

1 STATE OF OKLAHOMA

2 2nd Session of the 60th Legislature (2026)

3 HOUSE BILL 3033

By: Lowe

6 AS INTRODUCED

7 An Act relating to schools; amending Section 1,  
8 Chapter 289, O.S.L. 2023, as last amended by Section  
9 2, Chapter 480, O.S.L. 2025 (70 O.S. Supp. 2025,  
10 Section 18-114.15), which relates to minimum salary  
11 and benefits; requiring certified personnel to  
12 receive a salary increase in certain instances;  
13 providing an effective date; and declaring an  
14 emergency.

15  
16 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

17 SECTION 1. AMENDATORY Section 1, Chapter 289, O.S.L.

18 2023, as last amended by Section 2, Chapter 480, O.S.L. 2025 (70  
19 O.S. Supp. 2025, Section 18-114.15), is amended to read as follows:

20 Section 18-114.15. A. Beginning with the 2025-2026 school  
21 year, certified personnel, as defined in Section 26-103 of this  
22 title, in the public schools of this state shall receive in salary  
23 and/or fringe benefits not less than the amounts specified in the  
24 following schedule:

## 1 MINIMUM SALARY SCHEDULE

## 2 National

3	Years of	Bachelor's	Board	Master's	Doctor's
4	Experience	Degree	Certification	Degree	Degree
5	0	\$39,601	\$40,759	\$40,991	\$42,381
6	1	\$40,035	\$41,193	\$41,425	\$42,815
7	2	\$40,469	\$41,628	\$41,859	\$43,249
8	3	\$40,904	\$42,062	\$42,294	\$43,684
9	4	\$41,338	\$42,496	\$42,728	\$44,118
10	5	\$42,810	\$43,968	\$44,200	\$45,590
11	6	\$43,273	\$44,432	\$44,663	\$46,054
12	7	\$43,737	\$44,895	\$45,127	\$46,517
13	8	\$44,200	\$45,358	\$45,590	\$46,980
14	9	\$44,663	\$45,822	\$46,054	\$47,444
15	10	\$46,684	\$47,844	\$48,568	\$50,945
16	11	\$47,177	\$48,336	\$49,061	\$51,438
17	12	\$47,670	\$48,829	\$49,554	\$51,931
18	13	\$48,162	\$49,322	\$50,047	\$52,424
19	14	\$48,655	\$49,815	\$50,539	\$52,916
20	15	\$50,167	\$51,327	\$52,052	\$54,430
21	16	\$50,660	\$51,820	\$52,545	\$54,923
22	17	\$51,153	\$52,313	\$53,038	\$55,416
23	18	\$51,646	\$52,806	\$53,531	\$55,909
24	19	\$52,139	\$53,299	\$54,024	\$56,402

1	20	\$52,652	\$53,813	\$54,538	\$56,917
2	21	\$53,145	\$54,306	\$55,031	\$57,410
3	22	\$53,639	\$54,799	\$55,524	\$57,903
4	23	\$54,132	\$55,292	\$56,018	\$58,397
5	24	\$54,625	\$55,785	\$56,511	\$58,890
6	25	\$56,049	\$57,232	\$57,971	\$60,395
7	26	\$56,542	\$57,725	\$58,464	\$60,888
8	27	\$57,035	\$58,218	\$58,957	\$61,381
9	28	\$57,528	\$58,711	\$59,450	\$61,874
10	29	\$58,021	\$59,204	\$59,943	\$62,367
11	30	\$58,541	\$59,724	\$60,463	\$62,887
12	31	\$59,001	\$60,184	\$60,923	\$63,347
13	32	\$59,494	\$60,677	\$61,416	\$63,840
14	33	\$59,987	\$61,170	\$61,909	\$64,333
15	34	\$60,480	\$61,663	\$62,402	\$64,826
16	35	\$60,973	\$62,156	\$62,895	\$65,319
17	Master's Degree +				
18	Years of Experience	National Board Certification			
20	0	\$42,149			
21	1	\$42,583			
22	2	\$43,018			
23	3	\$43,452			
24	4	\$43,886			

1	5	\$45,358
2	6	\$45,822
3	7	\$46,285
4	8	\$46,749
5	9	\$47,212
6	10	\$49,728
7	11	\$50,221
8	12	\$50,713
9	13	\$51,206
10	14	\$51,699
11	15	\$53,212
12	16	\$53,705
13	17	\$54,198
14	18	\$54,691
15	19	\$55,184
16	20	\$55,698
17	21	\$56,192
18	22	\$56,685
19	23	\$57,178
20	24	\$57,671
21	25	\$59,153
22	26	\$59,646
23	27	\$60,139
24	28	\$60,632

1	29	\$61,125
2	30	\$61,645
3	31	\$62,105
4	32	\$62,598
5	33	\$63,091
6	34	\$63,584
7	35	\$64,077

8       B. 1. When determining the minimum salary schedule, "fringe  
 9 benefits" shall mean all or part of retirement benefits, excluding  
 10 the contributions made pursuant to subsection A of Section 17-108.1  
 11 of this title and the flexible benefit allowance pursuant to Section  
 12 26-105 of this title from the flexible benefit allowance funds  
 13 disbursed by the State Board of Education and the State Board of  
 14 Career and Technology Education pursuant to Section 26-104 of this  
 15 title.

16       2. If a school district intends to provide retirement benefits  
 17 to a teacher such that the teacher's salary would be less than the  
 18 amounts set forth in the minimum salary schedule specified in  
 19 subsection A of this section, the district shall be required to  
 20 provide written notification to the teacher prior to his or her  
 21 employment or, if already employed by the district, no later than  
 22 thirty (30) days prior to the date the district elects to provide  
 23 retirement benefits such that the teacher's salary would be less  
 24 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 or appropriate  
5 state accrediting agency for the districts. The Board shall accept  
6 teaching experience from out-of-country schools that are accredited  
7 or otherwise endorsed by the appropriate national or regional  
8 accrediting or endorsement authority. Out-of-country certification  
9 documentation in a language other than English shall be analyzed by  
10 an educational credential evaluation service in accordance with  
11 industry standards and guidelines and approved by the State  
12 Department of Education. The person seeking to have credit granted  
13 for out-of-country teaching experience shall be responsible for all  
14 costs of the analysis by a credential evaluation service. The Board  
15 shall accept teaching experience from primary and secondary schools  
16 that are operated by the United States Department of Defense or are  
17 affiliated with the United States Department of State.

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

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, if the teacher  
20 was certified as a teacher in this state; and

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

1 preschool-age and if the person was, at the time the experience was  
2 acquired, certified as, or eligible for certification as, a school  
3 psychologist or psychometrist.

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

7       G. If a person employed as certified personnel, as defined in  
8 Section 26-103 of this title, by a school district during the 2022-  
9 2023 school year was receiving a salary above the step level  
10 indicated by the State Minimum Salary Schedule for the 2022-2023  
11 school year, the person shall receive a salary increase amount equal  
12 to the amount indicated in subsection A of this section for the step  
13 level indicated for the person, provided they remain employed by the  
14 same district, unless the hours or the duties of the certified  
15 personnel are reduced proportionately.

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, 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.

24

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, 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       I. 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, 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 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.

22  
23      60-2-14059           SW           12/10/25  
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