

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 1st Session of the 56th Legislature (2017)

4 HOUSE BILL 1114

By: Rogers, Calvey, Strohm and
Martin of the House

5 and

6 Smalley of the Senate

7
8
9 AS INTRODUCED

10 An Act relating to schools; amending Section 3,
11 Chapter 394, O.S.L. 2013, as amended by Section 2,
12 Chapter 322, O.S.L. 2016 (70 O.S. Supp. 2016, Section
13 18-114.14), which relates to teacher minimum salary
14 and benefits; increasing the minimum salary schedule;
15 providing an effective date; and declaring an
16 emergency.

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

17 SECTION 1. AMENDATORY Section 3, Chapter 394, O.S.L.
18 2013, as amended by Section 2, Chapter 322, O.S.L. 2016 (70 O.S.
19 Supp. 2016, Section 18-114.14), is amended to read as follows:

20 Section 18-114.14 A. ~~Beginning with~~ For the ~~2013-2014~~ 2017-
21 2018 school year, teachers in the public schools of Oklahoma shall
22 receive in salary and/or fringe benefits not less than the amounts
23 specified in the following schedule:

24 MINIMUM SALARY SCHEDULE

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

1	21	\$40,625	\$41,625	\$42,250	\$44,300
2	22	\$41,050	\$42,050	\$42,675	\$44,725
3	23	\$41,475	\$42,475	\$43,100	\$45,150
4	24	\$41,900	\$42,900	\$43,525	\$45,575
5	25	\$42,325	\$43,325	\$43,950	\$46,000
6	<u>0</u>	<u>\$32,600</u>	<u>\$33,600</u>	<u>\$33,800</u>	<u>\$35,000</u>
7	<u>1</u>	<u>\$32,975</u>	<u>\$33,975</u>	<u>\$34,175</u>	<u>\$35,375</u>
8	<u>2</u>	<u>\$33,350</u>	<u>\$34,350</u>	<u>\$34,550</u>	<u>\$35,750</u>
9	<u>3</u>	<u>\$33,725</u>	<u>\$34,725</u>	<u>\$34,925</u>	<u>\$36,125</u>
10	<u>4</u>	<u>\$34,100</u>	<u>\$35,100</u>	<u>\$35,300</u>	<u>\$36,500</u>
11	<u>5</u>	<u>\$34,500</u>	<u>\$35,500</u>	<u>\$35,700</u>	<u>\$36,900</u>
12	<u>6</u>	<u>\$34,900</u>	<u>\$35,900</u>	<u>\$36,100</u>	<u>\$37,300</u>
13	<u>7</u>	<u>\$35,300</u>	<u>\$36,300</u>	<u>\$36,500</u>	<u>\$37,700</u>
14	<u>8</u>	<u>\$35,700</u>	<u>\$36,700</u>	<u>\$36,900</u>	<u>\$38,100</u>
15	<u>9</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
16	<u>10</u>	<u>\$36,950</u>	<u>\$37,950</u>	<u>\$38,575</u>	<u>\$40,625</u>
17	<u>11</u>	<u>\$37,375</u>	<u>\$38,375</u>	<u>\$39,000</u>	<u>\$41,050</u>
18	<u>12</u>	<u>\$37,800</u>	<u>\$38,800</u>	<u>\$39,425</u>	<u>\$41,475</u>
19	<u>13</u>	<u>\$38,225</u>	<u>\$39,225</u>	<u>\$39,850</u>	<u>\$41,900</u>
20	<u>14</u>	<u>\$38,650</u>	<u>\$39,650</u>	<u>\$40,275</u>	<u>\$42,325</u>
21	<u>15</u>	<u>\$39,075</u>	<u>\$40,075</u>	<u>\$40,700</u>	<u>\$42,750</u>
22	<u>16</u>	<u>\$39,500</u>	<u>\$40,500</u>	<u>\$41,125</u>	<u>\$43,175</u>
23	<u>17</u>	<u>\$39,925</u>	<u>\$40,925</u>	<u>\$41,550</u>	<u>\$43,600</u>
24	<u>18</u>	<u>\$40,350</u>	<u>\$41,350</u>	<u>\$41,975</u>	<u>\$44,025</u>

