

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

COMMITTEE SUBSTITUTE  
FOR

SENATE BILL NO. 201

By: Pugh

COMMITTEE SUBSTITUTE

[ schools - minimum salary schedule - effective  
date -  
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~~ 2026-2027  
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	Bachelor's Board	Master's	Doctor's
Experience	Degree	Certification Degree	Degree

1	0	<del>\$39,601</del>	<del>\$40,759</del>	<del>\$40,991</del>	<del>\$42,381</del>
2		<u>\$42,101</u>	<u>\$43,259</u>	<u>\$43,491</u>	<u>\$44,881</u>
3	1	<del>\$40,035</del>	<del>\$41,193</del>	<del>\$41,425</del>	<del>\$42,815</del>
4		<u>\$42,535</u>	<u>\$43,693</u>	<u>\$43,925</u>	<u>\$45,315</u>
5	2	<del>\$40,469</del>	<del>\$41,628</del>	<del>\$41,859</del>	<del>\$43,249</del>
6		<u>\$42,969</u>	<u>\$44,128</u>	<u>\$44,359</u>	<u>\$45,749</u>
7	3	<del>\$40,904</del>	<del>\$42,062</del>	<del>\$42,294</del>	<del>\$43,684</del>
8		<u>\$43,404</u>	<u>\$44,562</u>	<u>\$44,794</u>	<u>\$46,184</u>
9	4	<del>\$41,338</del>	<del>\$42,496</del>	<del>\$42,728</del>	<del>\$44,118</del>
10		<u>\$43,838</u>	<u>\$44,996</u>	<u>\$45,228</u>	<u>\$46,618</u>
11	5	<del>\$42,810</del>	<del>\$43,968</del>	<del>\$44,200</del>	<del>\$45,590</del>
12		<u>\$45,310</u>	<u>\$46,468</u>	<u>\$46,700</u>	<u>\$48,090</u>
13	6	<del>\$43,273</del>	<del>\$44,432</del>	<del>\$44,663</del>	<del>\$46,054</del>
14		<u>\$45,773</u>	<u>\$46,932</u>	<u>\$47,163</u>	<u>\$48,554</u>
15	7	<del>\$43,737</del>	<del>\$44,895</del>	<del>\$45,127</del>	<del>\$46,517</del>
16		<u>\$46,237</u>	<u>\$47,395</u>	<u>\$47,627</u>	<u>\$49,017</u>
17	8	<del>\$44,200</del>	<del>\$45,358</del>	<del>\$45,590</del>	<del>\$46,980</del>
18		<u>\$46,700</u>	<u>\$47,858</u>	<u>\$48,090</u>	<u>\$49,480</u>
19	9	<del>\$44,663</del>	<del>\$45,822</del>	<del>\$46,054</del>	<del>\$47,444</del>
20		<u>\$47,163</u>	<u>\$48,322</u>	<u>\$48,554</u>	<u>\$49,944</u>
21	10	<del>\$46,684</del>	<del>\$47,844</del>	<del>\$48,568</del>	<del>\$50,945</del>
22		<u>\$49,184</u>	<u>\$50,344</u>	<u>\$51,068</u>	<u>\$53,445</u>
23	11	<del>\$47,177</del>	<del>\$48,336</del>	<del>\$49,061</del>	<del>\$51,438</del>
24		<u>\$49,677</u>	<u>\$50,836</u>	<u>\$51,561</u>	<u>\$53,938</u>

