

STATE OF OKLAHOMA

2nd Session of the 55th Legislature (2016)

COMMITTEE SUBSTITUTE  
FOR

HOUSE BILL NO. 3129

By: Cockroft

COMMITTEE SUBSTITUTE

[ schools - minimum salary schedules - differential

pay - effective date -

emergency ]

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

SECTION 1. AMENDATORY 70 O.S. 2011, Section 5-141, is  
amended to read as follows:

Section 5-141. A. Each school district of this state shall  
adopt a minimum salary schedule and shall transmit a copy of it to  
the State Board of Education within thirty (30) days after adoption.  
A school district shall not calculate salaries of teachers solely as  
a proportion of the salaries of the administrators of the district.

B. ~~Districts~~ In order to receive differential pay funding as  
provided for in Section 2 of this act, districts shall be encouraged  
~~to provide~~ adopt compensation schedules to reflect district policies  
and circumstances, including differential pay for different subject

1 areas, hard-to-staff areas, different categories of employees, one-  
2 time incentive pay, retention incentive pay, academically based  
3 incentive pay and special incentives for teachers in districts with  
4 specific geographical attributes. Districts may also adopt a ~~salary~~  
5 compensation schedule that provides additional compensation for  
6 achieving certain ratings under the Oklahoma Teacher and Leader  
7 Effectiveness Evaluation System (TLE) as set forth in Section ~~6~~ 6-  
8 101.16 of this ~~act~~ title. Differential pay funding as provided for  
9 in Section 2 of this act shall not be provided if the differential  
10 pay schedule of a district is based solely on years of service.

11 C. Any salary schedule adopted by a district pursuant to this  
12 section shall not set salaries at amounts less than those set  
13 pursuant to Section ~~18-114.12~~ 18-114.14 of this title.

14 ~~C.~~ D. The State Department of Education shall compile a report  
15 of the minimum salary schedules and the differential pay schedule or  
16 schedules for every school district in the state and shall submit  
17 the report to the Governor, Speaker of the House of Representatives,  
18 and President Pro Tempore of the Senate no later than December 15 of  
19 each year. Each school district shall also submit to the Department  
20 a report on how the district utilized any differential pay funding  
21 received by the district pursuant to Section 2 of this act.

22 ~~D.~~ E. Each school district shall file within fifteen (15) days  
23 of signing the contract, the employment contract of the  
24 superintendent of the school district with the State Department of

1 Education. The Department shall keep all contracts available for  
2 inspection by the public. The school district shall not be  
3 authorized to pay any salary, benefits or other compensation to a  
4 superintendent which are not specified in the contract on file and  
5 shall not pay administrators any amounts for accumulated sick leave  
6 that are not calculated on the same formula used for determining  
7 payment for accumulated sick leave benefits for other full-time  
8 employees of that school district and shall not pay administrators  
9 any amounts for accumulated vacation leave benefits that are not  
10 calculated on the same formula used for determining payment for  
11 accumulated vacation leave benefits for other twelve-month full-time  
12 employees of that school district.

13 ~~E.~~ F. By October 1 of each year each district board of  
14 education shall prepare a schedule of salaries and fringe benefits  
15 paid administrators employed by the district, including a  
16 description of the fringe benefits. The schedule shall be a public  
17 record and shall be disclosed as required by the Oklahoma Open  
18 Records Act. The board shall file a copy of the schedule with the  
19 State Department of Education within one week of completion.

20 ~~F.~~ G. For purposes of this section the term "administrator"  
21 shall include employees who are employed and certified as  
22 superintendents, assistant superintendents, principals, and  
23 assistant principals and who have responsibilities for supervising  
24 classroom teachers.

1       SECTION 2.       NEW LAW       A new section of law to be codified  
2 in the Oklahoma Statutes as Section 5-141.1 of Title 70, unless  
3 there is created a duplication in numbering, reads as follows:

4       A. It is the intent of the Legislature that any additional  
5 revenue received by the state as a result of the reconfiguration or  
6 repeal of an incentive which is enacted based on an evaluation of  
7 the incentive or incentives that was conducted pursuant to the  
8 Incentive Evaluation Act shall be made available to the State Board  
9 of Education and shall be allocated to school districts for the  
10 purpose of funding differential pay schedules adopted by school  
11 districts as provided for in Section 5-141 of Title 70 of the  
12 Oklahoma Statutes. It is further the intent of the Legislature that  
13 any monies made available for differential pay schedules pursuant to  
14 this section shall not be used by school districts for across-the-  
15 board salary increases for all teachers in the district.

16       B. Nothing in this section shall preclude school districts from  
17 supplementing any monies received pursuant to this section for the  
18 purpose of funding differential pay schedules of the districts with  
19 monies from the general funds for the districts.

20       SECTION 3. This act shall become effective July 1, 2016.

21       SECTION 4. It being immediately necessary for the preservation  
22 of the public peace, health and safety, an emergency is hereby  
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1 declared to exist, by reason whereof this act shall take effect and  
2 be in full force from and after its passage and approval.

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