

# An Act

ENROLLED HOUSE  
BILL NO. 1087

By: Lowe (Dick), Harris, Boles,  
Moore, Archer, and Wolfley  
of the House

and

Pugh and Jech of the Senate

An Act relating to education; amending 70 O.S. 2021, Section 1-109, as amended by Section 1 of Enrolled Senate Bill No. 758 of the 1st Session of the 60th Oklahoma Legislature, which relates to length of the school year; extending amount of time classroom instruction is to be offered; amending 70 O.S. 2021, Section 18-114.15, as amended by Section 2 of Enrolled House Bill No. 1465 of the 1st Session of the 60th Oklahoma Legislature, which relates to the minimum salary schedule; adding minimum salary amounts for twenty-six through thirty-five years of service; updating references; removing requirement for school districts to pay over minimum salary amount under certain circumstances; removing requirement for State Board of Education to allocate money for certain salary increases; providing an effective date; and declaring an emergency.

SUBJECT: Education

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

SECTION 1. AMENDATORY 70 O.S. 2021, Section 1-109, as amended by Section 1 of Enrolled Senate Bill No. 758 of the 1st Session of the 60th Oklahoma Legislature, is amended to read as follows:

Section 1-109. A. For all public schools in this state, school shall actually be in session and classroom instruction offered:

1. For not less than ~~one hundred eighty (180)~~ one hundred eighty-one (181) days;

2. For not less than ~~one thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours each school year, if a district board of education adopts a school-hours policy and notifies the State Board of Education prior to October 15 of the applicable school year;

3. Beginning with the ~~2021-2022~~ 2025-2026 school year, for not less than ~~one thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours with a minimum of ~~one hundred sixty-five (165)~~ one hundred sixty-six (166) days of instruction each school year, if a district board of education adopts a school-hours policy and notifies the State Board of Education prior to October 15 of the applicable school year; or

4. Beginning with the ~~2021-2022~~ 2025-2026 school year, for not less than ~~one thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours each school year, if a district board of education adopts a school-hours policy, notifies the State Board of Education prior to October 15 of the applicable school year, and meets the requirements established by the State Board of Education pursuant to subsection H of this section.

B. A school district may not count more than thirty (30) hours each school year that are used for attendance of professional meetings toward the ~~one hundred eighty (180)~~ one hundred eighty-one (181) days or ~~one thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours of classroom instruction time required in subsection A of this section.

C. Teachers off contract with an employing district shall not be required by the employing school district to attend professional meetings unless the teacher is paid additional compensation for the additional time. Teachers may be paid additional compensation for attending professional meetings in excess of their contract term. Subject to district board of education policy or collective bargaining agreement, additional paid professional days may be granted for individual teachers to attend or participate in professional meetings, staff development training, or National Board certification portfolio development as provided for in Section 6-204.2 of this title.

D. A school district may authorize parent-teacher conferences to be held during a regular school day. If authorized by the school district, parent-teacher conferences shall be counted as classroom instruction time for no more than six (6) hours per semester, for a total of twelve (12) hours per school year.

E. A school district may maintain school for less than a full school year only when conditions beyond the control of school authorities make the maintenance of the term impossible and the State Board of Education has been apprised and has expressed concurrence in writing.

F. The State Board of Education shall establish criteria for an extended-day schedule for schools subject to paragraph 1 of subsection A of this section. The criteria shall:

1. Prescribe a lengthened school day within limits determined not to be detrimental to quality instruction;

2. Ensure that the schedule is equivalent in annual hours of instruction to the ~~one-hundred-eighty-day~~ one-hundred-eighty-one-day school year specified in paragraph 1 of subsection A of this section; and

3. Be consistent with the provisions of this section and Sections 1-111 and 1-112 of this title but may result in fewer annual days of instruction.

