

STATE OF OKLAHOMA

1st Session of the 59th Legislature (2023)

SENATE BILL 903

By: Jett

AS INTRODUCED

An Act relating to teacher compensation; 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; requiring certain notification; 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; requiring certain certified personnel to receive certain salary increase above certain level paid during certain school year; providing for codification; declaring an emergency; and providing for conditional effective date.

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 2023-2024 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	\$41,601	\$42,759	\$42,991	\$44,381
1	\$42,035	\$43,193	\$43,425	\$44,815
2	\$42,469	\$43,628	\$43,859	\$45,249
3	\$42,904	\$44,062	\$44,294	\$45,684
4	\$43,338	\$44,496	\$44,728	\$46,118
5	\$43,810	\$44,968	\$45,200	\$46,590
6	\$44,273	\$45,432	\$45,663	\$47,054
7	\$44,737	\$45,895	\$46,127	\$47,517
8	\$45,200	\$46,358	\$46,590	\$47,980
9	\$45,663	\$46,822	\$47,054	\$48,444
10	\$46,684	\$47,844	\$48,568	\$50,945
11	\$47,177	\$48,336	\$49,061	\$51,438
12	\$47,670	\$48,829	\$49,554	\$51,931
13	\$48,162	\$49,322	\$50,047	\$52,424
14	\$48,655	\$49,815	\$50,539	\$52,916
15	\$49,167	\$50,327	\$51,052	\$53,430
16	\$49,660	\$50,820	\$51,545	\$53,923
17	\$50,153	\$51,313	\$52,038	\$54,416

1	18	\$50,646	\$51,806	\$52,531	\$54,909
2	19	\$51,139	\$52,299	\$53,024	\$55,402
3	20	\$51,652	\$52,813	\$53,538	\$55,917
4	21	\$52,145	\$53,306	\$54,031	\$56,410
5	22	\$52,639	\$53,799	\$54,524	\$56,903
6	23	\$53,132	\$54,292	\$55,018	\$57,397
7	24	\$53,625	\$54,785	\$55,511	\$57,890
8	25	\$55,049	\$56,232	\$56,971	\$59,395

9	Master's Degree +				
10	Years of	National Board			
11	Experience	Certification			

12	0	\$44,149
13	1	\$44,583
14	2	\$45,018
15	3	\$45,452
16	4	\$45,886
17	5	\$46,358
18	6	\$46,822
19	7	\$47,285
20	8	\$47,749
21	9	\$48,212
22	10	\$49,728
23	11	\$50,221
24	12	\$50,713

13 \$51,206

14 \$51,699

15 \$52,212

16 \$52,705

17 \$53,198

18 \$53,691

19 \$54,184

20 \$54,698

21 \$55,192

22 \$55,685

23 \$56,178

24 \$56,671

25 \$58,153

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

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

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 Child Study Center located at University Hospital, if the teacher
3 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 this state if the
7 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 2022-2023 school year was receiving a salary
17 above the step level indicated by the Minimum Salary Schedule for
18 the 2022-2023 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. It being immediately necessary for the preservation
24 of the public peace, health or safety, an emergency is hereby
25

1 declared to exist, by reason whereof this act shall take effect and
2 be in full force from and after its passage and approval.

3 SECTION 3. The provisions of this act shall not become
4 effective as law unless Senate Bill No. ____ of the 1st Session of
5 the 59th Legislature becomes effective as law.
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