1	ENGROSSED HOUSE
0	BILL NO. 1114 By: Rogers, Calvey, Strohm,
2	Martin, Ownbey, Cockroft, Babinec, Mulready,
3	McEntire, Downing, Sanders,
O	Dunlap, Kerbs, McEachin,
4	Lawson, Hilbert, Sears,
	Osburn (Mike), West
5	(Tammy), Martinez,
_	Montgomery, Bush, Teague,
6	Frix, McCall, Jordan, Ford, McBride, Hall, Fetgatter,
7	Nollan, Faught, Baker,
,	Osborn (Leslie), McDugle,
8	Kannady, Caldwell,
	O'Donnell, Wright, West
9	(Josh), Moore, Wallace,
1.0	McDaniel, Cleveland, West
10	(Kevin), Roberts (Dustin),
11	Derby, Russ, Coody, Roberts (Sean), Gann, Brumbaugh,
	Thomsen, Hoskin, Tadlock,
12	Pfeiffer and Condit of the
	House
13	
14	and
14	Smalley of the Senate
15	Smalley of the behate
16	
1 0	
17	
18	An Act relating to schools; amending Section 3,
_ •	Chapter 394, O.S.L. 2013, as amended by Section 2,
19	Chapter 322, O.S.L. 2016 (70 O.S. Supp. 2016, Section
	18-114.14), which relates to teacher minimum salary
20	and benefits; increasing the minimum salary schedule;
0.1	providing an effective date; and declaring an
21	emergency.
22	
_ _	
23	
24	BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

1	SECTION 1	1. AMENDATO	DRY Section 3,	Chapter 394,	O.S.L.
2	2013, as ame	nded by Sectior	n 2, Chapter 322, (O.S.L. 2016 (7	70 O.S.
3	Supp. 2016, 8	Section 18-114.	.14), is amended to	read as foll	Lows:
4	Section 1	18-114.14 A.	Beginning with For	the 2013-201	14 <u>2017-</u>
5	2018 school 3	year, teachers	in the public scho	ools of Oklaho	oma shall
6	receive in sa	alary and/or fr	ringe benefits not	less than the	e amounts
7	specified in	the following	schedule:		
8		MINI	MUM SALARY SCHEDUI	ΞE	
9			National		
10	Years of	Bachelor's	Board	Master's	Doctor's
11	Experience	Degree	Certification	Degree	Degree
12	0	\$31,600	\$32,600	\$32,800	\$34,000
13	1	\$31,975	\$32,975	\$33,175	\$34,375
14	2	\$32,350	\$33,350	\$33,550	\$34,750
15	3	\$32,725	\$33,725	\$33,925	\$35,125
16	4	\$33,100	\$34,100	\$34,300	\$35,500
17	5	\$33,500	\$34,500	\$34,700	\$35,900
18	6	\$33,900	\$34,900	\$ 35,100	\$36,300
19	7	\$34,300	\$35,300	\$35,500	\$36,700
20	8	\$34,700	\$35,700	\$35,900	\$37,100
21	9	\$35,100	\$36,100	\$36,300	\$37,500
22	10	\$35,950	\$36,950	\$37,575	\$39,625

\$37**,**800

\$36,375

\$36,800

11

12

23

24

\$40,050

\$40,475

\$38,425

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

1	<u>11</u>	<u>\$37,375</u>	\$38,375	<u>\$39,000</u>	\$41,050
2	<u>12</u>	<u>\$37,800</u>	\$38,800	<u>\$39,425</u>	\$41 , 475
3	<u>13</u>	\$38,225	\$39 , 225	<u>\$39,850</u>	\$41,900
4	<u>14</u>	\$38,650	\$39,650	\$40 , 275	\$42 , 325
5	<u>15</u>	\$39 , 075	\$40,075	\$40,700	\$42 , 750
6	<u>16</u>	\$39,500	\$40,500	<u>\$41,125</u>	\$43 , 175
7	<u>17</u>	\$39 , 925	\$40,925	<u>\$41,550</u>	\$43,600
8	<u>18</u>	\$40,350	\$41,350	\$41 , 975	\$44,025
9	<u>19</u>	\$40,775	\$41 , 775	\$42,400	\$44,450
10	20	\$41,200	\$42,200	<u>\$42,825</u>	\$44,875
11	21	\$41,625	\$42,625	\$43,250	\$45,300
12	<u>22</u>	\$42,050	\$43,050	\$43 , 675	\$45 , 725
13	<u>23</u>	\$42,475	\$43,475	\$44,100	\$46,150
14	24	\$42,900	\$43,900	<u>\$44,525</u>	\$46 , 575
15	<u>25</u>	\$43,325	\$44,325	\$44 , 950	\$47,000
16		Master's Degr	cee +		
17	Years of	National Boar	rd		
18	Experience	Certification	1		
19	0	\$33,800			
20	1	\$34,175			
21	2	\$34,550			
22	3	\$34,925			
23	4	\$35,300			
24	5	\$35,700			

