

COMMITTEE AMENDMENT
HOUSE OF REPRESENTATIVES
State of Oklahoma

SPEAKER:

CHAIR:

I move to amend HB3486 _____
Of the printed Bill
Page _____ Section _____ Lines _____
Of the Engrossed Bill

By deleting the content of the entire measure, and by inserting in lieu thereof the following language:

AMEND TITLE TO CONFORM TO AMENDMENTS

Adopted: _____

Amendment submitted by: Michelle McCane _____

Reading Clerk

1 STATE OF OKLAHOMA

2 2nd Session of the 60th Legislature (2026)

3 PROPOSED SUBCOMMITTEE
4 SUBSTITUTE
5 FOR
6 HOUSE BILL NO. 3486

By: McCane

7
8 PROPOSED SUBCOMMITTEE SUBSTITUTE

9 An Act relating to schools; amending 70 O.S. 2021,
10 Section 5-141, which relates to superintendent
11 contracts; prohibiting district superintendent
12 compensation from exceeding certain amount in
13 relation to teacher salaries; clarifying when
14 prohibition applies; providing an effective date; and
15 declaring an emergency.

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

17 SECTION 1. AMENDATORY 70 O.S. 2021, Section 5-141, is
18 amended to read as follows:

19 Section 5-141. A. Each school district of this state shall
20 adopt a minimum salary schedule and shall transmit a copy of it to
21 the State Board of Education within thirty (30) days after adoption.
22 A school district shall not calculate salaries of teachers solely as
23 a proportion of the salaries of the administrators of the district.

1 B. Districts shall be encouraged to provide compensation
2 schedules to reflect district policies and circumstances, including
3 differential pay for different subject areas and special incentives
4 for teachers in districts with specific geographical attributes.
5 Districts may also adopt a salary schedule that provides additional
6 compensation for achieving certain ratings under the Oklahoma
7 Teacher and Leader Effectiveness Evaluation System (TLE) as set
8 forth in Section ~~6~~ 6-101.16 of this ~~act~~ title. Any salary schedule
9 adopted by a district pursuant to this section shall not set
10 salaries at amounts less than those set pursuant to Section ~~18-~~
11 ~~114.12~~ 18-114.15 of this title.

12 C. The State Department of Education shall compile a report of
13 the minimum salary schedules for every school district in the state
14 and shall submit the report to the Governor, Speaker of the Oklahoma
15 House of Representatives, and President Pro Tempore of the Oklahoma
16 State Senate no later than December 15 of each year.

17 D. 1. Each school district shall file within fifteen (15) days
18 of signing the contract, the employment contract of the
19 superintendent of the school district with the State Department of
20 Education. The Department shall keep all contracts available for
21 inspection by the public. The school district shall not be
22 authorized to pay any salary, benefits or other compensation to a
23 superintendent which are not specified in the contract on file and
24 shall not pay administrators any amounts for accumulated sick leave

1 that are not calculated on the same formula used for determining
2 payment for accumulated sick leave benefits for other full-time
3 employees of that school district and shall not pay administrators
4 any amounts for accumulated vacation leave benefits that are not
5 calculated on the same formula used for determining payment for
6 accumulated vacation leave benefits for other twelve-month full-time
7 employees of that school district.

8 2. No employment contracts of district superintendents shall
9 include a total compensation package that exceeds six (6) times the
10 salary set by the district for a teacher with a bachelor's degree
11 and zero (0) years of experience. For purposes of this paragraph,
12 total compensation includes base salary, supplements, fringe
13 benefits, bonuses, and all other compensation. The provisions of
14 this paragraph shall apply to contracts that are entered into or
15 renewed on or after the effective date of this act.

16 E. By October 1 of each year, each district board of education
17 shall prepare a schedule of salaries and fringe benefits paid
18 administrators employed by the district, including a description of
19 the fringe benefits. The schedule shall be a public record and
20 shall be disclosed as required by the Oklahoma Open Records Act.
21 The board shall file a copy of the schedule with the State
22 Department of Education within one (1) week of completion.

23 F. For purposes of this section, the term "administrator" shall
24 include employees who are employed and certified as superintendents,

1 assistant superintendents, principals, and assistant principals and
2 who have responsibilities for supervising classroom teachers.

3 SECTION 2. This act shall become effective July 1, 2026.

4 SECTION 3. 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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9 60-2-16106 SW 02/04/26

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