

<DateSubmitted>

HOUSE OF REPRESENTATIVES  
CONFERENCE COMMITTEE REPORT

Mr. President:  
Mr. Speaker:

The Conference Committee, to which was referred

**HB1087**

By: Lowe (Dick) of the House and Pugh of the Senate

Title: Schools; minimum salary schedule; adding years of experience to salary schedule; effective date; emergency.

Together with Engrossed Senate Amendments thereto, beg leave to report that we have had the same under consideration and herewith return the same with the following recommendations:

1. That the Senate recede from its amendment; and
2. That the attached Conference Committee Substitute be adopted.

Respectfully submitted,

House Action \_\_\_\_\_ Date \_\_\_\_\_ Senate Action \_\_\_\_\_ Date \_\_\_\_\_

**SENATE CONFEREES: GCCA (must be signed out at a Senate GCCA meeting)**

Brooks \_\_\_\_\_

Dossett \_\_\_\_\_

Gollihare \_\_\_\_\_

Goodwin \_\_\_\_\_

Green \_\_\_\_\_

Hall \_\_\_\_\_

Haste \_\_\_\_\_

Hicks \_\_\_\_\_

Howard \_\_\_\_\_

Jech \_\_\_\_\_

Kirt \_\_\_\_\_

Murdock \_\_\_\_\_

Pederson \_\_\_\_\_

Prieto \_\_\_\_\_

Pugh \_\_\_\_\_

Rader \_\_\_\_\_

Reinhardt \_\_\_\_\_

Rosino \_\_\_\_\_

Sacchieri \_\_\_\_\_

Seifried \_\_\_\_\_

Stanley \_\_\_\_\_

Stewart \_\_\_\_\_

Thompson \_\_\_\_\_

Weaver \_\_\_\_\_

Woods \_\_\_\_\_

House Action \_\_\_\_\_ Date \_\_\_\_\_

Senate Action \_\_\_\_\_ Date \_\_\_\_\_

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

CONFERENCE COMMITTEE  
SUBSTITUTE  
FOR ENGROSSED  
HOUSE BILL NO. 1087

By: Lowe (Dick), Harris, Boles,  
Provenzano, Ranson, Moore,  
Archer, Waldron, and  
Wolfley of the House

and

Pugh of the Senate

CONFERENCE COMMITTEE SUBSTITUTE

An Act relating to education; amending 70 O.S. 2021, Section 1-109, as amended by Section 1 of Enrolled Senate Bill No. 758 of the 1st Session of the 60th Oklahoma Legislature, which relates to length of the school year; extending amount of time classroom instruction is to be offered; amending 70 O.S. 2021, Section 18-114.15, as amended by Section 2 of Enrolled House Bill No. 1465 of the 1st Session of the 60th Oklahoma Legislature, which relates to the minimum salary schedule; adding minimum salary amounts for twenty-six through thirty-five years of service; updating references; removing requirement for school districts to pay over minimum salary amount under certain circumstances; removing requirement for State Board of Education to allocate money for certain salary increases; providing an effective date; and declaring an emergency.

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

1       SECTION 1.       AMENDATORY       70 O.S. 2021, Section 1-109, as  
2 amended by Section 1 of Enrolled Senate Bill No. 758 of the 1st  
3 Session of the 60th Oklahoma Legislature, is amended to read as  
4 follows:

5       Section 1-109. A. For all public schools in this state, school  
6 shall actually be in session and classroom instruction offered:

7       1. For not less than ~~one hundred eighty (180)~~ one hundred  
8 eighty-one (181) days;

9       2. For not less than ~~one thousand eighty (1,080)~~ one thousand  
10 eighty-six (1,086) hours each school year, if a district board of  
11 education adopts a school-hours policy and notifies the State Board  
12 of Education prior to October 15 of the applicable school year;

13       3. Beginning with the ~~2021-2022~~ 2025-2026 school year, for not  
14 less than ~~one thousand eighty (1,080)~~ one thousand eighty-six  
15 (1,086) hours with a minimum of ~~one hundred sixty-five (165)~~ one  
16 hundred sixty-six (166) days of instruction each school year, if a  
17 district board of education adopts a school-hours policy and  
18 notifies the State Board of Education prior to October 15 of the  
19 applicable school year; or

20       4. Beginning with the ~~2021-2022~~ 2025-2026 school year, for not  
21 less than ~~one thousand eighty (1,080)~~ one thousand eighty-six  
22 (1,086) hours each school year, if a district board of education  
23 adopts a school-hours policy, notifies the State Board of Education  
24 prior to October 15 of the applicable school year, and meets the

requirements established by the State Board of Education pursuant to subsection H of this section.

B. A school district may not count more than thirty (30) hours each school year that are used for attendance of professional meetings toward the ~~one hundred eighty (180)~~ one hundred eighty-one (181) days or ~~one thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours of classroom instruction time required in subsection A of this section.

