

1                           **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2   STATE OF OKLAHOMA

3                           1st Session of the 60th Legislature (2025)

4 COMMITTEE SUBSTITUTE  
5 FOR  
6 HOUSE BILL NO. 1087

By: Lowe (Dick) and **Harris** of  
the House

and

**Pugh** of the Senate

7  
8  
9  
10   COMMITTEE SUBSTITUTE

11                           [ schools - schedule - experience - year - State  
12   Board of Education - circumstances - effective date  
13   - emergency ]

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15  
16 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

17                   SECTION 1.           AMENDATORY           Section 1, Chapter 289, O.S.L.  
18 2023 (70 O.S. Supp. 2024, Section 18-114.15), is amended to read as  
19 follows:

20                   Section 18-114.15. A. Beginning with the ~~2023-2024~~ 2025-2026  
21 school year, certified personnel, as defined in Section 26-103 of  
22 Title 70 of the Oklahoma Statutes, in the public schools of Oklahoma  
23 shall receive in salary and/or fringe benefits not less than the  
24 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                   | \$39,601          | \$40,759            | \$40,991        | \$42,381        |
| 1                   | \$40,035          | \$41,193            | \$41,425        | \$42,815        |
| 2                   | \$40,469          | \$41,628            | \$41,859        | \$43,249        |
| 3                   | \$40,904          | \$42,062            | \$42,294        | \$43,684        |
| 4                   | \$41,338          | \$42,496            | \$42,728        | \$44,118        |
| 5                   | \$42,810          | \$43,968            | \$44,200        | \$45,590        |
| 6                   | \$43,273          | \$44,432            | \$44,663        | \$46,054        |
| 7                   | \$43,737          | \$44,895            | \$45,127        | \$46,517        |
| 8                   | \$44,200          | \$45,358            | \$45,590        | \$46,980        |
| 9                   | \$44,663          | \$45,822            | \$46,054        | \$47,444        |
| 10                  | \$46,684          | \$47,844            | \$48,568        | \$50,945        |
| 11                  | \$47,177          | \$48,336            | \$49,061        | \$51,438        |
| 12                  | \$47,670          | \$48,829            | \$49,554        | \$51,931        |
| 13                  | \$48,162          | \$49,322            | \$50,047        | \$52,424        |
| 14                  | \$48,655          | \$49,815            | \$50,539        | \$52,916        |
| 15                  | \$50,167          | \$51,327            | \$52,052        | \$54,430        |
| 16                  | \$50,660          | \$51,820            | \$52,545        | \$54,923        |
| 17                  | \$51,153          | \$52,313            | \$53,038        | \$55,416        |
| 18                  | \$51,646          | \$52,806            | \$53,531        | \$55,909        |
| 19                  | \$52,139          | \$53,299            | \$54,024        | \$56,402        |

|    |           |                 |                 |                 |                 |
|----|-----------|-----------------|-----------------|-----------------|-----------------|
| 1  | 20        | \$52,652        | \$53,813        | \$54,538        | \$56,917        |
| 2  | 21        | \$53,145        | \$54,306        | \$55,031        | \$57,410        |
| 3  | 22        | \$53,639        | \$54,799        | \$55,524        | \$57,903        |
| 4  | 23        | \$54,132        | \$55,292        | \$56,018        | \$58,397        |
| 5  | 24        | \$54,625        | \$55,785        | \$56,511        | \$58,890        |
| 6  | 25        | \$56,049        | \$57,232        | \$57,971        | \$60,395        |
| 7  | <u>26</u> | <u>\$56,542</u> | <u>\$57,725</u> | <u>\$58,464</u> | <u>\$60,888</u> |
| 8  | <u>27</u> | <u>\$57,035</u> | <u>\$58,218</u> | <u>\$58,957</u> | <u>\$61,381</u> |
| 9  | <u>28</u> | <u>\$57,528</u> | <u>\$58,711</u> | <u>\$59,450</u> | <u>\$61,874</u> |
| 10 | <u>29</u> | <u>\$58,021</u> | <u>\$59,204</u> | <u>\$59,943</u> | <u>\$62,367</u> |
| 11 | <u>30</u> | <u>\$58,541</u> | <u>\$59,724</u> | <u>\$60,463</u> | <u>\$62,887</u> |
| 12 | <u>31</u> | <u>\$59,001</u> | <u>\$60,184</u> | <u>\$60,923</u> | <u>\$63,347</u> |
| 13 | <u>32</u> | <u>\$59,494</u> | <u>\$60,677</u> | <u>\$61,416</u> | <u>\$63,840</u> |
| 14 | <u>33</u> | <u>\$59,987</u> | <u>\$61,170</u> | <u>\$61,909</u> | <u>\$64,333</u> |
| 15 | <u>34</u> | <u>\$60,480</u> | <u>\$61,663</u> | <u>\$62,402</u> | <u>\$64,826</u> |
| 16 | <u>35</u> | <u>\$60,973</u> | <u>\$62,156</u> | <u>\$62,895</u> | <u>\$65,319</u> |

