

1 ENGROSSED SENATE AMENDMENT
TO
2 ENGROSSED HOUSE
BILL NO. 1087

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

and
Pugh of the Senate

[schools - minimum salary schedule - experience -
State Board of Education - effective date -
emergency]

AUTHOR: Add the following House Coauthors: Waldron and Wolfley

AMENDMENT NO. 1. Page 1, strike the stricken title, enacting clause
and entire bill and insert

"[schools - school year - adding day under certain
circumstances - minimum salary schedule - experience
- effective date -
emergency]

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

SECTION 1. AMENDATORY 70 O.S. 2021, Section 1-109, as
last amended by Section 1 of Enrolled Senate Bill No. 758 of the 1st

1 Session of the 60th Oklahoma Legislature, is amended to read as
2 follows:

3 Section 1-109. A. ~~For~~ Except as provided for in subsection N
4 of this section, for all public schools in this state, school shall
5 actually be in session and classroom instruction offered:

6 1. For not less than one hundred eighty (180) days;

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

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

17 4. Beginning with the 2021-2022 school year, for not less than
18 one thousand eighty (1,080) hours each school year, if a district
19 board of education adopts a school-hours policy, notifies the State
20 Board of Education prior to October 15 of the applicable school
21 year, and meets the requirements established by the State Board of
22 Education pursuant to subsection H of this section.

23 B. A school district may not count more than thirty (30) hours
24 each school year that are used for attendance of professional

1 meetings toward the one hundred eighty (180) days or one thousand
2 eighty (1,080) hours of classroom instruction time required in
3 subsection A of this section.

4 C. Teachers off contract with an employing district shall not
5 be required by the employing school district to attend professional
6 meetings unless the teacher is paid additional compensation for the
7 additional time. Teachers may be paid additional compensation for
8 attending professional meetings in excess of their contract term.
9 Subject to district board of education policy or collective
10 bargaining agreement, additional paid professional days may be
11 granted for individual teachers to attend or participate in
12 professional meetings, staff development training, or National Board
13 certification portfolio development as provided for in Section 6-
14 204.2 of this title.

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

20 E. A school district may maintain school for less than a full
21 school year only when conditions beyond the control of school
22 authorities make the maintenance of the term impossible and the
23 State Board of Education has been apprised and has expressed
24 concurrence in writing.

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

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

6 2. Ensure that the schedule is equivalent in annual hours of
7 instruction to the one-hundred-eighty-day school year specified in
8 paragraph 1 of subsection A of this section; and

9 3. Be consistent with the provisions of this section and
10 Sections 1-111 and 1-112 of this title, but may result in fewer
11 annual days of instruction.

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

16 1. The annual number of hours of instruction shall equal or
17 exceed one thousand eighty (1,080) hours, which is the equivalent of
18 one hundred eighty (180) days of instruction as specified in
19 subsection A of this section for six (6) hours each day as specified
20 in Section 1-111 of this title;

21 2. The annual number of days of instruction shall equal or
22 exceed one hundred eighty (180) days as specified in subsection A of
23 this section;

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

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

9 5. The district shall document the impact on student
10 achievement as determined by the academic performance data score and
11 any other relevant factors that are a result of implementation of an
12 extended-day schedule authorized pursuant to this subsection and
13 provide an annual report to the State Board of Education of the
14 results. If improvement in student achievement cannot be documented
15 in the report, the district board of education shall revoke
16 authorization as provided by this subsection. If the district board
17 of education does not revoke authorization after student achievement
18 is not documented in the report, the State Board of Education may
19 deny accreditation of any school in violation of this subsection.

20 H. Beginning with the 2021-2022 school year, a school district
21 board of education may adopt a school-hours policy as provided for
22 by paragraph 4 of subsection A of this section only if it meets or
23 exceeds the minimum guidelines for student performance and school
24 district cost savings established by the State Board of Education.

1 The State Board of Education shall promulgate rules, subject to
2 approval by the Legislature, establishing the minimum guidelines for
3 student performance and school district cost savings.

