

**COMMITTEE AMENDMENT**

HOUSE OF REPRESENTATIVES

State of Oklahoma

SPEAKER:

CHAIR:

I move to amend HB2416 \_\_\_\_\_  
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: Leslie Osborn

Adopted: \_\_\_\_\_

\_\_\_\_\_  
Reading Clerk

STATE OF OKLAHOMA

1st Session of the 56th Legislature (2017)

PROPOSED COMMITTEE  
SUBSTITUTE  
FOR  
HOUSE BILL NO. 2416

By: Osborn (Leslie) and Wallace  
of the House

and

David and Fields of the  
Senate

PROPOSED COMMITTEE SUBSTITUTE

An Act relating to education personnel compensation;  
amending 70 O.S. 2011, Section 18-114.14, as last  
amended by Section 1 of Enrolled House Bill No. 1622  
of the 1st Session of the 56th Oklahoma Legislature,  
which relates to teacher minimum salary and benefits;  
increasing the minimum salary schedule; requiring  
schedule be applicable to certain individuals;  
providing an effective date; and declaring an  
emergency.

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

SECTION 1. AMENDATORY 70 O.S. 2011, Section 18-114.14,  
as last amended by Section 1 of Enrolled House Bill No. 1622 of the  
1st Session of the 56th Oklahoma Legislature, is amended to read as  
follows:

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

National

Years of Experience	Bachelor's Degree	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

1	<del>16</del>	<del>\$38,500</del>	<del>\$39,500</del>	<del>\$40,125</del>	<del>\$42,175</del>
2	<del>17</del>	<del>\$38,925</del>	<del>\$39,925</del>	<del>\$40,550</del>	<del>\$42,600</del>
3	<del>18</del>	<del>\$39,350</del>	<del>\$40,350</del>	<del>\$40,975</del>	<del>\$43,025</del>
4	<del>19</del>	<del>\$39,775</del>	<del>\$40,775</del>	<del>\$41,400</del>	<del>\$43,450</del>
5	<del>20</del>	<del>\$40,200</del>	<del>\$41,200</del>	<del>\$41,825</del>	<del>\$43,875</del>
6	<del>21</del>	<del>\$40,625</del>	<del>\$41,625</del>	<del>\$42,250</del>	<del>\$44,300</del>
7	<del>22</del>	<del>\$41,050</del>	<del>\$42,050</del>	<del>\$42,675</del>	<del>\$44,725</del>
8	<del>23</del>	<del>\$41,475</del>	<del>\$42,475</del>	<del>\$43,100</del>	<del>\$45,150</del>
9	<del>24</del>	<del>\$41,900</del>	<del>\$42,900</del>	<del>\$43,525</del>	<del>\$45,575</del>
10	<del>25</del>	<del>\$42,325</del>	<del>\$43,325</del>	<del>\$43,950</del>	<del>\$46,000</del>
11	<u>0</u>	<u>\$32,600</u>	<u>\$33,600</u>	<u>\$33,800</u>	<u>\$35,000</u>
12	<u>1</u>	<u>\$32,975</u>	<u>\$33,975</u>	<u>\$34,175</u>	<u>\$35,375</u>
13	<u>2</u>	<u>\$33,350</u>	<u>\$34,350</u>	<u>\$34,550</u>	<u>\$35,750</u>
14	<u>3</u>	<u>\$33,725</u>	<u>\$34,725</u>	<u>\$34,925</u>	<u>\$36,125</u>
15	<u>4</u>	<u>\$34,100</u>	<u>\$35,100</u>	<u>\$35,300</u>	<u>\$36,500</u>
16	<u>5</u>	<u>\$34,500</u>	<u>\$35,500</u>	<u>\$35,700</u>	<u>\$36,900</u>
17	<u>6</u>	<u>\$34,900</u>	<u>\$35,900</u>	<u>\$36,100</u>	<u>\$37,300</u>
18	<u>7</u>	<u>\$35,300</u>	<u>\$36,300</u>	<u>\$36,500</u>	<u>\$37,700</u>
19	<u>8</u>	<u>\$35,700</u>	<u>\$36,700</u>	<u>\$36,900</u>	<u>\$38,100</u>
20	<u>9</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
21	<u>10</u>	<u>\$36,950</u>	<u>\$37,950</u>	<u>\$38,575</u>	<u>\$40,625</u>
22	<u>11</u>	<u>\$37,375</u>	<u>\$38,375</u>	<u>\$39,000</u>	<u>\$41,050</u>
23	<u>12</u>	<u>\$37,800</u>	<u>\$38,800</u>	<u>\$39,425</u>	<u>\$41,475</u>
24	<u>13</u>	<u>\$38,225</u>	<u>\$39,225</u>	<u>\$39,850</u>	<u>\$41,900</u>

