

**COMMITTEE AMENDMENT**  
HOUSE OF REPRESENTATIVES  
State of Oklahoma

SPEAKER:

CHAIR:

I move to amend SB936 \_\_\_\_\_  
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: Charles McCall

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

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

STATE OF OKLAHOMA

2nd Session of the 56th Legislature (2018)

PROPOSED  
COMMITTEE SUBSTITUTE  
FOR ENGROSSED  
SENATE BILL NO. 936

By: Bice of the Senate

and

Baker of the House

PROPOSED COMMITTEE SUBSTITUTE

An Act relating to teacher compensation; amending  
Section 3, Chapter 394, O.S.L. 2013, as last amended  
by Section 1 of Enrolled House Bill No. 1023 of the  
2nd Extraordinary Session of the 56th Oklahoma  
Legislature, which relates to the minimum salary  
schedule for teachers; prohibiting reduction of  
minimum salary amounts as a result of flexible  
benefit payments; prohibiting reduction of minimum  
salary amounts as a result of contributions to the  
Teachers' Retirement System of Oklahoma; prohibiting  
reduction of minimum salary amounts as a result of  
contributions to certain other retirement plans;  
providing for contingent effect; providing an  
effective date; and declaring an emergency.

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

SECTION 1. AMENDATORY Section 3, Chapter 394, O.S.L.  
2013, as last amended by Section 1 of Enrolled House Bill No. 1023  
of the 2nd Extraordinary Session of the 56th Oklahoma Legislature,  
is amended to read as follows:

Section 18-114.14 A. Beginning with the 2018-2019 school year, certified personnel, as defined in Section 26-103 of this title, 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	\$36,601	\$37,759	\$37,991	\$39,381
1	\$37,035	\$38,193	\$38,425	\$39,815
2	\$37,469	\$38,628	\$38,859	\$40,249
3	\$37,904	\$39,062	\$39,294	\$40,684
4	\$38,338	\$39,496	\$39,728	\$41,118
5	\$38,810	\$39,968	\$40,200	\$41,590
6	\$39,273	\$40,432	\$40,663	\$42,054
7	\$39,737	\$40,895	\$41,127	\$42,517
8	\$40,200	\$41,358	\$41,590	\$42,980
9	\$40,663	\$41,822	\$42,054	\$43,444
10	\$41,684	\$42,844	\$43,568	\$45,945
11	\$42,177	\$43,336	\$44,061	\$46,438
12	\$42,670	\$43,829	\$44,554	\$46,931
13	\$43,162	\$44,322	\$45,047	\$47,424
14	\$43,655	\$44,815	\$45,539	\$47,916

1	15	\$44,167	\$45,327	\$46,052	\$48,430
2	16	\$44,660	\$45,820	\$46,545	\$48,923
3	17	\$45,153	\$46,313	\$47,038	\$49,416
4	18	\$45,646	\$46,806	\$47,531	\$49,909
5	19	\$46,139	\$47,299	\$48,024	\$50,402
6	20	\$46,652	\$47,813	\$48,538	\$50,917
7	21	\$47,145	\$48,306	\$49,031	\$51,410
8	22	\$47,639	\$48,799	\$49,524	\$51,903
9	23	\$48,132	\$49,292	\$50,018	\$52,397
10	24	\$48,625	\$49,785	\$50,511	\$52,890
11	25	\$50,049	\$51,232	\$51,971	\$54,395

12 Master's Degree +

13 Years of National Board  
14 Experience Certification

15	0	\$39,149
16	1	\$39,583
17	2	\$40,018
18	3	\$40,452
19	4	\$40,886
20	5	\$41,358
21	6	\$41,822
22	7	\$42,285
23	8	\$42,749
24	9	\$43,212

1	10	\$44,728
2	11	\$45,221
3	12	\$45,713
4	13	\$46,206
5	14	\$46,699
6	15	\$47,212
7	16	\$47,705
8	17	\$48,198
9	18	\$48,691
10	19	\$49,184
11	20	\$49,698
12	21	\$50,192
13	22	\$50,685
14	23	\$51,178
15	24	\$51,671
16	25	\$53,153

17 B. 1. ~~When determining the Minimum Salary Schedule, "fringe~~  
 18 ~~benefits" shall mean all or part of retirement benefits, excluding~~  
 19 ~~the contributions made pursuant to subsection A of Section 17-108.1~~  
 20 ~~of this title and the flexible benefit allowance pursuant to Section~~  
 21 ~~26-105 of this title from the flexible benefit allowance funds~~  
 22 ~~disbursed by the State Board of Education and the State Board of~~  
 23 ~~Career and Technology Education pursuant to Section 26-104 of this~~  
 24 ~~title~~ No school district shall reduce the salary required to be paid

1 pursuant to the provisions of this section as a result of the  
2 flexible benefits allowance amount paid pursuant to Section 26-105  
3 of this title from funds disbursed by the State Board of Education  
4 and the State Board of Career and Technology Education pursuant to  
5 Section 26-104 of this title.

