

COMMITTEE AMENDMENT

HOUSE OF REPRESENTATIVES

State of Oklahoma

SPEAKER:

CHAIR:

I move to amend HB2417 _____
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. 2417

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
16	\$38,500	\$39,500	\$40,125	\$42,175
17	\$38,925	\$39,925	\$40,550	\$42,600

1	18	\$39,350	\$40,350	\$40,975	\$43,025
2	19	\$39,775	\$40,775	\$41,400	\$43,450
3	20	\$40,200	\$41,200	\$41,825	\$43,875
4	21	\$40,625	\$41,625	\$42,250	\$44,300
5	22	\$41,050	\$42,050	\$42,675	\$44,725
6	23	\$41,475	\$42,475	\$43,100	\$45,150
7	24	\$41,900	\$42,900	\$43,525	\$45,575
8	25	\$42,325	\$43,325	\$43,950	\$46,000
9	<u>0</u>	<u>\$32,600</u>	<u>\$33,600</u>	<u>\$33,800</u>	<u>\$35,000</u>
10	<u>1</u>	<u>\$32,975</u>	<u>\$33,975</u>	<u>\$34,175</u>	<u>\$35,375</u>
11	<u>2</u>	<u>\$33,350</u>	<u>\$34,350</u>	<u>\$34,550</u>	<u>\$35,750</u>
12	<u>3</u>	<u>\$33,725</u>	<u>\$34,725</u>	<u>\$34,925</u>	<u>\$36,125</u>
13	<u>4</u>	<u>\$34,100</u>	<u>\$35,100</u>	<u>\$35,300</u>	<u>\$36,500</u>
14	<u>5</u>	<u>\$34,500</u>	<u>\$35,500</u>	<u>\$35,700</u>	<u>\$36,900</u>
15	<u>6</u>	<u>\$34,900</u>	<u>\$35,900</u>	<u>\$36,100</u>	<u>\$37,300</u>
16	<u>7</u>	<u>\$35,300</u>	<u>\$36,300</u>	<u>\$36,500</u>	<u>\$37,700</u>
17	<u>8</u>	<u>\$35,700</u>	<u>\$36,700</u>	<u>\$36,900</u>	<u>\$38,100</u>
18	<u>9</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
19	<u>10</u>	<u>\$36,950</u>	<u>\$37,950</u>	<u>\$38,575</u>	<u>\$40,625</u>
20	<u>11</u>	<u>\$37,375</u>	<u>\$38,375</u>	<u>\$39,000</u>	<u>\$41,050</u>
21	<u>12</u>	<u>\$37,800</u>	<u>\$38,800</u>	<u>\$39,425</u>	<u>\$41,475</u>
22	<u>13</u>	<u>\$38,225</u>	<u>\$39,225</u>	<u>\$39,850</u>	<u>\$41,900</u>
23	<u>14</u>	<u>\$38,650</u>	<u>\$39,650</u>	<u>\$40,275</u>	<u>\$42,325</u>
24	<u>15</u>	<u>\$39,075</u>	<u>\$40,075</u>	<u>\$40,700</u>	<u>\$42,750</u>

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

11 Master's Degree +

12 Years of National Board

13 Experience Certification

14 0 ~~\$33,800~~

15 1 ~~\$34,175~~

16 2 ~~\$34,550~~

17 3 ~~\$34,925~~

18 4 ~~\$35,300~~

19 5 ~~\$35,700~~

20 6 ~~\$36,100~~

21 7 ~~\$36,500~~

22 8 ~~\$36,900~~

23 9 ~~\$37,300~~

24 10 ~~\$38,575~~

1	11	\$39,000
2	12	\$39,425
3	13	\$39,850
4	14	\$40,275
5	15	\$40,700
6	16	\$41,125
7	17	\$41,550
8	18	\$41,975
9	19	\$42,400
10	20	\$42,825
11	21	\$43,250
12	22	\$43,675
13	23	\$44,100
14	24	\$44,525
15	25	\$44,950
16	<u>0</u>	<u>\$34,800</u>
17	<u>1</u>	<u>\$35,175</u>
18	<u>2</u>	<u>\$35,550</u>
19	<u>3</u>	<u>\$35,925</u>
20	<u>4</u>	<u>\$36,300</u>
21	<u>5</u>	<u>\$36,700</u>
22	<u>6</u>	<u>\$37,100</u>
23	<u>7</u>	<u>\$37,500</u>
24	<u>8</u>	<u>\$37,900</u>

