

1 STATE OF OKLAHOMA

2 1st Session of the 58th Legislature (2021)

3 SENATE BILL 703

By: Pugh

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5  
6 AS INTRODUCED

7 An Act relating to teacher compensation; amending  
8 Section 3, Chapter 394, O.S.L. 2013, as last amended  
9 by Section 1, Chapter 10, 2nd Extraordinary Session,  
10 O.S.L. 2018 (70 O.S. Supp. 2020, Section 18-114.14),  
11 which relates to the minimum salary schedule;  
12 requiring a teacher with certain out-of-state or out-  
of-country teaching experience to be given credit for  
all years for the purposes of salary increments  
beginning with certain school year; providing an  
effective date; and declaring an emergency.

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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. 2020, Section 18-114.14), is  
18 amended to read as follows:

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

24 MINIMUM SALARY SCHEDULE

National

Years of Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	\$36,601	\$37,759	\$37,991	\$39,381
1	\$37,035	\$38,193	\$38,425	\$39,815
2	\$37,469	\$38,628	\$38,859	\$40,249
3	\$37,904	\$39,062	\$39,294	\$40,684
4	\$38,338	\$39,496	\$39,728	\$41,118
5	\$38,810	\$39,968	\$40,200	\$41,590
6	\$39,273	\$40,432	\$40,663	\$42,054
7	\$39,737	\$40,895	\$41,127	\$42,517
8	\$40,200	\$41,358	\$41,590	\$42,980
9	\$40,663	\$41,822	\$42,054	\$43,444
10	\$41,684	\$42,844	\$43,568	\$45,945
11	\$42,177	\$43,336	\$44,061	\$46,438
12	\$42,670	\$43,829	\$44,554	\$46,931
13	\$43,162	\$44,322	\$45,047	\$47,424
14	\$43,655	\$44,815	\$45,539	\$47,916
15	\$44,167	\$45,327	\$46,052	\$48,430
16	\$44,660	\$45,820	\$46,545	\$48,923
17	\$45,153	\$46,313	\$47,038	\$49,416
18	\$45,646	\$46,806	\$47,531	\$49,909
19	\$46,139	\$47,299	\$48,024	\$50,402
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		Master's Degree +			
7	Years of	National Board			
8	Experience	Certification			
9	0	\$39,149			
10	1	\$39,583			
11	2	\$40,018			
12	3	\$40,452			
13	4	\$40,886			
14	5	\$41,358			
15	6	\$41,822			
16	7	\$42,285			
17	8	\$42,749			
18	9	\$43,212			
19	10	\$44,728			
20	11	\$45,221			
21	12	\$45,713			
22	13	\$46,206			
23	14	\$46,699			
24	15	\$47,212			

1	16	\$47,705
2	17	\$48,198
3	18	\$48,691
4	19	\$49,184
5	20	\$49,698
6	21	\$50,192
7	22	\$50,685
8	23	\$51,178
9	24	\$51,671
10	25	\$53,153

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 this title and the flexible benefit allowance pursuant to Section  
15 26-105 of this title from the flexible benefit allowance funds  
16 disbursed by the State Board of Education and the State Board of  
17 Career and Technology Education pursuant to Section 26-104 of this  
18 title.

19 2. If a school district intends to provide retirement benefits  
20 to a teacher such that the teacher's salary would be less than the  
21 amounts set forth in the minimum salary schedule specified in  
22 subsection A of this section, the district shall be required to  
23 provide written notification to the teacher prior to his or her  
24 employment or, if already employed by the district, no later than

1 thirty (30) days prior to the date the district elects to provide  
2 retirement benefits such that the teacher's salary would be less  
3 than the minimum salary schedule.

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

21 D. For the purpose of ~~state salary increments~~ and retirement,  
22 no teacher shall be granted credit for more than five (5) years of  
23 active duty in the military service or out-of-state or out-of-  
24 country teaching experience as a certified teacher or its

1 equivalent. ~~Nothing in this section shall prohibit boards of~~  
2 ~~education from crediting more years of experience on district salary~~  
3 ~~schedules than those allowed for state purposes.~~

4 E. Beginning with the 2021-2022 school year, for the purpose of  
5 state salary increments, a teacher shall be granted credit for all  
6 years of out-of-state teaching experience as a certified teacher or  
7 its equivalent and out-of-country teaching experience as a certified  
8 teacher or its equivalent at primary and secondary schools that are  
9 operated by the United States Department of Defense or are  
10 affiliated with the United States Department of State.

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

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

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

22 3. Vocational rehabilitation counselor which were completed  
23 while employed by the Department of Human Services if such counselor  
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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 Department of Human Services Child Study Center at University  
5 Hospital, if the teacher 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.~~ G. The provisions of this section shall not apply to  
14 teachers who have entered into postretirement employment with a  
15 public school in Oklahoma and are still receiving a monthly  
16 retirement benefit.

17 ~~G.~~ H. If a person employed as certified personnel, as defined  
18 in Section 26-103 of this title, by a school district during the  
19 2017-2018 school year was receiving a salary above the step level  
20 indicated by the State Minimum Salary Schedule for the 2017-2018  
21 school year, the person shall receive a salary increase amount equal  
22 to the amount indicated in subsection A for the step level indicated  
23 for the person, provided they remain employed by the same district,  
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1 unless the hours or the duties of the certified personnel are  
2 reduced proportionately.

3 SECTION 2. This act shall become effective July 1, 2021.

4 SECTION 3. 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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