

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 | |
| 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 |

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|----|----|----------|----------|----------|----------|
| 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
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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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17 COMMITTEE REPORT BY: COMMITTEE ON JOINT COMMITTEE ON APPROPRIATIONS
18 AND BUDGET, dated 05/16/2023 - DO PASS, As Amended.

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