

1 (2ND EXTRAORDINARY SESSION)

ENGROSSED HOUSE

2 BILL NO. 1023

By: Wallace, Casey and McCall
of the House

3
4 and

5 David and Fields of the
Senate

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7
8 An Act relating to teacher compensation; amending
9 Section 3, Chapter 394, O.S.L. 2013, as last amended
10 by Section 1, Chapter 59, O.S.L. 2017 (70 O.S. Supp.
11 2017, Section 18-114.14), which relates to minimum
12 salary and benefits; modifying salary amounts;
13 providing salary increases; requiring certain written
14 notification and prescribing procedures related
15 thereto; repealing Section 3, Chapter 394, O.S.L.
16 2013, as last amended by Section 1, Chapter 26,
17 O.S.L. 2017 (70 O.S. Supp. 2017, Section 18-114.14),
18 which relates to a duplicate version; providing for
19 contingent effect; providing an effective date; and
20 declaring an emergency.

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

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

Section 18-114.14 A. Beginning with the ~~2013-2014~~ 2018-2019
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 <u>\$36,601</u>	\$32,600 <u>\$37,759</u>	\$32,800 <u>\$37,991</u>	\$34,000 <u>\$39,381</u>
1	\$31,975 <u>\$37,035</u>	\$32,975 <u>\$38,193</u>	\$33,175 <u>\$38,425</u>	\$34,375 <u>\$39,815</u>
2	\$32,350 <u>\$37,469</u>	\$33,350 <u>\$38,628</u>	\$33,550 <u>\$38,859</u>	\$34,750 <u>\$40,249</u>
3	\$32,725 <u>\$37,904</u>	\$33,725 <u>\$39,062</u>	\$33,925 <u>\$39,294</u>	\$35,125 <u>\$40,684</u>
4	\$33,100 <u>\$38,338</u>	\$34,100 <u>\$39,496</u>	\$34,300 <u>\$39,728</u>	\$35,500 <u>\$41,118</u>
5	\$33,500 <u>\$38,810</u>	\$34,500 <u>\$39,968</u>	\$34,700 <u>\$40,200</u>	\$35,900 <u>\$41,590</u>
6	\$33,900 <u>\$39,273</u>	\$34,900 <u>\$40,432</u>	\$35,100 <u>\$40,663</u>	\$36,300 <u>\$42,054</u>
7	\$34,300 <u>\$39,737</u>	\$35,300 <u>\$40,895</u>	\$35,500 <u>\$41,127</u>	\$36,700 <u>\$42,517</u>
8	\$34,700 <u>\$40,200</u>	\$35,700 <u>\$41,358</u>	\$35,900 <u>\$41,590</u>	\$37,100 <u>\$42,980</u>
9	\$35,100 <u>\$40,663</u>	\$36,100 <u>\$41,822</u>	\$36,300 <u>\$42,054</u>	\$37,500 <u>\$43,444</u>

1	10	\$35,950	\$36,950	\$37,575	\$39,625
2		<u>\$41,684</u>	<u>\$42,844</u>	<u>\$43,568</u>	<u>\$45,945</u>
3	11	\$36,375	\$37,375	\$38,000	\$40,050
4		<u>\$42,177</u>	<u>\$43,336</u>	<u>\$44,061</u>	<u>\$46,438</u>
5	12	\$36,800	\$37,800	\$38,425	\$40,475
6		<u>\$42,670</u>	<u>\$43,829</u>	<u>\$44,554</u>	<u>\$46,931</u>
7	13	\$37,225	\$38,225	\$38,850	\$40,900
8		<u>\$43,162</u>	<u>\$44,322</u>	<u>\$45,047</u>	<u>\$47,424</u>
9	14	\$37,650	\$38,650	\$39,275	\$41,325
10		<u>\$43,655</u>	<u>\$44,815</u>	<u>\$45,539</u>	<u>\$47,916</u>
11	15	\$38,075	\$39,075	\$39,700	\$41,750
12		<u>\$44,167</u>	<u>\$45,327</u>	<u>\$46,052</u>	<u>\$48,430</u>
13	16	\$38,500	\$39,500	\$40,125	\$42,175
14		<u>\$44,660</u>	<u>\$45,820</u>	<u>\$46,545</u>	<u>\$48,923</u>
15	17	\$38,925	\$39,925	\$40,550	\$42,600
16		<u>\$45,153</u>	<u>\$46,313</u>	<u>\$47,038</u>	<u>\$49,416</u>
17	18	\$39,350	\$40,350	\$40,975	\$43,025
18		<u>\$45,646</u>	<u>\$46,806</u>	<u>\$47,531</u>	<u>\$49,909</u>
19	19	\$39,775	\$40,775	\$41,400	\$43,450
20		<u>\$46,139</u>	<u>\$47,299</u>	<u>\$48,024</u>	<u>\$50,402</u>
21	20	\$40,200	\$41,200	\$41,825	\$43,875
22		<u>\$46,652</u>	<u>\$47,813</u>	<u>\$48,538</u>	<u>\$50,917</u>
23	21	\$40,625	\$41,625	\$42,250	\$44,300
24		<u>\$47,145</u>	<u>\$48,306</u>	<u>\$49,031</u>	<u>\$51,410</u>

