

COMMITTEE AMENDMENT
HOUSE OF REPRESENTATIVES
State of Oklahoma

SPEAKER:

CHAIR:

I move to amend HB3957 _____
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: Cyndi Munson _____

Reading Clerk

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

PROPOSED SUBCOMMITTEE
SUBSTITUTE
FOR
HOUSE BILL 3957

By: Munson

PROPOSED SUBCOMMITTEE SUBSTITUTE

An Act relating to teacher salaries; amending Section 1, Chapter 289, O.S.L. 2023, as last amended by Section 2, Chapter 480, O.S.L. 2025 (70 O.S. Supp. 2025, Section 18-114.15), which relates to the minimum salary schedule; increasing certified personnel minimum salary; providing an effective date; and declaring an emergency.

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

SECTION 1. AMENDATORY Section 1, Chapter 289, O.S.L. 2023, as last amended by Section 2, Chapter 480, O.S.L. 2025 (70 O.S. Supp. 2025, Section 18-114.15), is amended to read as follows:

Section 18-114.15. A. Beginning with the ~~2025-2026~~ 2026-2027 school year, certified personnel, as defined in Section 26-103 of this title, in the public schools of this state 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	\$39,601	\$40,759	\$40,991	\$42,381
1	\$40,035	\$41,193	\$41,425	\$42,815
2	\$40,469	\$41,628	\$41,859	\$43,249
3	\$40,904	\$42,062	\$42,294	\$43,684
4	\$41,338	\$42,496	\$42,728	\$44,118
5	\$42,810	\$43,968	\$44,200	\$45,590
6	\$43,273	\$44,432	\$44,663	\$46,054
7	\$43,737	\$44,895	\$45,127	\$46,517
8	\$44,200	\$45,358	\$45,590	\$46,980
9	\$44,663	\$45,822	\$46,054	\$47,444
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	\$50,167	\$51,327	\$52,052	\$54,430
16	\$50,660	\$51,820	\$52,545	\$54,923
17	\$51,153	\$52,313	\$53,038	\$55,416
18	\$51,646	\$52,806	\$53,531	\$55,909
19	\$52,139	\$53,299	\$54,024	\$56,402
20	\$52,652	\$53,813	\$54,538	\$56,917

1	21	\$53,145	\$54,306	\$55,031	\$57,410
2	22	\$53,639	\$54,799	\$55,524	\$57,903
3	23	\$54,132	\$55,292	\$56,018	\$58,397
4	24	\$54,625	\$55,785	\$56,511	\$58,890
5	25	\$56,049	\$57,232	\$57,971	\$60,395
6	26	\$56,542	\$57,725	\$58,464	\$60,888
7	27	\$57,035	\$58,218	\$58,957	\$61,381
8	28	\$57,528	\$58,711	\$59,450	\$61,874
9	29	\$58,021	\$59,204	\$59,943	\$62,367
10	30	\$58,541	\$59,724	\$60,463	\$62,887
11	31	\$59,001	\$60,184	\$60,923	\$63,347
12	32	\$59,494	\$60,677	\$61,416	\$63,840
13	33	\$59,987	\$61,170	\$61,909	\$64,333
14	34	\$60,480	\$61,663	\$62,402	\$64,826
15	35	\$60,973	\$62,156	\$62,895	\$65,319
16	<u>0</u>	<u>\$43,601</u>	<u>\$44,759</u>	<u>\$44,991</u>	<u>\$46,381</u>
17	<u>1</u>	<u>\$44,035</u>	<u>\$45,193</u>	<u>\$45,425</u>	<u>\$46,815</u>
18	<u>2</u>	<u>\$44,469</u>	<u>\$45,628</u>	<u>\$45,859</u>	<u>\$47,249</u>
19	<u>3</u>	<u>\$44,904</u>	<u>\$46,062</u>	<u>\$46,294</u>	<u>\$47,684</u>
20	<u>4</u>	<u>\$45,338</u>	<u>\$46,496</u>	<u>\$46,728</u>	<u>\$48,118</u>
21	<u>5</u>	<u>\$46,810</u>	<u>\$47,968</u>	<u>\$48,200</u>	<u>\$49,590</u>
22	<u>6</u>	<u>\$47,273</u>	<u>\$48,432</u>	<u>\$48,663</u>	<u>\$50,054</u>
23	<u>7</u>	<u>\$47,737</u>	<u>\$48,895</u>	<u>\$49,127</u>	<u>\$50,517</u>
24	<u>8</u>	<u>\$48,200</u>	<u>\$49,358</u>	<u>\$49,590</u>	<u>\$50,980</u>

