

1 STATE OF OKLAHOMA

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

3 SENATE BILL 1414

By: Smalley

4
5
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; prohibiting application of minimum
17 salary schedule to district superintendents;
18 providing pay raise to certain teachers above minimum
19 salary; repealing 70 O.S. 2011, Section 18-114.14, as
20 last amended by Section 1, Chapter 59, O.S.L. 2017
21 and as last amended by Section 1, Chapter 26, O.S.L.
22 2017 (70 O.S. Supp. 2017, Section 18-114.14), which
23 relates to a minimum salary schedule; providing for
24 codification; providing effective date; and declaring
an emergency.

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

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

A. Beginning with the 2018-2019 school year, certified
teachers, as defined in Section 1-116 of Title 70 of the Oklahoma

1 Statutes, in the public schools of Oklahoma shall receive in salary
 2 and/or fringe benefits not less than the amounts specified in the
 3 following schedule:

4 MINIMUM SALARY SCHEDULE

5 National

6 Years of	Bachelor's	Board	Master's	Doctor's
7 Experience	Degree	Certification	Degree	Degree
8 0	\$35,600	\$36,600	\$36,800	\$38,000
9 1	\$35,975	\$36,975	\$37,175	\$38,375
10 2	\$36,350	\$37,350	\$37,550	\$38,750
11 3	\$36,725	\$37,725	\$37,925	\$39,125
12 4	\$37,100	\$38,100	\$38,300	\$39,500
13 5	\$37,500	\$38,500	\$38,700	\$39,900
14 6	\$37,900	\$38,900	\$39,100	\$40,300
15 7	\$38,300	\$39,300	\$39,500	\$40,700
16 8	\$38,700	\$39,700	\$39,900	\$41,100
17 9	\$39,100	\$40,100	\$40,300	\$41,500
18 10	\$39,950	\$40,950	\$41,575	\$43,625
19 11	\$40,375	\$41,375	\$42,000	\$44,050
20 12	\$40,800	\$41,800	\$42,425	\$44,475
21 13	\$41,225	\$42,225	\$42,850	\$44,900
22 14	\$41,650	\$42,650	\$43,275	\$45,325
23 15	\$42,075	\$43,075	\$43,700	\$45,750
24 16	\$42,500	\$43,500	\$44,125	\$46,175

1	17	\$42,925	\$43,925	\$44,550	\$46,600
2	18	\$43,350	\$44,350	\$44,975	\$47,025
3	19	\$43,775	\$44,775	\$45,400	\$47,450
4	20	\$44,200	\$45,200	\$45,825	\$47,875
5	21	\$44,625	\$45,625	\$46,250	\$48,300
6	22	\$45,050	\$46,050	\$46,675	\$48,725
7	23	\$45,475	\$46,475	\$47,100	\$49,150
8	24	\$45,900	\$46,900	\$47,525	\$49,575
9	25	\$46,325	\$47,325	\$47,950	\$50,000
10		Master's Degree +			
11	Years of	National Board			
12	Experience	Certification			
13	0	\$37,800			
14	1	\$38,175			
15	2	\$38,550			
16	3	\$38,925			
17	4	\$39,300			
18	5	\$39,700			
19	6	\$40,100			
20	7	\$40,500			
21	8	\$40,900			
22	9	\$41,300			
23	10	\$42,575			
24	11	\$43,000			

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

15 B. When determining the Minimum Salary Schedule, "fringe
16 benefits" shall mean all or part of retirement benefits, excluding
17 the contributions made pursuant to subsection A of Section 17-108.1
18 of Title 70 of the Oklahoma Statutes and the flexible benefit
19 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma
20 Statutes from the flexible benefit allowance funds disbursed by the
21 State Board of Education and the State Board of Career and
22 Technology Education pursuant to Section 26-104 of Title 70 of the
23 Oklahoma Statutes.