1	12	<del>\$47,670</del>	<del>\$48,829</del>	<del>\$49,554</del>	<del>\$51,931</del>
2		<u>\$50,170</u>	<u>\$51,329</u>	<u>\$52,054</u>	<u>\$54,431</u>
3	13	<del>\$48,162</del>	<del>\$49,322</del>	<del>\$50,047</del>	<del>\$52,424</del>
4		<u>\$50,662</u>	<u>\$51,822</u>	<u>\$52,547</u>	<u>\$54,924</u>
5	14	<del>\$48,655</del>	<del>\$49,815</del>	<del>\$50,539</del>	<del>\$52,916</del>
6		<u>\$51,155</u>	<u>\$52,315</u>	<u>\$53,039</u>	<u>\$55,416</u>
7	15	<del>\$50,167</del>	<del>\$51,327</del>	<del>\$52,052</del>	<del>\$54,430</del>
8		<u>\$52,667</u>	<u>\$53,827</u>	<u>\$54,552</u>	<u>\$56,930</u>
9	16	<del>\$50,660</del>	<del>\$51,820</del>	<del>\$52,545</del>	<del>\$54,923</del>
10		<u>\$53,160</u>	<u>\$54,320</u>	<u>\$55,045</u>	<u>\$57,423</u>
11	17	<del>\$51,153</del>	<del>\$52,313</del>	<del>\$53,038</del>	<del>\$55,416</del>
12		<u>\$53,653</u>	<u>\$54,813</u>	<u>\$55,538</u>	<u>\$57,916</u>
13	18	<del>\$51,646</del>	<del>\$52,806</del>	<del>\$53,531</del>	<del>\$55,909</del>
14		<u>\$54,146</u>	<u>\$55,306</u>	<u>\$56,031</u>	<u>\$58,409</u>
15	19	<del>\$52,139</del>	<del>\$53,299</del>	<del>\$54,024</del>	<del>\$56,402</del>
16		<u>\$54,639</u>	<u>\$55,799</u>	<u>\$56,524</u>	<u>\$58,902</u>
17	20	<del>\$52,652</del>	<del>\$53,813</del>	<del>\$54,538</del>	<del>\$56,917</del>
18		<u>\$55,152</u>	<u>\$56,313</u>	<u>\$57,038</u>	<u>\$59,417</u>
19	21	<del>\$53,145</del>	<del>\$54,306</del>	<del>\$55,031</del>	<del>\$57,410</del>
20		<u>\$55,645</u>	<u>\$56,806</u>	<u>\$57,531</u>	<u>\$59,910</u>
21	22	<del>\$53,639</del>	<del>\$54,799</del>	<del>\$55,524</del>	<del>\$57,903</del>
22		<u>\$56,139</u>	<u>\$57,299</u>	<u>\$58,024</u>	<u>\$60,403</u>
23	23	<del>\$54,132</del>	<del>\$55,292</del>	<del>\$56,018</del>	<del>\$58,397</del>
24		<u>\$56,632</u>	<u>\$57,792</u>	<u>\$58,518</u>	<u>\$60,897</u>

1	24	<del>\$54,625</del>	<del>\$55,785</del>	<del>\$56,511</del>	<del>\$58,890</del>
2		<u>\$57,125</u>	<u>\$58,285</u>	<u>\$59,011</u>	<u>\$61,390</u>
3	25	<del>\$56,049</del>	<del>\$57,232</del>	<del>\$57,971</del>	<del>\$60,395</del>
4		<u>\$58,549</u>	<u>\$59,732</u>	<u>\$60,471</u>	<u>\$62,895</u>
5	26	<del>\$56,542</del>	<del>\$57,725</del>	<del>\$58,464</del>	<del>\$60,888</del>
6		<u>\$59,042</u>	<u>\$60,225</u>	<u>\$60,964</u>	<u>\$63,388</u>
7	27	<del>\$57,035</del>	<del>\$58,218</del>	<del>\$58,957</del>	<del>\$61,381</del>
8		<u>\$59,535</u>	<u>\$60,718</u>	<u>\$61,457</u>	<u>\$63,881</u>
9	28	<del>\$57,528</del>	<del>\$58,711</del>	<del>\$59,450</del>	<del>\$61,874</del>
10		<u>\$60,028</u>	<u>\$61,211</u>	<u>\$61,950</u>	<u>\$64,374</u>
11	29	<del>\$58,021</del>	<del>\$59,204</del>	<del>\$59,943</del>	<del>\$62,367</del>
12		<u>\$60,521</u>	<u>\$61,704</u>	<u>\$62,443</u>	<u>\$64,867</u>
13	30	<del>\$58,541</del>	<del>\$59,724</del>	<del>\$60,463</del>	<del>\$62,887</del>
14		<u>\$61,041</u>	<u>\$62,224</u>	<u>\$62,963</u>	<u>\$65,387</u>
15	31	<del>\$59,001</del>	<del>\$60,184</del>	<del>\$60,923</del>	<del>\$63,347</del>
16		<u>\$61,501</u>	<u>\$62,684</u>	<u>\$63,423</u>	<u>\$65,847</u>
17	32	<del>\$59,494</del>	<del>\$60,677</del>	<del>\$61,416</del>	<del>\$63,840</del>
18		<u>\$61,994</u>	<u>\$63,177</u>	<u>\$63,916</u>	<u>\$66,340</u>
19	33	<del>\$59,987</del>	<del>\$61,170</del>	<del>\$61,909</del>	<del>\$64,333</del>
20		<u>\$62,487</u>	<u>\$63,670</u>	<u>\$64,409</u>	<u>\$66,833</u>
21	34	<del>\$60,480</del>	<del>\$61,663</del>	<del>\$62,402</del>	<del>\$64,826</del>
22		<u>\$62,980</u>	<u>\$64,163</u>	<u>\$64,902</u>	<u>\$67,326</u>
23	35	<del>\$60,973</del>	<del>\$62,156</del>	<del>\$62,895</del>	<del>\$65,319</del>
24		<u>\$63,473</u>	<u>\$64,656</u>	<u>\$65,395</u>	<u>\$67,819</u>

