

STATE OF OKLAHOMA

2nd Session of the 59th Legislature (2024)

SENATE BILL 1313

By: Pugh

AS INTRODUCED

An Act relating to schools; amending Section 1, Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2023, Section 18-114.15), which relates to the minimum salary schedule for certified personnel; modifying salary amounts beginning in certain school year; updating statutory references; modifying language requiring certain personnel paid above certain level to receive certain salary increase; removing language requiring allocation of funds to certain school districts to implement certain salary increases; removing language providing salary increases for certain employees of technology center school districts, the Department of Corrections, the Office of Juvenile Affairs, and the State Department of Rehabilitation Services; updating statutory language; providing an effective date; and declaring an emergency.

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

SECTION 1. AMENDATORY Section 1, Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2023, Section 18-114.15), is amended to read as follows:

Section 18-114.15. A. Beginning with the ~~2023-2024~~ 2024-2025 school year, certified personnel, as defined in Section 26-103 of ~~Title 70 of the Oklahoma Statutes~~ this title, in the public schools of ~~Oklahoma~~ this state shall receive in salary and/or fringe

benefits not less than the amounts specified in the following  
schedule:

MINIMUM SALARY SCHEDULE

National

Years of Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	<del>\$39,601</del> <u>\$41,101</u>	<del>\$40,759</del> <u>\$42,259</u>	<del>\$40,991</del> <u>\$42,491</u>	<del>\$42,381</del> <u>\$43,881</u>
1	<del>\$40,035</del> <u>\$41,535</u>	<del>\$41,193</del> <u>\$42,693</u>	<del>\$41,425</del> <u>\$42,925</u>	<del>\$42,815</del> <u>\$44,315</u>
2	<del>\$40,469</del> <u>\$41,969</u>	<del>\$41,628</del> <u>\$43,128</u>	<del>\$41,859</del> <u>\$43,359</u>	<del>\$43,249</del> <u>\$44,749</u>
3	<del>\$40,904</del> <u>\$42,404</u>	<del>\$42,062</del> <u>\$43,562</u>	<del>\$42,294</del> <u>\$43,794</u>	<del>\$43,684</del> <u>\$45,184</u>
4	<del>\$41,338</del> <u>\$42,838</u>	<del>\$42,496</del> <u>\$43,996</u>	<del>\$42,728</del> <u>\$44,228</u>	<del>\$44,118</del> <u>\$45,618</u>
5	<del>\$42,810</del> <u>\$44,810</u>	<del>\$43,968</del> <u>\$45,968</u>	<del>\$44,200</del> <u>\$46,200</u>	<del>\$45,590</del> <u>\$47,590</u>
6	<del>\$43,273</del> <u>\$45,273</u>	<del>\$44,432</del> <u>\$46,432</u>	<del>\$44,663</del> <u>\$46,663</u>	<del>\$46,054</del> <u>\$48,054</u>
7	<del>\$43,737</del> <u>\$45,737</u>	<del>\$44,895</del> <u>\$46,895</u>	<del>\$45,127</del> <u>\$47,127</u>	<del>\$46,517</del> <u>\$48,517</u>
8	<del>\$44,200</del> <u>\$46,200</u>	<del>\$45,358</del> <u>\$47,358</u>	<del>\$45,590</del> <u>\$47,590</u>	<del>\$46,980</del> <u>\$48,980</u>