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

18 B. For the 2018-2019 school year, teachers in the public
19 schools of Oklahoma shall receive in salary and/or fringe benefits
20 not less than the amounts specified in the following schedule:

21 MINIMUM SALARY SCHEDULE

22	<u>National</u>				
23	<u>Years of</u>	<u>Bachelor's</u>	<u>Board</u>	<u>Master's</u>	<u>Doctor's</u>
24	<u>Experience</u>	<u>Degree</u>	<u>Certification</u>	<u>Degree</u>	<u>Degree</u>

1	<u>0</u>	<u>\$34,600</u>	<u>\$35,600</u>	<u>\$35,800</u>	<u>\$37,000</u>
2	<u>1</u>	<u>\$34,975</u>	<u>\$35,975</u>	<u>\$36,175</u>	<u>\$37,375</u>
3	<u>2</u>	<u>\$35,350</u>	<u>\$36,350</u>	<u>\$36,550</u>	<u>\$37,750</u>
4	<u>3</u>	<u>\$35,725</u>	<u>\$36,725</u>	<u>\$36,925</u>	<u>\$38,125</u>
5	<u>4</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
6	<u>5</u>	<u>\$36,500</u>	<u>\$37,500</u>	<u>\$37,700</u>	<u>\$38,900</u>
7	<u>6</u>	<u>\$36,900</u>	<u>\$37,900</u>	<u>\$38,100</u>	<u>\$39,300</u>
8	<u>7</u>	<u>\$37,300</u>	<u>\$38,300</u>	<u>\$38,500</u>	<u>\$39,700</u>
9	<u>8</u>	<u>\$37,700</u>	<u>\$38,700</u>	<u>\$38,900</u>	<u>\$40,100</u>
10	<u>9</u>	<u>\$38,100</u>	<u>\$39,100</u>	<u>\$39,300</u>	<u>\$40,500</u>
11	<u>10</u>	<u>\$38,950</u>	<u>\$39,950</u>	<u>\$40,575</u>	<u>\$42,625</u>
12	<u>11</u>	<u>\$39,375</u>	<u>\$40,375</u>	<u>\$41,000</u>	<u>\$43,050</u>
13	<u>12</u>	<u>\$39,800</u>	<u>\$40,800</u>	<u>\$41,425</u>	<u>\$43,475</u>
14	<u>13</u>	<u>\$40,225</u>	<u>\$41,225</u>	<u>\$41,850</u>	<u>\$43,900</u>
15	<u>14</u>	<u>\$40,650</u>	<u>\$41,650</u>	<u>\$42,275</u>	<u>\$44,325</u>
16	<u>15</u>	<u>\$41,075</u>	<u>\$42,075</u>	<u>\$42,700</u>	<u>\$44,750</u>
17	<u>16</u>	<u>\$41,500</u>	<u>\$42,500</u>	<u>\$43,125</u>	<u>\$45,175</u>
18	<u>17</u>	<u>\$41,925</u>	<u>\$42,925</u>	<u>\$43,550</u>	<u>\$45,600</u>
19	<u>18</u>	<u>\$42,350</u>	<u>\$43,350</u>	<u>\$43,975</u>	<u>\$46,025</u>
20	<u>19</u>	<u>\$42,775</u>	<u>\$43,775</u>	<u>\$44,400</u>	<u>\$46,450</u>
21	<u>20</u>	<u>\$43,200</u>	<u>\$44,200</u>	<u>\$44,825</u>	<u>\$46,875</u>
22	<u>21</u>	<u>\$43,625</u>	<u>\$44,625</u>	<u>\$45,250</u>	<u>\$47,300</u>
23	<u>22</u>	<u>\$44,050</u>	<u>\$45,050</u>	<u>\$45,675</u>	<u>\$47,725</u>
24	<u>23</u>	<u>\$44,475</u>	<u>\$45,475</u>	<u>\$46,100</u>	<u>\$48,150</u>