1	<u>9</u>	<u>\$48,663</u>	<u>\$49,822</u>	<u>\$50,054</u>	<u>\$51,444</u>
2	<u>10</u>	<u>\$50,684</u>	<u>\$51,844</u>	<u>\$52,568</u>	<u>\$54,945</u>
3	<u>11</u>	<u>\$51,177</u>	<u>\$52,336</u>	<u>\$53,061</u>	<u>\$55,438</u>
4	<u>12</u>	<u>\$51,670</u>	<u>\$52,829</u>	<u>\$53,554</u>	<u>\$55,931</u>
5	<u>13</u>	<u>\$52,162</u>	<u>\$53,322</u>	<u>\$54,047</u>	<u>\$56,424</u>
6	<u>14</u>	<u>\$52,655</u>	<u>\$53,815</u>	<u>\$54,539</u>	<u>\$56,916</u>
7	<u>15</u>	<u>\$54,167</u>	<u>\$55,327</u>	<u>\$56,052</u>	<u>\$58,430</u>
8	<u>16</u>	<u>\$54,660</u>	<u>\$55,820</u>	<u>\$56,545</u>	<u>\$58,923</u>
9	<u>17</u>	<u>\$55,153</u>	<u>\$56,313</u>	<u>\$57,038</u>	<u>\$59,416</u>
10	<u>18</u>	<u>\$55,646</u>	<u>\$56,806</u>	<u>\$57,531</u>	<u>\$59,909</u>
11	<u>19</u>	<u>\$56,139</u>	<u>\$57,299</u>	<u>\$58,024</u>	<u>\$60,402</u>
12	<u>20</u>	<u>\$56,652</u>	<u>\$57,813</u>	<u>\$58,538</u>	<u>\$60,917</u>
13	<u>21</u>	<u>\$57,145</u>	<u>\$58,306</u>	<u>\$59,031</u>	<u>\$61,410</u>
14	<u>22</u>	<u>\$57,639</u>	<u>\$58,799</u>	<u>\$59,524</u>	<u>\$61,903</u>
15	<u>23</u>	<u>\$58,132</u>	<u>\$59,292</u>	<u>\$60,018</u>	<u>\$62,397</u>
16	<u>24</u>	<u>\$58,625</u>	<u>\$59,785</u>	<u>\$60,511</u>	<u>\$62,890</u>
17	<u>25</u>	<u>\$60,049</u>	<u>\$61,232</u>	<u>\$61,971</u>	<u>\$64,395</u>
18	<u>26</u>	<u>\$60,542</u>	<u>\$61,725</u>	<u>\$62,464</u>	<u>\$64,888</u>
19	<u>27</u>	<u>\$61,035</u>	<u>\$62,218</u>	<u>\$62,957</u>	<u>\$65,381</u>
20	<u>28</u>	<u>\$61,528</u>	<u>\$62,711</u>	<u>\$63,450</u>	<u>\$65,874</u>
21	<u>29</u>	<u>\$62,021</u>	<u>\$63,204</u>	<u>\$63,943</u>	<u>\$66,367</u>
22	<u>30</u>	<u>\$62,541</u>	<u>\$63,724</u>	<u>\$64,463</u>	<u>\$66,887</u>
23	<u>31</u>	<u>\$63,001</u>	<u>\$64,184</u>	<u>\$64,923</u>	<u>\$67,347</u>
24	<u>32</u>	<u>\$63,494</u>	<u>\$64,677</u>	<u>\$65,416</u>	<u>\$67,840</u>

1	<u>33</u>	<u>\$63,987</u>	<u>\$65,170</u>	<u>\$65,909</u>	<u>\$68,333</u>
2	<u>34</u>	<u>\$64,480</u>	<u>\$65,663</u>	<u>\$66,402</u>	<u>\$68,826</u>
3	<u>35</u>	<u>\$64,973</u>	<u>\$66,156</u>	<u>\$66,895</u>	<u>\$69,319</u>
4	Master's Degree +				
5	Years of	National Board			
6	Experience	Certification			
7	<u>0</u>	\$42,149			
8	<u>1</u>	\$42,583			
9	<u>2</u>	\$43,018			
10	<u>3</u>	\$43,452			
11	<u>4</u>	\$43,886			
12	<u>5</u>	\$45,358			
13	<u>6</u>	\$45,822			
14	<u>7</u>	\$46,285			
15	<u>8</u>	\$46,749			
16	<u>9</u>	\$47,212			
17	<u>10</u>	\$49,728			
18	<u>11</u>	\$50,221			
19	<u>12</u>	\$50,713			
20	<u>13</u>	\$51,206			
21	<u>14</u>	\$51,699			
22	<u>15</u>	\$53,212			
23	<u>16</u>	\$53,705			
24	<u>17</u>	\$54,198			

1	18	\$54,691
2	19	\$55,184
3	20	\$55,698
4	21	\$56,192
5	22	\$56,685
6	23	\$57,178
7	24	\$57,671
8	25	\$59,153
9	26	\$59,646
10	27	\$60,139
11	28	\$60,632
12	29	\$61,125
13	30	\$61,645
14	31	\$62,105
15	32	\$62,598
16	33	\$63,091
17	34	\$63,584
18	35	\$64,077
19	<u>0</u>	<u>\$46,149</u>
20	<u>1</u>	<u>\$46,583</u>
21	<u>2</u>	<u>\$47,018</u>
22	<u>3</u>	<u>\$47,452</u>
23	<u>4</u>	<u>\$47,886</u>
24	<u>5</u>	<u>\$49,358</u>