C. Teachers off contract with an employing district shall not be required by the employing school district to attend professional meetings unless the teacher is paid additional compensation for the additional time. Teachers may be paid additional compensation for attending professional meetings in excess of their contract term. Subject to district board of education policy or collective bargaining agreement, additional paid professional days may be granted for individual teachers to attend or participate in professional meetings, staff development training, or National Board certification portfolio development as provided for in Section 6-204.2 of this title.

D. A school district may authorize parent-teacher conferences to be held during a regular school day. If authorized by the school district, parent-teacher conferences shall be counted as classroom instruction time for no more than six (6) hours per semester, for a total of twelve (12) hours per school year.

1 E. A school district may maintain school for less than a full  
2 school year only when conditions beyond the control of school  
3 authorities make the maintenance of the term impossible and the  
4 State Board of Education has been apprised and has expressed  
5 concurrence in writing.

6 F. The State Board of Education shall establish criteria for an  
7 extended-day schedule for schools subject to paragraph 1 of  
8 subsection A of this section. The criteria shall:

9 1. Prescribe a lengthened school day within limits determined  
10 not to be detrimental to quality instruction;

11 2. Ensure that the schedule is equivalent in annual hours of  
12 instruction to the ~~one hundred eighty day~~ one hundred eighty-one day  
13 school year specified in paragraph 1 of subsection A of this  
14 section; and

15 3. Be consistent with the provisions of this section and  
16 Sections 1-111 and 1-112 of this title but may result in fewer  
17 annual days of instruction.

18 G. Notwithstanding the provisions of subsection F of this  
19 section, a school district board of education subject to paragraph 1  
20 of subsection A of this section may adopt and implement an extended-  
21 day schedule subject to the following requirements:

22 1. The annual number of hours of instruction shall equal or  
23 exceed ~~one thousand eighty (1,080)~~ one thousand eighty-six (1,086)  
24 hours, which is the equivalent of ~~one hundred eighty (180)~~ one

1 hundred eighty-one (181) days of instruction as specified in  
2 subsection A of this section for six (6) hours each day as specified  
3 in Section 1-111 of this title;

4 2. The annual number of days of instruction shall equal or  
5 exceed ~~one hundred eighty (180)~~ one hundred eighty-one (181) days as  
6 specified in subsection A of this section;

7 3. The schedule adopted shall be consistent with the provisions  
8 of Sections 1-111 and 1-112 of this title, except that for not more  
9 than one (1) day per week, a school day shall consist of not less  
10 than five (5) hours devoted to academic instruction in a regular  
11 classroom setting;

12 4. The district shall hold a public hearing prior to the  
13 adoption of an extended-day schedule authorized pursuant to this  
14 subsection; and

15 5. The district shall document the impact on student  
16 achievement as determined by the academic performance data score and  
17 any other relevant factors that are a result of implementation of an  
18 extended-day schedule authorized pursuant to this subsection and  
19 provide an annual report to the State Board of Education of the  
20 results. If improvement in student achievement cannot be documented  
21 in the report, the district board of education shall revoke  
22 authorization as provided by this subsection. If the district board  
23 of education does not revoke authorization after student achievement  
24

1 is not documented in the report, the State Board of Education may  
2 deny accreditation of any school in violation of this subsection.

3 H. Beginning with the 2021-2022 school year, a school district  
4 board of education may adopt a school-hours policy as provided for  
5 by paragraph 4 of subsection A of this section only if it meets or  
6 exceeds the minimum guidelines for student performance and school  
7 district cost savings established by the State Board of Education.  
8 The State Board of Education shall promulgate rules, subject to  
9 approval by the Legislature, establishing the minimum guidelines for  
10 student performance and school district cost savings.

11 I. If subject to paragraph 2 of subsection A of this section, a  
12 district board of education or designee may elect to close a school  
13 during the school day for inclement weather purposes. In such an  
14 event, the number of hours incurred in classroom instruction time  
15 prior to school closure shall be counted toward the ~~one thousand~~  
16 ~~eighty (1,080)~~ one thousand eighty-six (1,086) hours per year  
17 requirement.

18 J. 1. Except as provided for in paragraph 2 of this  
19 subsection, beginning with the 2026-2027 school year a school  
20 district or charter school shall not count days or portions of days  
21 when school is closed and virtual instruction is provided toward the  
22 ~~one hundred eighty (180)~~ one hundred eighty-one (181) days or ~~one~~  
23 ~~thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours of  
24 classroom instruction time required by subsection A of this section.



1 For the purposes of this subsection, "virtual instruction" means the  
2 use of the Internet or other digital information transmission  
3 systems as a form of instruction.