1	<u>19</u>	<u>\$40,775</u>	<u>\$41,775</u>	<u>\$42,400</u>	<u>\$44,450</u>
2	<u>20</u>	<u>\$41,200</u>	<u>\$42,200</u>	<u>\$42,825</u>	<u>\$44,875</u>
3	<u>21</u>	<u>\$41,625</u>	<u>\$42,625</u>	<u>\$43,250</u>	<u>\$45,300</u>
4	<u>22</u>	<u>\$42,050</u>	<u>\$43,050</u>	<u>\$43,675</u>	<u>\$45,725</u>
5	<u>23</u>	<u>\$42,475</u>	<u>\$43,475</u>	<u>\$44,100</u>	<u>\$46,150</u>
6	<u>24</u>	<u>\$42,900</u>	<u>\$43,900</u>	<u>\$44,525</u>	<u>\$46,575</u>
7	<u>25</u>	<u>\$43,325</u>	<u>\$44,325</u>	<u>\$44,950</u>	<u>\$47,000</u>

8 Master's Degree +
9 Years of National Board
10 Experience Certification

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

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

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

15 B. For the 2018-2019 school year, teachers in the public
16 schools of Oklahoma shall receive in salary and/or fringe benefits
17 not less than the amounts specified in the following schedule:

18 MINIMUM SALARY SCHEDULE

19	<u>National</u>				
20	<u>Years of</u>	<u>Bachelor's</u>	<u>Board</u>	<u>Master's</u>	<u>Doctor's</u>
21	<u>Experience</u>	<u>Degree</u>	<u>Certification</u>	<u>Degree</u>	<u>Degree</u>
22	<u>0</u>	<u>\$34,600</u>	<u>\$35,600</u>	<u>\$35,800</u>	<u>\$37,000</u>
23	<u>1</u>	<u>\$34,975</u>	<u>\$35,975</u>	<u>\$36,175</u>	<u>\$37,375</u>
24	<u>2</u>	<u>\$35,350</u>	<u>\$36,350</u>	<u>\$36,550</u>	<u>\$37,750</u>

1	<u>3</u>	<u>\$35,725</u>	<u>\$36,725</u>	<u>\$36,925</u>	<u>\$38,125</u>
2	<u>4</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
3	<u>5</u>	<u>\$36,500</u>	<u>\$37,500</u>	<u>\$37,700</u>	<u>\$38,900</u>
4	<u>6</u>	<u>\$36,900</u>	<u>\$37,900</u>	<u>\$38,100</u>	<u>\$39,300</u>
5	<u>7</u>	<u>\$37,300</u>	<u>\$38,300</u>	<u>\$38,500</u>	<u>\$39,700</u>
6	<u>8</u>	<u>\$37,700</u>	<u>\$38,700</u>	<u>\$38,900</u>	<u>\$40,100</u>
7	<u>9</u>	<u>\$38,100</u>	<u>\$39,100</u>	<u>\$39,300</u>	<u>\$40,500</u>
8	<u>10</u>	<u>\$38,950</u>	<u>\$39,950</u>	<u>\$40,575</u>	<u>\$42,625</u>
9	<u>11</u>	<u>\$39,375</u>	<u>\$40,375</u>	<u>\$41,000</u>	<u>\$43,050</u>
10	<u>12</u>	<u>\$39,800</u>	<u>\$40,800</u>	<u>\$41,425</u>	<u>\$43,475</u>
11	<u>13</u>	<u>\$40,225</u>	<u>\$41,225</u>	<u>\$41,850</u>	<u>\$43,900</u>
12	<u>14</u>	<u>\$40,650</u>	<u>\$41,650</u>	<u>\$42,275</u>	<u>\$44,325</u>
13	<u>15</u>	<u>\$41,075</u>	<u>\$42,075</u>	<u>\$42,700</u>	<u>\$44,750</u>
14	<u>16</u>	<u>\$41,500</u>	<u>\$42,500</u>	<u>\$43,125</u>	<u>\$45,175</u>
15	<u>17</u>	<u>\$41,925</u>	<u>\$42,925</u>	<u>\$43,550</u>	<u>\$45,600</u>
16	<u>18</u>	<u>\$42,350</u>	<u>\$43,350</u>	<u>\$43,975</u>	<u>\$46,025</u>
17	<u>19</u>	<u>\$42,775</u>	<u>\$43,775</u>	<u>\$44,400</u>	<u>\$46,450</u>
18	<u>20</u>	<u>\$43,200</u>	<u>\$44,200</u>	<u>\$44,825</u>	<u>\$46,875</u>
19	<u>21</u>	<u>\$43,625</u>	<u>\$44,625</u>	<u>\$45,250</u>	<u>\$47,300</u>
20	<u>22</u>	<u>\$44,050</u>	<u>\$45,050</u>	<u>\$45,675</u>	<u>\$47,725</u>
21	<u>23</u>	<u>\$44,475</u>	<u>\$45,475</u>	<u>\$46,100</u>	<u>\$48,150</u>
22	<u>24</u>	<u>\$44,900</u>	<u>\$45,900</u>	<u>\$46,525</u>	<u>\$48,575</u>
23	<u>25</u>	<u>\$45,325</u>	<u>\$46,325</u>	<u>\$46,950</u>	<u>\$49,000</u>
24	<u>Master's Degree +</u>				

