

1 ENGROSSED SENATE
2 BILL NO. 936

By: Bice of the Senate

3 and

4 Baker of the House

5
6 An Act relating to teacher pay; amending Section 3,
7 Chapter 394, O.S.L. 2013, as last amended by Section
8 1, Chapter 59, O.S.L. 2017 (70 O.S. Supp. 2017,
9 Section 18-114.14), which relates to the minimum
10 salary schedule for teachers; requiring school
11 districts to provide certain notification to
12 teachers; directing the State Board of Education to
accept certain teaching experience; requiring the
State Department of Education to evaluate certain
experience; limiting certain credit for certain
teaching experience; updating statutory references;
providing an effective date; and declaring an
emergency.

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

16 SECTION 1. AMENDATORY Section 3, Chapter 394, O.S.L.
17 2013, as last amended by Section 1, Chapter 59, O.S.L. 2017 (70 O.S.
18 Supp. 2017, Section 18-114.14), is amended to read as follows:

19 Section 18-114.14. A. Beginning with the 2013-2014 school
20 year, teachers in the public schools of Oklahoma shall receive in
21 salary and/or fringe benefits not less than the amounts specified in
22 the following schedule:

23 MINIMUM SALARY SCHEDULE

24 National

1	Years of	Bachelor's	Board	Master's	Doctor's
2	Experience	Degree	Certification	Degree	Degree
3	0	\$31,600	\$32,600	\$32,800	\$34,000
4	1	\$31,975	\$32,975	\$33,175	\$34,375
5	2	\$32,350	\$33,350	\$33,550	\$34,750
6	3	\$32,725	\$33,725	\$33,925	\$35,125
7	4	\$33,100	\$34,100	\$34,300	\$35,500
8	5	\$33,500	\$34,500	\$34,700	\$35,900
9	6	\$33,900	\$34,900	\$35,100	\$36,300
10	7	\$34,300	\$35,300	\$35,500	\$36,700
11	8	\$34,700	\$35,700	\$35,900	\$37,100
12	9	\$35,100	\$36,100	\$36,300	\$37,500
13	10	\$35,950	\$36,950	\$37,575	\$39,625
14	11	\$36,375	\$37,375	\$38,000	\$40,050
15	12	\$36,800	\$37,800	\$38,425	\$40,475
16	13	\$37,225	\$38,225	\$38,850	\$40,900
17	14	\$37,650	\$38,650	\$39,275	\$41,325
18	15	\$38,075	\$39,075	\$39,700	\$41,750
19	16	\$38,500	\$39,500	\$40,125	\$42,175
20	17	\$38,925	\$39,925	\$40,550	\$42,600
21	18	\$39,350	\$40,350	\$40,975	\$43,025
22	19	\$39,775	\$40,775	\$41,400	\$43,450
23	20	\$40,200	\$41,200	\$41,825	\$43,875
24	21	\$40,625	\$41,625	\$42,250	\$44,300

1	22	\$41,050	\$42,050	\$42,675	\$44,725
2	23	\$41,475	\$42,475	\$43,100	\$45,150
3	24	\$41,900	\$42,900	\$43,525	\$45,575
4	25	\$42,325	\$43,325	\$43,950	\$46,000

5	Master's Degree +				
6	Years of	National Board			
7	Experience	Certification			

8	0	\$33,800
9	1	\$34,175
10	2	\$34,550
11	3	\$34,925
12	4	\$35,300
13	5	\$35,700
14	6	\$36,100
15	7	\$36,500
16	8	\$36,900
17	9	\$37,300
18	10	\$38,575
19	11	\$39,000
20	12	\$39,425
21	13	\$39,850
22	14	\$40,275
23	15	\$40,700
24	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

B. 1. 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.

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

1 thirty (30) days prior to the date the district elects to provide
2 retirement benefits such that the teacher's salary would be less
3 than the minimum salary schedule.

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, including when the
10 person was a member of the Peace Corps as a teacher, that are
11 accredited or otherwise endorsed by the appropriate national or
12 regional accrediting or endorsement authority. Out-of-country
13 certification documentation in a language other than English shall
14 be analyzed by an educational credential evaluation service in
15 accordance with industry standards and guidelines and approved by
16 the State Department of Education. Out-of-country Peace Corps
17 teaching experience shall be evaluated by the State Department of
18 Education to determine eligibility. The person seeking to have
19 credit granted for out-of-country teaching experience shall be
20 responsible for all costs of the analysis by a credential evaluation
21 service. The Board shall accept teaching experience from primary
22 and secondary schools that are operated by the United States
23 Department of Defense or are affiliated with the United States
24 Department of State.

1 D. For the purpose of state salary increments and retirement,
2 no teacher shall be granted credit for more than five (5) years of
3 active duty in the military service ~~or~~, out-of-state or out-of-
4 country teaching experience as a certified teacher or its equivalent
5 or out-of-country Peace Corps teaching experience, as provided by
6 Section 17-116.2 of this title. Nothing in this section shall
7 prohibit boards of education from crediting more years of experience
8 on district salary schedules than those allowed for state purposes.

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

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

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

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

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

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

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

14 SECTION 2. This act shall become effective July 1, 2018.

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

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1 Passed the Senate the 13th day of March, 2018.

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4 Presiding Officer of the Senate

5 Passed the House of Representatives the ____ day of _____,
6 2018.

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9 Presiding Officer of the House
10 of Representatives