4 2. Beginning with the 2026-2027 school year, a school district  
5 or charter school may count up to two (2) days or twelve (12) hours  
6 when school is closed and virtual instruction is provided toward the  
7 ~~one hundred eighty (180)~~ one hundred eighty-one (181) days or ~~one~~  
8 ~~thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours of  
9 classroom instruction time required by subsection A of this section  
10 only if:

11 a. the Superintendent of Public Instruction has approved  
12 the virtual instruction plan submitted by a school  
13 district board of education or charter school  
14 governing board. A school district board of education  
15 or charter school governing board shall approve its  
16 virtual instruction plan, publish the plan on the  
17 website for the school district or charter school, and  
18 submit it to the Superintendent of Public Instruction  
19 by November 1, 2025. The Superintendent shall approve  
20 or disapprove all submitted virtual instruction plans  
21 by January 31, 2026. A school district board of  
22 education or charter school governing board shall  
23 review its virtual instruction plan annually and  
24 approve any necessary revisions for submission to the

1 Superintendent of Public Instruction by November 1  
2 each subsequent year, and the Superintendent shall  
3 approve or disapprove submitted plans by January 31  
4 each subsequent year. If a plan is disapproved, the  
5 school district board of education or charter school  
6 governing board may approve a revised plan, publish it  
7 on the website for the school district or charter  
8 school, and submit it to the Superintendent. The plan  
9 shall include a virtual needs assessment which shall  
10 address availability of technology infrastructure to  
11 deliver virtual instruction. The plan shall also  
12 address how the school district or charter school  
13 plans to provide:

- 14 (1) instruction to students on an Individualized
- 15 Education Program (IEP),
- 16 (2) child nutrition services, and
- 17 (3) transportation for students enrolled in
- 18 technology center school courses or programs,

- 19 b. a state of emergency or proclamation has been issued
- 20 by the Governor for a specific reason relating to
- 21 school district or charter school operations, and
- 22 c. the school district board of education or charter
- 23 school governing board approves the use of virtual
- 24 instruction.

1        3. The provisions of this subsection shall not apply to  
2 statewide virtual charter schools or full-time virtual education  
3 programs operated by a school district.

4        K. By June 30, 2027, and by June 30 each subsequent year, the  
5 State Department of Education shall publish on its website and  
6 electronically submit to the Governor, the President Pro Tempore of  
7 the Senate, and the Speaker of the House of Representatives a report  
8 with information regarding the use of virtual instruction as  
9 authorized by subsection J of this section. The report shall  
10 include, at a minimum:

11        1. The school districts and charter schools that closed school  
12 and provided virtual instruction as authorized by subsection J of  
13 this section and the length of time virtual instruction was  
14 provided; and

15        2. The reason for which school was closed and virtual  
16 instruction was provided.

17        L. Nothing in this section shall be construed as affecting the  
18 right of an employing school district to require teachers as defined  
19 in Section 6-101.3 of this title to work in excess of the ~~one~~  
20 ~~thousand eighty (1,080)~~ one thousand eighty-six (1,086) hours  
21 required for student instruction. In addition, nothing in this  
22 section shall be construed to affect the Fair Labor Standards Act of  
23 1938 status of any school district employee.

1 M. The provisions of this section shall not prohibit the  
2 Oklahoma School for the Blind or the Oklahoma School for the Deaf  
3 from adopting an alternative school-hours policy if the Oklahoma  
4 School for the Blind or the Oklahoma School for the Deaf notifies  
5 and receives approval from the State Board of Education prior to  
6 October 15 of the applicable school year.

7 SECTION 2. AMENDATORY 70 O.S. 2021, Section 18-114.15,  
8 as amended by Section 2 of Enrolled House Bill No. 1465 of the 1st  
9 Session of the 60th Oklahoma Legislature, is amended to read as  
10 follows:

11 Section 18-114.15. A. Beginning with the ~~2023-2024~~ 2025-2026  
12 school year, certified personnel, as defined in Section 26-103 of  
13 this title, in the public schools of ~~Oklahoma~~ this state shall  
14 receive in salary and/or fringe benefits not less than the amounts  
15 specified in the following schedule:

16	MINIMUM SALARY SCHEDULE				
17	National				
18	Years of	Bachelor's Board		Master's	Doctor's
19	Experience	Degree	Certification	Degree	Degree
20	0	\$39,601	\$40,759	\$40,991	\$42,381
21	1	\$40,035	\$41,193	\$41,425	\$42,815
22	2	\$40,469	\$41,628	\$41,859	\$43,249
23	3	\$40,904	\$42,062	\$42,294	\$43,684
24	4	\$41,338	\$42,496	\$42,728	\$44,118

