

1 STATE OF OKLAHOMA

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

3 HOUSE BILL 4349

By: Moore

6 AS INTRODUCED

7 An Act relating to teachers; 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 the minimum  
11 salary schedule; removing cap on credits for out-of-  
12 state teaching experience; requiring the State Board  
13 of Education to recognize all the years of experience  
14 of a certified teacher while teaching in another  
15 state; providing an effective date; and declaring an  
16 emergency.

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

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

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

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

25 MINIMUM SALARY SCHEDULE

26 National

1	Years of Experience	Bachelor's Board Degree	Certification	Master's Degree	Doctor's Degree
2	0	\$39,601	\$40,759	\$40,991	\$42,381
3	1	\$40,035	\$41,193	\$41,425	\$42,815
4	2	\$40,469	\$41,628	\$41,859	\$43,249
5	3	\$40,904	\$42,062	\$42,294	\$43,684
6	4	\$41,338	\$42,496	\$42,728	\$44,118
7	5	\$42,810	\$43,968	\$44,200	\$45,590
8	6	\$43,273	\$44,432	\$44,663	\$46,054
9	7	\$43,737	\$44,895	\$45,127	\$46,517
10	8	\$44,200	\$45,358	\$45,590	\$46,980
11	9	\$44,663	\$45,822	\$46,054	\$47,444
12	10	\$46,684	\$47,844	\$48,568	\$50,945
13	11	\$47,177	\$48,336	\$49,061	\$51,438
14	12	\$47,670	\$48,829	\$49,554	\$51,931
15	13	\$48,162	\$49,322	\$50,047	\$52,424
16	14	\$48,655	\$49,815	\$50,539	\$52,916
17	15	\$50,167	\$51,327	\$52,052	\$54,430
18	16	\$50,660	\$51,820	\$52,545	\$54,923
19	17	\$51,153	\$52,313	\$53,038	\$55,416
20	18	\$51,646	\$52,806	\$53,531	\$55,909
21	19	\$52,139	\$53,299	\$54,024	\$56,402
22	20	\$52,652	\$53,813	\$54,538	\$56,917
23	21	\$53,145	\$54,306	\$55,031	\$57,410

1	22	\$53,639	\$54,799	\$55,524	\$57,903
2	23	\$54,132	\$55,292	\$56,018	\$58,397
3	24	\$54,625	\$55,785	\$56,511	\$58,890
4	25	\$56,049	\$57,232	\$57,971	\$60,395
5	26	\$56,542	\$57,725	\$58,464	\$60,888
6	27	\$57,035	\$58,218	\$58,957	\$61,381
7	28	\$57,528	\$58,711	\$59,450	\$61,874
8	29	\$58,021	\$59,204	\$59,943	\$62,367
9	30	\$58,541	\$59,724	\$60,463	\$62,887
10	31	\$59,001	\$60,184	\$60,923	\$63,347
11	32	\$59,494	\$60,677	\$61,416	\$63,840
12	33	\$59,987	\$61,170	\$61,909	\$64,333
13	34	\$60,480	\$61,663	\$62,402	\$64,826
14	35	\$60,973	\$62,156	\$62,895	\$65,319

15 Master's Degree +

16	Years of	National Board
17	Experience	Certification
18	0	\$42,149
19	1	\$42,583
20	2	\$43,018
21	3	\$43,452
22	4	\$43,886
23	5	\$45,358
24	6	\$45,822

1	7	\$46,285
2	8	\$46,749
3	9	\$47,212
4	10	\$49,728
5	11	\$50,221
6	12	\$50,713
7	13	\$51,206
8	14	\$51,699
9	15	\$53,212
10	16	\$53,705
11	17	\$54,198
12	18	\$54,691
13	19	\$55,184
14	20	\$55,698
15	21	\$56,192
16	22	\$56,685
17	23	\$57,178
18	24	\$57,671
19	25	\$59,153
20	26	\$59,646
21	27	\$60,139
22	28	\$60,632
23	29	\$61,125
24	30	\$61,645

1	31	\$62,105
2	32	\$62,598
3	33	\$63,091
4	34	\$63,584
5	35	\$64,077

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

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

23       C. Any of the degrees referred to in this section shall be from  
24 a college recognized by the State Board of Education. The Board

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

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

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

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

3 6. Certified teacher which were completed in another state, if  
4 the teacher was a certified teacher or its equivalent in that state.

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 this state and are still receiving a monthly retirement benefit.

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

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

1 | correctional teachers, vocational instructors, or teachers are  
2 | reduced proportionately.

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

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

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

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15 |       60-2-14760       AQH       01/01/26

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