

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 2nd Session of the 56th Legislature (2018)

4 HOUSE BILL 3539

 By: Caldwell

7 AS INTRODUCED

8 An Act relating to schools; amending Section 3,
9 Chapter 394, O.S.L. 2013, as last amended by Section
10 1, Chapter 26, O.S.L. 2017 (70 O.S. Supp. 2017,
11 Section 18-114.14), which relates to teacher minimum
12 salary and benefits; removing provisions related to
13 years of experience; authorizing school district to
14 determine increase of teacher salary that exceeds
15 minimum salary; providing for effect of certain
16 legislation; providing for certain exception;
17 providing an effective date; and declaring an
18 emergency.

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

18 SECTION 1. AMENDATORY Section 3, Chapter 394, O.S.L.
19 2013, as last amended by Section 1, Chapter 26, O.S.L. 2017 (70 O.S.
20 Supp. 2017, Section 18-114.14), is amended to read as follows:

21 Section 18-114.14 A. 1. Beginning with the ~~2013-2014~~ 2018-
22 2019 school year, teachers in the public schools of Oklahoma shall
23 receive in salary and/or fringe benefits not less than the ~~amounts~~

~~specified in the following schedule~~ following amounts based upon
level of education:

MINIMUM SALARY SCHEDULE

National

Years of	Bachelor's	Board	Master's	Doctor's
Experience	Degree	Certification	Degree	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
16	\$38,500	\$39,500	\$40,125	\$42,175
17	\$38,925	\$39,925	\$40,550	\$42,600

1	18	\$39,350	\$40,350	\$40,975	\$43,025
2	19	\$39,775	\$40,775	\$41,400	\$43,450
3	20	\$40,200	\$41,200	\$41,825	\$43,875
4	21	\$40,625	\$41,625	\$42,250	\$44,300
5	22	\$41,050	\$42,050	\$42,675	\$44,725
6	23	\$41,475	\$42,475	\$43,100	\$45,150
7	24	\$41,900	\$42,900	\$43,525	\$45,575
8	25	\$42,325	\$43,325	\$43,950	\$46,000
9		Master's Degree +			
10	Years of	National Board			
11	Experience	Certification			
12	0	\$33,800			
13	1	\$34,175			
14	2	\$34,550			
15	3	\$34,925			
16	4	\$35,300			
17	5	\$35,700			
18	6	\$36,100			
19	7	\$36,500			
20	8	\$36,900			
21	9	\$37,300			
22	10	\$38,575			
23	11	\$39,000			
24	12	\$39,425			

1	13	\$39,850
2	14	\$40,275
3	15	\$40,700
4	16	\$41,125
5	17	\$41,550
6	18	\$41,975
7	19	\$42,400
8	20	\$42,825
9	21	\$43,250
10	22	\$43,675
11	23	\$44,100
12	24	\$44,525
13	25	\$44,950

14 2. A school district shall have the sole authority to determine
15 any teacher salary and/or fringe benefits that exceeds the Minimum
16 Salary Schedule; provided, however, that the salary and/or fringe
17 benefits of a teacher employed as of the effective date of this act
18 shall never receive less than his or her present salary, provided
19 that he or she is serving in the same job capacity.

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 E. In the event legislation is passed during the 2nd Session of
19 the 56th Legislature that increases teacher compensation, the
20 amounts described in subsection A of this section shall be increased
21 accordingly.

22 SECTION 2. This act shall become effective July 1, 2018.

23 SECTION 3. It being immediately necessary for the preservation
24 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.
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4 COMMITTEE REPORT BY: COMMITTEE ON COMMON EDUCATION, dated 02/27/2018
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