

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

SENATE BILL 1363

By: Hicks

AS INTRODUCED

An Act relating to schools; establishing minimum salary schedule for teachers; providing for layered additional compensation for teachers; defining term; specifying certain recognition of college degrees; requiring the State Board of Education to accept certain teaching experience; requiring certain notification; limiting teaching credit for certain service and experience; allowing school districts to offer more credit; directing the Board to recognize certain experiences; prohibiting application of minimum salary schedule to certain retired teachers; requiring certain certified personnel to receive certain salary increase above certain level paid during certain school year; repealing 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; providing for codification; providing an effective date; and declaring an emergency.

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

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 18-114.16 of Title 70, unless there is created a duplication in numbering, reads as follows:

A. 1. Beginning with the 2026-2027 school year, certified personnel, as defined in Section 26-103 of Title 70 of the Oklahoma Statutes, in the public schools of 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 Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	\$43,000	\$44,158	\$44,390	\$45,870
1	\$43,434	\$44,592	\$44,824	\$46,214
2	\$43,868	\$45,027	\$45,258	\$46,648
3	\$44,303	\$45,461	\$45,693	\$47,083
4	\$44,737	\$45,895	\$46,127	\$47,517
5	\$46,209	\$47,367	\$47,599	\$48,989
6	\$46,672	\$47,831	\$48,062	\$49,453
7	\$47,136	\$48,294	\$48,526	\$49,916
8	\$47,599	\$48,757	\$48,989	\$50,379
9	\$48,062	\$49,221	\$49,453	\$50,843
10	\$50,083	\$51,243	\$51,967	\$54,344
11	\$50,576	\$51,735	\$52,460	\$54,837
12	\$51,069	\$52,228	\$52,953	\$55,330
13	\$51,561	\$52,721	\$53,446	\$55,823
14	\$52,054	\$53,214	\$53,938	\$56,315
15	\$53,566	\$54,726	\$55,451	\$57,829
16	\$54,059	\$55,219	\$55,944	\$58,322
17	\$54,552	\$55,712	\$56,437	\$58,815

1	18	\$55,045	\$56,205	\$56,930	\$59,308
2	19	\$55,538	\$56,698	\$57,423	\$59,801
3	20	\$56,051	\$57,212	\$57,937	\$60,316
4	21	\$56,544	\$57,705	\$58,430	\$60,809
5	22	\$57,038	\$58,198	\$58,923	\$61,302
6	23	\$57,531	\$58,691	\$59,417	\$61,796
7	24	\$58,024	\$59,184	\$59,910	\$62,289
8	25	\$59,448	\$60,631	\$61,370	\$63,794
9	26	\$59,941	\$61,124	\$61,863	\$64,287
10	27	\$60,434	\$61,617	\$62,356	\$64,780
11	28	\$60,927	\$62,110	\$62,849	\$65,273
12	29	\$61,420	\$62,603	\$63,342	\$65,766
13	30	\$61,940	\$63,123	\$63,862	\$66,286
14	31	\$62,400	\$63,583	\$64,322	\$66,746
15	32	\$62,983	\$64,076	\$64,815	\$67,239
16	33	\$63,386	\$64,569	\$65,308	\$67,732
17	34	\$63,879	\$65,062	\$65,801	\$68,225
18	35	\$64,372	\$65,555	\$66,294	\$68,718
19	Years of	Master's Degree and			
20	Experience	National Board Certification			
21	0	\$45,548			
22	1	\$45,982			
23	2	\$46,417			
24	3	\$46,851			

1	4	\$47,285
2	5	\$48,757
3	6	\$49,221
4	7	\$49,684
5	8	\$50,148
6	9	\$50,611
7	10	\$53,127
8	11	\$53,620
9	12	\$54,112
10	13	\$54,605
11	14	\$55,098
12	15	\$56,611
13	16	\$57,104
14	17	\$57,597
15	18	\$58,090
16	19	\$58,583
17	20	\$59,097
18	21	\$59,591
19	22	\$60,084
20	23	\$60,577
21	24	\$61,070
22	25	\$62,552
23	26	\$63,045
24	27	\$63,538

28	\$64,031
29	\$64,524
30	\$65,044
31	\$65,504
32	\$65,997
33	\$66,490
34	\$66,983
35	\$67,476

2. a. Beginning with the 2026-2027 school year, certified personnel, as defined in Section 26-103 of Title 70 of the Oklahoma Statutes, in the public schools of this state shall receive additional compensation equal to five percent (5%) above the minimum salary the person qualifies for on the minimum salary schedule set forth in paragraph 1 of this subsection should he or she fill a position deemed hard-to-fill, as defined by subparagraph b of this paragraph.

b. For the purposes of this section, a "hard-to-fill" position means:

(1) a certified personnel position at a public school district with vacancy rates of fifteen percent (15%) or more, or

(2) a position in which the certified personnel's duties actively include teaching students for the

majority of class periods during the school day in English language arts, mathematics, science, technology, bilingual education, or another subject area deemed a critical labor shortage by the State Department of Education.