G. Notwithstanding the provisions of subsection F of this section, a school district board of education subject to paragraph 1 of subsection A of this section may adopt and implement an extended-day schedule subject to the following requirements:

1. The annual number of hours of instruction shall equal or exceed ~~one thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours, which is the equivalent of ~~one hundred eighty (180)~~ one hundred eighty-one (181) days of instruction as specified in subsection A of this section for six (6) hours each day as specified in Section 1-111 of this title;

2. The annual number of days of instruction shall equal or exceed ~~one hundred eighty (180)~~ one hundred eighty-one (181) days as specified in subsection A of this section;

3. The schedule adopted shall be consistent with the provisions of Sections 1-111 and 1-112 of this title, except that for not more than one (1) day per week, a school day shall consist of not less than five (5) hours devoted to academic instruction in a regular classroom setting;

4. The district shall hold a public hearing prior to the adoption of an extended-day schedule authorized pursuant to this subsection; and

5. The district shall document the impact on student achievement as determined by the academic performance data score and any other relevant factors that are a result of implementation of an extended-day schedule authorized pursuant to this subsection and provide an annual report to the State Board of Education of the results. If improvement in student achievement cannot be documented in the report, the district board of education shall revoke authorization as provided by this subsection. If the district board of education does not revoke authorization after student achievement is not documented in the report, the State Board of Education may deny accreditation of any school in violation of this subsection.

H. Beginning with the 2021-2022 school year, a school district board of education may adopt a school-hours policy as provided for by paragraph 4 of subsection A of this section only if it meets or exceeds the minimum guidelines for student performance and school district cost savings established by the State Board of Education. The State Board of Education shall promulgate rules, subject to approval by the Legislature, establishing the minimum guidelines for student performance and school district cost savings.

I. If subject to paragraph 2 of subsection A of this section, a district board of education or designee may elect to close a school during the school day for inclement weather purposes. In such an event, the number of hours incurred in classroom instruction time prior to school closure shall be counted toward the ~~one thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours per year requirement.

J. 1. Except as provided for in paragraph 2 of this subsection, beginning with the 2026-2027 school year a school district or charter school shall not count days or portions of days when school is closed and virtual instruction is provided toward the ~~one hundred eighty (180)~~ one hundred eighty-one (181) days or ~~one thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours of

classroom instruction time required by subsection A of this section. For the purposes of this subsection, "virtual instruction" means the use of the Internet or other digital information transmission systems as a form of instruction.

2. Beginning with the 2026-2027 school year, a school district or charter school may count up to two (2) days or twelve (12) hours when school is closed and virtual instruction is provided toward the ~~one hundred eighty (180)~~ one hundred eighty-one (181) days or ~~one thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours of classroom instruction time required by subsection A of this section only if:

- a. the Superintendent of Public Instruction has approved the virtual instruction plan submitted by a school district board of education or charter school governing board. A school district board of education or charter school governing board shall approve its virtual instruction plan, publish the plan on the website for the school district or charter school, and submit it to the Superintendent of Public Instruction by November 1, 2025. The Superintendent shall approve or disapprove all submitted virtual instruction plans by January 31, 2026. A school district board of education or charter school governing board shall review its virtual instruction plan annually and approve any necessary revisions for submission to the Superintendent of Public Instruction by November 1 each subsequent year, and the Superintendent shall approve or disapprove submitted plans by January 31 each subsequent year. If a plan is disapproved, the school district board of education or charter school governing board may approve a revised plan, publish it on the website for the school district or charter school, and submit it to the Superintendent. The plan shall include a virtual needs assessment which shall address availability of technology infrastructure to deliver virtual instruction. The plan shall also address how the school district or charter school plans to provide:
  - (1) instruction to students on an Individualized Education Program (IEP),
  - (2) child nutrition services, and

- (3) transportation for students enrolled in technology center school courses or programs,
- b. a state of emergency or proclamation has been issued by the Governor for a specific reason relating to school district or charter school operations, and
- c. the school district board of education or charter school governing board approves the use of virtual instruction.

3. The provisions of this subsection shall not apply to statewide virtual charter schools or full-time virtual education programs operated by a school district.

K. By June 30, 2027, and by June 30 each subsequent year, the State Department of Education shall publish on its website and electronically submit to the Governor, the President Pro Tempore of the Senate, and the Speaker of the House of Representatives a report with information regarding the use of virtual instruction as authorized by subsection J of this section. The report shall include, at a minimum:

1. The school districts and charter schools that closed school and provided virtual instruction as authorized by subsection J of this section and the length of time virtual instruction was provided; and

2. The reason for which school was closed and virtual instruction was provided.

L. Nothing in this section shall be construed as affecting the right of an employing school district to require teachers as defined in Section 6-101.3 of this title to work in excess of the ~~one thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours required for student instruction. In addition, nothing in this section shall be construed to affect the Fair Labor Standards Act of 1938 status of any school district employee.