24

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 approved by the
11 National Association of Credential Evaluation Services (NACES). The
12 person seeking to have credit granted for out-of-country teaching
13 experience shall be responsible for all costs of the analysis by a
14 credential evaluation service. The Board shall accept teaching
15 experience from primary and secondary schools that are operated by
16 the United States Department of Defense or are affiliated with the
17 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 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. The provisions of this section shall not apply to district
7 superintendents.

8 H. If a person employed as a certified teacher, as defined in
9 Section 1-116 of Title 70 of the Oklahoma Statutes, by a school
10 district during the 2017-2018 school year was receiving a salary
11 above the amounts provided in Section 18-114.14 of Title 70 of the
12 Oklahoma Statutes, the person shall receive a salary increase of
13 Four Thousand Dollars (\$4,000.00) above the salary they received
14 during the 2017-2018 school year, provided they remain employed by
15 the same district, unless the hours or the duties of the certified
16 teacher are reduced proportionately. The salary increase provided
17 for in subsection A of this section shall be in addition to, and not
18 as a replacement for, the step increase indicated for the certified
19 teachers pursuant to the State Minimum Salary Schedule, as provided
20 for in this subsection.

21 SECTION 2. NEW LAW A new section of law to be codified
22 in the Oklahoma Statutes as Section 18-114.16 of Title 70, unless
23 there is created a duplication in numbering, reads as follows:

24

1 A. Beginning with the 2019-2020 school year, certified
 2 teachers, as defined in Section 1-116 of Title 70 of the Oklahoma
 3 Statutes, in the public schools of Oklahoma shall receive in salary
 4 and/or fringe benefits not less than the amounts specified in the
 5 following schedule:

6 MINIMUM SALARY SCHEDULE

7 National

8 Years of	Bachelor's	Board	Master's	Doctor's
9 Experience	Degree	Certification	Degree	Degree
10 0	\$38,600	\$39,600	\$39,800	\$41,000
11 1	\$38,975	\$39,975	\$40,175	\$41,375
12 2	\$39,350	\$40,350	\$40,550	\$41,750
13 3	\$39,725	\$40,725	\$40,925	\$42,125
14 4	\$40,100	\$41,100	\$41,300	\$42,500
15 5	\$40,500	\$41,500	\$41,700	\$42,900
16 6	\$40,900	\$41,900	\$42,100	\$43,300
17 7	\$41,300	\$42,300	\$42,500	\$43,700
18 8	\$41,700	\$42,700	\$42,900	\$44,100
19 9	\$42,100	\$43,100	\$43,300	\$44,500
20 10	\$42,950	\$43,950	\$44,575	\$46,625
21 11	\$43,375	\$44,375	\$45,000	\$47,050
22 12	\$43,800	\$44,800	\$45,425	\$47,475
23 13	\$44,225	\$45,225	\$45,850	\$47,900
24 14	\$44,650	\$45,650	\$46,275	\$48,325

1	15	\$45,075	\$46,075	\$46,700	\$48,750
2	16	\$45,500	\$46,500	\$47,125	\$49,175
3	17	\$45,925	\$46,925	\$47,550	\$49,600
4	18	\$46,350	\$47,350	\$47,975	\$50,025
5	19	\$46,775	\$47,775	\$48,400	\$50,450
6	20	\$47,200	\$48,200	\$48,825	\$50,875
7	21	\$47,625	\$48,625	\$49,250	\$51,300
8	22	\$48,050	\$49,050	\$49,675	\$51,725
9	23	\$48,475	\$49,475	\$50,100	\$52,150
10	24	\$48,900	\$49,900	\$50,525	\$52,575
11	25	\$49,325	\$50,325	\$50,950	\$53,000

12 Master's Degree +
13 Years of National Board
14 Experience Certification

15	0	\$40,800
16	1	\$41,175
17	2	\$41,550
18	3	\$41,925
19	4	\$42,300
20	5	\$42,700
21	6	\$43,100
22	7	\$43,500
23	8	\$43,900
24	9	\$44,300

