SUBCOMMITTEE AMENDMENT

HOUSE OF REPRESENTATIVES
State of Oklahoma

SPEAKER:

CHAIR:

I move to amend HB1822 Of the printed Bill

Page _____ Section _____ Lines _____ Of the Engrossed Bill

By striking the Title, the Enacting Clause, the entire bill, and by inserting in lieu thereof the following language:

AMEND TITLE TO CONFORM TO AMENDMENTS

Amendment submitted by: Scott Martin

Adopted: _____

_____
Reading Clerk

STATE OF OKLAHOMA

1st Session of the 55th Legislature (2015)

PROPOSED SUBCOMMITTEE
SUBSTITUTE
FOR
HOUSE BILL NO. 1822 By: Martin

PROPOSED SUBCOMMITTEE SUBSTITUTE

An Act relating to schools; creating the Teacher Retention and Compensation Act of 2015; amending 70 O.S. 2011, Section 1-109, as last amended by Section 1, Chapter 242, O.S.L. 2013 (70 O.S. Supp. 2014, Section 1-109), which relates to the length of the school year; increasing the number of days in certain school years; amending Section 3, Chapter 394, O.S.L. 2013 (70 O.S. Supp. 2014, Section 18-114.14), which relates to the teacher minimum salary schedule; increasing minimum salary schedule for certain school years; directing school districts to increase support employee salaries; providing conditions for payment; clarifying eligibility of support employees; providing for noncodification; providing an effective date; and declaring an emergency.

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

SECTION 1. NEW LAW A new section of law not to be codified in the Oklahoma Statutes reads as follows:

This act shall be known and may be cited as the "Teacher Retention and Compensation Act of 2015".

SECTION 2. AMENDATORY 70 O.S. 2011, Section 1-109, as last amended by Section 1, Chapter 242, O.S.L. 2013 (70 O.S. Supp. 2014, Section 1-109), is amended to read as follows:

Section 1-109. A. For all public schools in Oklahoma, school shall actually be in session and classroom instruction offered:

1. For the 2015-2016 school year, not less than ~~one hundred eighty (180)~~ one hundred eighty-two (182) days; ~~or~~

2. For the 2016-2017 school year, not less than one hundred eighty-three (183) days;

3. For the 2017-2018 school year, not less than one hundred eighty-four (184) days;

4. For the 2018-2019 school year, not less than one hundred eighty-five (185) days; or

5. For not less than ~~one thousand eighty (1,080)~~ the number of hours each school year equal to the number of days required by this subsection multiplied by a factor of six, if a district board of education adopts a school-hours policy and notifies the State Board of Education prior to September 15 of the applicable school year.

B. A school district may not count more than thirty (30) hours each school year that are used for attendance of professional meetings toward the ~~one hundred eighty (180)~~ minimum days or ~~one thousand eighty (1,080)~~ hours of classroom instruction time required in subsection A of this section.

C. Teachers off contract with an employing district shall not be required by the employing school district to attend professional meetings unless the teacher is paid additional compensation for the additional time. Teachers may be paid additional compensation for attending professional meetings in excess of their contract term. Subject to district board of education policy or collective bargaining agreement, additional paid professional days may be granted for individual teachers to attend or participate in professional meetings, staff development training, or National Board certification portfolio development as provided for in Section 6-204.2 of this title.

D. A school district may authorize parent-teacher conferences to be held during a regular school day. If authorized by the school district, parent-teacher conferences shall be counted as classroom instruction time for no more than six (6) hours per semester, for a total of twelve (12) hours per school year.

E. A school district may maintain school for less than a full school year only when conditions beyond the control of school authorities make the maintenance of the term impossible and the State Board of Education has been apprised and has expressed concurrence in writing.

F. The State Board of Education shall establish criteria for an extended-day schedule for schools subject to ~~paragraph 1 of~~ subsection A of this section. The criteria shall:

1. Prescribe a lengthened school day within limits determined not to be detrimental to quality instruction;

2. Ensure that the schedule is equivalent in annual hours of instruction to the ~~one-hundred-eighty-day~~ minimum school year specified in ~~paragraph 1 of~~ subsection A of this section; and

3. Be consistent with the provisions of this section and Sections 1-111 and 1-112 of this title, but may result in fewer annual days of instruction.