1	<u>6</u>	<u>\$49,822</u>
2	<u>7</u>	<u>\$50,285</u>
3	<u>8</u>	<u>\$50,749</u>
4	<u>9</u>	<u>\$51,212</u>
5	<u>10</u>	<u>\$53,728</u>
6	<u>11</u>	<u>\$54,221</u>
7	<u>12</u>	<u>\$54,713</u>
8	<u>13</u>	<u>\$55,206</u>
9	<u>14</u>	<u>\$55,699</u>
10	<u>15</u>	<u>\$57,212</u>
11	<u>16</u>	<u>\$57,705</u>
12	<u>17</u>	<u>\$58,198</u>
13	<u>18</u>	<u>\$58,691</u>
14	<u>19</u>	<u>\$59,184</u>
15	<u>20</u>	<u>\$59,698</u>
16	<u>21</u>	<u>\$60,192</u>
17	<u>22</u>	<u>\$60,685</u>
18	<u>23</u>	<u>\$61,178</u>
19	<u>24</u>	<u>\$61,671</u>
20	<u>25</u>	<u>\$63,153</u>
21	<u>26</u>	<u>\$63,646</u>
22	<u>27</u>	<u>\$64,139</u>
23	<u>28</u>	<u>\$64,632</u>
24	<u>29</u>	<u>\$65,125</u>

<u>30</u>	<u>\$65,645</u>
<u>31</u>	<u>\$66,105</u>
<u>32</u>	<u>\$66,598</u>
<u>33</u>	<u>\$67,091</u>
<u>34</u>	<u>\$67,584</u>
<u>35</u>	<u>\$68,077</u>

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 this title and the flexible benefit allowance pursuant to Section 26-105 of this title 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 this title.

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

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

18 D. For the purpose of state salary increments and retirement,
19 no teacher shall be granted credit for more than five (5) years of
20 active duty in the military service, as defined in Section 17-113 of
21 this title, or out-of-state or out-of-country teaching experience as
22 a certified teacher or its equivalent. Nothing in this section
23 shall prohibit boards of education from crediting more years of
24

1 experience on district salary schedules than those allowed for state
2 purposes.

3 E. The State Board of Education shall recognize, for purposes
4 of certification and salary increments, all the years of experience
5 of a:

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

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

14 3. Vocational rehabilitation counselor which were completed
15 while employed by the Department of Human Services if such counselor
16 was certified as a teacher or was eligible for certification as a
17 teacher in this state;

18 4. Certified teacher which were completed while employed by the
19 Child Study Center located at University Hospital, if the teacher
20 was certified as a teacher in this state; and

21 5. Certified school psychologist or psychometrist which were
22 completed while employed as a doctoral intern, psychological
23 assistant, or psychologist with any agency of this state if the
24 experience primarily involved work with persons of school- or

1 preschool-age and if the person was, at the time the experience was
2 acquired, certified as, or eligible for certification as, a school
3 psychologist or psychometrist.

4 F. The provisions of this section shall not apply to teachers
5 who have entered into postretirement employment with a public school
6 in this state and are still receiving a monthly retirement benefit.

7 G. Persons employed as classroom instructional employees of
8 technology center school districts supervised by the State Board of
9 Career and Technology Education shall receive a salary increase
10 amount equal to the amount indicated in subsection A of this section
11 for the step level indicated for the person, provided they remain
12 employed by the same technology center school district, unless the
13 hours or the duties of the classroom instructional employees are
14 reduced proportionately.

15 H. Persons employed as correctional teachers or vocational
16 instructors by the Department of Corrections pursuant to Section
17 510.6a of Title 57 of the Oklahoma Statutes or persons employed as
18 teachers by the Office of Juvenile Affairs shall receive a salary
19 increase amount equal to the amount indicated in subsection A of
20 this section for the step level indicated for the person, provided
21 they remain employed by the same Department of Corrections or Office
22 of Juvenile Affairs facility, unless the hours or the duties of the
23 correctional teachers, vocational instructors, or teachers are
24 reduced proportionately.

1 I. Persons employed as teachers by the State Department of
2 Rehabilitation Services shall receive a salary increase amount equal
3 to the amount indicated in subsection A of this section for the step
4 level indicated for the person, provided they remain employed by the
5 State Department of Rehabilitation Services, unless the hours or the
6 duties of the teachers are reduced proportionately.

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

8 SECTION 3. It being immediately necessary for the preservation
9 of the public peace, health or safety, an emergency is hereby
10 declared to exist, by reason whereof this act shall take effect and
11 be in full force from and after its passage and approval.

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13 60-2-15968 AQH 02/11/26
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