1					
2	5	\$42,810	\$43,968	\$44,200	\$45,590
3	6	\$43,273	\$44,432	\$44,663	\$46,054
4	7	\$43,737	\$44,895	\$45,127	\$46,517
5	8	\$44,200	\$45,358	\$45,590	\$46,980
6	9	\$44,663	\$45,822	\$46,054	\$47,444
7	10	\$46,684	\$47,844	\$48,568	\$50,945
8	11	\$47,177	\$48,336	\$49,061	\$51,438
9	12	\$47,670	\$48,829	\$49,554	\$51,931
10	13	\$48,162	\$49,322	\$50,047	\$52,424
11	14	\$48,655	\$49,815	\$50,539	\$52,916
12	15	\$50,167	\$51,327	\$52,052	\$54,430
13	16	\$50,660	\$51,820	\$52,545	\$54,923
14	17	\$51,153	\$52,313	\$53,038	\$55,416
15	18	\$51,646	\$52,806	\$53,531	\$55,909
16	19	\$52,139	\$53,299	\$54,024	\$56,402
17	20	\$52,652	\$53,813	\$54,538	\$56,917
18	21	\$53,145	\$54,306	\$55,031	\$57,410
19	22	\$53,639	\$54,799	\$55,524	\$57,903
20	23	\$54,132	\$55,292	\$56,018	\$58,397
21	24	\$54,625	\$55,785	\$56,511	\$58,890
22	25	\$56,049	\$57,232	\$57,971	\$60,395
23	<u>26</u>	<u>\$56,542</u>	<u>\$57,725</u>	<u>\$58,464</u>	<u>\$60,888</u>
24	<u>27</u>	<u>\$57,035</u>	<u>\$58,218</u>	<u>\$58,957</u>	<u>\$61,381</u>

1	<u>28</u>	<u>\$57,528</u>	<u>\$58,711</u>	<u>\$59,450</u>	<u>\$61,874</u>
2	<u>29</u>	<u>\$58,021</u>	<u>\$59,204</u>	<u>\$59,943</u>	<u>\$62,367</u>
3	<u>30</u>	<u>\$58,541</u>	<u>\$59,724</u>	<u>\$60,463</u>	<u>\$62,887</u>
4	<u>31</u>	<u>\$59,001</u>	<u>\$60,184</u>	<u>\$60,923</u>	<u>\$63,347</u>
5	<u>32</u>	<u>\$59,494</u>	<u>\$60,677</u>	<u>\$61,416</u>	<u>\$63,840</u>
6	<u>33</u>	<u>\$59,987</u>	<u>\$61,170</u>	<u>\$61,909</u>	<u>\$64,333</u>
7	<u>34</u>	<u>\$60,480</u>	<u>\$61,663</u>	<u>\$62,402</u>	<u>\$64,826</u>
8	<u>35</u>	<u>\$60,973</u>	<u>\$62,156</u>	<u>\$62,895</u>	<u>\$65,319</u>

9 Master's Degree +  
10 Years of National Board  
11 Experience Certification

12	0	\$42,149
13	1	\$42,583
14	2	\$43,018
15	3	\$43,452
16	4	\$43,886
17	5	\$45,358
18	6	\$45,822
19	7	\$46,285
20	8	\$46,749
21	9	\$47,212
22	10	\$49,728
23	11	\$50,221
24	12	\$50,713

1		
2	13	\$51,206
3	14	\$51,699
4	15	\$53,212
5	16	\$53,705
6	17	\$54,198
7	18	\$54,691
8	19	\$55,184
9	20	\$55,698
10	21	\$56,192
11	22	\$56,685
12	23	\$57,178
13	24	\$57,671
14	25	\$59,153
15	<u>26</u>	<u>\$59,646</u>
16	<u>27</u>	<u>\$60,139</u>
17	<u>28</u>	<u>\$60,632</u>
18	<u>29</u>	<u>\$61,125</u>
19	<u>30</u>	<u>\$61,645</u>
20	<u>31</u>	<u>\$62,105</u>
21	<u>32</u>	<u>\$62,598</u>
22	<u>33</u>	<u>\$63,091</u>
23	<u>34</u>	<u>\$63,584</u>
24	<u>35</u>	<u>\$64,077</u>

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

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

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



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

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

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

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

24

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~~ this state;

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~~ this state; 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 this state if the experience primarily involved work with persons of  
18 school- or preschool-age and if the person was, at the time the  
19 experience was acquired, certified as, or eligible for certification  
20 as, a school 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~~ this state and are still receiving a monthly retirement  
24 benefit.

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

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

14       I. ~~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 person, 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       J. 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 person, 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 ~~K.~~ 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 person, provided they remain employed by the  
12 State Department of Rehabilitation Services, unless the hours or the  
13 duties of the teachers are reduced proportionately.

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

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

19  
20 60-1-13805 AQH 05/19/25  
21  
22  
23  
24