G. The State Board of Education may authorize school districts to implement an extended-day schedule for instruction pursuant to the criteria developed. The State Board of Education shall require the participating school districts to prepare a report of the impact of the extended-day schedule.

H. Notwithstanding the provisions of subsections F and G of this section, a school district board of education subject to ~~paragraph~~ paragraphs 1 through 4 of subsection A of this section may adopt and implement an extended-day schedule for grades nine through twelve subject to the following requirements:

1. The annual number of hours of instruction shall equal or exceed ~~one thousand eighty (1,080)~~ the minimum number of hours~~, which is the equivalent of one hundred eighty (180) days of instruction as~~ specified in subsection A of this section for six (6) hours each day as specified in Section 1-111 of this title;

2. The annual number of days of instruction shall equal or exceed ~~one hundred eighty (180)~~ the minimum number of days ~~as~~ specified in subsection A of this section;

3. The schedule adopted shall be consistent with the provisions of Sections 1-111 and 1-112 of this title, except that for not more than one (1) day per week, a school day shall consist of not less than five (5) hours devoted to academic instruction in a regular classroom setting;

4. The district shall hold a public hearing prior to the adoption of an extended-day schedule authorized pursuant to this subsection; and

5. The district shall document the impact on student achievement as determined by the academic performance data score and any other relevant factors that are a result of implementation of an extended-day schedule authorized pursuant to this subsection and provide an annual report to the State Board of Education of the results. If improvement in student achievement cannot be documented in the report, the district board of education shall revoke authorization as provided by this subsection. If the district does not revoke authorization after student achievement is not documented in the report, the State Board of Education may deny accreditation of any school in violation of this subsection.

I. If subject to paragraph ~~2~~ 5 of subsection A of this section, a district board of education or designee may elect to close a

school during the school day for inclement weather purposes. In such an event, the number of hours incurred in classroom instruction time prior to school closure shall be counted toward the ~~one thousand eighty (1,080)~~ minimum hours-per-year requirement.

J. Nothing in this section shall be construed as affecting the right of an employing school district to require teachers as defined in Section 6-101.3 of this title to work in excess of the ~~one thousand eighty (1,080)~~ minimum number of hours required for student instruction. In addition, nothing in this section shall be construed to affect the Fair Labor Standards Act status of any school district employee.

SECTION 3. AMENDATORY Section 3, Chapter 394, O.S.L. 2013 (70 O.S. Supp. 2014, Section 18-114.14), is amended to read as follows:

Section 18-114.14 A. ~~Beginning with~~ For the ~~2013-2014~~ 2015-2016 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

Years of Experience	Bachelor's Degree	National Board Certification	Master's Degree	Doctor's Degree
~~0~~	~~$31,600~~	~~$32,600~~	~~$32,800~~	~~$34,000~~
~~1~~	~~$31,975~~	~~$32,975~~	~~$33,175~~	~~$34,375~~

~~2~~	~~$32,350~~	~~$33,350~~	~~$33,550~~	~~$34,750~~
~~3~~	~~$32,725~~	~~$33,725~~	~~$33,925~~	~~$35,125~~
~~4~~	~~$33,100~~	~~$34,100~~	~~$34,300~~	~~$35,500~~
~~5~~	~~$33,500~~	~~$34,500~~	~~$34,700~~	~~$35,900~~
~~6~~	~~$33,900~~	~~$34,900~~	~~$35,100~~	~~$36,300~~
~~7~~	~~$34,300~~	~~$35,300~~	~~$35,500~~	~~$36,700~~
~~8~~	~~$34,700~~	~~$35,700~~	~~$35,900~~	~~$37,100~~
~~9~~	~~$35,100~~	~~$36,100~~	~~$36,300~~	~~$37,500~~
~~10~~	~~$35,950~~	~~$36,950~~	~~$37,575~~	~~$39,625~~
~~11~~	~~$36,375~~	~~$37,375~~	~~$38,000~~	~~$40,050~~
~~12~~	~~$36,800~~	~~$37,800~~	~~$38,425~~	~~$40,475~~
~~13~~	~~$37,225~~	~~$38,225~~	~~$38,850~~	~~$40,900~~
~~14~~	~~$37,650~~	~~$38,650~~	~~$39,275~~	~~$41,325~~
~~15~~	~~$38,075~~	~~$39,075~~	~~$39,700~~	~~$41,750~~
~~16~~	~~$38,500~~	~~$39,500~~	~~$40,125~~	~~$42,175~~
~~17~~	~~$38,925~~	~~$39,925~~	~~$40,550~~	~~$42,600~~
~~18~~	~~$39,350~~	~~$40,350~~	~~$40,975~~	~~$43,025~~
~~19~~	~~$39,775~~	~~$40,775~~	~~$41,400~~	~~$43,450~~
~~20~~	~~$40,200~~	~~$41,200~~	~~$41,825~~	~~$43,875~~
~~21~~	~~$40,625~~	~~$41,625~~	~~$42,250~~	~~$44,300~~
~~22~~	~~$41,050~~	~~$42,050~~	~~$42,675~~	~~$44,725~~
~~23~~	~~$41,475~~	~~$42,475~~	~~$43,100~~	~~$45,150~~
~~24~~	~~$41,900~~	~~$42,900~~	~~$43,525~~	~~$45,575~~
~~25~~	~~$42,325~~	~~$43,325~~	~~$43,950~~	~~$46,000~~