4 I. If subject to paragraph 2 of subsection A of this section, a
5 district board of education or designee may elect to close a school
6 during the school day for inclement weather purposes. In such an
7 event, the number of hours incurred in classroom instruction time
8 prior to school closure shall be counted toward the one thousand
9 eighty (1,080) hours per year requirement.

10 J. 1. Except as provided for in paragraph 2 of this
11 subsection, beginning with the 2026-2027 school year a school
12 district or charter school shall not count days or portions of days
13 when school is closed and virtual instruction is provided toward the
14 one hundred eighty (180) days or one thousand eighty (1,080) hours
15 of classroom instruction time required by subsection A of this
16 section. For the purposes of this subsection, "virtual instruction"
17 means the use of the Internet or other digital information
18 transmission systems as a form of instruction.

19 2. Beginning with the 2026-2027 school year, a school district
20 or charter school may count up to two (2) days or twelve (12) hours
21 when school is closed and virtual instruction is provided toward the
22 one hundred eighty (180) days or one thousand eighty (1,080) hours
23 of classroom instruction time required by subsection A of this
24 section only if:

a. the Superintendent of Public Instruction has approved the virtual instruction plan submitted by a school district board of education or charter school governing board. A school district board of education or charter school governing board shall approve its virtual instruction plan, publish the plan on the website for the school district or charter school, and submit it to the Superintendent of Public Instruction by November 1, 2025. The Superintendent shall approve or disapprove all submitted virtual instruction plans by January 31, 2026. A school district board of education or charter school governing board shall review its virtual instruction plan annually and approve any necessary revisions for submission to the Superintendent of Public Instruction by November 1 each subsequent year, and the Superintendent shall approve or disapprove submitted plans by January 31 each subsequent year. If a plan is disapproved, the school district board of education or charter school governing board may approve a revised plan, publish it on the website for the school district or charter school, and submit it to the Superintendent. The plan shall include a virtual needs assessment which shall address availability of technology infrastructure to

1 deliver virtual instruction. The plan shall also
2 address how the school district or charter school
3 plans to provide:

- 4 (1) instruction to students on an Individualized
5 Education Program (IEP),
- 6 (2) child nutrition services, and
- 7 (3) transportation for students enrolled in
8 technology center school courses or programs,

9 b. a state of emergency or proclamation has been issued
10 by the Governor for a specific reason relating to
11 school district or charter school operations, and

12 c. the school district board of education or charter
13 school governing board approves the use of virtual
14 instruction.

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

18 K. By June 30, 2027, and by June 30 each subsequent year, the
19 State Department of Education shall publish on its website and
20 electronically submit to the Governor, the President Pro Tempore of
21 the Senate, and the Speaker of the House of Representatives a report
22 with information regarding the use of virtual instruction as
23 authorized by subsection J of this section. The report shall
24 include, at a minimum:

1 1. The school districts and charter schools that closed school
2 and provided virtual instruction as authorized by subsection J of
3 this section and the length of time virtual instruction was
4 provided; and

5 2. The reason for which school was closed and virtual
6 instruction was provided.

7 L. Nothing in this section shall be construed as affecting the
8 right of an employing school district to require teachers as defined
9 in Section 6-101.3 of this title to work in excess of the one
10 thousand eighty (1,080) hours required for student instruction. In
11 addition, nothing in this section shall be construed to affect the
12 Fair Labor Standards Act of 1938 status of any school district
13 employee.

14 M. The provisions of this section shall not prohibit the
15 Oklahoma School for the Blind or the Oklahoma School for the Deaf
16 from adopting an alternative school-hours policy if the Oklahoma
17 School for the Blind or the Oklahoma School for the Deaf notifies
18 and receives approval from the State Board of Education prior to
19 October 15 of the applicable school year.

20 N. Beginning July 1, 2025, and at the beginning of each
21 succeeding state fiscal year, if the amount of money appropriated to
22 the State Board of Education for the financial support of public
23 schools in such fiscal year is at least Twenty-five Million Dollars
24 (\$25,000,000.00) greater than the amount of money appropriated to

the State Board of Education for the financial support of public schools for the prior fiscal year, school districts in this state shall be in session and classroom instruction shall be offered for an additional day.