1	<u>Years of</u>	<u>National Board</u>
2	<u>Experience</u>	<u>Certification</u>
3	<u>0</u>	<u>\$36,800</u>
4	<u>1</u>	<u>\$37,175</u>
5	<u>2</u>	<u>\$37,550</u>
6	<u>3</u>	<u>\$37,925</u>
7	<u>4</u>	<u>\$38,300</u>
8	<u>5</u>	<u>\$38,700</u>
9	<u>6</u>	<u>\$39,100</u>
10	<u>7</u>	<u>\$39,500</u>
11	<u>8</u>	<u>\$39,900</u>
12	<u>9</u>	<u>\$40,300</u>
13	<u>10</u>	<u>\$41,575</u>
14	<u>11</u>	<u>\$42,000</u>
15	<u>12</u>	<u>\$42,425</u>
16	<u>13</u>	<u>\$42,850</u>
17	<u>14</u>	<u>\$43,275</u>
18	<u>15</u>	<u>\$43,700</u>
19	<u>16</u>	<u>\$44,125</u>
20	<u>17</u>	<u>\$44,550</u>
21	<u>18</u>	<u>\$44,975</u>
22	<u>19</u>	<u>\$45,400</u>
23	<u>20</u>	<u>\$45,825</u>
24	<u>21</u>	<u>\$46,250</u>

22 \$46,675

23 \$47,100

24 \$47,525

25 \$47,950

C. Beginning with the 2019-2020 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

<u>Years of</u>	<u>Bachelor's</u>	<u>Board</u>	<u>Master's</u>	<u>Doctor's</u>
<u>Experience</u>	<u>Degree</u>	<u>Certification</u>	<u>Degree</u>	<u>Degree</u>
<u>0</u>	<u>\$37,600</u>	<u>\$38,600</u>	<u>\$38,800</u>	<u>\$40,000</u>
<u>1</u>	<u>\$37,975</u>	<u>\$38,975</u>	<u>\$39,175</u>	<u>\$40,375</u>
<u>2</u>	<u>\$38,350</u>	<u>\$39,350</u>	<u>\$39,550</u>	<u>\$40,750</u>
<u>3</u>	<u>\$38,725</u>	<u>\$39,725</u>	<u>\$39,925</u>	<u>\$41,125</u>
<u>4</u>	<u>\$39,100</u>	<u>\$40,100</u>	<u>\$40,300</u>	<u>\$41,500</u>
<u>5</u>	<u>\$39,500</u>	<u>\$40,500</u>	<u>\$40,700</u>	<u>\$41,900</u>
<u>6</u>	<u>\$39,900</u>	<u>\$40,900</u>	<u>\$41,100</u>	<u>\$42,300</u>
<u>7</u>	<u>\$40,300</u>	<u>\$41,300</u>	<u>\$41,500</u>	<u>\$42,700</u>
<u>8</u>	<u>\$40,700</u>	<u>\$41,700</u>	<u>\$41,900</u>	<u>\$43,100</u>
<u>9</u>	<u>\$41,100</u>	<u>\$42,100</u>	<u>\$42,300</u>	<u>\$43,500</u>
<u>10</u>	<u>\$41,950</u>	<u>\$42,950</u>	<u>\$43,575</u>	<u>\$45,625</u>
<u>11</u>	<u>\$42,375</u>	<u>\$43,375</u>	<u>\$44,000</u>	<u>\$46,050</u>