~~Years of Experience~~	~~Master's Degree + National Board Certification~~
~~0~~	~~$33,800~~
~~1~~	~~$34,175~~
~~2~~	~~$34,550~~
~~3~~	~~$34,925~~
~~4~~	~~$35,300~~
~~5~~	~~$35,700~~
~~6~~	~~$36,100~~
~~7~~	~~$36,500~~
~~8~~	~~$36,900~~
~~9~~	~~$37,300~~
~~10~~	~~$38,575~~
~~11~~	~~$39,000~~
~~12~~	~~$39,425~~
~~13~~	~~$39,850~~
~~14~~	~~$40,275~~
~~15~~	~~$40,700~~
~~16~~	~~$41,125~~
~~17~~	~~$41,550~~
~~18~~	~~$41,975~~
~~19~~	~~$42,400~~
~~20~~	~~$42,825~~

~~21~~	~~$43,250~~			
~~22~~	~~$43,675~~			
~~23~~	~~$44,100~~			
~~24~~	~~$44,525~~			
~~25~~	~~$44,950~~			
0	$33,600	$34,600	$34,800	$36,000
1	$33,975	$34,975	$35,175	$36,375
2	$34,350	$35,350	$35,550	$36,750
3	$34,725	$35,725	$35,925	$37,125
4	$35,100	$36,100	$36,300	$37,500
5	$35,500	$36,500	$36,700	$37,900
6	$35,900	$36,900	$37,100	$38,300
7	$36,300	$37,300	$37,500	$38,700
8	$36,700	$37,700	$37,900	$39,100
9	$37,100	$38,100	$38,300	$39,500
10	$37,950	$38,950	$39,575	$41,625
11	$38,375	$39,375	$40,000	$42,050
12	$38,800	$39,800	$40,425	$42,475
13	$39,225	$40,225	$40,850	$42,900
14	$39,650	$40,650	$41,275	$43,325
15	$40,075	$41,075	$41,700	$43,750
16	$40,500	$41,500	$42,125	$44,175
17	$40,925	$41,925	$42,550	$44,600
18	$41,350	$42,350	$42,975	$45,025

19	$41,775	$42,775	$43,400	$45,450
20	$42,200	$43,200	$43,825	$45,875
21	$42,625	$43,625	$44,250	$46,300
22	$43,050	$44,050	$44,675	$46,725
23	$43,475	$44,475	$45,100	$47,150
24	$43,900	$44,900	$45,525	$47,575
25	$44,325	$45,325	$45,950	$48,000
26	$44,750	$45,750	$46,375	$48,425
27	$45,175	$46,175	$46,800	$48,850
28	$45,600	$46,600	$47,225	$49,275
29	$46,025	$47,025	$47,650	$49,700
30	$46,450	$47,450	$48,075	$50,125

Years of Experience	Master's Degree + National Board Certification
0	$35,800
1	$36,175
2	$36,550
3	$36,925
4	$37,300
5	$37,700
6	$38,100
7	$38,500
8	$38,900

