

An Act

(2ND EXTRAORDINARY SESSION)
ENROLLED HOUSE
BILL NO. 1023

By: Wallace, Casey, McCall,
Roberts (Sean) and McBride
of the House

and

David and Fields of the
Senate

An Act relating to teacher compensation; amending 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), which relates to minimum salary and benefits; modifying salary amounts; providing salary increases; requiring certain written notification and prescribing procedures related thereto; requiring certain certified personnel to receive certain salary increase above certain level paid during certain school year; repealing Section 3, Chapter 394, O.S.L. 2013, as last amended by Section 1, Chapter 26, O.S.L. 2017 (70 O.S. Supp. 2017, Section 18-114.14), which relates to a duplicate version; providing for contingent effect; providing an effective date; and declaring an emergency.

SUBJECT: Teacher pay raise

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, 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~~ 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

Years of Experience	National			
	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	\$31,600	\$32,600	\$32,800	\$34,000
	<u>\$36,601</u>	<u>\$37,759</u>	<u>\$37,991</u>	<u>\$39,381</u>
1	\$31,975	\$32,975	\$33,175	\$34,375
	<u>\$37,035</u>	<u>\$38,193</u>	<u>\$38,425</u>	<u>\$39,815</u>
2	\$32,350	\$33,350	\$33,550	\$34,750
	<u>\$37,469</u>	<u>\$38,628</u>	<u>\$38,859</u>	<u>\$40,249</u>
3	\$32,725	\$33,725	\$33,925	\$35,125
	<u>\$37,904</u>	<u>\$39,062</u>	<u>\$39,294</u>	<u>\$40,684</u>
4	\$33,100	\$34,100	\$34,300	\$35,500
	<u>\$38,338</u>	<u>\$39,496</u>	<u>\$39,728</u>	<u>\$41,118</u>
5	\$33,500	\$34,500	\$34,700	\$35,900
	<u>\$38,810</u>	<u>\$39,968</u>	<u>\$40,200</u>	<u>\$41,590</u>
6	\$33,900	\$34,900	\$35,100	\$36,300
	<u>\$39,273</u>	<u>\$40,432</u>	<u>\$40,663</u>	<u>\$42,054</u>
7	\$34,300	\$35,300	\$35,500	\$36,700
	<u>\$39,737</u>	<u>\$40,895</u>	<u>\$41,127</u>	<u>\$42,517</u>
8	\$34,700	\$35,700	\$35,900	\$37,100

	<u>\$40,200</u>	<u>\$41,358</u>	<u>\$41,590</u>	<u>\$42,980</u>
9	\$35,100	\$36,100	\$36,300	\$37,500
	<u>\$40,663</u>	<u>\$41,822</u>	<u>\$42,054</u>	<u>\$43,444</u>
10	\$35,950	\$36,950	\$37,575	\$39,625
	<u>\$41,684</u>	<u>\$42,844</u>	<u>\$43,568</u>	<u>\$45,945</u>
11	\$36,375	\$37,375	\$38,000	\$40,050
	<u>\$42,177</u>	<u>\$43,336</u>	<u>\$44,061</u>	<u>\$46,438</u>
12	\$36,800	\$37,800	\$38,425	\$40,475
	<u>\$42,670</u>	<u>\$43,829</u>	<u>\$44,554</u>	<u>\$46,931</u>
13	\$37,225	\$38,225	\$38,850	\$40,900
	<u>\$43,162</u>	<u>\$44,322</u>	<u>\$45,047</u>	<u>\$47,424</u>
14	\$37,650	\$38,650	\$39,275	\$41,325
	<u>\$43,655</u>	<u>\$44,815</u>	<u>\$45,539</u>	<u>\$47,916</u>
15	\$38,075	\$39,075	\$39,700	\$41,750
	<u>\$44,167</u>	<u>\$45,327</u>	<u>\$46,052</u>	<u>\$48,430</u>
16	\$38,500	\$39,500	\$40,125	\$42,175
	<u>\$44,660</u>	<u>\$45,820</u>	<u>\$46,545</u>	<u>\$48,923</u>
17	\$38,925	\$39,925	\$40,550	\$42,600
	<u>\$45,153</u>	<u>\$46,313</u>	<u>\$47,038</u>	<u>\$49,416</u>
18	\$39,350	\$40,350	\$40,975	\$43,025
	<u>\$45,646</u>	<u>\$46,806</u>	<u>\$47,531</u>	<u>\$49,909</u>
19	\$39,775	\$40,775	\$41,400	\$43,450

