

1 STATE OF OKLAHOMA

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

3 SUBCOMMITTEE RECOMMENDATION
4 FOR

5 HOUSE BILL NO. 3074

6 By: Hays

7 SUBCOMMITTEE RECOMMENDATION

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; providing for
15 codification; providing an effective date; and
16 declaring an emergency.

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

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

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

23 B. The State Board of Education shall, in each odd-numbered
24 year, conduct a comprehensive review of the average annual salary of
25 teachers in the surrounding states of Arkansas, Colorado, Kansas,
26 Missouri, New Mexico, and Texas.

1 C. As used in the Teacher Compensation Review and Adjustment

2 Act:

3 1. "Average annual salary":

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

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

13 c. shall not include:

14 (1) extra duty pay,

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

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

22 2. "Average annual salary groups" includes:

23 a. "all instructional staff salary" which means the
24 average annual salary of full-time equivalent

1 instructional staff and shall be the weighted
2 arithmetic mean of the combined annual salaries of
3 classroom teachers, substitute teachers, principals,
4 supervisors, and other instructional personnel,

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

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

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

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

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

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

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

5

6 59-2-10481 EK 02/26/24

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24