

1 STATE OF OKLAHOMA

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

3 SENATE BILL 1864

By: Bullard

6 AS INTRODUCED

7 An Act relating to schools; 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 state
11 minimum salary schedule for certified personnel;
12 removing minimum salary amounts beginning in certain
13 school year; directing certain personnel to be paid
14 in accordance with certain salary schedules;
15 modifying requirement for certain notification
16 regarding retirement benefits; directing a school
17 district board of education to accept certain
teaching experience; allowing boards of education to
credit certain experience for salary schedule
purposes; allowing boards of education to recognize
certain experience; removing language directing
certain persons employed as instructional employees
and teachers to receive certain salary increase;
prohibiting certain provisions from being used to
reduce certain State Aid; updating statutory
language; providing an effective date; and declaring
an emergency.

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

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

22 2023, as last amended by Section 2, Chapter 480, O.S.L. 2025 (70
23 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 fringe benefits ~~not less than the amounts specified in~~ the following schedule:

MINIMUM SALARY SCHEDULE

~~National~~

Years of Experience	Bachelor's Degree	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
9	\$44,663	\$45,822	\$46,054	\$47,444
10	\$46,684	\$47,844	\$48,568	\$50,945
11	\$47,177	\$48,336	\$49,061	\$51,438
12	\$47,670	\$48,829	\$49,554	\$51,931
13	\$48,162	\$49,322	\$50,047	\$52,424
14	\$48,655	\$49,815	\$50,539	\$52,916

1	15	\$50,167	\$51,327	\$52,052	\$54,430
2	16	\$50,660	\$51,820	\$52,545	\$54,923
3	17	\$51,153	\$52,313	\$53,038	\$55,416
4	18	\$51,646	\$52,806	\$53,531	\$55,909
5	19	\$52,139	\$53,299	\$54,024	\$56,402
6	20	\$52,652	\$53,813	\$54,538	\$56,917
7	21	\$53,145	\$54,306	\$55,031	\$57,410
8	22	\$53,639	\$54,799	\$55,524	\$57,903
9	23	\$54,132	\$55,292	\$56,018	\$58,397
10	24	\$54,625	\$55,785	\$56,511	\$58,890
11	25	\$56,049	\$57,232	\$57,971	\$60,395
12	26	\$56,542	\$57,725	\$58,464	\$60,888
13	27	\$57,035	\$58,218	\$58,957	\$61,381
14	28	\$57,528	\$58,711	\$59,450	\$61,874
15	29	\$58,021	\$59,204	\$59,943	\$62,367
16	30	\$58,541	\$59,724	\$60,463	\$62,887
17	31	\$59,001	\$60,184	\$60,923	\$63,347
18	32	\$59,494	\$60,677	\$61,416	\$63,840
19	33	\$59,987	\$61,170	\$61,909	\$64,333
20	34	\$60,480	\$61,663	\$62,402	\$64,826
21	35	\$60,973	\$62,156	\$62,895	\$65,319
22	Master's Degree +				
23	Years of	National Board			
24	Experience	Certification			

1	0	\$42,149
2	1	\$42,583
3	2	\$43,018
4	3	\$43,452
5	4	\$43,886
6	5	\$45,358
7	6	\$45,822
8	7	\$46,285
9	8	\$46,749
10	9	\$47,212
11	10	\$49,728
12	11	\$50,221
13	12	\$50,713
14	13	\$51,206
15	14	\$51,699
16	15	\$53,212
17	16	\$53,705
18	17	\$54,198
19	18	\$54,691
20	19	\$55,184
21	20	\$55,698
22	21	\$56,192
23	22	\$56,685
24	23	\$57,178

1 24 \$57,671
2 25 \$59,153
3 26 \$59,646
4 27 \$60,139
5 28 \$60,632
6 29 \$61,125
7 30 \$61,645
8 31 \$62,105
9 32 \$62,598
10 33 \$63,091
11 34 \$63,584
12 35 \$64,077

13 the amounts set forth in the minimum salary schedules adopted by
14 every school district board of education in this state pursuant to
15 Section 5-141 of this title.

