

1 STATE OF OKLAHOMA

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

3 SENATE BILL 1002

By: Dugger

6 AS INTRODUCED

7 An Act relating to teacher pay; establishing minimum
8 salary schedule for teachers; defining fringe
9 benefits; specifying certain recognition of college
10 degrees; requiring the State Board of Education to
11 accept certain teaching experience; limiting teaching
12 credit for certain service and experience; allowing
13 school district to offer more credit; directing the
14 Board to recognize certain experiences; prohibiting
15 application of minimum salary schedule to certain
16 retired teachers; providing salary increase for
17 certain personnel; repealing 70 O.S. 2011, Section
18 18-114.14, as last amended by Section 1, Chapter 59,
19 O.S.L. 2017 and as last amended by Section 1, Chapter
20 26, O.S.L. 2017 (70 O.S. Supp. 2017, Section 18-
21 114.14), which relates to a minimum salary schedule;
22 providing for codification; providing an effective
23 date; and declaring an emergency.

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

19 SECTION 1. NEW LAW A new section of law to be codified
20 in the Oklahoma Statutes as Section 18-114.15 of Title 70, unless
21 there is created a duplication in numbering, reads as follows:

22 A. Beginning with the 2018-2019 school year, certified
23 personnel, as defined in Section 26-103 of Title 70 of the Oklahoma
24 Statutes, 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	\$34,600	\$35,600	\$35,800	\$37,000
1	\$34,975	\$35,975	\$36,175	\$37,375
2	\$35,350	\$36,350	\$36,550	\$37,750
3	\$35,725	\$36,725	\$36,925	\$38,125
4	\$36,100	\$37,100	\$37,300	\$38,500
5	\$36,500	\$37,500	\$37,700	\$38,900
6	\$36,900	\$37,900	\$38,100	\$39,300
7	\$37,300	\$38,300	\$38,500	\$39,700
8	\$37,700	\$38,700	\$38,900	\$40,100
9	\$38,100	\$39,100	\$39,300	\$40,500
10	\$38,950	\$39,950	\$40,575	\$42,625
11	\$39,375	\$40,375	\$41,000	\$43,050
12	\$39,800	\$40,800	\$41,425	\$43,475
13	\$40,225	\$41,225	\$41,850	\$43,900
14	\$40,650	\$41,650	\$42,275	\$44,325
15	\$41,075	\$42,075	\$42,700	\$44,750
16	\$41,500	\$42,500	\$43,125	\$45,175
17	\$41,925	\$42,925	\$43,550	\$45,600

1	18	\$42,350	\$43,350	\$43,975	\$46,025
2	19	\$42,775	\$43,775	\$44,400	\$46,450
3	20	\$43,200	\$44,200	\$44,825	\$46,875
4	21	\$43,625	\$44,625	\$45,250	\$47,300
5	22	\$44,050	\$45,050	\$45,675	\$47,725
6	23	\$44,475	\$45,475	\$46,100	\$48,150
7	24	\$44,900	\$45,900	\$46,525	\$48,575
8	25	\$45,325	\$46,325	\$46,950	\$49,000

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

12	0	\$36,800
13	1	\$37,175
14	2	\$37,550
15	3	\$37,925
16	4	\$38,300
17	5	\$38,700
18	6	\$39,100
19	7	\$39,500
20	8	\$39,900
21	9	\$40,300
22	10	\$41,575
23	11	\$42,000
24	12	\$42,425

1	13	\$42,850
2	14	\$43,275
3	15	\$43,700
4	16	\$44,125
5	17	\$44,550
6	18	\$44,975
7	19	\$45,400
8	20	\$45,825
9	21	\$46,250
10	22	\$46,675
11	23	\$47,100
12	24	\$47,525
13	25	\$47,950

14 B. 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 Title 70 of the Oklahoma Statutes and the flexible benefit
18 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma
19 Statutes from the flexible benefit allowance funds disbursed by the
20 State Board of Education and the State Board of Career and
21 Technology Education pursuant to Section 26-104 of Title 70 of the
22 Oklahoma Statutes.

23 C. Any of the degrees referred to in this section shall be from
24 a college recognized by the State Board of Education. The Board

1 shall accept teaching experience from out-of-state school districts
2 that are accredited by the State Board of Education or appropriate
3 state accrediting agency for the districts. The Board shall accept
4 teaching experience from out-of-country schools that are accredited
5 or otherwise endorsed by the appropriate national or regional
6 accrediting or endorsement authority. Out-of-country certification
7 documentation in a language other than English shall be analyzed by
8 an educational credential evaluation service approved by the
9 National Association of Credential Evaluation Services (NACES). The
10 person seeking to have credit granted for out-of-country teaching
11 experience shall be responsible for all costs of the analysis by a
12 credential evaluation service. The Board shall accept teaching
13 experience from primary and secondary schools that are operated by
14 the United States Department of Defense or are affiliated with the
15 United States Department of State.

16 D. For the purpose of state salary increments and retirement,
17 no teacher shall be granted credit for more than five (5) years of
18 active duty in the military service or out-of-state or out-of-
19 country teaching experience as a certified teacher or its
20 equivalent. Nothing in this section shall prohibit boards of
21 education from crediting more years of experience on district salary
22 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 the University of
18 Oklahoma Health Sciences Center, if the teacher was certified as a
19 teacher in Oklahoma; and

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

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 Title 70 of the Oklahoma Statutes, by a school
8 district during the 2017-2018 school year was receiving a salary
9 above the amounts provided in Section 18-114.14 of Title 70 of the
10 Oklahoma Statutes, the person shall receive a salary increase of
11 Three Thousand Dollars (\$3,000.00) above the salary they received
12 during the 2017-2018 school year provided they remain employed by
13 the same district, unless the hours or the duties of the certified
14 personnel are reduced proportionately. The salary increase provided
15 for in subsection A of this section shall be in addition to, and not
16 as a replacement for, the step increase indicated for the certified
17 personnel pursuant to the State Minimum Salary Schedule, as provided
18 for in this act.

19 SECTION 2. REPEALER 70 O.S. 2011, Section 18-114.14, as
20 last amended by Section 1, Chapter 59, O.S.L. 2017 (70 O.S. Supp.
21 2017, Section 18-114.14), is hereby repealed.

22 SECTION 3. REPEALER 70 O.S. 2011, Section 18-114.14, as
23 last amended by Section 1, Chapter 26, O.S.L. 2017 (70 O.S. Supp.
24 2017, Section 18-114.14), is hereby repealed.

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

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

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