

STATE OF OKLAHOMA

2nd Session of the 57th Legislature (2020)

SUBCOMMITTEE RECOMMENDATION  
FOR

HOUSE BILL NO. 2803

By: Cornwell

SUBCOMMITTEE RECOMMENDATION

An Act relating to schools; amending Section 3, Chapter 394, O.S.L. 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary Session, O.S.L. 2018 (70 O.S. Supp. 2019, Section 18-114.14), which relates to minimum salary and benefits; extending Minimum Salary Schedule; and providing an effective date.

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 10, 2nd Extraordinary Session, O.S.L. 2018 (70 O.S. Supp. 2019, Section 18-114.14), is amended to read as follows:

Section 18-114.14 A. Beginning with the ~~2018-2019~~ 2021-2022 school year, certified personnel, as defined in Section 26-103 of this title, 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

1			National		
2	Years of	Bachelor's	Board	Master's	Doctor's
3	Experience	Degree	Certification	Degree	Degree
4	0	\$36,601	\$37,759	\$37,991	\$39,381
5	1	\$37,035	\$38,193	\$38,425	\$39,815
6	2	\$37,469	\$38,628	\$38,859	\$40,249
7	3	\$37,904	\$39,062	\$39,294	\$40,684
8	4	\$38,338	\$39,496	\$39,728	\$41,118
9	5	\$38,810	\$39,968	\$40,200	\$41,590
10	6	\$39,273	\$40,432	\$40,663	\$42,054
11	7	\$39,737	\$40,895	\$41,127	\$42,517
12	8	\$40,200	\$41,358	\$41,590	\$42,980
13	9	\$40,663	\$41,822	\$42,054	\$43,444
14	10	\$41,684	\$42,844	\$43,568	\$45,945
15	11	\$42,177	\$43,336	\$44,061	\$46,438
16	12	\$42,670	\$43,829	\$44,554	\$46,931
17	13	\$43,162	\$44,322	\$45,047	\$47,424
18	14	\$43,655	\$44,815	\$45,539	\$47,916
19	15	\$44,167	\$45,327	\$46,052	\$48,430
20	16	\$44,660	\$45,820	\$46,545	\$48,923
21	17	\$45,153	\$46,313	\$47,038	\$49,416
22	18	\$45,646	\$46,806	\$47,531	\$49,909
23	19	\$46,139	\$47,299	\$48,024	\$50,402
24	20	\$46,652	\$47,813	\$48,538	\$50,917

1	21	\$47,145	\$48,306	\$49,031	\$51,410
2	22	\$47,639	\$48,799	\$49,524	\$51,903
3	23	\$48,132	\$49,292	\$50,018	\$52,397
4	24	\$48,625	\$49,785	\$50,511	\$52,890
5	25	\$50,049	\$51,232	\$51,971	\$54,395
6	<u>26</u>	<u>\$50,543</u>	<u>\$51,725</u>	<u>\$52,464</u>	<u>\$54,888</u>
7	<u>27</u>	<u>\$51,037</u>	<u>\$52,218</u>	<u>\$52,957</u>	<u>\$55,381</u>
8	<u>28</u>	<u>\$51,531</u>	<u>\$52,711</u>	<u>\$53,450</u>	<u>\$55,874</u>
9	<u>29</u>	<u>\$52,025</u>	<u>\$53,204</u>	<u>\$53,943</u>	<u>\$56,367</u>
10	<u>30</u>	<u>\$52,538</u>	<u>\$53,718</u>	<u>\$54,457</u>	<u>\$56,882</u>

11 Master's Degree +

12 Years of National Board

13 Experience Certification

14 0 \$39,149

15 1 \$39,583

16 2 \$40,018

17 3 \$40,452

18 4 \$40,886

19 5 \$41,358

20 6 \$41,822

21 7 \$42,285

22 8 \$42,749

23 9 \$43,212

24 10 \$44,728

1	11	\$45,221
2	12	\$45,713
3	13	\$46,206
4	14	\$46,699
5	15	\$47,212
6	16	\$47,705
7	17	\$48,198
8	18	\$48,691
9	19	\$49,184
10	20	\$49,698
11	21	\$50,192
12	22	\$50,685
13	23	\$51,178
14	24	\$51,671
15	25	\$53,153
16	<u>26</u>	<u>\$53,646</u>
17	<u>27</u>	<u>\$54,139</u>
18	<u>28</u>	<u>\$54,632</u>
19	<u>29</u>	<u>\$55,125</u>
20	<u>30</u>	<u>\$55,639</u>

21 B. 1. When determining the Minimum Salary Schedule, "fringe  
 22 benefits" shall mean all or part of retirement benefits, excluding  
 23 the contributions made pursuant to subsection A of Section 17-108.1  
 24 of this title and the flexible benefit allowance pursuant to Section

1 26-105 of this title from the flexible benefit allowance funds  
2 disbursed by the State Board of Education and the State Board of  
3 Career and Technology Education pursuant to Section 26-104 of this  
4 title.

5 2. If a school district intends to provide retirement benefits  
6 to a teacher such that the teacher's salary would be less than the  
7 amounts set forth in the Minimum Salary Schedule specified in  
8 subsection A of this section, the district shall be required to  
9 provide written notification to the teacher prior to his or her  
10 employment or, if already employed by the district, no later than  
11 thirty (30) days prior to the date the district elects to provide  
12 retirement benefits such that the teacher's salary would be less  
13 than the Minimum Salary Schedule.

14 C. Any of the degrees referred to in this section shall be from  
15 a college recognized by the State Board of Education. The Board  
16 shall accept teaching experience from out-of-state school districts  
17 that are accredited by the state board of education or appropriate  
18 state accrediting agency for the districts. The Board shall accept  
19 teaching experience from out-of-country schools that are accredited  
20 or otherwise endorsed by the appropriate national or regional  
21 accrediting or endorsement authority. Out-of-country certification  
22 documentation in a language other than English shall be analyzed by  
23 an educational credential evaluation service in accordance with  
24 industry standards and guidelines and approved by the State

1 Department of Education. The person seeking to have credit granted  
2 for out-of-country teaching experience shall be responsible for all  
3 costs of the analysis by a credential evaluation service. The Board  
4 shall accept teaching experience from primary and secondary schools  
5 that are operated by the United States Department of Defense or are  
6 affiliated with the United States Department of State.

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

14 E. The State Board of Education shall recognize, for purposes  
15 of certification and salary increments, all the years of experience  
16 of a:

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

19 2. Vocational rehabilitation counselor under the Department of  
20 Human Services if the counselor was employed as a certified teacher  
21 by the State Department of Education when the Division of Vocational  
22 Rehabilitation was transferred from the State Board of Career and  
23 Technology Education or the State Board of Education to the Oklahoma  
24 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        G. If a person employed as certified personnel, as defined in  
19 Section 26-103 of this title, by a school district during the 2017-  
20 2018 school year was receiving a salary above the step level  
21 indicated by the State Minimum Salary Schedule for the 2017-2018  
22 school year, the person shall receive a salary increase amount equal  
23 to the amount indicated in subsection A of this section for the step  
24 level indicated for the person, provided they remain employed by the

1 same district, unless the hours or the duties of the certified  
2 personnel are reduced proportionately.

3 SECTION 2. This act shall become effective November 1, 2020.  
4

5 57-2-11149 AB 02/18/20  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24