1	<u>24</u>	<u>\$44,900</u>	<u>\$45,900</u>	<u>\$46,525</u>	<u>\$48,575</u>
2	<u>25</u>	<u>\$45,325</u>	<u>\$46,325</u>	<u>\$46,950</u>	<u>\$49,000</u>
3		<u>Master's Degree +</u>			
4	<u>Years of</u>	<u>National Board</u>			
5	<u>Experience</u>	<u>Certification</u>			
6	<u>0</u>	<u>\$36,800</u>			
7	<u>1</u>	<u>\$37,175</u>			
8	<u>2</u>	<u>\$37,550</u>			
9	<u>3</u>	<u>\$37,925</u>			
10	<u>4</u>	<u>\$38,300</u>			
11	<u>5</u>	<u>\$38,700</u>			
12	<u>6</u>	<u>\$39,100</u>			
13	<u>7</u>	<u>\$39,500</u>			
14	<u>8</u>	<u>\$39,900</u>			
15	<u>9</u>	<u>\$40,300</u>			
16	<u>10</u>	<u>\$41,575</u>			
17	<u>11</u>	<u>\$42,000</u>			
18	<u>12</u>	<u>\$42,425</u>			
19	<u>13</u>	<u>\$42,850</u>			
20	<u>14</u>	<u>\$43,275</u>			
21	<u>15</u>	<u>\$43,700</u>			
22	<u>16</u>	<u>\$44,125</u>			
23	<u>17</u>	<u>\$44,550</u>			
24	<u>18</u>	<u>\$44,975</u>			

19 \$45,400

20 \$45,825

21 \$46,250

22 \$46,675

23 \$47,100

24 \$47,525

25 \$47,950

C. Beginning with 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

National

<u>Years of</u>	<u>Bachelor's</u>	<u>Board</u>	<u>Master's</u>	<u>Doctor's</u>
<u>Experience</u>	<u>Degree</u>	<u>Certification</u>	<u>Degree</u>	<u>Degree</u>
<u>0</u>	<u>\$37,600</u>	<u>\$38,600</u>	<u>\$38,800</u>	<u>\$40,000</u>
<u>1</u>	<u>\$37,975</u>	<u>\$38,975</u>	<u>\$39,175</u>	<u>\$40,375</u>
<u>2</u>	<u>\$38,350</u>	<u>\$39,350</u>	<u>\$39,550</u>	<u>\$40,750</u>
<u>3</u>	<u>\$38,725</u>	<u>\$39,725</u>	<u>\$39,925</u>	<u>\$41,125</u>
<u>4</u>	<u>\$39,100</u>	<u>\$40,100</u>	<u>\$40,300</u>	<u>\$41,500</u>
<u>5</u>	<u>\$39,500</u>	<u>\$40,500</u>	<u>\$40,700</u>	<u>\$41,900</u>
<u>6</u>	<u>\$39,900</u>	<u>\$40,900</u>	<u>\$41,100</u>	<u>\$42,300</u>
<u>7</u>	<u>\$40,300</u>	<u>\$41,300</u>	<u>\$41,500</u>	<u>\$42,700</u>
<u>8</u>	<u>\$40,700</u>	<u>\$41,700</u>	<u>\$41,900</u>	<u>\$43,100</u>

1	<u>9</u>	<u>\$41,100</u>	<u>\$42,100</u>	<u>\$42,300</u>	<u>\$43,500</u>
2	<u>10</u>	<u>\$41,950</u>	<u>\$42,950</u>	<u>\$43,575</u>	<u>\$45,625</u>
3	<u>11</u>	<u>\$42,375</u>	<u>\$43,375</u>	<u>\$44,000</u>	<u>\$46,050</u>
4	<u>12</u>	<u>\$42,800</u>	<u>\$43,800</u>	<u>\$44,425</u>	<u>\$46,475</u>
5	<u>13</u>	<u>\$43,225</u>	<u>\$44,225</u>	<u>\$44,850</u>	<u>\$46,900</u>
6	<u>14</u>	<u>\$43,650</u>	<u>\$44,650</u>	<u>\$45,275</u>	<u>\$47,325</u>
7	<u>15</u>	<u>\$44,075</u>	<u>\$45,075</u>	<u>\$45,700</u>	<u>\$47,750</u>
8	<u>16</u>	<u>\$44,500</u>	<u>\$45,500</u>	<u>\$46,125</u>	<u>\$48,175</u>
9	<u>17</u>	<u>\$44,925</u>	<u>\$45,925</u>	<u>\$46,550</u>	<u>\$48,600</u>
10	<u>18</u>	<u>\$45,350</u>	<u>\$46,350</u>	<u>\$46,975</u>	<u>\$49,025</u>
11	<u>19</u>	<u>\$45,775</u>	<u>\$46,775</u>	<u>\$47,400</u>	<u>\$49,450</u>
12	<u>20</u>	<u>\$46,200</u>	<u>\$47,200</u>	<u>\$47,825</u>	<u>\$49,875</u>
13	<u>21</u>	<u>\$46,625</u>	<u>\$47,625</u>	<u>\$48,250</u>	<u>\$50,300</u>
14	<u>22</u>	<u>\$47,050</u>	<u>\$48,050</u>	<u>\$48,675</u>	<u>\$50,725</u>
15	<u>23</u>	<u>\$47,475</u>	<u>\$48,475</u>	<u>\$49,100</u>	<u>\$51,150</u>
16	<u>24</u>	<u>\$47,900</u>	<u>\$48,900</u>	<u>\$49,525</u>	<u>\$51,575</u>
17	<u>25</u>	<u>\$48,325</u>	<u>\$49,325</u>	<u>\$49,950</u>	<u>\$52,000</u>
18	<u>Master's Degree +</u>				
19	<u>Years of</u>	<u>National Board</u>			
20	<u>Experience</u>	<u>Certification</u>			
21	<u>0</u>	<u>\$39,800</u>			
22	<u>1</u>	<u>\$40,175</u>			
23	<u>2</u>	<u>\$40,550</u>			
24	<u>3</u>	<u>\$40,925</u>			

