

1 ENGROSSED HOUSE  
2 BILL NO. 1465

By: West (Tammy), Hildebrant,  
and Deck of the House

3 and

4 Stanley of the Senate  
5  
6

7 An Act relating to schools; amending 70 O.S. 2021,  
8 Section 17-113 and Section 1, Chapter 289, O.S.L.  
9 2023 (70 O.S. Supp. 2024, Section 18-114.15), which  
10 relate to teacher pay computations; adding definition  
11 for military service; clarifying which branches of  
12 military service count for credit in determining  
13 teacher salaries; providing an effective date; and  
14 declaring an emergency.

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

16 SECTION 1. AMENDATORY 70 O.S. 2021, Section 17-113, is  
17 amended to read as follows:

18 Section 17-113. A. In determining annual increments for  
19 teacher salaries and in computing Foundation Aid, time spent in  
20 military service during a period of national emergency shall be  
21 counted, not to exceed five (5) years prior to the current year. No  
22 more than five (5) years of such military service shall be used in  
23 determining eligibility or benefits under the Teachers' Retirement  
24 System.

B. For purposes of this section, the term "military service"  
shall include the United States Air Force, Army, Coast Guard, Marine

Corps, Navy, Space Force, and the reserve components of these services, as well as the federal and state counterparts of both the Air National Guard and Army National Guard.

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 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 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
7	\$43,737	\$44,895	\$45,127	\$46,517
8	\$44,200	\$45,358	\$45,590	\$46,980

1	9	\$44,663	\$45,822	\$46,054	\$47,444
2	10	\$46,684	\$47,844	\$48,568	\$50,945
3	11	\$47,177	\$48,336	\$49,061	\$51,438
4	12	\$47,670	\$48,829	\$49,554	\$51,931
5	13	\$48,162	\$49,322	\$50,047	\$52,424
6	14	\$48,655	\$49,815	\$50,539	\$52,916
7	15	\$50,167	\$51,327	\$52,052	\$54,430
8	16	\$50,660	\$51,820	\$52,545	\$54,923
9	17	\$51,153	\$52,313	\$53,038	\$55,416
10	18	\$51,646	\$52,806	\$53,531	\$55,909
11	19	\$52,139	\$53,299	\$54,024	\$56,402
12	20	\$52,652	\$53,813	\$54,538	\$56,917
13	21	\$53,145	\$54,306	\$55,031	\$57,410
14	22	\$53,639	\$54,799	\$55,524	\$57,903
15	23	\$54,132	\$55,292	\$56,018	\$58,397
16	24	\$54,625	\$55,785	\$56,511	\$58,890
17	25	\$56,049	\$57,232	\$57,971	\$60,395

18 Master's Degree +

19 Years of National Board

20 Experience Certification

21 0 \$42,149

22 1 \$42,583

23 2 \$43,018

24 3 \$43,452

1	4	\$43,886
2	5	\$45,358
3	6	\$45,822
4	7	\$46,285
5	8	\$46,749
6	9	\$47,212
7	10	\$49,728
8	11	\$50,221
9	12	\$50,713
10	13	\$51,206
11	14	\$51,699
12	15	\$53,212
13	16	\$53,705
14	17	\$54,198
15	18	\$54,691
16	19	\$55,184
17	20	\$55,698
18	21	\$56,192
19	22	\$56,685
20	23	\$57,178
21	24	\$57,671
22	25	\$59,153

23       B. 1. When determining the Minimum Salary Schedule, "fringe  
24 benefits" shall mean all or part of retirement benefits, excluding

1 the contributions made pursuant to subsection A of Section 17-108.1  
2 of ~~Title 70 of the Oklahoma Statutes~~ this title and the flexible  
3 benefit allowance pursuant to Section 26-105 of ~~Title 70 of the~~  
4 ~~Oklahoma Statutes~~ this title from the flexible benefit allowance  
5 funds disbursed by the State Board of Education and the State Board  
6 of Career and Technology Education pursuant to Section 26-104 of  
7 ~~Title 70 of the Oklahoma Statutes~~ this title.

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

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

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

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

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

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

23 2. Vocational rehabilitation counselor under the Department of  
24 Human Services if the counselor was employed as a certified teacher

1 by the State Department of Education when the Division of Vocational  
2 Rehabilitation was transferred from the State Board of Career and  
3 Technology Education or the State Board of Education to the Oklahoma  
4 Public Welfare Commission on July 1, 1968;

5 3. Vocational rehabilitation counselor which were completed  
6 while employed by the Department of Human Services if such counselor  
7 was certified as a teacher or was eligible for certification as a  
8 teacher in Oklahoma;

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

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

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

22 G. If a person employed as certified personnel, as defined in  
23 Section 26-103 of ~~Title 70 of the Oklahoma Statutes~~ this title, by a  
24 school district during the 2022-2023 school year was receiving a

1 salary above the step level indicated by the State Minimum Salary  
2 Schedule for the 2022-2023 school year, the person shall receive a  
3 salary increase amount equal to the amount indicated in subsection A  
4 of this section for the step level indicated for the person,  
5 provided they remain employed by the same district, unless the hours  
6 or the duties of the certified personnel are reduced  
7 proportionately.

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

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

21 J. Persons employed as correctional teachers or vocational  
22 instructors by the Department of Corrections pursuant to Section  
23 510.6a of Title 57 of the Oklahoma Statutes or persons employed as  
24 teachers by the Office of Juvenile Affairs shall receive a salary



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

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

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

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

1 Passed the House of Representatives the 11th day of March, 2025.

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3 \_\_\_\_\_  
4 Presiding Officer of the House  
5 of Representatives

6 Passed the Senate the \_\_\_\_ day of \_\_\_\_\_, 2025.

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9 Presiding Officer of the Senate