

STATE OF OKLAHOMA

2nd Session of the 56th Legislature (2018)

HOUSE BILL 3390

By: Goodwin

AS INTRODUCED

An Act relating to schools; amending Section 3, Chapter 394, O.S.L. 2013, as last amended by Section 1, Chapter 26, O.S.L. 2017 (70 O.S. Supp. 2017, Section 18-114.14), which relates to teacher minimum salary and benefits; increasing the minimum salary schedule; providing an effective date; and declaring an emergency.

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

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

Section 18-114.14 A. Beginning with the ~~2013-2014~~ 2018-2019 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

1	0	\$31,600	\$32,600	\$32,800	\$34,000
2	1	\$31,975	\$32,975	\$33,175	\$34,375
3	2	\$32,350	\$33,350	\$33,550	\$34,750
4	3	\$32,725	\$33,725	\$33,925	\$35,125
5	4	\$33,100	\$34,100	\$34,300	\$35,500
6	5	\$33,500	\$34,500	\$34,700	\$35,900
7	6	\$33,900	\$34,900	\$35,100	\$36,300
8	7	\$34,300	\$35,300	\$35,500	\$36,700
9	8	\$34,700	\$35,700	\$35,900	\$37,100
10	9	\$35,100	\$36,100	\$36,300	\$37,500
11	10	\$35,950	\$36,950	\$37,575	\$39,625
12	11	\$36,375	\$37,375	\$38,000	\$40,050
13	12	\$36,800	\$37,800	\$38,425	\$40,475
14	13	\$37,225	\$38,225	\$38,850	\$40,900
15	14	\$37,650	\$38,650	\$39,275	\$41,325
16	15	\$38,075	\$39,075	\$39,700	\$41,750
17	16	\$38,500	\$39,500	\$40,125	\$42,175
18	17	\$38,925	\$39,925	\$40,550	\$42,600
19	18	\$39,350	\$40,350	\$40,975	\$43,025
20	19	\$39,775	\$40,775	\$41,400	\$43,450
21	20	\$40,200	\$41,200	\$41,825	\$43,875
22	21	\$40,625	\$41,625	\$42,250	\$44,300
23	22	\$41,050	\$42,050	\$42,675	\$44,725
24	23	\$41,475	\$42,475	\$43,100	\$45,150

1	24	\$41,900	\$42,900	\$43,525	\$45,575
2	25	\$42,325	\$43,325	\$43,950	\$46,000
3	<u>0</u>	<u>\$34,600</u>	<u>\$35,600</u>	<u>\$35,800</u>	<u>\$37,000</u>
4	<u>1</u>	<u>\$34,975</u>	<u>\$35,975</u>	<u>\$36,175</u>	<u>\$37,375</u>
5	<u>2</u>	<u>\$35,350</u>	<u>\$36,350</u>	<u>\$36,550</u>	<u>\$37,750</u>
6	<u>3</u>	<u>\$35,725</u>	<u>\$36,725</u>	<u>\$36,925</u>	<u>\$38,125</u>
7	<u>4</u>	<u>\$36,100</u>	<u>\$37,100</u>	<u>\$37,300</u>	<u>\$38,500</u>
8	<u>5</u>	<u>\$36,500</u>	<u>\$37,500</u>	<u>\$37,700</u>	<u>\$38,900</u>
9	<u>6</u>	<u>\$36,900</u>	<u>\$37,900</u>	<u>\$38,100</u>	<u>\$39,300</u>
10	<u>7</u>	<u>\$37,300</u>	<u>\$38,300</u>	<u>\$38,500</u>	<u>\$39,700</u>
11	<u>8</u>	<u>\$37,700</u>	<u>\$38,700</u>	<u>\$38,900</u>	<u>\$40,100</u>
12	<u>9</u>	<u>\$38,100</u>	<u>\$39,100</u>	<u>\$39,300</u>	<u>\$40,500</u>
13	<u>10</u>	<u>\$38,950</u>	<u>\$39,950</u>	<u>\$40,575</u>	<u>\$42,625</u>
14	<u>11</u>	<u>\$39,375</u>	<u>\$40,375</u>	<u>\$41,000</u>	<u>\$43,050</u>
15	<u>12</u>	<u>\$39,800</u>	<u>\$40,800</u>	<u>\$41,425</u>	<u>\$42,475</u>
16	<u>13</u>	<u>\$40,225</u>	<u>\$41,225</u>	<u>\$41,850</u>	<u>\$43,900</u>
17	<u>14</u>	<u>\$40,650</u>	<u>\$41,650</u>	<u>\$42,275</u>	<u>\$44,325</u>
18	<u>15</u>	<u>\$41,075</u>	<u>\$42,075</u>	<u>\$42,700</u>	<u>\$44,750</u>
19	<u>16</u>	<u>\$41,500</u>	<u>\$42,500</u>	<u>\$43,125</u>	<u>\$45,175</u>
20	<u>17</u>	<u>\$41,925</u>	<u>\$42,925</u>	<u>\$43,550</u>	<u>\$45,600</u>
21	<u>18</u>	<u>\$42,350</u>	<u>\$43,350</u>	<u>\$43,975</u>	<u>\$46,025</u>
22	<u>19</u>	<u>\$42,775</u>	<u>\$43,775</u>	<u>\$44,400</u>	<u>\$46,450</u>
23	<u>20</u>	<u>\$43,200</u>	<u>\$44,200</u>	<u>\$44,825</u>	<u>\$46,875</u>
24	<u>21</u>	<u>\$43,625</u>	<u>\$44,625</u>	<u>\$45,250</u>	<u>\$47,300</u>

