

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

COMMITTEE SUBSTITUTE
FOR

SENATE BILL 201

By: Pugh

COMMITTEE SUBSTITUTE

[schools - minimum salary schedule - 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~~ 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~~ and fringe benefits not less than the amounts
specified in the following schedule:

MINIMUM SALARY SCHEDULE

National

Years of Experience	Bachelor's Board Degree	Master's Certification	Doctor's Degree
------------------------	----------------------------	---------------------------	--------------------

1	0	\$39,601	\$40,759	\$40,991	\$42,381
2		<u>\$42,101</u>	<u>\$43,259</u>	<u>\$43,491</u>	<u>\$44,881</u>
3	1	\$40,035	\$41,193	\$41,425	\$42,815
4		<u>\$42,535</u>	<u>\$43,693</u>	<u>\$43,925</u>	<u>\$45,315</u>
5	2	\$40,469	\$41,628	\$41,859	\$43,249
6		<u>\$42,969</u>	<u>\$44,128</u>	<u>\$44,359</u>	<u>\$45,749</u>
7	3	\$40,904	\$42,062	\$42,294	\$43,684
8		<u>\$43,404</u>	<u>\$44,562</u>	<u>\$44,794</u>	<u>\$46,184</u>
9	4	\$41,338	\$42,496	\$42,728	\$44,118
10		<u>\$43,838</u>	<u>\$44,996</u>	<u>\$45,228</u>	<u>\$46,618</u>
11	5	\$42,810	\$43,968	\$44,200	\$45,590
12		<u>\$45,310</u>	<u>\$46,468</u>	<u>\$46,700</u>	<u>\$48,090</u>
13	6	\$43,273	\$44,432	\$44,663	\$46,054
14		<u>\$45,773</u>	<u>\$46,932</u>	<u>\$47,163</u>	<u>\$48,554</u>
15	7	\$43,737	\$44,895	\$45,127	\$46,517
16		<u>\$46,237</u>	<u>\$47,395</u>	<u>\$47,627</u>	<u>\$49,017</u>
17	8	\$44,200	\$45,358	\$45,590	\$46,980
18		<u>\$46,700</u>	<u>\$47,858</u>	<u>\$48,090</u>	<u>\$49,480</u>
19	9	\$44,663	\$45,822	\$46,054	\$47,444
20		<u>\$47,163</u>	<u>\$48,322</u>	<u>\$48,554</u>	<u>\$49,944</u>
21	10	\$46,684	\$47,844	\$48,568	\$50,945
22		<u>\$49,184</u>	<u>\$50,344</u>	<u>\$51,068</u>	<u>\$53,445</u>
23	11	\$47,177	\$48,336	\$49,061	\$51,438
24		<u>\$49,677</u>	<u>\$50,836</u>	<u>\$51,561</u>	<u>\$53,938</u>

1	12	\$47,670	\$48,829	\$49,554	\$51,931
2		<u>\$50,170</u>	<u>\$51,329</u>	<u>\$52,054</u>	<u>\$54,431</u>
3	13	\$48,162	\$49,322	\$50,047	\$52,424
4		<u>\$50,662</u>	<u>\$51,822</u>	<u>\$52,547</u>	<u>\$54,924</u>
5	14	\$48,655	\$49,815	\$50,539	\$52,916
6		<u>\$51,155</u>	<u>\$52,315</u>	<u>\$53,039</u>	<u>\$55,416</u>
7	15	\$50,167	\$51,327	\$52,052	\$54,430
8		<u>\$52,667</u>	<u>\$53,827</u>	<u>\$54,552</u>	<u>\$56,930</u>
9	16	\$50,660	\$51,820	\$52,545	\$54,923
10		<u>\$53,160</u>	<u>\$54,320</u>	<u>\$55,045</u>	<u>\$57,423</u>
11	17	\$51,153	\$52,313	\$53,038	\$55,416
12		<u>\$53,653</u>	<u>\$54,813</u>	<u>\$55,538</u>	<u>\$57,916</u>
13	18	\$51,646	\$52,806	\$53,531	\$55,909
14		<u>\$54,146</u>	<u>\$55,306</u>	<u>\$56,031</u>	<u>\$58,409</u>
15	19	\$52,139	\$53,299	\$54,024	\$56,402
16		<u>\$54,639</u>	<u>\$55,799</u>	<u>\$56,524</u>	<u>\$58,902</u>
17	20	\$52,652	\$53,813	\$54,538	\$56,917
18		<u>\$55,152</u>	<u>\$56,313</u>	<u>\$57,038</u>	<u>\$59,417</u>
19	21	\$53,145	\$54,306	\$55,031	\$57,410
20		<u>\$55,645</u>	<u>\$56,806</u>	<u>\$57,531</u>	<u>\$59,910</u>
21	22	\$53,639	\$54,799	\$55,524	\$57,903
22		<u>\$56,139</u>	<u>\$57,299</u>	<u>\$58,024</u>	<u>\$60,403</u>
23	23	\$54,132	\$55,292	\$56,018	\$58,397
24		<u>\$56,632</u>	<u>\$57,792</u>	<u>\$58,518</u>	<u>\$60,897</u>