6 ~~2. If a school district intends to provide retirement benefits~~  
7 ~~to a teacher such that the teacher's salary would be less than the~~  
8 ~~amounts set forth in the minimum salary schedule specified in~~  
9 ~~subsection A of this section, the district shall be required to~~  
10 ~~provide written notification to the teacher prior to his or her~~  
11 ~~employment or, if already employed by the district, no later than~~  
12 ~~thirty (30) days prior to the date the district elects to provide~~  
13 ~~retirement benefits such that the teacher's salary would be less~~  
14 ~~than the minimum salary schedule~~ No school district that pays for  
15 the employee contributions required by Section 17-116.2 of this  
16 title on behalf of the employee shall reduce the amount of salary  
17 required to be paid pursuant to the provisions of this section as a  
18 result of the payment of such employee contribution amounts. No  
19 amount paid by an employer pursuant to Section 17-108.1 of this  
20 title shall reduce the amount of salary required to be paid pursuant  
21 to the provisions of this section.

22 3. No school district that pays for the employee contributions  
23 on behalf of the employee with respect to any other retirement plan  
24 or retirement benefit offered by the school district to the employee

1 shall reduce the amount of salary required to be paid pursuant to  
2 the provisions of this section as a result of the payment of such  
3 employee contribution amounts.

4 C. Any of the degrees referred to in this section shall be from  
5 a college recognized by the State Board of Education. The Board  
6 shall accept teaching experience from out-of-state school districts  
7 that are accredited by the state board of education or appropriate  
8 state accrediting agency for the districts. The Board shall accept  
9 teaching experience from out-of-country schools that are accredited  
10 or otherwise endorsed by the appropriate national or regional  
11 accrediting or endorsement authority. Out-of-country certification  
12 documentation in a language other than English shall be analyzed by  
13 an educational credential evaluation service in accordance with  
14 industry standards and guidelines and approved by the State  
15 Department of Education. The person seeking to have credit granted  
16 for out-of-country teaching experience shall be responsible for all  
17 costs of the analysis by a credential evaluation service. The Board  
18 shall accept teaching experience from primary and secondary schools  
19 that are operated by the United States Department of Defense or are  
20 affiliated with the United States Department of State.

21 D. For the purpose of state salary increments and retirement,  
22 no teacher shall be granted credit for more than five (5) years of  
23 active duty in the military service or out-of-state or out-of-  
24 country teaching experience as a certified teacher or its

1 equivalent. Nothing in this section shall prohibit boards of  
2 education from crediting more years of experience on district salary  
3 schedules than those allowed for state purposes.

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

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

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

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

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

22 5. Certified school psychologist or psychometrist which were  
23 completed while employed as a doctoral intern, psychological  
24 assistant, or psychologist with any agency of the State of Oklahoma



1 if the experience primarily involved work with persons of school- or  
2 preschool-age and if the person was, at the time the experience was  
3 acquired, certified as, or eligible for certification as, a school  
4 psychologist or psychometrist.

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

8 G. If a person employed as certified personnel, as defined in  
9 Section 26-103 of this title, by a school district during the 2017-  
10 2018 school year was receiving a salary above the step level  
11 indicated by the State Minimum Salary Schedule for the 2017-2018  
12 school year, the person shall receive a salary increase amount equal  
13 to the amount indicated in subsection A for the step level indicated  
14 for the person, provided they remain employed by the same district,  
15 unless the hours or the duties of the certified personnel are  
16 reduced proportionately.

17 SECTION 2. The provisions of this act shall be contingent upon  
18 the enactment of the provisions of Enrolled House Bill No. 1010 of  
19 the 2nd Extraordinary Session of the 56th Oklahoma Legislature and  
20 the enactment of the provisions of Enrolled House Bill No. 1011 of  
21 the 2nd Extraordinary Session of the 56th Oklahoma Legislature and  
22 shall not become operative as law otherwise.

23 SECTION 3. This act shall become effective August 1, 2018.  
24

SECTION 4. It being immediately necessary for the preservation  
of the public peace, health or 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.

56-2-10393      EK      04/11/18