1	6	\$36,100
2	7	\$36,500
3	8	\$36,900
4	9	\$37,300
5	10	\$38,575
6	11	\$39,000
7	12	\$39,425
8	13	\$39,850
9	14	\$40,275
10	15	\$40,700
11	16	\$41,125
12	17	\$41,550
13	18	\$41,975
14	19	\$42,400
15	20	\$42,825
16	21	\$43,250
17	22	\$43,675
18	23	\$44,100
19	24	\$44,525
20	25	\$44,950
21	<u>0</u>	\$34,800
22	<u>1</u>	\$35 , 175
23	<u>2</u>	\$35 , 550
24	<u>3</u>	\$35 , 925

1	4	<u>\$36,300</u>
2	<u>5</u>	\$36,700
3	<u>6</u>	\$37,100
4	<u>7</u>	\$37 , 500
5	<u>8</u>	\$37 , 900
6	9	\$38,300
7	<u>10</u>	\$39 , 575
8	11	\$40,000
9	<u>12</u>	\$40,425
10	<u>13</u>	\$40,850
11	14	\$41,275
12	<u>15</u>	\$41,700
13	16	\$42,125
14	<u>17</u>	\$42,550
15	18	\$42,975
16	19	\$43,400
17	20	\$43,825
18	21	\$44,250
19	22	\$44,675
20	23	\$45,100
21	24	\$45,525
22	<u>25</u>	\$45,950
23		
24		

B. For the 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

6	Years of	Bachelor's	<u>Board</u>	Master's	Doctor's
7	<u>Experience</u>	Degree	Certification	Degree	Degree
8	<u>0</u>	<u>\$34,600</u>	<u>\$35,600</u>	\$35 , 800	\$37 , 000
9	<u>1</u>	<u>\$34,975</u>	<u>\$35,975</u>	<u>\$36,175</u>	\$37 , 375
10	<u>2</u>	\$35,350	<u>\$36,350</u>	\$36 , 550	\$37 , 750
11	<u>3</u>	\$35 , 725	<u>\$36,725</u>	\$36 , 925	\$38,125
12	4	\$36,100	<u>\$37,100</u>	\$37 , 300	\$38,500
13	<u>5</u>	<u>\$36,500</u>	<u>\$37,500</u>	\$37 , 700	\$38,900
14	<u>6</u>	\$36,900	<u>\$37,900</u>	\$38,100	\$39,300
15	<u>7</u>	\$37,300	\$38,300	\$38 , 500	\$39,700
16	<u>8</u>	\$37 , 700	<u>\$38,700</u>	\$38 , 900	\$40,100
17	<u>9</u>	\$38,100	<u>\$39,100</u>	\$39 , 300	\$40,500
18	10	\$38,950	<u>\$39,950</u>	\$40 , 575	\$42,625
19	<u>11</u>	\$39 , 375	<u>\$40,375</u>	\$41 , 000	\$43,050
20	12	\$39,800	<u>\$40,800</u>	\$41 , 425	\$43,475
21	<u>13</u>	\$40 , 225	<u>\$41,225</u>	\$41 , 850	\$43,900
22	<u>14</u>	\$40,650	<u>\$41,650</u>	\$42 , 275	\$44,325
23	<u>15</u>	<u>\$41,075</u>	<u>\$42,075</u>	\$42 , 700	\$44,750
24	<u>16</u>	<u>\$41,500</u>	\$42,500	<u>\$43,125</u>	\$45 , 175

