

**COMMITTEE AMENDMENT**  
HOUSE OF REPRESENTATIVES  
State of Oklahoma

SPEAKER:

CHAIR:

I move to amend HB3074 \_\_\_\_\_  
Of the printed Bill  
Page \_\_\_\_\_ Section \_\_\_\_\_ Lines \_\_\_\_\_  
Of the Engrossed Bill

By striking the Title, the Enacting Clause, the entire bill, and by inserting in lieu thereof the following language:

**AMEND TITLE TO CONFORM TO AMENDMENTS**

Adopted: \_\_\_\_\_

Amendment submitted by: Neil Hays \_\_\_\_\_

\_\_\_\_\_  
Reading Clerk

1 STATE OF OKLAHOMA

2 2nd Session of the 59th Legislature (2024)

3 PROPOSED COMMITTEE  
4 SUBSTITUTE  
5 FOR  
6 HOUSE BILL NO. 3074

By: Hays

7 PROPOSED COMMITTEE SUBSTITUTE

8 An Act relating to teacher compensation; creating the  
9 Teacher Compensation Review and Adjustment Act;  
10 directing State Board of Education to biennially  
11 review average annual salaries of teachers in  
12 surrounding states; defining terms; requiring  
13 Legislature to introduce a bill to provide a salary  
14 increase in certain cases; prescribing legislative  
15 process for consideration of bill; declaring certain  
16 bill to be immediately effective upon enactment;  
17 authorizing change of certain time constraints;  
18 providing for codification; providing an effective  
19 date; and declaring an emergency.

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

21 SECTION 1. NEW LAW A new section of law to be codified  
22 in the Oklahoma Statutes as Section 18-114.16 of Title 70, unless  
23 there is created a duplication in numbering, reads as follows:

24 A. This act shall be known and may be cited as the "Teacher  
25 Compensation Review and Adjustment Act".

B. The State Board of Education shall, in each odd-numbered  
26 year, conduct a comprehensive review of the average annual salary of

1 teachers in the surrounding states of Arkansas, Colorado, Kansas,  
2 Missouri, New Mexico, and Texas.

3 C. As used in the Teacher Compensation Review and Adjustment  
4 Act:

5 1. "Average annual salary":

6 a. means the arithmetic mean of the average annual salary  
7 groups defined in paragraph 2 of this subsection and  
8 is the average gross salary regularly paid or  
9 stipulated to be paid to an individual before  
10 deductions for taxes, retirement, health insurance,  
11 and other similar expenses,

12 b. shall include regular salaries for full-time and part-  
13 time employees considered to be in permanent  
14 employment positions, and

15 c. shall not include:

16 (1) extra duty pay,

17 (2) payments for teaching summer school, unless the  
18 employee has a twelve-month contract, or

19 (3) employee benefits, unless the benefits are  
20 provided pursuant to 26 U.S.C., Section 125  
21 related to Cafeteria Plans or health flexible  
22 spending arrangements that reduce the employee's  
23 salary for tax purposes;

24 2. "Average annual salary groups" includes:

1 a. "all instructional staff salary" which means the  
2 average annual salary of full-time equivalent  
3 instructional staff and shall be the weighted  
4 arithmetic mean of the combined annual salaries of  
5 classroom teachers, substitute teachers, principals,  
6 supervisors, and other instructional personnel,

7 b. "elementary classroom teacher salary" which means the  
8 average annual salary of the full-time equivalent  
9 elementary classroom teachers,

10 c. "secondary classroom teacher salary" which means the  
11 average annual salary of the full-time equivalent  
12 secondary classroom teachers, and

13 d. "average classroom teacher salary" which means the  
14 weighted arithmetic mean of salary figures calculated  
15 in subparagraphs b and c of this paragraph; and

16 3. "Teachers" means all of the categories of certified  
17 personnel who are eligible for salary compensation based on years of  
18 experience and step levels described in Section 18-114.15 of Title  
19 70 of the Oklahoma Statutes.

20 D. If the average annual salary of teachers in the surrounding  
21 states is determined to be greater than the average annual salary of  
22 teachers in this state, the Legislature shall introduce a bill to  
23 provide a salary increase for teachers up to but not to exceed the  
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1 average annual salary in the surrounding states, to ensure  
2 competitiveness with surrounding states.

3 E. Any introduced bill required by subsection D of this section  
4 shall be passed by a majority vote in legislative committees, and  
5 shall proceed directly to the floor of each chamber, where the bill  
6 shall, within five (5) legislative days, be scheduled for debate on  
7 the floor of each chamber, and thereafter, within three (3)  
8 legislative days after the debate is closed, shall be presented for  
9 a roll call vote on the chamber of each floor. The bill, if passed  
10 in the same manner as other general law, shall have the force and  
11 effect of law, and shall be effective immediately upon enactment.  
12 The time constraints listed in this subsection may be changed by  
13 majority vote of any chamber of subsequent Legislatures.

14 SECTION 2. This act shall become effective July 1, 2024.

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

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20 59-2-9921 EK 02/12/24

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