3. a. Certified personnel who become certified in the subjects of science, technology, engineering, mathematics, bilingual education, or special education shall be eligible for a one-time stipend of One Thousand Five Hundred Dollars (\$1,500.00) at the conclusion of their first year of teaching, and One Thousand Dollars (\$1,000.00) at the conclusion of their second year of teaching.
- b. Certified personnel who achieve additional endorsements such as teaching English as a second language, gifted education, or any other endorsement recognized by the State Department of Education shall be eligible for a one-time stipend of One Thousand Dollars (\$1,000.00) and shall receive additional compensation equal to three percent (3%) above the minimum salary the person qualifies for on the minimum salary schedule set forth in paragraph 1 of this subsection.

1 4. a. The State Department of Education shall make an
2 electronic report to the Legislature not later than
3 December 1 of each year regarding the number of
4 certified positions filled and unfilled that are
5 designated as hard-to-fill, and the number of schools
6 within each district that have one or more positions
7 designated as hard-to-fill as defined by subparagraph
8 b of paragraph 2 of this subsection.

9 b. Subject to the availability of funding, the
10 Legislature shall provide funds to the State
11 Department of Education to distribute to any school
12 district of this state that incurs personnel costs
13 related to paragraphs 2 and 3 of this subsection.

14 B. 1. When determining the minimum salary schedule, "fringe
15 benefits" shall mean all or part of retirement benefits, excluding
16 the contributions made pursuant to subsection A of Section 17-108.1
17 of Title 70 of the Oklahoma Statutes and the flexible benefit
18 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma
19 Statutes from the flexible benefit allowance funds disbursed by the
20 State Board of Education and the State Board of Career and
21 Technology Education pursuant to Section 26-104 of Title 70 of the
22 Oklahoma Statutes.

23 2. If a school district intends to provide retirement benefits
24 to a teacher such that the teacher's salary would be less than the
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1 amounts set forth in the minimum salary schedule specified in
2 subsection A of this section, the district shall be required to
3 provide written notification to the teacher prior to his or her
4 employment or, if already employed by the district, no later than
5 thirty (30) days prior to the date the district elects to provide
6 retirement benefits such that the teacher's salary would be less
7 than the minimum salary schedule.

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

1 D. For the purpose of state salary increments and retirement,
2 no teacher shall be granted credit for more than five (5) years of
3 active duty in the military service, as defined in Section 17-113 of
4 Title 70 of the Oklahoma Statutes, or out-of-state or out-of-country
5 teaching experience as a certified teacher or its equivalent.
6 Nothing in this section shall prohibit boards of education from
7 crediting more years of experience on district salary schedules than
8 those allowed for state purposes.

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

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

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

20 3. Vocational rehabilitation counselor which were completed
21 while employed by the Department of Human Services if such counselor
22 was certified as a teacher or was eligible for certification as a
23 teacher in this state;
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1 4. Certified teacher which were completed while employed by the
2 Child Study Center located at Oklahoma Children's Hospital, if the
3 teacher was certified as a teacher in this state; and

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

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

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

22 H. Persons employed as correctional teachers or vocational
23 instructors by the Department of Corrections pursuant to Section
24 510.6a of Title 57 of the Oklahoma Statutes or persons employed as

1 teachers by the Office of Juvenile Affairs shall receive a salary
2 increase amount equal to the amount indicated in subsection A of
3 this section for the step level indicated for the persons, provided
4 they remain employed by the same Department of Corrections or Office
5 of Juvenile Affairs facility, unless the hours or the duties of the
6 correctional teachers, vocational instructors, or teachers are
7 reduced proportionately.

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

14 SECTION 2. REPEALER Section 1, Chapter 289, O.S.L. 2023,
15 as last amended by Section 2, Chapter 480, O.S.L. 2025 (70 O.S.
16 Supp. 2025, Section 18-114.15), is hereby repealed.

17 SECTION 3. This act shall become effective July 1, 2026.

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.

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