

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

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

4 COMMITTEE SUBSTITUTE
5 FOR
6 HOUSE BILL NO. 2349

By: Osborn (Leslie) and Wallace
of the House

and

David and Fields of the
Senate

11 COMMITTEE SUBSTITUTE

12 An Act relating to education personnel compensation;
13 amending 70 O.S. 2011, Section 18-114.14, as last
14 amended by Section 1 of Enrolled House Bill No. 1622
15 of the 1st Session of the 56th Oklahoma Legislature,
16 which relates to teacher minimum salary and benefits;
17 increasing the minimum salary schedule; requiring
18 schedule be applicable to certain individuals;
19 providing for contingent effect; providing an
20 effective date; and declaring an emergency.

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

22 SECTION 1. AMENDATORY 70 O.S. 2011, Section 18-114.14,
23 as last amended by Section 1 of Enrolled House Bill No. 1622 of the
24 1st Session of the 56th Oklahoma Legislature, is amended to read as
 follows:

Section 18-114.14 A. Beginning with the ~~2013-2014~~ 2017-2018 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	\$32,600	\$32,800	\$34,000
1	\$31,975	\$32,975	\$33,175	\$34,375
2	\$32,350	\$33,350	\$33,550	\$34,750
3	\$32,725	\$33,725	\$33,925	\$35,125
4	\$33,100	\$34,100	\$34,300	\$35,500
5	\$33,500	\$34,500	\$34,700	\$35,900
6	\$33,900	\$34,900	\$35,100	\$36,300
7	\$34,300	\$35,300	\$35,500	\$36,700
8	\$34,700	\$35,700	\$35,900	\$37,100
9	\$35,100	\$36,100	\$36,300	\$37,500
10	\$35,950	\$36,950	\$37,575	\$39,625
11	\$36,375	\$37,375	\$38,000	\$40,050
12	\$36,800	\$37,800	\$38,425	\$40,475
13	\$37,225	\$38,225	\$38,850	\$40,900
14	\$37,650	\$38,650	\$39,275	\$41,325
15	\$38,075	\$39,075	\$39,700	\$41,750

1	16	\$38,500	\$39,500	\$40,125	\$42,175
2	17	\$38,925	\$39,925	\$40,550	\$42,600
3	18	\$39,350	\$40,350	\$40,975	\$43,025
4	19	\$39,775	\$40,775	\$41,400	\$43,450
5	20	\$40,200	\$41,200	\$41,825	\$43,875
6	21	\$40,625	\$41,625	\$42,250	\$44,300
7	22	\$41,050	\$42,050	\$42,675	\$44,725
8	23	\$41,475	\$42,475	\$43,100	\$45,150
9	24	\$41,900	\$42,900	\$43,525	\$45,575
10	25	\$42,325	\$43,325	\$43,950	\$46,000
11	<u>0</u>	<u>\$32,600</u>	<u>\$33,600</u>	<u>\$33,800</u>	<u>\$35,000</u>
12	<u>1</u>	<u>\$32,975</u>	<u>\$33,975</u>	<u>\$34,175</u>	<u>\$35,375</u>
13	<u>2</u>	<u>\$33,350</u>	<u>\$34,350</u>	<u>\$34,550</u>	<u>\$35,750</u>
14	<u>3</u>	<u>\$33,725</u>	<u>\$34,725</u>	<u>\$34,925</u>	<u>\$36,125</u>
15	<u>4</u>	<u>\$34,100</u>	<u>\$35,100</u>	<u>\$35,300</u>	<u>\$36,500</u>
16	<u>5</u>	<u>\$34,500</u>	<u>\$35,500</u>	<u>\$35,700</u>	<u>\$36,900</u>
17	<u>6</u>	<u>\$34,900</u>	<u>\$35,900</u>	<u>\$36,100</u>	<u>\$37,300</u>
18	<u>7</u>	<u>\$35,300</u>	<u>\$36,300</u>	<u>\$36,500</u>	<u>\$37,700</u>
19	<u>8</u>	<u>\$35,700</u>	<u>\$36,700</u>	<u>\$36,900</u>	<u>\$38,100</u>
20	<u>9</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
21	<u>10</u>	<u>\$36,950</u>	<u>\$37,950</u>	<u>\$38,575</u>	<u>\$40,625</u>
22	<u>11</u>	<u>\$37,375</u>	<u>\$38,375</u>	<u>\$39,000</u>	<u>\$41,050</u>
23	<u>12</u>	<u>\$37,800</u>	<u>\$38,800</u>	<u>\$39,425</u>	<u>\$41,475</u>
24	<u>13</u>	<u>\$38,225</u>	<u>\$39,225</u>	<u>\$39,850</u>	<u>\$41,900</u>

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

13 Master's Degree +

14 Years of National Board

15 Experience Certification

16 0 ~~\$33,800~~

17 1 ~~\$34,175~~

18 2 ~~\$34,550~~

19 3 ~~\$34,925~~

20 4 ~~\$35,300~~

21 5 ~~\$35,700~~

22 6 ~~\$36,100~~

23 7 ~~\$36,500~~

24 8 ~~\$36,900~~

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

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

20 B. 1. 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 this title from the

1 flexible benefit allowance funds disbursed by the State Board of
2 Education and the State Board of Career and Technology Education
3 pursuant to Section 26-104 of this title.

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

13 C. Any of the degrees referred to in this section shall be from
14 a college recognized by the State Board of Education. The Board
15 shall accept teaching experience from out-of-state school districts
16 that are accredited by the state board of education or appropriate
17 state accrediting agency for the districts. The Board shall accept
18 teaching experience from out-of-country schools that are accredited
19 or otherwise endorsed by the appropriate national or regional
20 accrediting or endorsement authority. Out-of-country certification
21 documentation in a language other than English shall be analyzed by
22 an educational credential evaluation service approved by the
23 National Association of Credential Evaluation Services (NACES). The
24 person seeking to have credit granted for out-of-country teaching

1 experience shall be responsible for all costs of the analysis by a
2 credential evaluation service. The Board shall accept teaching
3 experience from primary and secondary schools that are operated by
4 the United States Department of Defense or are affiliated with the
5 United States Department of State.

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

13 E. The State Board of Education shall recognize, for purposes
14 of certification and salary increments, all the years of experience
15 of a:

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

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

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

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

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

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

18 G. The provisions of this section shall apply to all
19 individuals recognized by the State Department of Career and
20 Technology Education as teaching in full-time programs whether at a
21 public school, technology center or skills center site.

22 SECTION 2. The provisions of this act shall not become
23 effective as law unless Enrolled House Bill No. 2414 of the 1st
24 Regular Session of the 56th Legislature is enacted as law.

1 SECTION 3. Subject to the limitation provided in Section 2 of
2 this act, this act shall become effective July 1, 2017.

3 SECTION 4. It being immediately necessary for the preservation
4 of the public peace, health or safety, an emergency is hereby
5 declared to exist, by reason whereof this act shall take effect and
6 be in full force from and after its passage and approval.

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8 COMMITTEE REPORT BY: COMMITTEE ON JOINT COMMITTEE ON APPROPRIATIONS
9 AND BUDGET, dated 05/16/2017 - DO PASS, As Amended.
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