following schedule:

                                  MINIMUM SALARY SCHEDULE

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

|    |            |                   |          |          |          |
|----|------------|-------------------|----------|----------|----------|
| 1  | 21         | \$40,625          | \$41,625 | \$42,250 | \$44,300 |
| 2  | 22         | \$41,050          | \$42,050 | \$42,675 | \$44,725 |
| 3  | 23         | \$41,475          | \$42,475 | \$43,100 | \$45,150 |
| 4  | 24         | \$41,900          | \$42,900 | \$43,525 | \$45,575 |
| 5  | 25         | \$42,325          | \$43,325 | \$43,950 | \$46,000 |
| 6  |            | Master's Degree + |          |          |          |
| 7  | Years of   | National Board    |          |          |          |
| 8  | Experience | Certification     |          |          |          |
| 9  | 0          | \$33,800          |          |          |          |
| 10 | 1          | \$34,175          |          |          |          |
| 11 | 2          | \$34,550          |          |          |          |
| 12 | 3          | \$34,925          |          |          |          |
| 13 | 4          | \$35,300          |          |          |          |
| 14 | 5          | \$35,700          |          |          |          |
| 15 | 6          | \$36,100          |          |          |          |
| 16 | 7          | \$36,500          |          |          |          |
| 17 | 8          | \$36,900          |          |          |          |
| 18 | 9          | \$37,300          |          |          |          |
| 19 | 10         | \$38,575          |          |          |          |
| 20 | 11         | \$39,000          |          |          |          |
| 21 | 12         | \$39,425          |          |          |          |
| 22 | 13         | \$39,850          |          |          |          |
| 23 | 14         | \$40,275          |          |          |          |
| 24 | 15         | \$40,700          |          |          |          |

|    |    |          |
|----|----|----------|
| 1  | 16 | \$41,125 |
| 2  | 17 | \$41,550 |
| 3  | 18 | \$41,975 |
| 4  | 19 | \$42,400 |
| 5  | 20 | \$42,825 |
| 6  | 21 | \$43,250 |
| 7  | 22 | \$43,675 |
| 8  | 23 | \$44,100 |
| 9  | 24 | \$44,525 |
| 10 | 25 | \$44,950 |

11 B. 1. When determining the Minimum Salary Schedule, "fringe  
12 benefits" shall mean all or part of retirement benefits, excluding  
13 the contributions made pursuant to subsection A of Section 17-108.1  
14 of Title 70 of the Oklahoma Statutes and the flexible benefit  
15 allowance pursuant to Section 26-105 of ~~Title 70 of the Oklahoma~~  
16 ~~Statutes~~ 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 ~~Title~~  
19 ~~70 of the Oklahoma Statutes~~ this 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 approved by the  
15 National Association of Credential Evaluation Services (NACES). The  
16 person seeking to have credit granted for out-of-country teaching  
17 experience shall be responsible for all costs of the analysis by a  
18 credential evaluation service. The Board shall accept teaching  
19 experience from primary and secondary schools that are operated by  
20 the United States Department of Defense or are affiliated with the  
21 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 Department of Human Services Child Study Center at University  
22 Hospital, if the teacher 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 SECTION 2. This act shall become effective November 1, 2017.

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11 COMMITTEE REPORT BY: COMMITTEE ON COMMON EDUCATION, dated 02/28/2017  
12 - DO PASS, As Amended.

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