

1 STATE OF OKLAHOMA

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

3 SUBCOMMITTEE RECOMMENDATION  
4 FOR

5 HOUSE BILL NO. 4149

6 By: Hasenbeck

7 SUBCOMMITTEE RECOMMENDATION

8 An Act relating to teachers; amending Section 1,  
9 Chapter 289, O.S.L. 2023, as last amended by Section  
10 2, Chapter 480, O.S.L. 2025 (70 O.S. Supp. 2025,  
11 Section 18-114.15), which relates to the minimum  
12 salary schedule for certified personnel; modifying  
13 amount of credit school districts may grant for  
14 certain teaching, military, law enforcement, and  
15 firefighter service; clarifying retirement service  
16 credit references; providing limitations; requiring  
17 verification; providing an effective date; and  
18 declaring an emergency.

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

20 SECTION 1. AMENDATORY Section 1, Chapter 289, O.S.L.  
21 2023, as last amended by Section 2, Chapter 480, O.S.L. 2025 (70  
22 O.S. Supp. 2025, Section 18-114.15), is amended to read as follows:

23 Section 18-114.15. A. Beginning with the 2025-2026 school  
24 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

1	20	\$52,652	\$53,813	\$54,538	\$56,917
2	21	\$53,145	\$54,306	\$55,031	\$57,410
3	22	\$53,639	\$54,799	\$55,524	\$57,903
4	23	\$54,132	\$55,292	\$56,018	\$58,397
5	24	\$54,625	\$55,785	\$56,511	\$58,890
6	25	\$56,049	\$57,232	\$57,971	\$60,395
7	26	\$56,542	\$57,725	\$58,464	\$60,888
8	27	\$57,035	\$58,218	\$58,957	\$61,381
9	28	\$57,528	\$58,711	\$59,450	\$61,874
10	29	\$58,021	\$59,204	\$59,943	\$62,367
11	30	\$58,514	\$59,697	\$60,436	\$62,860
12	31	\$59,007	\$60,190	\$60,929	\$63,353
13	32	\$59,500	\$60,683	\$61,422	\$63,846
14	33	\$59,993	\$61,176	\$61,915	\$64,339
15	34	\$60,486	\$61,669	\$62,408	\$64,832
16	35	\$60,979	\$62,162	\$62,901	\$65,325

17 Master's Degree +

18 Years of National Board

19 Experience Certification

20 0 \$42,149

21 1 \$42,583

22 2 \$43,018

23 3 \$43,452

24 4 \$43,886

1	5	\$45,358
2	6	\$45,822
3	7	\$46,285
4	8	\$46,749
5	9	\$47,212
6	10	\$49,728
7	11	\$50,221
8	12	\$50,713
9	13	\$51,206
10	14	\$51,699
11	15	\$53,212
12	16	\$53,705
13	17	\$54,198
14	18	\$54,691
15	19	\$55,184
16	20	\$55,698
17	21	\$56,192
18	22	\$56,685
19	23	\$57,178
20	24	\$57,671
21	25	\$59,153
22	26	\$59,646
23	27	\$60,139
24	28	\$60,632

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

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

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

1 ~~purposes.~~ 1. For the purpose of state salary increments and  
2 retirement, no teacher shall be granted credit for more than ten  
3 (10) years of:

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

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

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

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

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

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

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

10       4. Service credit authorized pursuant to paragraph 1 of this  
11 subsection shall:

12           a. be limited to service performed in a full-time,  
13           salaried capacity,

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

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

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

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

23           2. Vocational rehabilitation counselor under the Department of  
24 Human Services if the counselor was employed as a certified teacher

1 by the State Department of Education when the Division of Vocational  
2 Rehabilitation was transferred from the State Board of Career and  
3 Technology Education or the State Board of Education to the Oklahoma  
4 Public Welfare Commission on July 1, 1968;

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

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

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

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

22 G. Persons employed as classroom instructional employees of  
23 technology center school districts supervised by the State Board of  
24 Career and Technology Education shall receive a salary increase

1 amount equal to the amount indicated in subsection A of this section  
2 for the step level indicated for the person, provided they remain  
3 employed by the same technology center school district, unless the  
4 hours or the duties of the classroom instructional employees are  
5 reduced proportionately.

6 H. Persons employed as correctional teachers or vocational  
7 instructors by the Department of Corrections pursuant to Section  
8 510.6a of Title 57 of the Oklahoma Statutes or persons employed as  
9 teachers by the Office of Juvenile Affairs shall receive a salary  
10 increase amount equal to the amount indicated in subsection A of  
11 this section for the step level indicated for the person, provided  
12 they remain employed by the same Department of Corrections or Office  
13 of Juvenile Affairs facility, unless the hours or the duties of the  
14 correctional teachers, vocational instructors, or teachers are  
15 reduced proportionately.

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

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

23 SECTION 3. It being immediately necessary for the preservation  
24 of the public peace, health or safety, an emergency is hereby

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.

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