1	10	\$45,575
2	11	\$46,000
3	12	\$46,425
4	13	\$46,850
5	14	\$47,275
6	15	\$47,700
7	16	\$48,125
8	17	\$48,550
9	18	\$48,975
10	19	\$49,400
11	20	\$49,825
12	21	\$50,250
13	22	\$50,675
14	23	\$51,100
15	24	\$51,525
16	25	\$51,950

17 B. When determining the Minimum Salary Schedule, "fringe
18 benefits" shall mean all or part of retirement benefits, excluding
19 the contributions made pursuant to subsection A of Section 17-108.1
20 of Title 70 of the Oklahoma Statutes and the flexible benefit
21 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma
22 Statutes from the flexible benefit allowance funds disbursed by the
23 State Board of Education and the State Board of Career and
24

1 Technology Education pursuant to Section 26-104 of Title 70 of the
2 Oklahoma Statutes.

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

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

1 education from crediting more years of experience on district salary
2 schedules than those allowed for state purposes.

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

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

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

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

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

22 5. Certified school psychologist or psychometrist which were
23 completed while employed as a doctoral intern, psychological
24 assistant, or psychologist with any agency of the State of Oklahoma

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

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

8 G. The provisions of this section shall not apply to district
9 superintendents.

10 H. If a person employed as a certified teacher, as defined in
11 Section 1-116 of Title 70 of the Oklahoma Statutes, by a school
12 district during the 2018-2019 school year was receiving a salary
13 above the amounts provided in Section 18-114.14 of Title 70 of the
14 Oklahoma Statutes, the person shall receive a salary increase of
15 Three Thousand Dollars (\$3,000.00) above the salary they received
16 during the 2017-2018 school year, provided they remain employed by
17 the same district, unless the hours or the duties of the certified
18 teacher are reduced proportionately. The salary increase provided
19 for in subsection A of this section shall be in addition to, and not
20 as a replacement for, the step increase indicated for the certified
21 teachers pursuant to the State Minimum Salary Schedule, as provided
22 for in this subsection.

23

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1 SECTION 3. NEW LAW A new section of law to be codified
 2 in the Oklahoma Statutes as Section 18-114.17 of Title 70, unless
 3 there is created a duplication in numbering, reads as follows:

4 A. Beginning with the 2020-2021 school year, certified
 5 teachers, as defined in Section 1-116 of Title 70 of the Oklahoma
 6 Statutes, in the public schools of Oklahoma shall receive in salary
 7 and/or fringe benefits not less than the amounts specified in the
 8 following schedule:

9 MINIMUM SALARY SCHEDULE

10 National

11 Years of	Bachelor's	Board	Master's	Doctor's
12 Experience	Degree	Certification	Degree	Degree
13 0	\$41,600	\$42,600	\$42,800	\$44,000
14 1	\$41,975	\$42,975	\$43,175	\$44,375
15 2	\$42,350	\$43,350	\$43,550	\$44,750
16 3	\$42,725	\$43,725	\$43,925	\$45,125
17 4	\$43,100	\$44,100	\$44,300	\$45,500
18 5	\$43,500	\$44,500	\$44,700	\$45,900
19 6	\$43,900	\$44,900	\$45,100	\$46,300
20 7	\$44,300	\$45,300	\$45,500	\$46,700
21 8	\$44,700	\$45,700	\$45,900	\$47,100
22 9	\$45,100	\$46,100	\$46,300	\$47,500
23 10	\$45,950	\$46,950	\$47,575	\$49,625
24 11	\$46,375	\$47,375	\$48,000	\$50,050

