

1 STATE OF OKLAHOMA

2 2nd Session of the 57th Legislature (2020)

3 HOUSE BILL 2803

By: Cornwell

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5  
6 AS INTRODUCED

7 An Act relating to schools; amending Section 3,  
8 Chapter 394, O.S.L. 2013, as last amended by Section  
9 1, Chapter 10, 2nd Extraordinary Session, O.S.L. 2018  
10 (70 O.S. Supp. 2019, Section 18-114.14), which  
relates to minimum salary and benefits; extending  
Minimum Salary Schedule; and providing an effective  
date.

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

15 SECTION 1. AMENDATORY Section 3, Chapter 394, O.S.L.  
16 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary  
17 Session, O.S.L. 2018 (70 O.S. Supp. 2019, Section 18-114.14), is  
18 amended to read as follows:

19 Section 18-114.14 A. Beginning with the 2018-2019 school year,  
20 certified personnel, as defined in Section 26-103 of this title, in  
21 the public schools of Oklahoma shall receive in salary and/or fringe  
22 benefits not less than the amounts specified in the following  
23 schedule:

24 MINIMUM SALARY SCHEDULE

1			National		
2	Years of	Bachelor's	Board	Master's	Doctor's
3	Experience	Degree	Certification	Degree	Degree
4	0	\$36,601	\$37,759	\$37,991	\$39,381
5	1	\$37,035	\$38,193	\$38,425	\$39,815
6	2	\$37,469	\$38,628	\$38,859	\$40,249
7	3	\$37,904	\$39,062	\$39,294	\$40,684
8	4	\$38,338	\$39,496	\$39,728	\$41,118
9	5	\$38,810	\$39,968	\$40,200	\$41,590
10	6	\$39,273	\$40,432	\$40,663	\$42,054
11	7	\$39,737	\$40,895	\$41,127	\$42,517
12	8	\$40,200	\$41,358	\$41,590	\$42,980
13	9	\$40,663	\$41,822	\$42,054	\$43,444
14	10	\$41,684	\$42,844	\$43,568	\$45,945
15	11	\$42,177	\$43,336	\$44,061	\$46,438
16	12	\$42,670	\$43,829	\$44,554	\$46,931
17	13	\$43,162	\$44,322	\$45,047	\$47,424
18	14	\$43,655	\$44,815	\$45,539	\$47,916
19	15	\$44,167	\$45,327	\$46,052	\$48,430
20	16	\$44,660	\$45,820	\$46,545	\$48,923
21	17	\$45,153	\$46,313	\$47,038	\$49,416
22	18	\$45,646	\$46,806	\$47,531	\$49,909
23	19	\$46,139	\$47,299	\$48,024	\$50,402
24	20	\$46,652	\$47,813	\$48,538	\$50,917

1	21	\$47,145	\$48,306	\$49,031	\$51,410
2	22	\$47,639	\$48,799	\$49,524	\$51,903
3	23	\$48,132	\$49,292	\$50,018	\$52,397
4	24	\$48,625	\$49,785	\$50,511	\$52,890
5	25	\$50,049	\$51,232	\$51,971	\$54,395
6	<u>26</u>	<u>\$50,543</u>	<u>\$51,725</u>	<u>\$52,464</u>	<u>\$54,888</u>
7	<u>27</u>	<u>\$51,037</u>	<u>\$52,218</u>	<u>\$52,957</u>	<u>\$55,381</u>
8	<u>28</u>	<u>\$51,531</u>	<u>\$52,711</u>	<u>\$53,450</u>	<u>\$55,874</u>
9	<u>29</u>	<u>\$52,025</u>	<u>\$53,204</u>	<u>\$53,943</u>	<u>\$56,367</u>
10	<u>30</u>	<u>\$52,538</u>	<u>\$53,718</u>	<u>\$54,457</u>	<u>\$56,882</u>
11	<u>31</u>	<u>\$53,032</u>	<u>\$54,211</u>	<u>\$54,951</u>	<u>\$57,376</u>
12	<u>32</u>	<u>\$53,526</u>	<u>\$54,704</u>	<u>\$55,445</u>	<u>\$57,870</u>
13	<u>33</u>	<u>\$54,020</u>	<u>\$55,197</u>	<u>\$55,939</u>	<u>\$58,364</u>
14	<u>34</u>	<u>\$54,514</u>	<u>\$55,690</u>	<u>\$56,433</u>	<u>\$58,858</u>
15	<u>35</u>	<u>\$55,027</u>	<u>\$56,203</u>	<u>\$56,946</u>	<u>\$59,371</u>
16		Master's Degree +			
17	Years of	National Board			
18	Experience	Certification			
19	0	\$39,149			
20	1	\$39,583			
21	2	\$40,018			
22	3	\$40,452			
23	4	\$40,886			
24	5	\$41,358			