1	<u>22</u>	<u>\$44,050</u>	<u>\$45,050</u>	<u>\$45,675</u>	<u>\$47,725</u>
2	<u>23</u>	<u>\$44,475</u>	<u>\$45,475</u>	<u>\$46,100</u>	<u>\$48,150</u>
3	<u>24</u>	<u>\$44,900</u>	<u>\$45,900</u>	<u>\$46,525</u>	<u>\$48,575</u>
4	<u>25</u>	<u>\$45,325</u>	<u>\$46,325</u>	<u>\$46,950</u>	<u>\$49,000</u>

5 Master's Degree +

6 Years of National Board

7 Experience Certification

8 ~~0~~ ~~\$33,800~~

9 ~~1~~ ~~\$34,175~~

10 ~~2~~ ~~\$34,550~~

11 ~~3~~ ~~\$34,925~~

12 ~~4~~ ~~\$35,300~~

13 ~~5~~ ~~\$35,700~~

14 ~~6~~ ~~\$36,100~~

15 ~~7~~ ~~\$36,500~~

16 ~~8~~ ~~\$36,900~~

17 ~~9~~ ~~\$37,300~~

18 ~~10~~ ~~\$38,575~~

19 ~~11~~ ~~\$39,000~~

20 ~~12~~ ~~\$39,425~~

21 ~~13~~ ~~\$39,850~~

22 ~~14~~ ~~\$40,275~~

23 ~~15~~ ~~\$40,700~~

24 ~~16~~ ~~\$41,125~~

1	17	\$41,550
2	18	\$41,975
3	19	\$42,400
4	20	\$42,825
5	21	\$43,250
6	22	\$43,675
7	23	\$44,100
8	24	\$44,525
9	25	\$44,950
10	<u>0</u>	<u>\$36,800</u>
11	<u>1</u>	<u>\$37,175</u>
12	<u>2</u>	<u>\$37,550</u>
13	<u>3</u>	<u>\$37,925</u>
14	<u>4</u>	<u>\$38,300</u>
15	<u>5</u>	<u>\$38,700</u>
16	<u>6</u>	<u>\$39,100</u>
17	<u>7</u>	<u>\$39,500</u>
18	<u>8</u>	<u>\$39,900</u>
19	<u>9</u>	<u>\$40,300</u>
20	<u>10</u>	<u>\$41,575</u>
21	<u>11</u>	<u>\$42,000</u>
22	<u>12</u>	<u>\$42,425</u>
23	<u>13</u>	<u>\$42,850</u>
24	<u>14</u>	<u>\$43,275</u>

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

12 B. 1. When determining the Minimum Salary Schedule, "fringe
13 benefits" shall mean all or part of retirement benefits, excluding
14 the contributions made pursuant to subsection A of Section 17-108.1
15 of ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible
16 benefit allowance pursuant to Section 26-105 of this title from the
17 flexible benefit allowance funds disbursed by the State Board of
18 Education and the State Board of Career and Technology Education
19 pursuant to Section 26-104 of this title.

20 2. If a school district intends to provide retirement benefits
21 to a teacher such that the teacher's salary would be less than the
22 amounts set forth in the minimum salary schedule specified in
23 subsection A of this section, the district shall be required to
24 provide written notification to the teacher prior to his or her

1 employment, or, if already employed by the district, no later than
2 thirty (30) days prior to the date the district elects to provide
3 retirement benefits such that the teacher's salary would be less
4 than the minimum salary schedule.

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
10 teaching experience from out-of-country schools that are accredited
11 or otherwise endorsed by the appropriate national or regional
12 accrediting or endorsement authority. Out-of-country certification
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 University
22 Hospital, if the teacher was certified as a teacher in Oklahoma; and

23 5. Certified school psychologist or psychometrist which were
24 completed while employed as a doctoral intern, psychological

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

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

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

10 SECTION 3. 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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