M. The provisions of this section shall not prohibit the Oklahoma School for the Blind or the Oklahoma School for the Deaf from adopting an alternative school-hours policy if the Oklahoma School for the Blind or the Oklahoma School for the Deaf notifies

and receives approval from the State Board of Education prior to October 15 of the applicable school year.

SECTION 2. AMENDATORY 70 O.S. 2021, Section 18-114.15, as amended by Section 2 of Enrolled House Bill No. 1465 of the 1st Session of the 60th Oklahoma Legislature, is amended to read as follows:

Section 18-114.15. A. Beginning with the ~~2023-2024~~ 2025-2026 school year, certified personnel, as defined in Section 26-103 of this title, in the public schools of ~~Oklahoma~~ 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   | Bachelor's | Board         | Master's | Doctor's |
| Experience | Degree     | Certification | Degree   | 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        |
| 21        | \$53,145        | \$54,306        | \$55,031        | \$57,410        |
| 22        | \$53,639        | \$54,799        | \$55,524        | \$57,903        |
| 23        | \$54,132        | \$55,292        | \$56,018        | \$58,397        |
| 24        | \$54,625        | \$55,785        | \$56,511        | \$58,890        |
| 25        | \$56,049        | \$57,232        | \$57,971        | \$60,395        |
| <u>26</u> | <u>\$56,542</u> | <u>\$57,725</u> | <u>\$58,464</u> | <u>\$60,888</u> |
| <u>27</u> | <u>\$57,035</u> | <u>\$58,218</u> | <u>\$58,957</u> | <u>\$61,381</u> |
| <u>28</u> | <u>\$57,528</u> | <u>\$58,711</u> | <u>\$59,450</u> | <u>\$61,874</u> |
| <u>29</u> | <u>\$58,021</u> | <u>\$59,204</u> | <u>\$59,943</u> | <u>\$62,367</u> |
| <u>30</u> | <u>\$58,541</u> | <u>\$59,724</u> | <u>\$60,463</u> | <u>\$62,887</u> |
| <u>31</u> | <u>\$59,001</u> | <u>\$60,184</u> | <u>\$60,923</u> | <u>\$63,347</u> |
| <u>32</u> | <u>\$59,494</u> | <u>\$60,677</u> | <u>\$61,416</u> | <u>\$63,840</u> |
| <u>33</u> | <u>\$59,987</u> | <u>\$61,170</u> | <u>\$61,909</u> | <u>\$64,333</u> |



|           |                 |                 |                 |                 |
|-----------|-----------------|-----------------|-----------------|-----------------|
| <u>34</u> | <u>\$60,480</u> | <u>\$61,663</u> | <u>\$62,402</u> | <u>\$64,826</u> |
|-----------|-----------------|-----------------|-----------------|-----------------|

|           |                 |                 |                 |                 |
|-----------|-----------------|-----------------|-----------------|-----------------|
| <u>35</u> | <u>\$60,973</u> | <u>\$62,156</u> | <u>\$62,895</u> | <u>\$65,319</u> |
|-----------|-----------------|-----------------|-----------------|-----------------|

Master's Degree +

Years of                      National Board

Experience                  Certification

|   |          |
|---|----------|
| 0 | \$42,149 |
|---|----------|

|   |          |
|---|----------|
| 1 | \$42,583 |
|---|----------|

|   |          |
|---|----------|
| 2 | \$43,018 |
|---|----------|

|   |          |
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| 3 | \$43,452 |
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| 4 | \$43,886 |
|---|----------|

|   |          |
|---|----------|
| 5 | \$45,358 |
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|   |          |
|---|----------|
| 6 | \$45,822 |
|---|----------|