1	6	\$41,822
2	7	\$42,285
3	8	\$42,749
4	9	\$43,212
5	10	\$44,728
6	11	\$45,221
7	12	\$45,713
8	13	\$46,206
9	14	\$46,699
10	15	\$47,212
11	16	\$47,705
12	17	\$48,198
13	18	\$48,691
14	19	\$49,184
15	20	\$49,698
16	21	\$50,192
17	22	\$50,685
18	23	\$51,178
19	24	\$51,671
20	25	\$53,153
21	<u>26</u>	<u>\$53,646</u>
22	<u>27</u>	<u>\$54,139</u>
23	<u>28</u>	<u>\$54,632</u>
24	<u>29</u>	<u>\$55,125</u>

1	<u>30</u>	<u>\$55,639</u>
2	<u>31</u>	<u>\$56,133</u>
3	<u>32</u>	<u>\$56,627</u>
4	<u>33</u>	<u>\$57,121</u>
5	<u>34</u>	<u>\$57,615</u>
6	<u>35</u>	<u>\$58,128</u>

7 B. 1. When determining the Minimum Salary Schedule, "fringe  
8 benefits" shall mean all or part of retirement benefits, excluding  
9 the contributions made pursuant to subsection A of Section 17-108.1  
10 of this title and the flexible benefit allowance pursuant to Section  
11 26-105 of this title from the flexible benefit allowance funds  
12 disbursed by the State Board of Education and the State Board of  
13 Career and Technology Education pursuant to Section 26-104 of this  
14 title.

15 2. If a school district intends to provide retirement benefits  
16 to a teacher such that the teacher's salary would be less than the  
17 amounts set forth in the Minimum Salary Schedule specified in  
18 subsection A of this section, the district shall be required to  
19 provide written notification to the teacher prior to his or her  
20 employment or, if already employed by the district, no later than  
21 thirty (30) days prior to the date the district elects to provide  
22 retirement benefits such that the teacher's salary would be less  
23 than the Minimum Salary Schedule.

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

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

1 E. The State Board of Education shall recognize, for purposes  
2 of certification and salary increments, all the years of experience  
3 of a:

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

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

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

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

19 5. Certified school psychologist or psychometrist which were  
20 completed while employed as a doctoral intern, psychological  
21 assistant, or psychologist with any agency of the State of Oklahoma  
22 if the experience primarily involved work with persons of school- or  
23 preschool-age and if the person was, at the time the experience was  
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1 acquired, certified as, or eligible for certification as, a school  
2 psychologist or psychometrist.

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

6 G. If a person employed as certified personnel, as defined in  
7 Section 26-103 of this title, by a school district during the 2017-  
8 2018 school year was receiving a salary above the step level  
9 indicated by the State Minimum Salary Schedule for the 2017-2018  
10 school year, the person shall receive a salary increase amount equal  
11 to the amount indicated in subsection A of this section for the step  
12 level indicated for the person, provided they remain employed by the  
13 same district, unless the hours or the duties of the certified  
14 personnel are reduced proportionately.

15 SECTION 2. This act shall become effective November 1, 2020.

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17 57-2-9139 AMM 12/09/19

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