

1 ENGROSSED SENATE
2 BILL NO. 1119

By: Thompson (Roger), Hall,
Newhouse, Stephens, and
Pemberton of the Senate

3
4 and

Wallace, Martinez, McBride,
and Baker of the House

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6
7 An Act relating to schools; establishing minimum
8 salary schedule for teachers; defining fringe
9 benefits; specifying certain recognition of college
10 degrees; requiring the State Board of Education to
11 accept certain teaching experience; requiring certain
12 notification; limiting teaching credit for certain
13 service and experience; allowing school district to
14 offer more credit; directing the Board to recognize
15 certain experiences; prohibiting application of
16 minimum salary schedule to certain retired teachers;
17 requiring certain certified personnel to receive
18 certain salary increase above certain level paid
19 during certain school year; directing persons
20 employed in certain capacities at technology center
21 school districts, Department of Corrections
22 facilities, Office of Juvenile Affairs facilities,
23 and the State Department of Rehabilitation Services
24 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:

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

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

6 MINIMUM SALARY SCHEDULE

7 National

8	Years of	Bachelor's Board	Master's	Doctor's	
9	Experience	Degree	Certification	Degree	
10	0	\$39,601	\$40,759	\$40,991	\$42,381
11	1	\$40,035	\$41,193	\$41,425	\$42,815
12	2	\$40,469	\$41,628	\$41,859	\$43,249
13	3	\$40,904	\$42,062	\$42,294	\$43,684
14	4	\$41,338	\$42,496	\$42,728	\$44,118
15	5	\$42,810	\$43,968	\$44,200	\$45,590
16	6	\$43,273	\$44,432	\$44,663	\$46,054
17	7	\$43,737	\$44,895	\$45,127	\$46,517
18	8	\$44,200	\$45,358	\$45,590	\$46,980
19	9	\$44,663	\$45,822	\$46,054	\$47,444
20	10	\$46,684	\$47,844	\$48,568	\$50,945
21	11	\$47,177	\$48,336	\$49,061	\$51,438
22	12	\$47,670	\$48,829	\$49,554	\$51,931
23	13	\$48,162	\$49,322	\$50,047	\$52,424
24	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 Master's Degree +
13 Years of National Board
14 Experience Certification

15	0	\$42,149
16	1	\$42,583
17	2	\$43,018
18	3	\$43,452
19	4	\$43,886
20	5	\$45,358
21	6	\$45,822
22	7	\$46,285
23	8	\$46,749
24	9	\$47,212

1	10	\$49,728
2	11	\$50,221
3	12	\$50,713
4	13	\$51,206
5	14	\$51,699
6	15	\$53,212
7	16	\$53,705
8	17	\$54,198
9	18	\$54,691
10	19	\$55,184
11	20	\$55,698
12	21	\$56,192
13	22	\$56,685
14	23	\$57,178
15	24	\$57,671
16	25	\$59,153

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

1 Technology Education pursuant to Section 26-104 of Title 70 of the
2 Oklahoma Statutes.

3 2. If a school district intends to provide retirement benefits
4 to a teacher such that the teacher's salary would be less than the
5 amounts set forth in the minimum salary schedule specified in
6 subsection A of this section, the district shall be required to
7 provide written notification to the teacher prior to his or her
8 employment or, if already employed by the district, no later than
9 thirty (30) days prior to the date the district elects to provide
10 retirement benefits such that the teacher's salary would be less
11 than the minimum salary 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
14 shall accept teaching experience from out-of-state school districts
15 that are accredited by the State Board of Education or appropriate
16 state accrediting agency for the districts. The Board shall accept
17 teaching experience from out-of-country schools that are accredited
18 or otherwise endorsed by the appropriate national or regional
19 accrediting or endorsement authority. Out-of-country certification
20 documentation in a language other than English shall be analyzed by
21 an educational credential evaluation service in accordance with
22 industry standards and guidelines and approved by the State
23 Department of Education. The person seeking to have credit granted
24 for out-of-country teaching experience shall be responsible for all

1 costs of the analysis by a credential evaluation service. The Board
2 shall accept teaching experience from primary and secondary schools
3 that are operated by the United States Department of Defense or are
4 affiliated with the United States Department of State.

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

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

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

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

23 3. Vocational rehabilitation counselor which were completed
24 while employed by the Department of Human Services if such counselor

1 was certified as a teacher or was eligible for certification as a
2 teacher in Oklahoma;

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

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

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

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

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

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

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

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

7 SECTION 2. REPEALER 70 O.S. 2021, Section 18-114.14, is
8 hereby repealed.

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

10 SECTION 4. 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.

14 Passed the Senate the 17th day of May, 2023.

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Presiding Officer of the Senate

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18 Passed the House of Representatives the ____ day of _____,
19 2023.

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Presiding Officer of the House
of Representatives

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