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~~ 2025-2026 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~~ 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	\$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	<u>26</u>	<u>\$56,542</u>	<u>\$57,725</u>	<u>\$58,464</u>	<u>\$60,888</u>
21	<u>27</u>	<u>\$57,035</u>	<u>\$58,218</u>	<u>\$58,957</u>	<u>\$61,381</u>
22	<u>28</u>	<u>\$57,528</u>	<u>\$58,711</u>	<u>\$59,450</u>	<u>\$61,874</u>
23	<u>29</u>	<u>\$58,021</u>	<u>\$59,204</u>	<u>\$59,943</u>	<u>\$62,367</u>
24	<u>30</u>	<u>\$58,541</u>	<u>\$59,724</u>	<u>\$60,463</u>	<u>\$62,887</u>

1	<u>31</u>	<u>\$59,001</u>	<u>\$60,184</u>	<u>\$60,923</u>	<u>\$63,347</u>
2	<u>32</u>	<u>\$59,494</u>	<u>\$60,677</u>	<u>\$61,416</u>	<u>\$63,840</u>
3	<u>33</u>	<u>\$59,987</u>	<u>\$61,170</u>	<u>\$61,909</u>	<u>\$64,333</u>
4	<u>34</u>	<u>\$60,480</u>	<u>\$61,663</u>	<u>\$62,402</u>	<u>\$64,826</u>
5	<u>35</u>	<u>\$60,973</u>	<u>\$62,156</u>	<u>\$62,895</u>	<u>\$65,319</u>
6	<u>36</u>	<u>\$61,779</u>	<u>\$62,649</u>	<u>\$63,388</u>	<u>\$65,812</u>
7	<u>37</u>	<u>\$62,272</u>	<u>\$63,142</u>	<u>\$63,881</u>	<u>\$66,305</u>
8	<u>38</u>	<u>\$62,765</u>	<u>\$63,635</u>	<u>\$64,374</u>	<u>\$66,798</u>
9	<u>39</u>	<u>\$63,528</u>	<u>\$64,128</u>	<u>\$64,867</u>	<u>\$67,291</u>
10	<u>40</u>	<u>\$64,021</u>	<u>\$64,621</u>	<u>\$65,360</u>	<u>\$67,784</u>

11	Master's Degree +				
12	Years of	National Board			
13	Experience	Certification			
14	0	\$42,149			
15	1	\$42,583			
16	2	\$43,018			
17	3	\$43,452			
18	4	\$43,886			
19	5	\$45,358			
20	6	\$45,822			
21	7	\$46,285			
22	8	\$46,749			
23	9	\$47,212			
24	10	\$49,728			

1	11	\$50,221
2	12	\$50,713
3	13	\$51,206
4	14	\$51,699
5	15	\$53,212
6	16	\$53,705
7	17	\$54,198
8	18	\$54,691
9	19	\$55,184
10	20	\$55,698
11	21	\$56,192
12	22	\$56,685
13	23	\$57,178
14	24	\$57,671
15	25	\$59,153
16	<u>26</u>	<u>\$59,646</u>
17	<u>27</u>	<u>\$60,139</u>
18	<u>28</u>	<u>\$60,632</u>
19	<u>29</u>	<u>\$61,125</u>
20	<u>30</u>	<u>\$61,645</u>
21	<u>31</u>	<u>\$62,105</u>
22	<u>32</u>	<u>\$62,598</u>
23	<u>33</u>	<u>\$63,091</u>
24	<u>34</u>	<u>\$63,584</u>

<u>35</u>	<u>\$64,077</u>
<u>36</u>	<u>\$64,570</u>
<u>37</u>	<u>\$65,063</u>
<u>38</u>	<u>\$65,556</u>
<u>39</u>	<u>\$66,049</u>
<u>40</u>	<u>\$66,542</u>

B. 1. When determining the ~~Minimum Salary Schedule~~ 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 ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible benefit allowance pursuant to Section 26-105 of ~~Title 70 of the Oklahoma Statutes~~ 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 ~~Title 70 of the Oklahoma Statutes~~ 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

1 retirement benefits such that the teacher's salary would be less
2 than the minimum salary schedule.