	<u>\$46,139</u>	<u>\$47,299</u>	<u>\$48,024</u>	<u>\$50,402</u>
20	\$40,200	\$41,200	\$41,825	\$43,875
	<u>\$46,652</u>	<u>\$47,813</u>	<u>\$48,538</u>	<u>\$50,917</u>
21	\$40,625	\$41,625	\$42,250	\$44,300
	<u>\$47,145</u>	<u>\$48,306</u>	<u>\$49,031</u>	<u>\$51,410</u>
22	\$41,050	\$42,050	\$42,675	\$44,725
	<u>\$47,639</u>	<u>\$48,799</u>	<u>\$49,524</u>	<u>\$51,903</u>
23	\$41,475	\$42,475	\$43,100	\$45,150
	<u>\$48,132</u>	<u>\$49,292</u>	<u>\$50,018</u>	<u>\$52,397</u>
24	\$41,900	\$42,900	\$43,525	\$45,575
	<u>\$48,625</u>	<u>\$49,785</u>	<u>\$50,511</u>	<u>\$52,890</u>
25	\$42,325	\$43,325	\$43,950	\$46,000
	<u>\$50,049</u>	<u>\$51,232</u>	<u>\$51,971</u>	<u>\$54,395</u>

Master's Degree +

Years of National Board
Experience Certification

0	\$33,800
	<u>\$39,149</u>
1	\$34,175
	<u>\$39,583</u>
2	\$34,550
	<u>\$40,018</u>
3	\$34,925

	<u>\$40,452</u>
4	\$35,300
	<u>\$40,886</u>
5	\$35,700
	<u>\$41,358</u>
6	\$36,100
	<u>\$41,822</u>
7	\$36,500
	<u>\$42,285</u>
8	\$36,900
	<u>\$42,749</u>
9	\$37,300
	<u>\$43,212</u>
10	\$38,575
	<u>\$44,728</u>
11	\$39,000
	<u>\$45,221</u>
12	\$39,425
	<u>\$45,713</u>
13	\$39,850
	<u>\$46,206</u>
14	\$40,275

	<u>\$46,699</u>
15	\$40,700
	<u>\$47,212</u>
16	\$41,125
	<u>\$47,705</u>
17	\$41,550
	<u>\$48,198</u>
18	\$41,975
	<u>\$48,691</u>
19	\$42,400
	<u>\$49,184</u>
20	\$42,825
	<u>\$49,698</u>
21	\$43,250
	<u>\$50,192</u>
22	\$43,675
	<u>\$50,685</u>
23	\$44,100
	<u>\$51,178</u>
24	\$44,525
	<u>\$51,671</u>
25	\$44,950
	<u>\$53,153</u>

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

C. 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 in accordance with industry standards and guidelines and approved by the State Department of Education. 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.

D. 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.

E. 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 Technology Education or the State Board of Education to the Oklahoma 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. 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.

G. If a person employed as certified personnel, as defined in Section 26-103 of this title, by a school district during the 2017-2018 school year was receiving a salary above the step level indicated by the State Minimum Salary Schedule for the 2017-2018 school year, the person shall receive a salary increase amount equal to the amount indicated in subsection A for the step level indicated for the person, provided they remain employed by the same district,

unless the hours or the duties of the certified personnel are reduced proportionately.

SECTION 2. REPEALER Section 3, Chapter 394, O.S.L. 2013, as last amended by Section 1, Chapter 26, O.S.L. 2017 (70 O.S. Supp. 2017, Section 18-114.14), is hereby repealed.

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

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

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 29th day of March, 2018.

Presiding Officer of the House
of Representatives

Passed the Senate the 28th day of March, 2018.

Presiding Officer of the Senate

OFFICE OF THE GOVERNOR

Received by the Office of the Governor this _____
day of _____, 20_____, at _____ o'clock _____ M.
By: _____

Approved by the Governor of the State of Oklahoma this _____
day of _____, 20_____, at _____ o'clock _____ M.

Governor of the State of Oklahoma

OFFICE OF THE SECRETARY OF STATE

Received by the Office of the Secretary of State this _____
day of _____, 20_____, at _____ o'clock _____ M.
By: _____