1	9	<del>\$44,663</del>	<del>\$45,822</del>	<del>\$46,054</del>	<del>\$47,444</del>
2		<u>\$46,663</u>	<u>\$47,822</u>	<u>\$48,054</u>	<u>\$49,444</u>
3	10	<del>\$46,684</del>	<del>\$47,844</del>	<del>\$48,568</del>	<del>\$50,945</del>
4		<u>\$49,184</u>	<u>\$50,344</u>	<u>\$51,068</u>	<u>\$53,445</u>
5	11	<del>\$47,177</del>	<del>\$48,336</del>	<del>\$49,061</del>	<del>\$51,438</del>
6		<u>\$49,677</u>	<u>\$50,836</u>	<u>\$51,561</u>	<u>\$53,938</u>
7	12	<del>\$47,670</del>	<del>\$48,829</del>	<del>\$49,554</del>	<del>\$51,931</del>
8		<u>\$50,170</u>	<u>\$51,329</u>	<u>\$52,054</u>	<u>\$54,431</u>
9	13	<del>\$48,162</del>	<del>\$49,322</del>	<del>\$50,047</del>	<del>\$52,424</del>
10		<u>\$50,662</u>	<u>\$51,822</u>	<u>\$52,547</u>	<u>\$54,924</u>
11	14	<del>\$48,655</del>	<del>\$49,815</del>	<del>\$50,539</del>	<del>\$52,916</del>
12		<u>\$51,155</u>	<u>\$52,315</u>	<u>\$53,039</u>	<u>\$55,416</u>
13	15	<del>\$50,167</del>	<del>\$51,327</del>	<del>\$52,052</del>	<del>\$54,430</del>
14		<u>\$53,167</u>	<u>\$54,327</u>	<u>\$55,052</u>	<u>\$57,430</u>
15	16	<del>\$50,660</del>	<del>\$51,820</del>	<del>\$52,545</del>	<del>\$54,923</del>
16		<u>\$53,660</u>	<u>\$54,820</u>	<u>\$55,545</u>	<u>\$57,923</u>
17	17	<del>\$51,153</del>	<del>\$52,313</del>	<del>\$53,038</del>	<del>\$55,416</del>
18		<u>\$54,153</u>	<u>\$55,313</u>	<u>\$56,038</u>	<u>\$58,416</u>
19	18	<del>\$51,646</del>	<del>\$52,806</del>	<del>\$53,531</del>	<del>\$55,909</del>
20		<u>\$54,646</u>	<u>\$55,806</u>	<u>\$56,531</u>	<u>\$58,909</u>
21	19	<del>\$52,139</del>	<del>\$53,299</del>	<del>\$54,024</del>	<del>\$56,402</del>
22		<u>\$55,139</u>	<u>\$56,299</u>	<u>\$57,024</u>	<u>\$59,402</u>
23	20	<del>\$52,652</del>	<del>\$53,813</del>	<del>\$54,538</del>	<del>\$56,917</del>
24		<u>\$55,652</u>	<u>\$56,813</u>	<u>\$57,538</u>	<u>\$59,917</u>

1	21	<del>\$53,145</del>	<del>\$54,306</del>	<del>\$55,031</del>	<del>\$57,410</del>
2		<u>\$56,145</u>	<u>\$57,306</u>	<u>\$58,031</u>	<u>\$60,410</u>
3	22	<del>\$53,639</del>	<del>\$54,799</del>	<del>\$55,524</del>	<del>\$57,903</del>
4		<u>\$56,639</u>	<u>\$57,799</u>	<u>\$58,524</u>	<u>\$60,903</u>
5	23	<del>\$54,132</del>	<del>\$55,292</del>	<del>\$56,018</del>	<del>\$58,397</del>
6		<u>\$57,132</u>	<u>\$58,292</u>	<u>\$59,018</u>	<u>\$61,397</u>
7	24	<del>\$54,625</del>	<del>\$55,785</del>	<del>\$56,511</del>	<del>\$58,890</del>
8		<u>\$57,625</u>	<u>\$58,785</u>	<u>\$59,511</u>	<u>\$61,890</u>
9	25	<del>\$56,049</del>	<del>\$57,232</del>	<del>\$57,971</del>	<del>\$60,395</del>
10		<u>\$59,049</u>	<u>\$60,232</u>	<u>\$60,971</u>	<u>\$63,395</u>

