

1 STATE OF OKLAHOMA

2 1st Session of the 57th Legislature (2019)

3 SENATE BILL 439

By: Quinn

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6 AS INTRODUCED

7 An Act relating to teachers; amending Section 3,
8 Chapter 394, O.S.L. 2013, as last amended by Section
9 1, Chapter 10, 2nd Extraordinary Session, O.S.L. 2018
10 (70 O.S. Supp. 2018, Section 18-114.14), which
11 relates to the minimum salary schedule; directing
12 certain degree to be treated in certain manner for
13 salary determination; providing an effective date;
14 and declaring an emergency.

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

16 SECTION 1. AMENDATORY Section 3, Chapter 394, O.S.L.
17 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary
18 Session, O.S.L. 2018 (70 O.S. Supp. 2018, Section 18-114.14), is
19 amended to read as follows:

20 Section 18-114.14. A. Beginning with the 2018-2019 school
21 year, certified personnel, as defined in Section 26-103 of this
22 title, in the public schools of Oklahoma shall receive in salary
23 and/or fringe benefits not less than the amounts specified in the
24 following schedule:

25 MINIMUM SALARY SCHEDULE

26 National

1	Years of	Bachelor's	Board	Master's	Doctor's
2	Experience	Degree	Certification	Degree	Degree
3	0	\$36,601	\$37,759	\$37,991	\$39,381
4	1	\$37,035	\$38,193	\$38,425	\$39,815
5	2	\$37,469	\$38,628	\$38,859	\$40,249
6	3	\$37,904	\$39,062	\$39,294	\$40,684
7	4	\$38,338	\$39,496	\$39,728	\$41,118
8	5	\$38,810	\$39,968	\$40,200	\$41,590
9	6	\$39,273	\$40,432	\$40,663	\$42,054
10	7	\$39,737	\$40,895	\$41,127	\$42,517
11	8	\$40,200	\$41,358	\$41,590	\$42,980
12	9	\$40,663	\$41,822	\$42,054	\$43,444
13	10	\$41,684	\$42,844	\$43,568	\$45,945
14	11	\$42,177	\$43,336	\$44,061	\$46,438
15	12	\$42,670	\$43,829	\$44,554	\$46,931
16	13	\$43,162	\$44,322	\$45,047	\$47,424
17	14	\$43,655	\$44,815	\$45,539	\$47,916
18	15	\$44,167	\$45,327	\$46,052	\$48,430
19	16	\$44,660	\$45,820	\$46,545	\$48,923
20	17	\$45,153	\$46,313	\$47,038	\$49,416
21	18	\$45,646	\$46,806	\$47,531	\$49,909
22	19	\$46,139	\$47,299	\$48,024	\$50,402
23	20	\$46,652	\$47,813	\$48,538	\$50,917
24	21	\$47,145	\$48,306	\$49,031	\$51,410

1	22	\$47,639	\$48,799	\$49,524	\$51,903
2	23	\$48,132	\$49,292	\$50,018	\$52,397
3	24	\$48,625	\$49,785	\$50,511	\$52,890
4	25	\$50,049	\$51,232	\$51,971	\$54,395
5		Master's Degree +			
6	Years of	National Board			
7	Experience	Certification			
8	0	\$39,149			
9	1	\$39,583			
10	2	\$40,018			
11	3	\$40,452			
12	4	\$40,886			
13	5	\$41,358			
14	6	\$41,822			
15	7	\$42,285			
16	8	\$42,749			
17	9	\$43,212			
18	10	\$44,728			
19	11	\$45,221			
20	12	\$45,713			
21	13	\$46,206			
22	14	\$46,699			
23	15	\$47,212			
24	16	\$47,705			

1	17	\$48,198
2	18	\$48,691
3	19	\$49,184
4	20	\$49,698
5	21	\$50,192
6	22	\$50,685
7	23	\$51,178
8	24	\$51,671
9	25	\$53,153

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

18 2. If a school district intends to provide retirement benefits
19 to a teacher such that the teacher's salary would be less than the
20 amounts set forth in the minimum salary schedule specified in
21 subsection A of this section, the district shall be required to
22 provide written notification to the teacher prior to his or her
23 employment or, if already employed by the district, no later than
24 thirty (30) days prior to the date the district elects to provide

1 retirement benefits such that the teacher's salary would be less
2 than the minimum salary schedule.

3 C. 1. Any of the degrees referred to in this section shall be
4 from a college recognized by the State Board of Education. The
5 Board shall accept teaching experience from out-of-state school
6 districts that are accredited by the state board of education or
7 appropriate state accrediting agency for the districts. The Board
8 shall accept teaching experience from out-of-country schools that
9 are accredited or otherwise endorsed by the appropriate national or
10 regional accrediting or endorsement authority. Out-of-country
11 certification documentation in a language other than English shall
12 be analyzed by an educational credential evaluation service in
13 accordance with industry standards and guidelines and approved by
14 the State Department of Education. The person seeking to have
15 credit granted for out-of-country teaching experience shall be
16 responsible for all costs of the analysis by a credential evaluation
17 service. The Board shall accept teaching experience from primary
18 and secondary schools that are operated by the United States
19 Department of Defense or are affiliated with the United States
20 Department of State.

21 2. A terminal degree granted by a college recognized by the
22 State Board of Education shall be granted equal recognition as a
23 doctorate degree for salary determination.
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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 this title, by a school district during the 2017-
16 2018 school year was receiving a salary above the step level
17 indicated by the State Minimum Salary Schedule for the 2017-2018
18 school year, the person shall receive a salary increase amount equal
19 to the amount indicated in subsection A for the step level indicated
20 for the person, provided they remain employed by the same district,
21 unless the hours or the duties of the certified personnel are
22 reduced proportionately.

23 SECTION 2. This act shall become effective July 1, 2019.
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1 SECTION 3. It being immediately necessary for the preservation
2 of the public peace, health or safety, an emergency is hereby
3 declared to exist, by reason whereof this act shall take effect and
4 be in full force from and after its passage and approval.
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