|   |          |
|---|----------|
| 7 | \$46,285 |
|---|----------|

|   |          |
|---|----------|
| 8 | \$46,749 |
|---|----------|

|   |          |
|---|----------|
| 9 | \$47,212 |
|---|----------|

|    |          |
|----|----------|
| 10 | \$49,728 |
|----|----------|

|    |          |
|----|----------|
| 11 | \$50,221 |
|----|----------|

|    |          |
|----|----------|
| 12 | \$50,713 |
|----|----------|

|    |          |
|----|----------|
| 13 | \$51,206 |
|----|----------|

|    |          |
|----|----------|
| 14 | \$51,699 |
|----|----------|

|    |          |
|----|----------|
| 15 | \$53,212 |
|----|----------|

|    |          |
|----|----------|
| 16 | \$53,705 |
|----|----------|

|    |          |
|----|----------|
| 17 | \$54,198 |
|----|----------|

|           |                 |
|-----------|-----------------|
| 18        | \$54,691        |
| 19        | \$55,184        |
| 20        | \$55,698        |
| 21        | \$56,192        |
| 22        | \$56,685        |
| 23        | \$57,178        |
| 24        | \$57,671        |
| 25        | \$59,153        |
| <u>26</u> | <u>\$59,646</u> |
| <u>27</u> | <u>\$60,139</u> |
| <u>28</u> | <u>\$60,632</u> |
| <u>29</u> | <u>\$61,125</u> |
| <u>30</u> | <u>\$61,645</u> |
| <u>31</u> | <u>\$62,105</u> |
| <u>32</u> | <u>\$62,598</u> |
| <u>33</u> | <u>\$63,091</u> |
| <u>34</u> | <u>\$63,584</u> |
| <u>35</u> | <u>\$64,077</u> |

B. 1. When determining the ~~Minimum Salary Schedule~~ 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 or appropriate state accrediting agency for the districts. The Board shall accept teaching experience from out-of-country schools that are accredited or otherwise endorsed by the appropriate national or regional accrediting or endorsement authority. Out-of-country certification documentation in a language other than English shall be analyzed by an educational credential evaluation service in accordance with industry standards and guidelines and approved by the State Department of Education. The person seeking to have credit granted for out-of-country teaching experience shall be responsible for all costs of the analysis by a credential evaluation service. The Board shall accept teaching experience from primary and secondary schools that are operated by the United States Department of Defense or are affiliated with the United States Department of State.

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

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

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

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

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

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

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

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

~~G. If a person employed as certified personnel, as defined in Section 26-103 of this title, by a school district during the 2022-2023 school year was receiving a salary above the step level indicated by the State Minimum Salary Schedule for the 2022-2023 school year, the person shall receive a salary increase amount equal to the amount indicated in subsection A of this section for the step level indicated for the person, provided they remain employed by the same district, unless the hours or the duties of the certified personnel are reduced proportionately.~~

~~H. If a school district does not receive Foundation or Salary Incentive Aid pursuant to Section 18-200.1 of this title, funds shall be allocated by the State Board of Education to implement the salary increases indicated in subsection A of this section.~~

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

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

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

SECTION 3. This act shall become effective July 1, 2025.

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

Passed the House of Representatives the 28th day of May, 2025.

\_\_\_\_\_  
Presiding Officer of the House  
of Representatives

Passed the Senate the 28th day of May, 2025.

\_\_\_\_\_  
Presiding Officer of the Senate

OFFICE OF THE GOVERNOR

Received by the Office of the Governor this \_\_\_\_\_  
day of \_\_\_\_\_, 20\_\_\_\_\_, at \_\_\_\_\_ o'clock \_\_\_\_\_ M.  
By: \_\_\_\_\_

Approved by the Governor of the State of Oklahoma this \_\_\_\_\_  
day of \_\_\_\_\_, 20\_\_\_\_\_, at \_\_\_\_\_ o'clock \_\_\_\_\_ M.

\_\_\_\_\_  
Governor of the State of Oklahoma

OFFICE OF THE SECRETARY OF STATE

Received by the Office of the Secretary of State this \_\_\_\_\_  
day of \_\_\_\_\_, 20\_\_\_\_\_, at \_\_\_\_\_ o'clock \_\_\_\_\_ M.  
By: \_\_\_\_\_