Master's Degree +

12	Years of	National Board
13	Experience	Certification
14	0	<del>\$42,149</del>
15		<u>\$43,649</u>
16	1	<del>\$42,583</del>
17		<u>\$44,083</u>
18	2	<del>\$43,018</del>
19		<u>\$44,518</u>
20	3	<del>\$43,452</del>
21		<u>\$44,952</u>
22	4	<del>\$43,886</del>
23		<u>\$45,386</u>
24	5	<del>\$45,358</del>

1		<u>\$47,358</u>
2	6	<del>\$45,822</del>
3		<u>\$47,822</u>
4	7	<del>\$46,285</del>
5		<u>\$48,285</u>
6	8	<del>\$46,749</del>
7		<u>\$48,749</u>
8	9	<del>\$47,212</del>
9		<u>\$49,212</u>
10	10	<del>\$49,728</del>
11		<u>\$52,228</u>
12	11	<del>\$50,221</del>
13		<u>52,721</u>
14	12	<del>\$50,713</del>
15		<u>\$53,213</u>
16	13	<del>\$51,206</del>
17		<u>\$53,706</u>
18	14	<del>\$51,699</del>
19		<u>\$54,199</u>
20	15	<del>\$53,212</del>
21		<u>\$56,212</u>
22	16	<del>\$53,705</del>
23		<u>\$56,705</u>
24	17	<del>\$54,198</del>

1		<u>\$57,198</u>
2	18	<del>\$54,691</del>
3		<u>\$57,691</u>
4	19	<del>\$55,184</del>
5		<u>\$58,184</u>
6	20	<del>\$55,698</del>
7		<u>\$58,698</u>
8	21	<del>\$56,192</del>
9		<u>\$59,192</u>
10	22	<del>\$56,685</del>
11		<u>\$59,685</u>
12	23	<del>\$57,178</del>
13		<u>\$60,178</u>
14	24	<del>\$57,671</del>
15		<u>\$60,671</u>
16	25	<del>\$59,153</del>
17		<u>\$62,153</u>

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

1 of Career and Technology Education pursuant to Section 26-104 of  
2 ~~Title 70 of the Oklahoma Statutes~~ this title.

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~~ state board of  
16 education or appropriate state accrediting agency for the districts.  
17 The Board shall accept teaching experience from out-of-country  
18 schools that are accredited or otherwise endorsed by the appropriate  
19 national or regional accrediting or endorsement authority. Out-of-  
20 country certification documentation in a language other than English  
21 shall be analyzed by an educational credential evaluation service in  
22 accordance with industry standards and guidelines and approved by  
23 the State Department of Education. The person seeking to have  
24 credit granted for out-of-country teaching experience shall be

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

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

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

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

18 2. Vocational rehabilitation counselor under the Department of  
19 Human Services if the counselor was employed as a certified teacher  
20 by the State Department of Education when the Division of Vocational  
21 Rehabilitation was transferred from the State Board of Career and  
22 Technology Education or the State Board of Education to the Oklahoma  
23 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~~ this state;

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~~ this state; 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 this state if the experience primarily involved work with persons of  
12 school- or preschool-age and if the person was, at the time the  
13 experience was acquired, certified as, or eligible for certification  
14 as, a school 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~~ this state and are still receiving a monthly retirement  
18 benefit.

19           G. If a person employed as certified personnel, as defined in  
20 Section 26-103 of ~~Title 70 of the Oklahoma Statutes~~ this title, by a  
21 school district during the ~~2022-2023~~ 2023-2024 school year was  
22 receiving a salary above the step level indicated by the State  
23 Minimum Salary Schedule for the ~~2022-2023~~ 2023-2024 school year, the  
24 person shall receive a salary increase amount equal to the amount

1 indicated in subsection A of this section for the step level  
2 indicated for the person, provided they remain employed by the same  
3 district, unless the hours or the duties of the certified personnel  
4 are reduced proportionately.

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

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

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

1 ~~of Juvenile Affairs facility, unless the hours or the duties of the~~  
2 ~~correctional teachers, vocational instructors, or teachers are~~  
3 ~~reduced proportionately.~~

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

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

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

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