

COMMITTEE AMENDMENT
HOUSE OF REPRESENTATIVES
State of Oklahoma

SPEAKER:

CHAIR:

I move to amend HB4149 _____
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: Toni Hasenbeck

Reading Clerk

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

PROPOSED SUBCOMMITTEE
SUBSTITUTE
FOR
HOUSE BILL NO. 4149

By: Hasenbeck

PROPOSED SUBCOMMITTEE SUBSTITUTE

An Act relating to teachers; 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 for certified personnel; modifying amount of credit school districts may grant for certain teaching, military, law enforcement, and firefighter service; clarifying retirement service credit references; providing limitations; requiring verification; 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 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

1	18	\$51,646	\$52,806	\$53,531	\$55,909
2	19	\$52,139	\$53,299	\$54,024	\$56,402
3	20	\$52,652	\$53,813	\$54,538	\$56,917
4	21	\$53,145	\$54,306	\$55,031	\$57,410
5	22	\$53,639	\$54,799	\$55,524	\$57,903
6	23	\$54,132	\$55,292	\$56,018	\$58,397
7	24	\$54,625	\$55,785	\$56,511	\$58,890
8	25	\$56,049	\$57,232	\$57,971	\$60,395
9	26	\$56,542	\$57,725	\$58,464	\$60,888
10	27	\$57,035	\$58,218	\$58,957	\$61,381
11	28	\$57,528	\$58,711	\$59,450	\$61,874
12	29	\$58,021	\$59,204	\$59,943	\$62,367
13	30	\$58,541	\$59,724	\$60,463	\$62,887
14	31	\$59,001	\$60,184	\$60,923	\$63,347
15	32	\$59,494	\$60,677	\$61,416	\$63,840
16	33	\$59,987	\$61,170	\$61,909	\$64,333
17	34	\$60,480	\$61,663	\$62,402	\$64,826
18	35	\$60,973	\$62,156	\$62,895	\$65,319

19 Master's Degree +

20 Years of National Board

21 Experience Certification

22 0 \$42,149

23 1 \$42,583

24 2 \$43,018

1	3	\$43,452
2	4	\$43,886
3	5	\$45,358
4	6	\$45,822
5	7	\$46,285
6	8	\$46,749
7	9	\$47,212
8	10	\$49,728
9	11	\$50,221
10	12	\$50,713
11	13	\$51,206
12	14	\$51,699
13	15	\$53,212
14	16	\$53,705
15	17	\$54,198
16	18	\$54,691
17	19	\$55,184
18	20	\$55,698
19	21	\$56,192
20	22	\$56,685
21	23	\$57,178
22	24	\$57,671
23	25	\$59,153
24	26	\$59,646

1	27	\$60,139
2	28	\$60,632
3	29	\$61,125
4	30	\$61,645
5	31	\$62,105
6	32	\$62,598
7	33	\$63,091
8	34	\$63,584
9	35	\$64,077

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

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

1 ~~shall prohibit boards of education from crediting more years of~~
2 ~~experience on district salary schedules than those allowed for state~~
3 ~~purposes.~~ 1. For the purpose of state salary increments and

4 retirement, no teacher shall be granted credit for more than ten
5 (10) years of:

6 a. out-of-state or out-of-country teaching experience as
7 a certified teacher or its equivalent,

8 b. active duty in the military service of the United
9 States as defined in Section 17-113 of this title,

10 c. full-time active service in the National Guard of any
11 state or territory of the United States,

12 d. full-time service as a certified law enforcement
13 officer employed by the United States, any state or
14 territory thereof, a federally recognized tribal
15 government, or a political subdivision thereof,
16 including municipal police officers, county sheriff's
17 deputies, members of the Oklahoma Highway Patrol, or
18 federal law enforcement officers, and

19 e. full-time service as a career firefighter employed by
20 the United States, any state or territory thereof, a
21 federally recognized tribal government, or a political
22 subdivision thereof, including a municipal fire
23 department, county fire department, state fire service
24

1 agency, or a fire department operated by the United
2 States government.

3 2. Nothing in this section shall prohibit boards of education
4 from crediting more years of experience on district salary schedules
5 than those allowed for state purposes.

6 3. For purposes of retirement, service credit granted pursuant
7 to paragraphs A through E of this subsection shall be subject to the
8 provisions of Section 17-116.8 of this title and any rules
9 promulgated by the Board of Trustees of the Teachers' Retirement
10 System of Oklahoma regarding the computation, purchase, or payment
11 of service credit for retirement eligibility.

12 4. Service credit authorized pursuant to paragraph 1 of this
13 subsection shall:

14 a. be limited to service performed in a full-time,
15 salaried capacity,

16 b. not include volunteer, reserve, auxiliary, part-time,
17 or foreign service; and

18 c. require verification of qualifying employment in a
19 manner prescribed by the State Board of Education.

20 E. The State Board of Education shall recognize, for purposes
21 of certification and salary increments, all the years of experience
22 of a:

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

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

7 3. Vocational rehabilitation counselor which were completed
8 while employed by the Department of Human Services if such counselor
9 was certified as a teacher or was eligible for certification as a
10 teacher in this state;

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

14 5. Certified school psychologist or psychometrist which were
15 completed while employed as a doctoral intern, psychological
16 assistant, or psychologist with any agency of this state if the
17 experience primarily involved work with persons of school- or
18 preschool-age and if the person was, at the time the experience was
19 acquired, certified as, or eligible for certification as, a school
20 psychologist or psychometrist.

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

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

9 H. Persons employed as correctional teachers or vocational
10 instructors by the Department of Corrections pursuant to Section
11 510.6a of Title 57 of the Oklahoma Statutes or persons employed as
12 teachers by the Office of Juvenile Affairs shall receive a salary
13 increase amount equal to the amount indicated in subsection A of
14 this section for the step level indicated for the person, provided
15 they remain employed by the same Department of Corrections or Office
16 of Juvenile Affairs facility, unless the hours or the duties of the
17 correctional teachers, vocational instructors, or teachers are
18 reduced proportionately.

19 I. Persons employed as teachers by the State Department of
20 Rehabilitation Services shall receive a salary increase amount equal
21 to the amount indicated in subsection A of this section for the step
22 level indicated for the person, provided they remain employed by the
23 State Department of Rehabilitation Services, unless the hours or the
24 duties of the teachers are reduced proportionately.

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

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

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7 60-2-16327 SW 02/12/26