1	<u>14</u>	<u>\$38,650</u>	<u>\$39,650</u>	<u>\$40,275</u>	<u>\$42,325</u>
2	<u>15</u>	<u>\$39,075</u>	<u>\$40,075</u>	<u>\$40,700</u>	<u>\$42,750</u>
3	<u>16</u>	<u>\$39,500</u>	<u>\$40,500</u>	<u>\$41,125</u>	<u>\$43,175</u>
4	<u>17</u>	<u>\$39,925</u>	<u>\$40,925</u>	<u>\$41,550</u>	<u>\$43,600</u>
5	<u>18</u>	<u>\$40,350</u>	<u>\$41,350</u>	<u>\$41,975</u>	<u>\$44,025</u>
6	<u>19</u>	<u>\$40,775</u>	<u>\$41,775</u>	<u>\$42,400</u>	<u>\$44,450</u>
7	<u>20</u>	<u>\$41,200</u>	<u>\$42,200</u>	<u>\$42,825</u>	<u>\$44,875</u>
8	<u>21</u>	<u>\$41,625</u>	<u>\$42,625</u>	<u>\$43,250</u>	<u>\$45,300</u>
9	<u>22</u>	<u>\$42,050</u>	<u>\$43,050</u>	<u>\$43,675</u>	<u>\$45,725</u>
10	<u>23</u>	<u>\$42,475</u>	<u>\$43,475</u>	<u>\$44,100</u>	<u>\$46,150</u>
11	<u>24</u>	<u>\$42,900</u>	<u>\$43,900</u>	<u>\$44,525</u>	<u>\$46,575</u>
12	<u>25</u>	<u>\$43,325</u>	<u>\$44,325</u>	<u>\$44,950</u>	<u>\$47,000</u>

13 Master's Degree +

14 Years of National Board

15 Experience Certification

16 0 ~~\$33,800~~

17 1 ~~\$34,175~~

18 2 ~~\$34,550~~

19 3 ~~\$34,925~~

20 4 ~~\$35,300~~

21 5 ~~\$35,700~~

22 6 ~~\$36,100~~

23 7 ~~\$36,500~~

24 8 ~~\$36,900~~

1	<del>9</del>	<del>\$37,300</del>
2	<del>10</del>	<del>\$38,575</del>
3	<del>11</del>	<del>\$39,000</del>
4	<del>12</del>	<del>\$39,425</del>
5	<del>13</del>	<del>\$39,850</del>
6	<del>14</del>	<del>\$40,275</del>
7	<del>15</del>	<del>\$40,700</del>
8	<del>16</del>	<del>\$41,125</del>
9	<del>17</del>	<del>\$41,550</del>
10	<del>18</del>	<del>\$41,975</del>
11	<del>19</del>	<del>\$42,400</del>
12	<del>20</del>	<del>\$42,825</del>
13	<del>21</del>	<del>\$43,250</del>
14	<del>22</del>	<del>\$43,675</del>
15	<del>23</del>	<del>\$44,100</del>
16	<del>24</del>	<del>\$44,525</del>
17	<del>25</del>	<del>\$44,950</del>
18	<u>0</u>	<u>\$34,800</u>
19	<u>1</u>	<u>\$35,175</u>
20	<u>2</u>	<u>\$35,550</u>
21	<u>3</u>	<u>\$35,925</u>
22	<u>4</u>	<u>\$36,300</u>
23	<u>5</u>	<u>\$36,700</u>
24	<u>6</u>	<u>\$37,100</u>

1	<u>7</u>	<u>\$37,500</u>
2	<u>8</u>	<u>\$37,900</u>
3	<u>9</u>	<u>\$38,300</u>
4	<u>10</u>	<u>\$39,575</u>
5	<u>11</u>	<u>\$40,000</u>
6	<u>12</u>	<u>\$40,425</u>
7	<u>13</u>	<u>\$40,850</u>
8	<u>14</u>	<u>\$41,275</u>
9	<u>15</u>	<u>\$41,700</u>
10	<u>16</u>	<u>\$42,125</u>
11	<u>17</u>	<u>\$42,550</u>
12	<u>18</u>	<u>\$42,975</u>
13	<u>19</u>	<u>\$43,400</u>
14	<u>20</u>	<u>\$43,825</u>
15	<u>21</u>	<u>\$44,250</u>
16	<u>22</u>	<u>\$44,675</u>
17	<u>23</u>	<u>\$45,100</u>
18	<u>24</u>	<u>\$45,525</u>
19	<u>25</u>	<u>\$45,950</u>

20       B. 1. When determining the Minimum Salary Schedule, "fringe  
21 benefits" shall mean all or part of retirement benefits, excluding  
22 the contributions made pursuant to subsection A of Section 17-108.1  
23 of ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible  
24 benefit allowance pursuant to Section 26-105 of 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 this title.

2. If a school district intends to provide retirement benefits to a teacher such that the teacher's salary would be less than the amounts set forth in the minimum salary schedule specified in subsection A of this section, the district shall be required to provide written notification to the teacher prior to his or her employment, or if already employed by the district, no later than thirty (30) days prior to the date the district elects to provide retirement benefits such that the teacher's salary would be less than the minimum salary schedule.

C. Any of the degrees referred to in this section shall be from a college recognized by the State Board of Education. The Board 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. The Board shall accept teaching experience from out-of-country schools that are accredited or otherwise endorsed by the appropriate national or regional accrediting or endorsement authority. Out-of-country certification documentation in a language other than English shall be analyzed by an educational credential evaluation service approved by the National Association of Credential Evaluation Services (NACES). The person seeking to have credit granted for out-of-country teaching



1 experience shall be responsible for all costs of the analysis by a  
2 credential evaluation service. The Board shall accept teaching  
3 experience from primary and secondary schools that are operated by  
4 the United States Department of Defense or are affiliated with the  
5 United States Department of State.

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

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

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

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

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

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

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

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

18        G. The provisions of this section shall apply to all  
19 individuals recognized by the State Department of Career and  
20 Technology Education as teaching in full-time programs whether at a  
21 public school, technology center or skills center site.

22        SECTION 2. This act shall become effective July 1, 2017.

23        SECTION 3. It being immediately necessary for the preservation  
24 of the public peace, health or safety, an emergency is hereby

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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