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

21 D. For the purpose of state salary increments and retirement,
22 no teacher shall be granted credit for more than five (5) years of
23 active duty in the military service or out-of-state or out-of-
24 country teaching experience as a certified teacher or its

1 equivalent. Nothing in this section shall prohibit boards of
2 education from crediting more years of experience on district salary
3 schedules than those allowed for state purposes.

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

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

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

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

19 4. Certified teacher which were completed while employed by the
20 Child Study Center located at University Hospital, if the teacher
21 was certified as a teacher in ~~Oklahoma~~ 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 ~~the State of Oklahoma~~

1 this state if the experience primarily involved work with persons of
2 school- or preschool-age and if the person was, at the time the
3 experience was acquired, certified as, or eligible for certification
4 as, a school 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 ~~Oklahoma~~ this state and are still receiving a monthly retirement
8 benefit.

9 ~~G. If a person employed as certified personnel, as defined in~~
10 ~~Section 26-103 of Title 70 of the Oklahoma Statutes, by a school~~
11 ~~district during the 2022-2023 school year was receiving a salary~~
12 ~~above the step level indicated by the State Minimum Salary Schedule~~
13 ~~for the 2022-2023 school year, the person shall receive a salary~~
14 ~~increase amount equal to the amount indicated in subsection A for~~
15 ~~the step level indicated for the person, provided they remain~~
16 ~~employed by the same district, unless the hours or the duties of the~~
17 ~~certified personnel are reduced proportionately.~~

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

23 ~~I.~~ Persons employed as classroom instructional employees of
24 technology center school districts supervised by the State Board of

1 Career and Technology Education shall receive a salary increase
2 amount equal to the amount indicated in subsection A of this section
3 for the step level indicated for the ~~person~~ persons, provided they
4 remain employed by the same technology center school district,
5 unless the hours or the duties of the classroom instructional
6 employees are reduced proportionately.

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

17 ~~K.~~ I. Persons employed as teachers by the State Department of
18 Rehabilitation Services shall receive a salary increase amount equal
19 to the amount indicated in subsection A of this section for the step
20 level indicated for the ~~person~~ persons, provided they remain
21 employed by the State Department of Rehabilitation Services, unless
22 the hours or the duties of the teachers are reduced proportionately.

23 SECTION 3. This act shall become effective July 1, 2025.
24

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

Passed the Senate the 8th day of May, 2025.

Presiding Officer of the Senate

Passed the House of Representatives the ____ day of _____,
2025.

Presiding Officer of the House
of Representatives

1

ENGROSSED HOUSE

2

BILL NO. 1087

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By: Lowe (Dick), Harris, Boles,

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Provenzano, Ranson, Moore,

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and Archer of the House

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and

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Pugh of the Senate

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[schools - minimum salary schedule - experience -

13

State Board of Education - effective date -

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emergency]

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

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SECTION 5. AMENDATORY Section 1, Chapter 289, O.S.L.

19

2023 (70 O.S. Supp. 2024, Section 18-114.15), is amended to read as

20

follows:

21

Section 18-114.15. A. Beginning with the ~~2023-2024~~ 2025-2026

22

school year, certified personnel, as defined in Section 26-103 of

23

~~Title 70 of the Oklahoma Statutes~~ this title, in the public schools

24

of Oklahoma shall receive in salary and/or fringe benefits not less

25

than the amounts specified in the following schedule:

26

MINIMUM SALARY SCHEDULE

27

National

28

Years of Bachelor's Board Master's Doctor's

29

Experience Degree Certification Degree Degree

1	0	\$39,601	\$40,759	\$40,991	\$42,381
2	1	\$40,035	\$41,193	\$41,425	\$42,815
3	2	\$40,469	\$41,628	\$41,859	\$43,249
4	3	\$40,904	\$42,062	\$42,294	\$43,684
5	4	\$41,338	\$42,496	\$42,728	\$44,118
6	5	\$42,810	\$43,968	\$44,200	\$45,590
7	6	\$43,273	\$44,432	\$44,663	\$46,054
8	7	\$43,737	\$44,895	\$45,127	\$46,517
9	8	\$44,200	\$45,358	\$45,590	\$46,980
10	9	\$44,663	\$45,822	\$46,054	\$47,444
11	10	\$46,684	\$47,844	\$48,568	\$50,945
12	11	\$47,177	\$48,336	\$49,061	\$51,438
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21	20	\$52,652	\$53,813	\$54,538	\$56,917
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3	<u>26</u>	<u>\$56,542</u>	<u>\$57,725</u>	<u>\$58,464</u>	<u>\$60,888</u>
4	<u>27</u>	<u>\$57,035</u>	<u>\$58,218</u>	<u>\$58,957</u>	<u>\$61,381</u>
5	<u>28</u>	<u>\$57,528</u>	<u>\$58,711</u>	<u>\$59,450</u>	<u>\$61,874</u>
6	<u>29</u>	<u>\$58,021</u>	<u>\$59,204</u>	<u>\$59,943</u>	<u>\$62,367</u>
7	<u>30</u>	<u>\$58,541</u>	<u>\$59,724</u>	<u>\$60,463</u>	<u>\$62,887</u>
8	<u>31</u>	<u>\$59,001</u>	<u>\$60,184</u>	<u>\$60,923</u>	<u>\$63,347</u>
9	<u>32</u>	<u>\$59,494</u>	<u>\$60,677</u>	<u>\$61,416</u>	<u>\$63,840</u>
10	<u>33</u>	<u>\$59,987</u>	<u>\$61,170</u>	<u>\$61,909</u>	<u>\$64,333</u>
11	<u>34</u>	<u>\$60,480</u>	<u>\$61,663</u>	<u>\$62,402</u>	<u>\$64,826</u>
12	<u>35</u>	<u>\$60,973</u>	<u>\$62,156</u>	<u>\$62,895</u>	<u>\$65,319</u>

13 Master's Degree +
14 Years of National Board
15 Experience Certification

16	0	\$42,149
17	1	\$42,583
18	2	\$43,018
19	3	\$43,452
20	4	\$43,886
21	5	\$45,358
22	6	\$45,822
23	7	\$46,285
24	8	\$46,749

1	9	\$47,212
2	10	\$49,728
3	11	\$50,221
4	12	\$50,713
5	13	\$51,206
6	14	\$51,699
7	15	\$53,212
8	16	\$53,705
9	17	\$54,198
10	18	\$54,691
11	19	\$55,184
12	20	\$55,698
13	21	\$56,192
14	22	\$56,685
15	23	\$57,178
16	24	\$57,671
17	25	\$59,153
18	<u>26</u>	<u>\$59,646</u>
19	<u>27</u>	<u>\$60,139</u>
20	<u>28</u>	<u>\$60,632</u>
21	<u>29</u>	<u>\$61,125</u>
22	<u>30</u>	<u>\$61,645</u>
23	<u>31</u>	<u>\$62,105</u>
24	<u>32</u>	<u>\$62,598</u>

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 ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible benefit allowance pursuant to Section 26-105 of ~~Title 70 of the Oklahoma Statutes~~ 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 ~~Title 70 of the Oklahoma Statutes~~ 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.

C. Any of the degrees referred to in this section shall be from a college recognized by the State Board of Education. The Board shall accept teaching experience from out-of-state school districts

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

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

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

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

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

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

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

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

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

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

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

18 ~~I.~~ Persons employed as classroom instructional employees of
19 technology center school districts supervised by the State Board of
20 Career and Technology Education shall receive a salary increase
21 amount equal to the amount indicated in subsection A of this section
22 for the step level indicated for the person, provided they remain
23 employed by the same technology center school district, unless the
24

1 hours or the duties of the classroom instructional employees are
2 reduced proportionately.

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

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

19 SECTION 6. This act shall become effective July 1, 2025.

20 SECTION 7. It being immediately necessary for the preservation
21 of the public peace, health or safety, an emergency is hereby
22 declared to exist, by reason whereof this act shall take effect and
23 be in full force from and after its passage and approval.

24

1 Passed the House of Representatives the 13th day of March, 2025.

2
3 _____
4 Presiding Officer of the House
5 of Representatives

6 Passed the Senate the ____ day of _____, 2025.

7
8 _____
9 Presiding Officer of the Senate