9	$39,300
10	$40,575
11	$41,000
12	$41,425
13	$41,850
14	$42,275
15	$42,700
16	$43,125
17	$43,550
18	$43,975
19	$44,400
20	$44,825
21	$45,250
22	$45,675
23	$46,100
24	$46,525
25	$46,950
26	$47,375
27	$47,800
28	$48,225
29	$48,650
30	$49,075

B. For the 2016-2017 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

Years of Experience	Bachelor's Degree	National Board Certification	Master's Degree	Doctor's Degree
0	$34,100	$35,100	$35,300	$36,500
1	$34,475	$35,475	$35,675	$36,875
2	$34,850	$35,850	$36,050	$37,250
3	$35,225	$36,225	$36,425	$37,625
4	$35,600	$37,600	$36,800	$38,000
5	$36,000	$37,000	$37,200	$38,400
6	$36,400	$37,400	$37,600	$38,800
7	$36,800	$37,800	$38,000	$39,200
8	$37,200	$38,200	$38,400	$39,600
9	$37,600	$38,600	$38,800	$40,000
10	$38,450	$39,450	$40,075	$42,125
11	$38,875	$39,875	$40,500	$42,550
12	$39,300	$40,300	$40,825	$42,975
13	$39,725	$40,725	$41,650	$43,400
14	$40,150	$41,150	$41,775	$43,825
15	$40,575	$41,575	$42,200	$44,250
16	$41,000	$42,000	$42,650	$44,675

17	$41,425	$42,425	$43,050	$45,100
18	$41,850	$42,850	$43,475	$45,525
19	$42,275	$43,275	$43,800	$45,950
20	$42,700	$43,700	$44,325	$46,375
21	$43,125	$44,125	$44,750	$46,800
22	$43,550	$44,550	$45,175	$47,225
23	$43,975	$44,975	$45,600	$47,650
24	$44,400	$45,400	$46,025	$48,075
25	$44,825	$45,825	$46,450	$48,500
26	$45,250	$46,250	$46,875	$48,925
27	$45,675	$46,675	$47,300	$49,350
28	$46,100	$47,100	$47,725	$49,775
29	$46,525	$47,525	$48,150	$50,200
30	$46,950	$47,950	$48,575	$50,625

Years of Experience	Master's Degree + National Board Certification
0	$36,300
1	$36,675
2	$37,050
3	$37,425
4	$37,800
5	$38,200
6	$38,600

7	$39,000
8	$39,400
9	$39,800
10	$41,075
11	$41,500
12	$41,925
13	$42,350
14	$42,775
15	$43,200
16	$43,625
17	$44,050
18	$44,475
19	$44,900
20	$45,325
21	$45,750
22	$46,175
23	$46,600
24	$47,025
25	$47,450
26	$47,875
27	$48,300
28	$48,725
29	$49,150
30	$49,575

C. For the 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

Years of Experience	Bachelor's Degree	National Board Certification	Master's Degree	Doctor's Degree
0	$34,600	$35,600	$35,800	$37,000
1	$34,975	$35,975	$36,175	$37,375
2	$35,350	$36,350	$36,550	$37,750
3	$35,725	$36,725	$36,925	$38,125
4	$36,100	$37,100	$37,300	$38,500
5	$36,500	$37,500	$37,700	$38,900
6	$36,900	$37,900	$38,100	$39,300
7	$37,300	$38,300	$38,500	$39,700
8	$37,700	$38,700	$38,900	$40,100
9	$38,100	$39,100	$39,300	$40,500
10	$38,950	$39,950	$40,475	$42,625
11	$39,375	$40,375	$41,000	$43,050
12	$39,800	$40,800	$41,425	$43,475
13	$40,225	$41,225	$41,850	$43,900
14	$40,650	$41,650	$42,275	$43,325
15	$41,075	$42,075	$42,700	$44,750
16	$41,500	$42,500	$43,125	$45,175

17	$41,925	$42,925	$43,550	$45,600
18	$42,350	$43,350	$43,975	$46,025
19	$42,775	$43,775	$44,400	$46,450
20	$43,200	$44,200	$44,825	$46,875
21	$43,625	$44,625	$45,250	$47,300
22	$44,050	$45,050	$45,675	$47,725
23	$44,475	$45,475	$46,100	$48,150
24	$44,900	$45,900	$46,525	$48,575
25	$45,325	$46,325	$46,950	$49,000
26	$45,750	$46,750	$47,375	$49,425
27	$46,175	$47,175	$47,800	$49,850
28	$46,600	$47,600	$48,225	$50,275
29	$47,025	$48,025	$48,65	$50,700
30	$47,450	$48,450	$49,075	$51,125