1	<u>4</u>	<u>\$41,300</u>
2	<u>5</u>	<u>\$41,700</u>
3	<u>6</u>	<u>\$42,100</u>
4	<u>7</u>	<u>\$42,500</u>
5	<u>8</u>	<u>\$42,900</u>
6	<u>9</u>	<u>\$43,300</u>
7	<u>10</u>	<u>\$44,575</u>
8	<u>11</u>	<u>\$45,000</u>
9	<u>12</u>	<u>\$45,425</u>
10	<u>13</u>	<u>\$45,850</u>
11	<u>14</u>	<u>\$46,275</u>
12	<u>15</u>	<u>\$46,700</u>
13	<u>16</u>	<u>\$47,125</u>
14	<u>17</u>	<u>\$47,550</u>
15	<u>18</u>	<u>\$47,975</u>
16	<u>19</u>	<u>\$48,400</u>
17	<u>20</u>	<u>\$48,825</u>
18	<u>21</u>	<u>\$49,250</u>
19	<u>22</u>	<u>\$49,675</u>
20	<u>23</u>	<u>\$50,100</u>
21	<u>24</u>	<u>\$50,525</u>
22	<u>25</u>	<u>\$50,950</u>

23 ~~B.~~ D. 1. When determining the Minimum Salary Schedule, "fringe
24 benefits" shall mean all or part of retirement benefits, excluding

1 the contributions made pursuant to subsection A of Section 17-108.1
2 of ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible
3 benefit allowance pursuant to Section 26-105 of this title from the
4 flexible benefit allowance funds disbursed by the State Board of
5 Education and the State Board of Career and Technology Education
6 pursuant to Section 26-104 of this title.

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

16 ~~C.~~ E. Any of the degrees referred to in this section shall be
17 from a college recognized by the State Board of Education. The
18 Board shall accept teaching experience from out-of-state school
19 districts that are accredited by the state board of education or
20 appropriate state accrediting agency for the districts. The Board
21 shall accept teaching experience from out-of-country schools that
22 are accredited or otherwise endorsed by the appropriate national or
23 regional accrediting or endorsement authority. Out-of-country
24 certification documentation in a language other than English shall

1 be analyzed by an educational credential evaluation service approved
2 by the National Association of Credential Evaluation Services
3 (NACES). The person seeking to have credit granted for out-of-
4 country teaching experience shall be responsible for all costs of
5 the analysis by a credential evaluation service. The Board shall
6 accept teaching experience from primary and secondary schools that
7 are operated by the United States Department of Defense or are
8 affiliated with the United States Department of State.

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

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

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

21 2. Vocational rehabilitation counselor under the Department of
22 Human Services if the counselor was employed as a certified teacher
23 by the State Department of Education when the Division of Vocational
24 Rehabilitation was transferred from the State Board of Career and

1 Technology Education or the State Board of Education to the Oklahoma
2 Public Welfare Commission on July 1, 1968;

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

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

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

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

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

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

2 SECTION 3. It being immediately necessary for the preservation
3 of the public peace, health or safety, an emergency is hereby
4 declared to exist, by reason whereof this act shall take effect and
5 be in full force from and after its passage and approval.

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7 56-1-8035 JM 05/17/17