1	12	\$46,800	\$47,800	\$48,425	\$50,475
2	13	\$47,225	\$48,225	\$48,850	\$50,900
3	14	\$47,650	\$48,650	\$49,275	\$51,325
4	15	\$48,075	\$49,075	\$49,700	\$51,750
5	16	\$48,500	\$49,500	\$50,125	\$52,175
6	17	\$48,925	\$49,925	\$50,550	\$52,600
7	18	\$49,350	\$50,350	\$50,975	\$53,025
8	19	\$49,775	\$50,775	\$51,400	\$53,450
9	20	\$50,200	\$51,200	\$51,825	\$53,875
10	21	\$50,625	\$51,625	\$52,250	\$54,300
11	22	\$51,050	\$52,050	\$52,675	\$54,725
12	23	\$51,475	\$52,475	\$53,100	\$55,150
13	24	\$51,900	\$52,900	\$53,525	\$55,575
14	25	\$52,325	\$53,325	\$53,950	\$56,000

15 Master's Degree +
16 Years of National Board
17 Experience Certification

18	0	\$43,800
19	1	\$44,175
20	2	\$44,550
21	3	\$44,925
22	4	\$45,300
23	5	\$45,700
24	6	\$46,100

1	7	\$46,500
2	8	\$46,900
3	9	\$47,300
4	10	\$48,575
5	11	\$49,000
6	12	\$49,425
7	13	\$49,850
8	14	\$50,275
9	15	\$50,700
10	16	\$51,125
11	17	\$51,550
12	18	\$51,975
13	19	\$52,400
14	20	\$52,825
15	21	\$53,250
16	22	\$53,675
17	23	\$54,100
18	24	\$54,525
19	25	\$54,950

20 B. 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 and the flexible benefit
24 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma

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

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

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

1 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. The State Board of Education shall recognize, for purposes
6 of certification and salary increments, all the years of experience
7 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 the University of
22 Oklahoma Health Sciences Center, if the teacher was certified as a
23 teacher in Oklahoma; and

24

1 5. Certified school psychologist or psychometrist which were
2 completed while employed as a doctoral intern, psychological
3 assistant, or psychologist with any agency of the State of Oklahoma
4 if the experience primarily involved work with persons of school- or
5 preschool-age and if the person was, at the time the experience was
6 acquired, certified as, or eligible for certification as, a school
7 psychologist or psychometrist.

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

11 G. The provisions of this section shall not apply to district
12 superintendents.

13 H. If a person employed as a certified teacher, as defined in
14 Section 1-116 of Title 70 of the Oklahoma Statutes, by a school
15 district during the 2019-2020 school year was receiving a salary
16 above the amounts provided in Section 18-114.14 of Title 70 of the
17 Oklahoma Statutes, the person shall receive a salary increase of
18 Three Thousand Dollars (\$3,000.00) above the salary they received
19 during the 2017-2018 school year, provided they remain employed by
20 the same district, unless the hours or the duties of the certified
21 teacher are reduced proportionately. The salary increase provided
22 for in subsection A of this section shall be in addition to, and not
23 as a replacement for, the step increase indicated for the certified
24

1 teachers pursuant to the State Minimum Salary Schedule, as provided
2 for in this subsection.

3 SECTION 4. REPEALER 70 O.S. 2011, Section 18-114.14, as
4 last amended by Section 1, Chapter 59, O.S.L. 2017 (70 O.S. Supp.
5 2017, Section 18-114.14), is hereby repealed.

6 SECTION 5. REPEALER 70 O.S. 2011, Section 18-114.14, as
7 last amended by Section 1, Chapter 26, O.S.L. 2017 (70 O.S. Supp.
8 2017, Section 18-114.14), is hereby repealed.

9 SECTION 6. This act shall become effective July 1, 2018.

10 SECTION 7. It being immediately necessary for the preservation
11 of the public peace, health or safety, an emergency is hereby
12 declared to exist, by reason whereof this act shall take effect and
13 be in full force from and after its passage and approval.

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15 56-2-2640 LG 1/18/2018 4:18:00 PM

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