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April 15, 2025

ENGROSSED 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.

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

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	

1	7	\$43,737	\$44,895	\$45,127	\$46,517
2	8	\$44,200	\$45,358	\$45,590	\$46,980
3	9	\$44,663	\$45,822	\$46,054	\$47,444
4	10	\$46,684	\$47,844	\$48,568	\$50,945
5	11	\$47,177	\$48,336	\$49,061	\$51,438
6	12	\$47,670	\$48,829	\$49,554	\$51,931
7	13	\$48,162	\$49,322	\$50,047	\$52,424
8	14	\$48,655	\$49,815	\$50,539	\$52,916
9	15	\$50,167	\$51,327	\$52,052	\$54,430
10	16	\$50,660	\$51,820	\$52,545	\$54,923
11	17	\$51,153	\$52,313	\$53,038	\$55,416
12	18	\$51,646	\$52,806	\$53,531	\$55,909
13	19	\$52,139	\$53,299	\$54,024	\$56,402
14	20	\$52,652	\$53,813	\$54,538	\$56,917
15	21	\$53,145	\$54,306	\$55,031	\$57,410
16	22	\$53,639	\$54,799	\$55,524	\$57,903
17	23	\$54,132	\$55,292	\$56,018	\$58,397
18	24	\$54,625	\$55,785	\$56,511	\$58,890
19	25	\$56,049	\$57,232	\$57,971	\$60,395

20	Master's Degree +				
21	Years of	National Board			
22	Experience	Certification			
23	0	\$42,149			
24	1	\$42,583			

1	2	\$43,018
2	3	\$43,452
3	4	\$43,886
4	5	\$45,358
5	6	\$45,822
6	7	\$46,285
7	8	\$46,749
8	9	\$47,212
9	10	\$49,728
10	11	\$50,221
11	12	\$50,713
12	13	\$51,206
13	14	\$51,699
14	15	\$53,212
15	16	\$53,705
16	17	\$54,198
17	18	\$54,691
18	19	\$55,184
19	20	\$55,698
20	21	\$56,192
21	22	\$56,685
22	23	\$57,178
23	24	\$57,671
24	25	\$59,153

1       B. 1. When determining the Minimum Salary Schedule, "fringe  
2 benefits" shall mean all or part of retirement benefits, excluding  
3 the contributions made pursuant to subsection A of Section 17-108.1  
4 of ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible  
5 benefit allowance pursuant to Section 26-105 of ~~Title 70 of the~~  
6 ~~Oklahoma Statutes~~ this title from the flexible benefit allowance  
7 funds disbursed by the State Board of Education and the State Board  
8 of Career and Technology Education pursuant to Section 26-104 of  
9 ~~Title 70 of the Oklahoma Statutes~~ this title.

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

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

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

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

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

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

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

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

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

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

21       F. The provisions of this section shall not apply to teachers  
22 who have entered into postretirement employment with a public school  
23 in Oklahoma and are still receiving a monthly retirement benefit.  
24

1       G. If a person employed as certified personnel, as defined in  
2 Section 26-103 of ~~Title 70 of the Oklahoma Statutes~~ this title, by a  
3 school district during the 2022-2023 school year was receiving a  
4 salary above the step level indicated by the State Minimum Salary  
5 Schedule for the 2022-2023 school year, the person shall receive a  
6 salary increase amount equal to the amount indicated in subsection A  
7 of this section for the step level indicated for the person,  
8 provided they remain employed by the same district, unless the hours  
9 or the duties of the certified personnel are reduced  
10 proportionately.

11       H. If a school district does not receive Foundation or Salary  
12 Incentive Aid pursuant to Section 18-200.1 of ~~Title 70 of the~~  
13 ~~Oklahoma Statutes~~ this title, funds shall be allocated by the State  
14 Board of Education to implement the salary increases indicated in  
15 subsection A of this section.

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



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

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

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

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

22 COMMITTEE REPORT BY: COMMITTEE ON EDUCATION  
23 April 15, 2025 - DO PASS  
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