

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

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

4 COMMITTEE SUBSTITUTE
5 FOR ENGROSSED
6 SENATE BILL NO. 936

By: Bice of the Senate

and

Baker of the House

8
9
10
11 COMMITTEE SUBSTITUTE

12 [teacher compensation - minimum salary schedule -
13 effective date - emergency]

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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 last amended by Section 1 of Enrolled House Bill No. 1023
19 of the 2nd Extraordinary Session of the 56th Oklahoma Legislature,
20 is amended to read as follows:

21 Section 18-114.14 A. Beginning with the 2018-2019 school year,
22 certified personnel, as defined in Section 26-103 of this title, in
23 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	\$36,601	\$37,759	\$37,991	\$39,381
1	\$37,035	\$38,193	\$38,425	\$39,815
2	\$37,469	\$38,628	\$38,859	\$40,249
3	\$37,904	\$39,062	\$39,294	\$40,684
4	\$38,338	\$39,496	\$39,728	\$41,118
5	\$38,810	\$39,968	\$40,200	\$41,590
6	\$39,273	\$40,432	\$40,663	\$42,054
7	\$39,737	\$40,895	\$41,127	\$42,517
8	\$40,200	\$41,358	\$41,590	\$42,980
9	\$40,663	\$41,822	\$42,054	\$43,444
10	\$41,684	\$42,844	\$43,568	\$45,945
11	\$42,177	\$43,336	\$44,061	\$46,438
12	\$42,670	\$43,829	\$44,554	\$46,931
13	\$43,162	\$44,322	\$45,047	\$47,424
14	\$43,655	\$44,815	\$45,539	\$47,916
15	\$44,167	\$45,327	\$46,052	\$48,430
16	\$44,660	\$45,820	\$46,545	\$48,923
17	\$45,153	\$46,313	\$47,038	\$49,416

1	18	\$45,646	\$46,806	\$47,531	\$49,909
2	19	\$46,139	\$47,299	\$48,024	\$50,402
3	20	\$46,652	\$47,813	\$48,538	\$50,917
4	21	\$47,145	\$48,306	\$49,031	\$51,410
5	22	\$47,639	\$48,799	\$49,524	\$51,903
6	23	\$48,132	\$49,292	\$50,018	\$52,397
7	24	\$48,625	\$49,785	\$50,511	\$52,890
8	25	\$50,049	\$51,232	\$51,971	\$54,395

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

12	0	\$39,149
13	1	\$39,583
14	2	\$40,018
15	3	\$40,452
16	4	\$40,886
17	5	\$41,358
18	6	\$41,822
19	7	\$42,285
20	8	\$42,749
21	9	\$43,212
22	10	\$44,728
23	11	\$45,221
24	12	\$45,713

1	13	\$46,206
2	14	\$46,699
3	15	\$47,212
4	16	\$47,705
5	17	\$48,198
6	18	\$48,691
7	19	\$49,184
8	20	\$49,698
9	21	\$50,192
10	22	\$50,685
11	23	\$51,178
12	24	\$51,671
13	25	\$53,153

14 B. 1. ~~When determining the Minimum Salary Schedule, "fringe~~
15 ~~benefits" shall mean all or part of retirement benefits, excluding~~
16 ~~the contributions made pursuant to subsection A of Section 17-108.1~~
17 ~~of this title and the flexible benefit allowance pursuant to Section~~
18 ~~26-105 of this title from the flexible benefit allowance funds~~
19 ~~disbursed by the State Board of Education and the State Board of~~
20 ~~Career and Technology Education pursuant to Section 26-104 of this~~
21 ~~title~~ No school district shall reduce the salary required to be paid
22 pursuant to the provisions of this section as a result of the
23 flexible benefits allowance amount paid pursuant to Section 26-105
24 of this title from funds disbursed by the State Board of Education

1 and the State Board of Career and Technology Education pursuant to
2 Section 26-104 of this title.

3 ~~2. If a school district intends to provide retirement benefits~~
4 ~~to a teacher such that the teacher's salary would be less than the~~
5 ~~amounts set forth in the minimum salary schedule specified in~~
6 ~~subsection A of this section, the district shall be required to~~
7 ~~provide written notification to the teacher prior to his or her~~
8 ~~employment or, if already employed by the district, no later than~~
9 ~~thirty (30) days prior to the date the district elects to provide~~
10 ~~retirement benefits such that the teacher's salary would be less~~
11 ~~than the minimum salary schedule~~ No school district that pays for
12 the employee contributions required by Section 17-116.2 of this
13 title on behalf of the employee shall reduce the amount of salary
14 required to be paid pursuant to the provisions of this section as a
15 result of the payment of such employee contribution amounts. No
16 amount paid by an employer pursuant to Section 17-108.1 of this
17 title shall reduce the amount of salary required to be paid pursuant
18 to the provisions of this section.

19 3. No school district that pays for the employee contributions
20 on behalf of the employee with respect to any other retirement plan
21 or retirement benefit offered by the school district to the employee
22 shall reduce the amount of salary required to be paid pursuant to
23 the provisions of this section as a result of the payment of such
24 employee contribution amounts.

1 C. Any of the degrees referred to in this section shall be from
2 a college recognized by the State Board of Education. The Board
3 shall accept teaching experience from out-of-state school districts
4 that are accredited by the state board of education or appropriate
5 state accrediting agency for the districts. The Board shall accept
6 teaching experience from out-of-country schools that are accredited
7 or otherwise endorsed by the appropriate national or regional
8 accrediting or endorsement authority. Out-of-country certification
9 documentation in a language other than English shall be analyzed by
10 an educational credential evaluation service in accordance with
11 industry standards and guidelines and approved by the State
12 Department of Education. The person seeking to have credit granted
13 for out-of-country teaching experience shall be responsible for all
14 costs of the analysis by a credential evaluation service. The Board
15 shall accept teaching experience from primary and secondary schools
16 that are operated by the United States Department of Defense or are
17 affiliated with the United States Department of State.

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

1 E. The State Board of Education shall recognize, for purposes
2 of certification and salary increments, all the years of experience
3 of a:

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

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

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

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

19 5. Certified school psychologist or psychometrist which were
20 completed while employed as a doctoral intern, psychological
21 assistant, or psychologist with any agency of the State of Oklahoma
22 if the experience primarily involved work with persons of school- or
23 preschool-age and if the person was, at the time the experience was
24

1 acquired, certified as, or eligible for certification as, a school
2 psychologist or psychometrist.

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

6 G. If a person employed as certified personnel, as defined in
7 Section 26-103 of this title, by a school district during the 2017-
8 2018 school year was receiving a salary above the step level
9 indicated by the State Minimum Salary Schedule for the 2017-2018
10 school year, the person shall receive a salary increase amount equal
11 to the amount indicated in subsection A for the step level indicated
12 for the person, provided they remain employed by the same district,
13 unless the hours or the duties of the certified personnel are
14 reduced proportionately.

15 SECTION 2. This act shall become effective August 1, 2018.

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

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21 COMMITTEE REPORT BY: COMMITTEE ON COMMON EDUCATION, dated 04/16/2018
22 - DO PASS, As Amended.
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