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1	<u>17</u>	\$41,925	<u>\$42,925</u>	\$43 , 550	\$45,600
2	18	<u>\$42,350</u>	\$43,350	\$43 , 975	\$46,025
3	19	\$42 , 775	<u>\$43,775</u>	\$44,400	\$46,450
4	20	<u>\$43,200</u>	\$44,200	\$44 , 825	\$46 , 875
5	21	\$43 , 625	\$44,625	\$45 , 250	\$47,300
6	22	\$44,050	\$45,050	\$45 , 675	\$47 , 725
7	23	\$44 , 475	<u>\$45,475</u>	\$46,100	\$48,150
8	24	\$44 , 900	\$45,900	\$46 , 525	\$48,575
9	<u>25</u>	<u>\$45,325</u>	<u>\$46,325</u>	\$46,950	\$49,000
10		Master's Deg	ree +		
11	Years of	National Boa	<u>rd</u>		
12	Experience	Certificatio	<u>n</u>		
13	<u>0</u>	<u>\$36,800</u>			
14	<u>1</u>	<u>\$37,175</u>			
15	<u>2</u>	\$37 , 550			
16	<u>3</u>	\$37 , 925			
17	4	\$38,300			
18	<u>5</u>	\$38 , 700			
19	<u>6</u>	\$39,100			
20					
	7	\$39 , 500			
21	<u>7</u> <u>8</u>	\$39,500 \$39,900			
21					
	<u>8</u>	<u>\$39,900</u>			
22	<u>8</u> <u>9</u>	\$39,900 \$40,300			

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1	<u>12</u>	\$42 , 425			
2	<u>13</u>	\$42 , 850			
3	14	<u>\$43,275</u>			
4	<u>15</u>	\$43,700			
5	<u>16</u>	\$44,125			
6	<u>17</u>	\$44,550			
7	18	<u>\$44,975</u>			
8	<u>19</u>	\$45,400			
9	20	\$45,825			
10	21	\$46,250			
11	22	\$46,675			
12	23	\$47,100			
13	24	<u>\$47,525</u>			
14	<u>25</u>	<u>\$47,950</u>			
15	<u>C.</u> Begi	nning with the	2019-2020 school	year, teacher	s in the
16	public schoo	ls of Oklahoma	shall receive in	salary and/or	fringe
17	benefits not	less than the	amounts specified	d in the follo	wing
18	schedule:				
19		MIN	IMUM SALARY SCHEDU	<u>JLE</u>	
20			<u>National</u>		
21	Years of	Bachelor's	Board	Master's	Doctor's
22	Experience	Degree	<u>Certification</u>	<u>Degree</u>	Degree
23	<u>0</u>	\$37,600	\$38 , 600	\$38 , 800	\$40,000
24	<u>1</u>	\$37 , 975	\$38 , 975	\$39 , 175	\$40,375

1	<u>2</u>	<u>\$38,350</u>	\$39,350	\$39 , 550	\$40 , 750
2	<u>3</u>	<u>\$38,725</u>	\$39 , 725	<u>\$39,925</u>	\$41,125
3	<u>4</u>	<u>\$39,100</u>	\$40,100	\$40,300	\$41,500
4	<u>5</u>	\$39 , 500	\$40,500	\$40,700	\$41 , 900
5	<u>6</u>	<u>\$39,900</u>	\$40,900	\$41,100	\$42,300
6	<u>7</u>	<u>\$40,300</u>	\$41,300	\$41,500	\$42 , 700
7	<u>8</u>	<u>\$40,700</u>	\$41,700	\$41,900	<u>\$43,100</u>
8	<u>9</u>	\$41 , 100	\$42,100	\$42,300	\$43 , 500
9	10	<u>\$41,950</u>	<u>\$42,950</u>	<u>\$43,575</u>	\$45 , 625
10	<u>11</u>	<u>\$42,375</u>	\$43 , 375	\$44,000	\$46,050
11	<u>12</u>	<u>\$42,800</u>	<u>\$43,800</u>	\$44,425	\$46 , 475
12	<u>13</u>	\$43 , 225	\$44,225	\$44,850	\$46 , 900
13	14	\$43 , 650	\$44,650	<u>\$45,275</u>	\$47 , 325
14	<u>15</u>	\$44 , 075	\$45,075	\$45,700	\$47 , 750
15	<u>16</u>	<u>\$44,500</u>	\$45,500	\$46,125	\$48 , 175
16	<u>17</u>	\$44 , 925	\$45 , 925	\$46,550	\$48,600
17	<u>18</u>	<u>\$45,350</u>	\$46,350	<u>\$46,975</u>	\$49 , 025
18	<u>19</u>	\$45 , 775	\$46,775	\$47,400	\$49,450
19	<u>20</u>	\$46 , 200	\$47,200	<u>\$47,825</u>	\$49 , 875
20	21	\$46 , 625	\$47,625	\$48,250	\$50,300
21	22	<u>\$47,050</u>	\$48,050	<u>\$48,675</u>	\$50 , 725
22	23	<u>\$47,475</u>	\$48,475	\$49,100	\$51 , 150
23	24	<u>\$47,900</u>	\$48,900	<u>\$49,525</u>	\$51 , 575
24	<u>25</u>	<u>\$48,325</u>	\$49,325	<u>\$49,950</u>	\$52 , 000

