

1 STATE OF OKLAHOMA

2 1st Session of the 59th Legislature (2023)

3 COMMITTEE SUBSTITUTE  
4 FOR

5 SENATE BILL NO. 1119

6 By: Thompson (Roger) and Hall  
7 of the Senate

8 and

9 Wallace and Martinez of the  
10 House

11 COMMITTEE SUBSTITUTE

12 An Act relating to schools; establishing minimum  
13 salary schedule for teachers; defining fringe  
14 benefits; specifying certain recognition of college  
15 degrees; requiring the State Board of Education to  
16 accept certain teaching experience; requiring certain  
17 notification; limiting teaching credit for certain  
18 service and experience; allowing school district to  
19 offer more credit; directing the Board to recognize  
20 certain experiences; prohibiting application of  
21 minimum salary schedule to certain retired teachers;  
22 requiring certain certified personnel to receive  
23 certain salary increase above certain level paid  
24 during certain school year; directing persons  
employed in certain capacities at technology center  
school districts, Department of Corrections  
facilities, Office of Juvenile Affairs facilities,  
and the State Department of Rehabilitation Services  
to receive certain salary increase; repealing 70 O.S.  
2021, Section 18-114.14, which relates to the minimum  
salary schedule; providing for codification;  
providing an effective date; and declaring an  
emergency.

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

1 SECTION 1. NEW LAW A new section of law to be codified  
 2 in the Oklahoma Statutes as Section 18-114.15 of Title 70, unless  
 3 there is created a duplication in numbering, reads as follows:

4 A. Beginning with the 2023-2024 school year, certified  
 5 personnel, as defined in Section 26-103 of Title 70 of the Oklahoma  
 6 Statutes, in the public schools of Oklahoma shall receive in salary  
 7 and/or fringe benefits not less than the amounts specified in the  
 8 following schedule:

9 MINIMUM SALARY SCHEDULE

10 National

11	Years of	Bachelor's Board	Master's	Doctor's
12	Experience	Degree	Certification Degree	Degree
13	0	\$39,601	\$40,759	\$40,991 \$42,381
14	1	\$40,035	\$41,193	\$41,425 \$42,815
15	2	\$40,469	\$41,628	\$41,859 \$43,249
16	3	\$40,904	\$42,062	\$42,294 \$43,684
17	4	\$41,338	\$42,496	\$42,728 \$44,118
18	5	\$42,810	\$43,968	\$44,200 \$45,590
19	6	\$43,273	\$44,432	\$44,663 \$46,054
20	7	\$43,737	\$44,895	\$45,127 \$46,517
21	8	\$44,200	\$45,358	\$45,590 \$46,980
22	9	\$44,663	\$45,822	\$46,054 \$47,444
23	10	\$46,684	\$47,844	\$48,568 \$50,945
24	11	\$47,177	\$48,336	\$49,061 \$51,438

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

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 B. 1. When determining the Minimum Salary Schedule, "fringe  
21 benefits" shall mean all or part of retirement benefits, excluding  
22 the contributions made pursuant to subsection A of Section 17-108.1  
23 of Title 70 of the Oklahoma Statutes and the flexible benefit  
24 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma

1 Statutes from the flexible benefit allowance funds disbursed by the  
2 State Board of Education and the State Board of Career and  
3 Technology Education pursuant to Section 26-104 of Title 70 of the  
4 Oklahoma Statutes.

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

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

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

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

14 E. The State Board of Education shall recognize, for purposes  
15 of certification and salary increments, all the years of experience  
16 of a:

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

19 2. Vocational rehabilitation counselor under the Department of  
20 Human Services if the counselor was employed as a certified teacher  
21 by the State Department of Education when the Division of Vocational  
22 Rehabilitation was transferred from the State Board of Career and  
23 Technology Education or the State Board of Education to the Oklahoma  
24 Public Welfare Commission on July 1, 1968;

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

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

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

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

18           G. If a person employed as certified personnel, as defined in  
19 Section 26-103 of Title 70 of the Oklahoma Statutes, by a school  
20 district during the 2022-2023 school year was receiving a salary  
21 above the step level indicated by the State Minimum Salary Schedule  
22 for the 2022-2023 school year, the person shall receive a salary  
23 increase amount equal to the amount indicated in subsection A for  
24 the step level indicated for the person, provided they remain

1 employed by the same district, unless the hours or the duties of the  
2 certified personnel are reduced proportionately.

3 H. If a school district does not receive Foundation or Salary  
4 Incentive Aid pursuant to Section 18-200.1 of Title 70 of the  
5 Oklahoma Statutes, funds shall be allocated by the State Board of  
6 Education to implement the salary increases indicated in subsection  
7 A of this section.

8 I. 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 J. 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  
24

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

3 K. 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. REPEALER 70 O.S. 2021, Section 18-114.14, is  
10 hereby repealed.

11 SECTION 3. This act shall become effective July 1, 2023.

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

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