Years of Experience	Master's Degree + National Board Certification
0	$36,800
1	$37,175
2	$37,550
3	$37,925
4	$38,300
5	$38,700
6	$39,100

7	$39,500
8	$39,900
9	$40,300
10	$41,575
11	$42,000
12	$42,425
13	$42,850
14	$43,275
15	$43,700
16	$44,125
17	$44,550
18	$44,975
19	$45,400
20	$45,825
21	$46,250
22	$46,675
23	$47,100
24	$47,525
25	$47,950
26	$48,375
27	$48,800
28	$49,225
29	$49,650
30	$50,075

D. For the 2018-2019 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

Years of Experience	Bachelor's Degree	National Board Certification	Master's Degree	Doctor's Degree
0	$35,100	$36,100	$36,300	$37,500
1	$35,475	$36,475	$36,675	$37,875
2	$35,850	$36,850	$37,050	$38,250
3	$36,225	$37,225	$37,425	$38,625
4	$36,600	$38,600	$37,800	$39,000
5	$37,000	$38,000	$38,200	$39,400
6	$37,400	$38,400	$38,600	$39,800
7	$37,800	$38,800	$39,000	$40,200
8	$38,200	$39,200	$39,400	$40,600
9	$38,600	$39,600	$39,800	$41,000
10	$39,450	$40,450	$41,075	$43,125
11	$39,875	$40,875	$41,500	$43,550
12	$40,300	$41,300	$41,825	$43,975
13	$40,725	$41,725	$42,650	$44,400
14	$41,150	$42,150	$42,775	$44,825
15	$41,575	$42,575	$43,200	$45,250
16	$42,000	$43,000	$43,650	$45,675

17	$42,425	$43,425	$44,050	$46,100
18	$42,850	$43,850	$44,475	$46,525
19	$43,275	$44,275	$44,800	$46,950
20	$43,700	$44,700	$45,325	$47,375
21	$44,125	$45,125	$45,750	$47,800
22	$44,550	$45,550	$46,175	$48,225
23	$44,975	$45,975	$46,600	$48,650
24	$45,400	$46,400	$47,025	$49,075
25	$45,825	$46,825	$47,450	$49,500
26	$46,250	$47,250	$47,875	$49,925
27	$46,675	$47,675	$48,300	$50,350
28	$47,100	$48,100	$48,725	$50,775
29	$47,525	$48,525	$49,150	$51,200
30	$47,950	$48,950	$49,575	$51,625

Years of Experience	Master's Degree + National Board Certification
0	$37,300
1	$37,675
2	$38,050
3	$38,425
4	$38,800
5	$39,200
6	$39,600

7	$40,000
8	$40,400
9	$40,800
10	$42,075
11	$42,500
12	$42,925
13	$43,350
14	$43,775
15	$44,200
16	$44,625
17	$45,050
18	$45,475
19	$45,900
20	$46,325
21	$46,750
22	$47,175
23	$47,600
24	$48,025
25	$48,450
26	$48,875
27	$49,300
28	$49,725
29	$50,150
30	50,575

E. For the 2019-2020 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

Years of Experience	Bachelor's Degree	National Board Certification	Master's Degree	Doctor's Degree
0	$35,600	$36,600	$36,800	$38,000
1	$35,975	$36,975	$37,175	$37,375
2	$36,350	$37,350	$37,550	$38,750
3	$36,725	$37,725	$37,925	$39,125
4	$37,100	$38,100	$38,300	$39,500
5	$37,500	$38,500	$38,700	$39,900
6	$37,900	$38,900	$39,100	$40,300
7	$38,300	$39,300	$39,500	$40,700
8	$38,700	$39,700	$39,900	$41,100
9	$39,100	$40,100	$40,300	$41,500
10	$39,950	$40,950	$41,475	$43,625
11	$40,375	$41,375	$42,000	$44,050
12	$40,800	$41,800	$42,425	$44,475
13	$41,225	$42,225	$42,850	$44,900
14	$41,650	$41,650	$43,275	$44,325
15	$42,075	$36,600	$36,800	$38,000
16	$42,500	$36,975	$37,175	$38,375

