

1 STATE OF OKLAHOMA

2 2nd Session of the 54th Legislature (2014)

3 HOUSE BILL 2313

By: Brown

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5  
6 AS INTRODUCED

7 An Act relating to schools; amending Section 3,  
8 Chapter 394, O.S.L. 2013 (70 O.S. Supp. 2013, Section  
9 18-114.14), which relates to minimum salary schedule;  
10 requiring an annual adjustment in teacher salaries to  
11 equal regional average; allowing certain increases;  
12 prohibiting salaries below the minimum salary  
13 schedule; providing for calculation of the regional  
14 average teacher salary; directing the State Board of  
15 Education to calculate and report the regional  
16 average teacher salary; providing an effective date;  
17 and declaring an emergency.

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

19 SECTION 1. AMENDATORY Section 3, Chapter 394, O.S.L.  
20 2013 (70 O.S. Supp. 2013, 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

National

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

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

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 B. Beginning with the 2014-2015 school year, each school year  
11 the salary level of each teacher employed by a public school  
12 district shall be adjusted to equal the regional average salary for  
13 a teacher with the same years of experience, hours and duties. The  
14 annual adjustment may increase the salary of a teacher above the  
15 minimum salary level set forth in subsection A of this section but  
16 in no case shall the amount of a teacher salary be less than the  
17 minimum salary level. For purposes of this subsection, the regional  
18 average teacher salary shall be calculated using salary expenditures  
19 for each of the following states: Arkansas, Colorado, Kansas,  
20 Missouri, New Mexico, Oklahoma and Texas, averaged together. By  
21 January 1 of each year the State Board of Education shall calculate  
22 and report the regional average teacher salary based on information  
23 reported annually in the Digest of Education Statistics by the  
24 National Center of Education Statistics.

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

10        ~~C.~~ D. Any of the degrees referred to in this section shall be  
11 from a college recognized by the State Board of Education. The  
12 State Board of Education shall accept teaching experience from out-  
13 of-state school districts that are accredited by the state board of  
14 education or appropriate state accrediting agency for the districts.

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

22        ~~E.~~ F. The State Board of Education shall recognize, for  
23 purposes of certification and salary increments, all the years of  
24 experience of a:

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

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

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

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

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

23 ~~F.~~ G. The provisions of this section shall not apply to  
24 teachers who have entered into postretirement employment with a

1 public school in Oklahoma and are still receiving a monthly  
2 retirement benefit.

3 SECTION 2. This act shall become effective July 1, 2014.

4 SECTION 3. It being immediately necessary for the preservation  
5 of the public peace, health and 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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9 54-2-8221 KB 10/30/13

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