1		Master's Degree +
2	Years of	National Board
3	Experience	Certification
4	<u>0</u>	\$39,800
5	<u>1</u>	\$40,175
6	<u>2</u>	\$40,550
7	<u>3</u>	<u>\$40,925</u>
8	<u>4</u>	<u>\$41,300</u>
9	<u>5</u>	<u>\$41,700</u>
10	<u>6</u>	\$42,100
11	<u>7</u>	\$42,500
12	<u>8</u>	<u>\$42,900</u>
13	<u>9</u>	<u>\$43,300</u>
14	10	<u>\$44,575</u>
15	<u>11</u>	\$45,000
16	<u>12</u>	\$45,425
17	<u>13</u>	<u>\$45,850</u>
18	14	<u>\$46,275</u>
19	<u>15</u>	\$46,700
20	<u>16</u>	\$47,125
21	<u>17</u>	\$47,550
22	<u>18</u>	\$47,975
23	<u>19</u>	\$48,400
24	20	<u>\$48,825</u>
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1	21	\$49,250
2	22	\$49 , 675
3	<u>23</u>	\$50,100
4	24	\$50 , 525
5	<u>25</u>	\$50 , 950

<u>D.</u> 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 <u>Title 70 of the Oklahoma Statutes</u> this title and the flexible benefit allowance pursuant to Section 26-105 of <u>Title 70 of the Oklahoma Statutes</u> 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 <u>Title 70 of the Oklahoma Statutes</u> this title.

E. 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 experience shall be responsible for all costs of

the analysis by a credential evaluation service. The Board shall

accept teaching experience from primary and secondary schools that

are operated by the United States Department of Defense or are

affiliated with the United States Department of State.

 $\frac{\mathbf{p}_{\cdot}}{\mathbf{F}_{\cdot}}$ For the purpose of state salary increments and retirement, no teacher shall be granted credit for more than five (5) years of active duty in the military service or out-of-state or out-of-country teaching experience as a certified teacher or its equivalent. Nothing in this section shall prohibit boards of education from crediting more years of experience on district salary schedules than those allowed for state purposes.

 $\overline{\text{E. }}$ G. The State Board of Education shall recognize, for purposes of certification and salary increments, all the years of experience of a:

- 1. Certified teacher who teaches in the educational program of the Department of Corrections, beginning with fiscal year 1981;
- 2. Vocational rehabilitation counselor under the Department of Human Services if the counselor was employed as a certified teacher by the State Department of Education when the Division of Vocational 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. Vocational rehabilitation counselor which were completed while employed by the Department of Human Services if such counselor was certified as a teacher or was eligible for certification as a teacher in Oklahoma;
 - 4. Certified teacher which were completed while employed by the Department of Human Services Child Study Center at University

 Hospital, if the teacher was certified as a teacher in Oklahoma; and
 - 5. Certified school psychologist or psychometrist which were completed while employed as a doctoral intern, psychological assistant, or psychologist with any agency of the State of Oklahoma if the experience primarily involved work with persons of school- or preschool-age and if the person was, at the time the experience was acquired, certified as, or eligible for certification as, a school psychologist or psychometrist.
 - F. H. The provisions of this section shall not apply to teachers who have entered into postretirement employment with a public school in Oklahoma and are still receiving a monthly retirement benefit.
- 21 SECTION 2. This act shall become effective July 1, 2017.
- SECTION 3. It being immediately necessary for the preservation 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.
3	Passed the House of Representatives the 7th day of March, 2017.
4	
5	Presiding Officer of the House
6	of Representatives
7	Dagged the Constants of 2017
8	Passed the Senate the day of, 2017.
9	
10	Presiding Officer of the Senate
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