

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

SENATE BILL 1339

By: Pugh

AS INTRODUCED

An Act relating to schools; amending 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), which relates to the minimum salary schedule for certified personnel; directing certain funds to be allocated by the State Board of Education to implement salary increases for certain school districts; directing funds to be allocated by certain date annually; updating statutory language; providing an effective date; and declaring an 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	\$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

1	21	\$53,145	\$54,306	\$55,031	\$57,410
2	22	\$53,639	\$54,799	\$55,524	\$57,903
3	23	\$54,132	\$55,292	\$56,018	\$58,397
4	24	\$54,625	\$55,785	\$56,511	\$58,890
5	25	\$56,049	\$57,232	\$57,971	\$60,395
6	26	\$56,542	\$57,725	\$58,464	\$60,888
7	27	\$57,035	\$58,218	\$58,957	\$61,381
8	28	\$57,528	\$58,711	\$59,450	\$61,874
9	29	\$58,021	\$59,204	\$59,943	\$62,367
10	30	\$58,541	\$59,724	\$60,463	\$62,887
11	31	\$59,001	\$60,184	\$60,923	\$63,347
12	32	\$59,494	\$60,677	\$61,416	\$63,840
13	33	\$59,987	\$61,170	\$61,909	\$64,333
14	34	\$60,480	\$61,663	\$62,402	\$64,826
15	35	\$60,973	\$62,156	\$62,895	\$65,319
16	Master's Degree +				
17	Years of	National Board			
18	Experience	Certification			
19	0	\$42,149			
20	1	\$42,583			
21	2	\$43,018			
22	3	\$43,452			
23	4	\$43,886			
24	5	\$45,358			

1	6	\$45,822
2	7	\$46,285
3	8	\$46,749
4	9	\$47,212
5	10	\$49,728
6	11	\$50,221
7	12	\$50,713
8	13	\$51,206
9	14	\$51,699
10	15	\$53,212
11	16	\$53,705
12	17	\$54,198
13	18	\$54,691
14	19	\$55,184
15	20	\$55,698
16	21	\$56,192
17	22	\$56,685
18	23	\$57,178
19	24	\$57,671
20	25	\$59,153
21	26	\$59,646
22	27	\$60,139
23	28	\$60,632
24	29	\$61,125

30	\$61,645
31	\$62,105
32	\$62,598
33	\$63,091
34	\$63,584
35	\$64,077

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.

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

19 D. For the purpose of state salary increments and retirement,
20 no teacher shall be granted credit for more than five (5) years of
21 active duty in the military service, as defined in Section 17-113 of
22 this title, or out-of-state or out-of-country teaching experience as
23 a certified teacher or its equivalent. Nothing in this section
24 shall prohibit boards of education from crediting more years of
25

1 experience on district salary schedules than those allowed for state
2 purposes.

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

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

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

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

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

22 5. Certified school psychologist or psychometrist which were
23 completed while employed as a doctoral intern, psychological
24 assistant, or psychologist with any agency of this state if the

1 experience primarily involved work with persons of school- or
2 preschool-age and if the person was, at the time the experience was
3 acquired, certified as, or eligible for certification as, a school
4 psychologist or psychometrist.

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

8 G. Beginning with the 2026-2027 school year, funds appropriated
9 for the financial support of public schools shall be allocated by
10 the State Board of Education to implement the salary schedule
11 provided for in subsection A of this section for school districts
12 that receive either Foundation Aid or Salary Incentive Aid or
13 receive neither Foundation Aid nor Salary Incentive Aid pursuant to
14 Section 18-200.1 of this title. Funds shall be allocated by January
15 31, 2027, and by January 31 annually thereafter.

16 H. 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~~ persons, provided they
21 remain employed by the same technology center school district,
22 unless the hours or the duties of the classroom instructional
23 employees are reduced proportionately.

1 ~~H.~~ I. 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~~ persons,
7 provided they remain employed by the same Department of Corrections
8 or Office of Juvenile Affairs facility, unless the hours or the
9 duties of the correctional teachers, vocational instructors, or
10 teachers are reduced proportionately.

11 ~~H.~~ J. 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~~ persons, provided they remain
15 employed by the State Department of Rehabilitation Services, unless
16 the hours or the duties of the teachers are reduced proportionately.

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

18 SECTION 3. 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.

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