1	22	\$41,050	\$42,050	\$42,675	\$44,725
2		<u>\$47,639</u>	<u>\$48,799</u>	<u>\$49,524</u>	<u>\$51,903</u>
3	23	\$41,475	\$42,475	\$43,100	\$45,150
4		<u>\$48,132</u>	<u>\$49,292</u>	<u>\$50,018</u>	<u>\$52,397</u>
5	24	\$41,900	\$42,900	\$43,525	\$45,575
6		<u>\$48,625</u>	<u>\$49,785</u>	<u>\$50,511</u>	<u>\$52,890</u>
7	25	\$42,325	\$43,325	\$43,950	\$46,000
8		<u>\$50,049</u>	<u>\$51,232</u>	<u>\$51,971</u>	<u>\$54,395</u>
9		Master's Degree +			
10	Years of	National Board			
11	Experience	Certification			
12	0	\$33,800			
13		<u>\$39,149</u>			
14	1	\$34,175			
15		<u>\$39,583</u>			
16	2	\$34,550			
17		<u>\$40,018</u>			
18	3	\$34,925			
19		<u>\$40,452</u>			
20	4	\$35,300			
21		<u>\$40,886</u>			
22	5	\$35,700			
23		<u>\$41,358</u>			
24	6	\$36,100			

1		<u>\$41,822</u>
2	7	\$36,500
3		<u>\$42,285</u>
4	8	\$36,900
5		<u>\$42,749</u>
6	9	\$37,300
7		<u>\$43,212</u>
8	10	\$38,575
9		<u>\$44,728</u>
10	11	\$39,000
11		<u>\$45,221</u>
12	12	\$39,425
13		<u>\$45,713</u>
14	13	\$39,850
15		<u>\$46,206</u>
16	14	\$40,275
17		<u>\$46,699</u>
18	15	\$40,700
19		<u>\$47,212</u>
20	16	\$41,125
21		<u>\$47,705</u>
22	17	\$41,550
23		<u>\$48,198</u>
24	18	\$41,975

1		<u>\$48,691</u>
2	19	\$42,400
3		<u>\$49,184</u>
4	20	\$42,825
5		<u>\$49,698</u>
6	21	\$43,250
7		<u>\$50,192</u>
8	22	\$43,675
9		<u>\$50,685</u>
10	23	\$44,100
11		<u>\$51,178</u>
12	24	\$44,525
13		<u>\$51,671</u>
14	25	\$44,950
15		<u>\$53,153</u>

16 B. 1. When determining the Minimum Salary Schedule, "fringe
 17 benefits" shall mean all or part of retirement benefits, excluding
 18 the contributions made pursuant to subsection A of Section 17-108.1
 19 of ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible
 20 benefit allowance pursuant to Section 26-105 of ~~Title 70 of the~~
 21 ~~Oklahoma Statutes~~ this title from the flexible benefit allowance
 22 funds disbursed by the State Board of Education and the State Board
 23 of Career and Technology Education pursuant to Section 26-104 of
 24 ~~Title 70 of the Oklahoma Statutes~~ this title.

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

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

1 that are operated by the United States Department of Defense or are
2 affiliated with the United States Department of State.

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

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

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

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

21 3. Vocational rehabilitation counselor which were completed
22 while employed by the Department of Human Services if such counselor
23 was certified as a teacher or was eligible for certification as a
24 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. REPEALER Section 3, Chapter 394, O.S.L. 2013,
15 as last amended by Section 1, Chapter 26, O.S.L. 2017 (70 O.S. Supp.
16 2017, Section 18-114.14), is hereby repealed.

17 SECTION 3. The provisions of this act shall be contingent
18 upon the enactment of the provisions of Enrolled House Bill No. 1010
19 of the 2nd Extraordinary Session of the 56th Oklahoma Legislature
20 and the enactment of the provisions of Enrolled House Bill No. 1011
21 of the 2nd Extraordinary Session of the 56th Oklahoma Legislature
22 and shall not become operative as law otherwise.

23 SECTION 4. This act shall become effective August 1, 2018.
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SECTION 5. 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.

Passed the House of Representatives the 26th day of March, 2018.

Presiding Officer of the House
of Representatives

Passed the Senate the ____ day of _____, 2018.

Presiding Officer of the Senate