1	24	\$54,625	\$55,785	\$56,511	\$58,890
2		<u>\$57,125</u>	<u>\$58,285</u>	<u>\$59,011</u>	<u>\$61,390</u>
3	25	\$56,049	\$57,232	\$57,971	\$60,395
4		<u>\$58,549</u>	<u>\$59,732</u>	<u>\$60,471</u>	<u>\$62,895</u>
5	26	\$56,542	\$57,725	\$58,464	\$60,888
6		<u>\$59,042</u>	<u>\$60,225</u>	<u>\$60,964</u>	<u>\$63,388</u>
7	27	\$57,035	\$58,218	\$58,957	\$61,381
8		<u>\$59,535</u>	<u>\$60,718</u>	<u>\$61,457</u>	<u>\$63,881</u>
9	28	\$57,528	\$58,711	\$59,450	\$61,874
10		<u>\$60,028</u>	<u>\$61,211</u>	<u>\$61,950</u>	<u>\$64,374</u>
11	29	\$58,021	\$59,204	\$59,943	\$62,367
12		<u>\$60,521</u>	<u>\$61,704</u>	<u>\$62,443</u>	<u>\$64,867</u>
13	30	\$58,541	\$59,724	\$60,463	\$62,887
14		<u>\$61,041</u>	<u>\$62,224</u>	<u>\$62,963</u>	<u>\$65,387</u>
15	31	\$59,001	\$60,184	\$60,923	\$63,347
16		<u>\$61,501</u>	<u>\$62,684</u>	<u>\$63,423</u>	<u>\$65,847</u>
17	32	\$59,494	\$60,677	\$61,416	\$63,840
18		<u>\$61,994</u>	<u>\$63,177</u>	<u>\$63,916</u>	<u>\$66,340</u>
19	33	\$59,987	\$61,170	\$61,909	\$64,333
20		<u>\$62,487</u>	<u>\$63,670</u>	<u>\$64,409</u>	<u>\$66,833</u>
21	34	\$60,480	\$61,663	\$62,402	\$64,826
22		<u>\$62,980</u>	<u>\$64,163</u>	<u>\$64,902</u>	<u>\$67,326</u>
23	35	\$60,973	\$62,156	\$62,895	\$65,319
24		<u>\$63,473</u>	<u>\$64,656</u>	<u>\$65,395</u>	<u>\$67,819</u>

1	Master's Degree +	
2	Years of	National Board
3	Experience	Certification
4	0	\$42,149
5		<u>\$44,649</u>
6	1	\$42,583
7		<u>\$45,083</u>
8	2	\$43,018
9		<u>\$45,518</u>
10	3	\$43,452
11		<u>\$45,952</u>
12	4	\$43,886
13		<u>\$46,386</u>
14	5	\$45,358
15		<u>\$47,858</u>
16	6	\$45,822
17		<u>\$48,322</u>
18	7	\$46,285
19		<u>\$48,785</u>
20	8	\$46,749
21		<u>\$49,249</u>
22	9	\$47,212
23		<u>\$49,712</u>
24	10	\$49,728

1		<u>\$52,228</u>
2	11	\$50,221
3		<u>\$52,721</u>
4	12	\$50,713
5		<u>\$53,213</u>
6	13	\$51,206
7		<u>\$53,706</u>
8	14	\$51,699
9		<u>\$54,199</u>
10	15	\$53,212
11		<u>\$55,712</u>
12	16	\$53,705
13		<u>\$56,205</u>
14	17	\$54,198
15		<u>\$56,698</u>
16	18	\$54,691
17		<u>\$57,191</u>
18	19	\$55,184
19		<u>\$57,684</u>
20	20	\$55,698
21		<u>\$58,198</u>
22	21	\$56,192
23		<u>\$58,692</u>
24	22	\$56,685

1		<u>\$59,185</u>
2	23	\$57,178
3		<u>\$59,678</u>
4	24	\$57,671
5		<u>\$60,171</u>
6	25	\$59,153
7		<u>\$61,653</u>
8	26	\$59,646
9		<u>\$62,146</u>
10	27	\$60,139
11		<u>\$62,639</u>
12	28	\$60,632
13		<u>\$63,132</u>
14	29	\$61,125
15		<u>\$63,625</u>
16	30	\$61,645
17		<u>\$64,145</u>
18	31	\$62,105
19		<u>\$64,605</u>
20	32	\$62,598
21		<u>\$65,098</u>
22	33	\$63,091
23		<u>\$65,591</u>
24	34	\$63,584

\$66,084

35 ~~\$64,077~~

\$66,577

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.

C. Any of the degrees referred to in this section shall be from a college recognized by the State Board of Education. The Board shall accept teaching experience from out-of-state school districts that are accredited by the ~~State Board of Education~~ state board of

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

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

23

24

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

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

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

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

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

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

1 acquired, certified as, or eligible for certification as, a school
2 psychologist or psychometrist.

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

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

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

12
13 60-2-3585 EB 3/4/2026 4:22:57 PM
14
15
16
17
18
19
20
21
22
23
24