1	Master's Degree +	
2	Years of	National Board
3	Experience	Certification
4	0	<del>\$42,149</del>
5		<u>\$44,649</u>
6	1	<del>\$42,583</del>
7		<u>\$45,083</u>
8	2	<del>\$43,018</del>
9		<u>\$45,518</u>
10	3	<del>\$43,452</del>
11		<u>\$45,952</u>
12	4	<del>\$43,886</del>
13		<u>\$46,386</u>
14	5	<del>\$45,358</del>
15		<u>\$47,858</u>
16	6	<del>\$45,822</del>
17		<u>\$48,322</u>
18	7	<del>\$46,285</del>
19		<u>\$48,785</u>
20	8	<del>\$46,749</del>
21		<u>\$49,249</u>
22	9	<del>\$47,212</del>
23		<u>\$49,712</u>
24	10	<del>\$49,728</del>

1		<u>\$52,228</u>
2	11	<del>\$50,221</del>
3		<u>\$52,721</u>
4	12	<del>\$50,713</del>
5		<u>\$53,213</u>
6	13	<del>\$51,206</del>
7		<u>\$53,706</u>
8	14	<del>\$51,699</del>
9		<u>\$54,199</u>
10	15	<del>\$53,212</del>
11		<u>\$55,712</u>
12	16	<del>\$53,705</del>
13		<u>\$56,205</u>
14	17	<del>\$54,198</del>
15		<u>\$56,698</u>
16	18	<del>\$54,691</del>
17		<u>\$57,191</u>
18	19	<del>\$55,184</del>
19		<u>\$57,684</u>
20	20	<del>\$55,698</del>
21		<u>\$58,198</u>
22	21	<del>\$56,192</del>
23		<u>\$58,692</u>
24	22	<del>\$56,685</del>

1		<u>\$59,185</u>
2	23	<del>\$57,178</del>
3		<u>\$59,678</u>
4	24	<del>\$57,671</del>
5		<u>\$60,171</u>
6	25	<del>\$59,153</del>
7		<u>\$61,653</u>
8	26	<del>\$59,646</del>
9		<u>\$62,146</u>
10	27	<del>\$60,139</del>
11		<u>\$62,639</u>
12	28	<del>\$60,632</del>
13		<u>\$63,132</u>
14	29	<del>\$61,125</del>
15		<u>\$63,625</u>
16	30	<del>\$61,645</del>
17		<u>\$64,145</u>
18	31	<del>\$62,105</del>
19		<u>\$64,605</u>
20	32	<del>\$62,598</del>
21		<u>\$65,098</u>
22	33	<del>\$63,091</del>
23		<u>\$65,591</u>
24	34	<del>\$63,584</del>



1 education or appropriate state accrediting agency for the districts.  
2 The Board shall accept teaching experience from out-of-country  
3 schools that are accredited or otherwise endorsed by the appropriate  
4 national or regional accrediting or endorsement authority. Out-of-  
5 country certification documentation in a language other than English  
6 shall be analyzed by an educational credential evaluation service in  
7 accordance with industry standards and guidelines and approved by  
8 the State Department of Education. The person seeking to have  
9 credit granted for out-of-country teaching experience shall be  
10 responsible for all costs of the analysis by a credential evaluation  
11 service. The Board shall accept teaching experience from primary  
12 and secondary schools that are operated by the United States  
13 Department of Defense or are affiliated with the United States  
14 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, as defined in Section 17-113 of  
18 this title, or out-of-state or out-of-country teaching experience as  
19 a certified teacher or its equivalent. Nothing in this section  
20 shall prohibit boards of education from crediting more years of  
21 experience on district salary schedules than those allowed for state  
22 purposes.

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

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

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

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

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

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

1 acquired, certified as, or eligible for certification as, a school  
2 psychologist or psychometrist.

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

6 G. Persons employed as classroom instructional employees of  
7 technology center school districts supervised by the State Board of  
8 Career and Technology Education shall receive a salary increase  
9 amount equal to the amount indicated in subsection A of this section  
10 for the step level indicated for the ~~person~~ persons, provided they  
11 remain employed by the same technology center school district,  
12 unless the hours or the duties of the classroom instructional  
13 employees are reduced proportionately.

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

24

1 I. Persons employed as teachers by the State Department of  
2 Rehabilitation Services shall receive a salary increase amount equal  
3 to the amount indicated in subsection A of this section for the step  
4 level indicated for the ~~person~~ persons, provided they remain  
5 employed by the State Department of Rehabilitation Services, unless  
6 the hours or the duties of the teachers are reduced proportionately.

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

8 SECTION 3. It being immediately necessary for the preservation  
9 of the public peace, health, or safety, an emergency is hereby  
10 declared to exist, by reason whereof this act shall take effect and  
11 be in full force from and after its passage and approval.

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