

STATE OF OKLAHOMA

2nd Session of the 57th Legislature (2020)

SENATE BILL 1357

By: Hicks

AS INTRODUCED

An Act relating to teacher pay; establishing minimum salary schedule for teachers; defining fringe benefits, specifying certain recognition of college degrees; requiring the State Board of Education to accept certain teaching experience; limiting teaching credit for certain service and experience; allowing school district to offer more credit; directing the Board to recognize certain experiences; prohibiting application of minimum salary schedule to certain retired teachers; repealing 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. 2018, Section 18-114.14), which relates to a minimum salary schedule; providing for codification; providing an 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 2020-2021 school year, certified personnel, as defined in Section 26-103 of Title 70 of the Oklahoma 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	\$39,301	\$40,459	\$40,691	\$42,081
1	\$39,735	\$40,893	\$41,125	\$42,515
2	\$40,169	\$41,328	\$41,559	\$42,949
3	\$40,604	\$41,762	\$41,994	\$43,384
4	\$41,038	\$42,196	\$42,428	\$43,818
5	\$41,510	\$42,668	\$42,900	\$44,290
6	\$41,973	\$43,132	\$43,363	\$44,754
7	\$42,437	\$43,595	\$43,827	\$45,217
8	\$42,900	\$44,058	\$44,290	\$45,680
9	\$43,363	\$44,522	\$44,754	\$46,144
10	\$44,384	\$45,544	\$46,268	\$48,645
11	\$44,877	\$46,036	\$46,761	\$49,138
12	\$45,370	\$46,529	\$47,254	\$49,631
13	\$45,862	\$47,022	\$47,747	\$50,124
14	\$46,355	\$47,515	\$48,239	\$50,616
15	\$46,867	\$48,027	\$48,752	\$51,130
16	\$47,360	\$48,520	\$49,245	\$51,623
17	\$47,853	\$49,013	\$49,738	\$52,116

1	18	\$48,346	\$49,506	\$50,231	\$52,609
2	19	\$48,839	\$49,999	\$50,724	\$53,102
3	20	\$49,352	\$50,513	\$51,238	\$53,617
4	21	\$49,845	\$51,006	\$51,731	\$54,110
5	22	\$50,339	\$51,499	\$52,224	\$54,603
6	23	\$50,832	\$51,992	\$52,718	\$55,097
7	24	\$51,325	\$52,485	\$53,211	\$55,590
8	25	\$52,749	\$53,932	\$54,671	\$57,095
9	Master's Degree +				
10	Years of	National Board			
11	Experience	Certification			
12	0	\$41,849			
13	1	\$42,283			
14	2	\$42,718			
15	3	\$43,152			
16	4	\$43,586			
17	5	\$44,058			
18	6	\$44,522			
19	7	\$44,985			
20	8	\$45,449			
21	9	\$45,912			
22	10	\$47,428			
23	11	\$47,921			
24	12	\$48,413			

1	13	\$48,906
2	14	\$49,399
3	15	\$49,912
4	16	\$50,405
5	17	\$50,898
6	18	\$51,391
7	19	\$51,884
8	20	\$52,398
9	21	\$52,892
10	22	\$53,385
11	23	\$53,878
12	24	\$54,371
13	25	\$55,853

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 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       2. If a school district intends to provide retirement benefits  
24 to a teacher such that the teacher's salary would be less than the  
25

1 amounts set forth in the minimum salary schedule specified in  
2 subsection A of this section, the district shall be required to  
3 provide written notification to the teacher prior to his or her  
4 employment or, if already employed by the district, no later than  
5 thirty (30) days prior to the date the district elects to provide  
6 retirement benefits such that the teacher's salary would be less  
7 than the minimum salary schedule.

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

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

8 E. The State Board of Education shall recognize, for purposes  
9 of certification and salary increments, all the years of experience  
10 of a:

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

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

19 3. Vocational rehabilitation counselor which were completed  
20 while employed by the Department of Human Services if such counselor  
21 was certified as a teacher or was eligible for certification as a  
22 teacher in Oklahoma;

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

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

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

14       G. If a person employed as certified personnel, as defined in  
15 Section 26-103 of Title 70 of the Oklahoma Statutes, by a school  
16 district during the 2019-2020 school year was receiving a salary  
17 above the step level indicated by the State Minimum Salary Schedule  
18 for the 2019-2020 school year, the person shall receive a salary  
19 increase amount equal to the amount indicated in subsection A for  
20 the step level indicated for the person, provided they remain  
21 employed by the same district, unless the hours or the duties of the  
22 certified personnel are reduced proportionately.

23       SECTION 2.       REPEALER       Section 3, Chapter 394, O.S.L. 2013,  
24 as last amended by Section 1, Chapter 10, 2nd Extraordinary Session,

1 O.S.L. 2018 (70 O.S. Supp. 2019, Section 18-114.14), is hereby  
2 repealed.

3 SECTION 3. This act shall become effective July 1, 2020.

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

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