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

15 Master's Degree +

16 Years of National Board

17 Experience Certification

18 0 \$39,800

19 1 \$40,175

20 2 \$40,550

21 3 \$40,925

22 4 \$41,300

23 5 \$41,700

24 6 \$42,100

1	<u>7</u>	<u>\$42,500</u>
2	<u>8</u>	<u>\$42,900</u>
3	<u>9</u>	<u>\$43,300</u>
4	<u>10</u>	<u>\$44,575</u>
5	<u>11</u>	<u>\$45,000</u>
6	<u>12</u>	<u>\$45,425</u>
7	<u>13</u>	<u>\$45,850</u>
8	<u>14</u>	<u>\$46,275</u>
9	<u>15</u>	<u>\$46,700</u>
10	<u>16</u>	<u>\$47,125</u>
11	<u>17</u>	<u>\$47,550</u>
12	<u>18</u>	<u>\$47,975</u>
13	<u>19</u>	<u>\$48,400</u>
14	<u>20</u>	<u>\$48,825</u>
15	<u>21</u>	<u>\$49,250</u>
16	<u>22</u>	<u>\$49,675</u>
17	<u>23</u>	<u>\$50,100</u>
18	<u>24</u>	<u>\$50,525</u>
19	<u>25</u>	<u>\$50,950</u>

20 D. When determining the Minimum Salary Schedule, "fringe
21 benefits" shall mean all or part of retirement benefits, excluding
22 the contributions made pursuant to subsection A of Section 17-108.1
23 of ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible
24 benefit allowance pursuant to Section 26-105 of ~~Title 70 of the~~

1 ~~Oklahoma Statutes~~ this title from the flexible benefit allowance
2 funds disbursed by the State Board of Education and the State Board
3 of Career and Technology Education pursuant to Section 26-104 of
4 ~~Title 70 of the Oklahoma Statutes~~ this title.

5 ~~C.~~ E. Any of the degrees referred to in this section shall be
6 from a college recognized by the State Board of Education. The
7 Board shall accept teaching experience from out-of-state school
8 districts that are accredited by the state board of education or
9 appropriate state accrediting agency for the districts. The Board
10 shall accept teaching experience from out-of-country schools that
11 are 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 approved
15 by the National Association of Credential Evaluation Services
16 (NACES). The person seeking to have credit granted for out-of-
17 country teaching experience shall be responsible for all costs of
18 the analysis by a credential evaluation service. The Board shall
19 accept teaching experience from primary and secondary schools that
20 are operated by the United States Department of Defense or are
21 affiliated with the United States Department of State.

22 ~~D.~~ F. For the purpose of state salary increments and
23 retirement, no teacher shall be granted credit for more than five
24 (5) years of active duty in the military service or out-of-state or

1 out-of-country teaching experience as a certified teacher or its
2 equivalent. Nothing in this section shall prohibit boards of
3 education from crediting more years of experience on district salary
4 schedules than those allowed for state purposes.

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

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

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

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

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

23 5. Certified school psychologist or psychometrist which were
24 completed while employed as a doctoral intern, psychological

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

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

10 SECTION 2. This act shall become effective July 1, 2017.

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

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16 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS AND BUDGET, dated
17 02/21/2017 - DO PASS, As Coauthored.
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