

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

COMMITTEE SUBSTITUTE  
FOR

SENATE BILL NO. 1339

By: Pugh and Pederson

COMMITTEE SUBSTITUTE

[ schools - minimum salary schedule - directing  
allocation - effective date -  
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~~ and 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	1	\$40,035	\$41,193	\$41,425	\$42,815
2	2	\$40,469	\$41,628	\$41,859	\$43,249
3	3	\$40,904	\$42,062	\$42,294	\$43,684
4	4	\$41,338	\$42,496	\$42,728	\$44,118
5	5	\$42,810	\$43,968	\$44,200	\$45,590
6	6	\$43,273	\$44,432	\$44,663	\$46,054
7	7	\$43,737	\$44,895	\$45,127	\$46,517
8	8	\$44,200	\$45,358	\$45,590	\$46,980
9	9	\$44,663	\$45,822	\$46,054	\$47,444
10	10	\$46,684	\$47,844	\$48,568	\$50,945
11	11	\$47,177	\$48,336	\$49,061	\$51,438
12	12	\$47,670	\$48,829	\$49,554	\$51,931
13	13	\$48,162	\$49,322	\$50,047	\$52,424
14	14	\$48,655	\$49,815	\$50,539	\$52,916
15	15	\$50,167	\$51,327	\$52,052	\$54,430
16	16	\$50,660	\$51,820	\$52,545	\$54,923
17	17	\$51,153	\$52,313	\$53,038	\$55,416
18	18	\$51,646	\$52,806	\$53,531	\$55,909
19	19	\$52,139	\$53,299	\$54,024	\$56,402
20	20	\$52,652	\$53,813	\$54,538	\$56,917
21	21	\$53,145	\$54,306	\$55,031	\$57,410
22	22	\$53,639	\$54,799	\$55,524	\$57,903
23	23	\$54,132	\$55,292	\$56,018	\$58,397
24	24	\$54,625	\$55,785	\$56,511	\$58,890

1	25	\$56,049	\$57,232	\$57,971	\$60,395
2	26	\$56,542	\$57,725	\$58,464	\$60,888
3	27	\$57,035	\$58,218	\$58,957	\$61,381
4	28	\$57,528	\$58,711	\$59,450	\$61,874
5	29	\$58,021	\$59,204	\$59,943	\$62,367
6	30	\$58,541	\$59,724	\$60,463	\$62,887
7	31	\$59,001	\$60,184	\$60,923	\$63,347
8	32	\$59,494	\$60,677	\$61,416	\$63,840
9	33	\$59,987	\$61,170	\$61,909	\$64,333
10	34	\$60,480	\$61,663	\$62,402	\$64,826
11	35	\$60,973	\$62,156	\$62,895	\$65,319

12 Master's Degree +

13 Years of National Board  
14 Experience Certification

15	0	\$42,149
16	1	\$42,583
17	2	\$43,018
18	3	\$43,452
19	4	\$43,886
20	5	\$45,358
21	6	\$45,822
22	7	\$46,285
23	8	\$46,749
24	9	\$47,212

1	10	\$49,728
2	11	\$50,221
3	12	\$50,713
4	13	\$51,206
5	14	\$51,699
6	15	\$53,212
7	16	\$53,705
8	17	\$54,198
9	18	\$54,691
10	19	\$55,184
11	20	\$55,698
12	21	\$56,192
13	22	\$56,685
14	23	\$57,178
15	24	\$57,671
16	25	\$59,153
17	26	\$59,646
18	27	\$60,139
19	28	\$60,632
20	29	\$61,125
21	30	\$61,645
22	31	\$62,105
23	32	\$62,598
24	33	\$63,091

1           34                   \$63,584

2           35                   \$64,077

3           B. 1. When determining the minimum salary schedule, "fringe  
4 benefits" shall mean all or part of retirement benefits, excluding  
5 the contributions made pursuant to subsection A of Section 17-108.1  
6 of this title and the flexible benefit allowance pursuant to Section  
7 26-105 of this title from the flexible benefit allowance funds  
8 disbursed by the State Board of Education and the State Board of  
9 Career and Technology Education pursuant to Section 26-104 of this  
10 title.

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

20           C. Any of the degrees referred to in this section shall be from  
21 a college recognized by the State Board of Education. The Board  
22 shall accept teaching experience from out-of-state school districts  
23 that are accredited by the ~~State Board of Education~~ state board of  
24 education or appropriate state accrediting agency for the districts.

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

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

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

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

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

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

13 4. Certified teacher which were completed while employed by the  
14 Child Study Center located at ~~University Hospital~~ Oklahoma  
15 Children's Hospital, if the teacher was certified as a teacher in  
16 this state; and

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

24

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

4 G. If a school district receives either Foundation Aid or  
5 Salary Incentive Aid or receives neither Foundation Aid nor Salary  
6 Incentive Aid pursuant to Section 18-200.1 of this title, funds  
7 appropriated for the financial support of public schools shall be  
8 allocated by the State Board of Education to implement the salary  
9 increases implemented beginning in the 2023-2024 school year  
10 pursuant to Section 1 of Enrolled Senate Bill No. 1119 of the 1st  
11 Session of the 59th Oklahoma Legislature for certified personnel  
12 with zero (0) to twenty-five (25) years of experience. Funds shall  
13 be allocated by January 31, 2027, and by January 31 annually  
14 thereafter.

15 H. Persons employed as classroom instructional employees of  
16 technology center school districts supervised by the State Board of  
17 Career and Technology Education shall receive a salary increase  
18 amount equal to the amount indicated in subsection A of this section  
19 for the step level indicated for the ~~person~~ persons, provided they  
20 remain employed by the same technology center school district,  
21 unless the hours or the duties of the classroom instructional  
22 employees are reduced proportionately.

23 ~~H.~~ I. Persons employed as correctional teachers or vocational  
24 instructors by the Department of Corrections pursuant to Section

1 510.6a of Title 57 of the Oklahoma Statutes or persons employed as  
2 teachers by the Office of Juvenile Affairs shall receive a salary  
3 increase amount equal to the amount indicated in subsection A of  
4 this section for the step level indicated for the ~~person~~ persons,  
5 provided they remain employed by the same Department of Corrections  
6 or Office of Juvenile Affairs facility, unless the hours or the  
7 duties of the correctional teachers, vocational instructors, or  
8 teachers are reduced proportionately.

9 ~~I.~~ J. Persons employed as teachers by the State Department of  
10 Rehabilitation Services shall receive a salary increase amount equal  
11 to the amount indicated in subsection A of this section for the step  
12 level indicated for the ~~person~~ persons, provided they remain  
13 employed by the State Department of Rehabilitation Services, unless  
14 the hours or the duties of the teachers are reduced proportionately.

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

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

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