

# An Act

ENROLLED HOUSE  
BILL NO. 1465

By: West (Tammy), Hildebrant,  
and Deck of the House

and

Stanley of the Senate

An Act relating to schools; amending 70 O.S. 2021, Section 17-113 and Section 1, Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2024, Section 18-114.15), which relate to teacher pay computations; adding definition for military service; clarifying which branches of military service count for credit in determining teacher salaries; providing an effective date; and declaring an emergency.

SUBJECT: Schools

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

SECTION 1. AMENDATORY 70 O.S. 2021, Section 17-113, is amended to read as follows:

Section 17-113. A. In determining annual increments for teacher salaries and in computing Foundation Aid, time spent in military service during a period of national emergency shall be counted, not to exceed five (5) years prior to the current year. No more than five (5) years of such military service shall be used in determining eligibility or benefits under the Teachers' Retirement System.

B. For purposes of this section, the term "military service" shall include the United States Air Force, Army, Coast Guard, Marine Corps, Navy, Space Force, and the reserve components of these services, as well as the federal and state counterparts of both the Air National Guard and Army National Guard.

SECTION 2. AMENDATORY Section 1, Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2024, Section 18-114.15), is amended to read as follows:

Section 18-114.15. A. Beginning with the 2023-2024 school year, certified personnel, as defined in Section 26-103 of ~~Title 70 of the Oklahoma Statutes~~ this title, in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amounts specified in the following schedule:

MINIMUM SALARY SCHEDULE

| Years of<br>Experience | National          |                     |                 |                 |
|------------------------|-------------------|---------------------|-----------------|-----------------|
|                        | 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 |
| 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 |

Master's Degree +

| Years of<br>Experience | National Board<br>Certification |
|------------------------|---------------------------------|
| 0                      | \$42,149                        |
| 1                      | \$42,583                        |
| 2                      | \$43,018                        |
| 3                      | \$43,452                        |
| 4                      | \$43,886                        |
| 5                      | \$45,358                        |
| 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 |

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 ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible benefit allowance pursuant to Section 26-105 of ~~Title 70 of the Oklahoma Statutes~~ 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 ~~Title 70 of the Oklahoma Statutes~~ 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;

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; 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 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 and are still receiving a monthly retirement benefit.

G. If a person employed as certified personnel, as defined in Section 26-103 of ~~Title 70 of the Oklahoma Statutes~~ 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 ~~Title 70 of the Oklahoma Statutes~~ 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. 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. 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 11th day of March, 2025.

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

Passed the Senate the 29th day of April, 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: \_\_\_\_\_