17	$42,925	$37,350	$37,550	$38,750
18	$43,350	$37,725	$37,925	$39,125
19	$43,775	$44,775	$45,400	$47,450
20	$44,200	$45,200	$45,825	$47,825
21	$44,625	$45,625	$46,250	$48,300
22	$45,050	$46,050	$46,675	$48,725
23	$45,475	$46,475	$47,100	$49,150
24	$45,900	$46,900	$47,525	$49,575
25	$46,325	$47,325	$47,950	$50,000
26	$46,750	$47,750	$48,375	$50,425
27	$47,175	$48,175	$48,800	$50,850
28	$47,600	$48,600	$49,225	$51,275
29	$48,025	$49,025	$49,650	$51,700
30	$48,450	$49,450	$50,075	$52,125

Years of Experience	Master's Degree + National Board Certification
0	$37,800
1	$38,175
2	$38,550
3	$38,925
4	$39,300
5	$39,700
6	$40,100

7	$40,500
8	$40,900
9	$41,300
10	$42,575
11	$43,000
12	$43,425
13	$43,850
14	$44,275
15	$44,700
16	$45,125
17	$45,550
18	$45,975
19	$46,400
20	$46,825
21	$47,250
22	$47,675
23	$48,100
24	$48,525
25	$48,950
26	$49,375
27	$49,800
28	$50,225
29	$50,650
30	$51,075

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

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

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

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

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

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

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

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

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

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

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

SECTION 4. NEW LAW A new section of law not to be codified in the Oklahoma Statutes reads as follows:

The salary level of each state-paid teacher who was employed in a public school district during the 2014-2015 school year shall be increased by at least Two Thousand Dollars ($2,000.00) for the 2015-2016 school year, unless the hours or the duties of the employee are reduced proportionately. For certified personnel whose salary is funded partially by federal funds, the salary increase provided for in this section shall be prorated according to the percentage of the salary that is state funded. For certified personnel who are employed for less than a full six-hour school day by any one or more school districts, the salary increase shall be prorated according to the number of hours worked by the certified employee. No part of the amount of Two Thousand Dollars ($2,000.00) provided for each teacher shall be used by school districts to fund the employer contribution payments mandated by Section 17-108.1 of Title 70 of the Oklahoma Statutes and the employer Federal Insurance Contributions Act (F.I.C.A.) payments attributable to the salary increase. The salary increase provided for in this section shall be in addition to, and not as a replacement for, the step increase indicated for the certified employee pursuant to the State Minimum Salary Schedule, as provided in the Teacher Retention and

Compensation Act of 2015, and shall not be contingent upon school district adoption of or participation in a merit-based or incentive pay plan for certified personnel. A school district shall have the option of providing the salary increase to the superintendent of that school district. Funding for any salary for a superintendent given pursuant to this section shall be provided from other revenues. The State Department of Education shall disburse the monies for the pay raise to local school districts on a monthly basis beginning September 1, 2015. To determine the amount of the initial disbursements for each school district, the State Board of Education shall use the data of the number of certified personnel as reported in the final Oklahoma Annual Certified Personnel Report for FY15. After February 1, 2016, the disbursements shall be adjusted based on the final Oklahoma Annual Certified Personnel Report for FY16.

SECTION 5. NEW LAW A new section of law not to be codified in the Oklahoma Statutes reads as follows:

Upon the effective date of the Teacher Retention and Compensation Act of 2015, the salary level of state-paid support employees, as defined in Section 6-101.40 of Title 70 of the Oklahoma Statutes, employed by a local public school district shall be increased by at least six percent (6%). The salary increase provided for in this section shall be in addition to, and not as a replacement for, any portion of any salary which would have been

received by a support employee in the absence of this legislation and shall be in addition to any negotiated salary increase to which a school district and support employees of that school district have previously agreed. The salary increase shall be provided to all support employees regardless of the number of hours per day the employee works.

SECTION 6. This act shall become effective July 1, 2015.

SECTION 7. It being immediately necessary for the preservation of the public peace, health and safety, an emergency is hereby declared to exist, by reason whereof this act shall take effect and be in full force from and after its passage and approval.

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