16 B. 1. When determining ~~the a~~ minimum salary schedule, "fringe
17 benefits" shall mean all or part of retirement benefits, excluding
18 the contributions made pursuant to subsection A of Section 17-108.1
19 of this title and the flexible benefit allowance pursuant to Section
20 26-105 of this title from the flexible benefit allowance funds
21 disbursed by the State Board of Education and the State Board of
22 Career and Technology Education pursuant to Section 26-104 of this
23 title.

1 2. If a school district intends to provide retirement benefits
2 to a teacher such that the teacher's salary would be less than the
3 amounts set forth in the minimum salary schedule ~~specified in~~
4 ~~subsection A of this section~~ adopted by a school district board of
5 education pursuant to Section 5-141 of this title, the district
6 shall be required to provide written notification to the teacher
7 prior to his or her employment or, if already employed by the
8 district, no later than thirty (30) days prior to the date the
9 district elects to provide retirement benefits such that the
10 teacher's salary would be less than the district's minimum salary
11 schedule.

12 C. ~~Any of the degrees referred to in this section shall be from~~
13 ~~a college recognized by the State Board of Education. The Board A~~
14 ~~school district board of education~~ shall accept teaching experience
15 from out-of-state school districts that are accredited by the ~~State~~
16 ~~Board of Education~~ state board of education or appropriate state
17 accrediting agency for the ~~districts~~ applicable state. The ~~Board A~~
18 ~~school district board of education~~ shall accept teaching experience
19 from out-of-country schools that are accredited or otherwise
20 endorsed by the appropriate national or regional accrediting or
21 endorsement authority. Out-of-country certification documentation
22 in a language other than English shall be analyzed by an educational
23 credential evaluation service in accordance with industry standards
24 and guidelines and approved by the State Department of Education.

1 The person seeking to have credit granted for out-of-country
2 teaching experience shall be responsible for all costs of the
3 analysis by a credential evaluation service. ~~The Board A school~~
4 district board of education shall accept teaching experience from
5 primary and secondary schools that are operated by the United States
6 Department of Defense or are affiliated with the United States
7 Department of State.

8 D. For the purpose of ~~state salary increments and~~ retirement,
9 no teacher shall be granted credit for more than five (5) years of
10 active duty in the military service, as defined in Section 17-113 of
11 this title, or out-of-state or out-of-country teaching experience as
12 a certified teacher or its equivalent. Nothing in this section
13 shall prohibit school district boards of education from crediting
14 more than five (5) years of experience on district salary schedules
15 ~~than those allowed for state purposes~~ adopted pursuant to Section 5-
16 141 of this title.

17 E. ~~The State Board of Education shall~~ A school district board
18 of education may recognize, for purposes of certification and salary
19 increments, all the years of experience of a:

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

22 2. Vocational rehabilitation counselor under the Department of
23 Human Services if the counselor was employed as a certified teacher
24 by the State Department of Education when the Division of Vocational

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

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

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

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

18 F. ~~The provisions of this section shall not apply to teachers~~
19 Teachers who have entered into postretirement employment with a
20 public school district in this state and are still receiving a
21 monthly retirement benefit shall be subject to the provisions of
22 Section 17-116.10 of this title.

23 G. ~~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, provided they remain
4 employed by the same technology center school district, unless the
5 hours or the duties of the classroom instructional employees are
6 reduced proportionately.

7 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, provided
13 they remain employed by the same Department of Corrections or Office
14 of Juvenile Affairs facility, unless the hours or the duties of the
15 correctional teachers, vocational instructors, or teachers are
16 reduced proportionately.

17 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, provided they remain employed by the
21 State Department of Rehabilitation Services, unless the hours or the
22 duties of the teachers are reduced proportionately The provisions of
23 this section shall not be considered as a basis to reduce the amount

1 of State Aid allocated to any school district in this state after
2 the effective date of this act.

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

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

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