|    |                   |                |
|----|-------------------|----------------|
| 17 | Master's Degree + |                |
| 18 | Years of          | National Board |
| 19 | Experience        | Certification  |
| 20 | 0                 | \$42,149       |
| 21 | 1                 | \$42,583       |
| 22 | 2                 | \$43,018       |
| 23 | 3                 | \$43,452       |
| 24 | 4                 | \$43,886       |

|    |           |                 |
|----|-----------|-----------------|
| 1  | 5         | \$45,358        |
| 2  | 6         | \$45,822        |
| 3  | 7         | \$46,285        |
| 4  | 8         | \$46,749        |
| 5  | 9         | \$47,212        |
| 6  | 10        | \$49,728        |
| 7  | 11        | \$50,221        |
| 8  | 12        | \$50,713        |
| 9  | 13        | \$51,206        |
| 10 | 14        | \$51,699        |
| 11 | 15        | \$53,212        |
| 12 | 16        | \$53,705        |
| 13 | 17        | \$54,198        |
| 14 | 18        | \$54,691        |
| 15 | 19        | \$55,184        |
| 16 | 20        | \$55,698        |
| 17 | 21        | \$56,192        |
| 18 | 22        | \$56,685        |
| 19 | 23        | \$57,178        |
| 20 | 24        | \$57,671        |
| 21 | 25        | \$59,153        |
| 22 | <u>26</u> | <u>\$59,646</u> |
| 23 | <u>27</u> | <u>\$60,139</u> |
| 24 | <u>28</u> | <u>\$60,632</u> |

|   |           |                 |
|---|-----------|-----------------|
| 1 | <u>29</u> | <u>\$61,125</u> |
| 2 | <u>30</u> | <u>\$61,645</u> |
| 3 | <u>31</u> | <u>\$62,105</u> |
| 4 | <u>32</u> | <u>\$62,598</u> |
| 5 | <u>33</u> | <u>\$63,091</u> |
| 6 | <u>34</u> | <u>\$63,584</u> |
| 7 | <u>35</u> | <u>\$64,077</u> |

8        B. 1. When determining the Minimum Salary Schedule, "fringe  
9 benefits" shall mean all or part of retirement benefits, excluding  
10 the contributions made pursuant to subsection A of Section 17-108.1  
11 of Title 70 of the Oklahoma Statutes and the flexible benefit  
12 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma  
13 Statutes from the flexible benefit allowance funds disbursed by the  
14 State Board of Education and the State Board of Career and  
15 Technology Education pursuant to Section 26-104 of Title 70 of the  
16 Oklahoma Statutes.

17        2. If a school district intends to provide retirement benefits  
18 to a teacher such that the teacher's salary would be less than the  
19 amounts set forth in the minimum salary schedule specified in  
20 subsection A of this section, the district shall be required to  
21 provide written notification to the teacher prior to his or her  
22 employment or, if already employed by the district, no later than  
23 thirty (30) days prior to the date the district elects to provide  
24

1 retirement benefits such that the teacher's salary would be less  
2 than the minimum salary schedule.

3 C. Any of the degrees referred to in this section shall be from  
4 a college recognized by the State Board of Education. The Board  
5 shall accept teaching experience from out-of-state school districts  
6 that are accredited by the State Board of Education or appropriate  
7 state accrediting agency for the districts. The Board shall accept  
8 teaching experience from out-of-country schools that are accredited  
9 or otherwise endorsed by the appropriate national or regional  
10 accrediting or endorsement authority. Out-of-country certification  
11 documentation in a language other than English shall be analyzed by  
12 an educational credential evaluation service in accordance with  
13 industry standards and guidelines and approved by the State  
14 Department of Education. The person seeking to have credit granted  
15 for out-of-country teaching experience shall be responsible for all  
16 costs of the analysis by a credential evaluation service. The Board  
17 shall accept teaching experience from primary and secondary schools  
18 that are operated by the United States Department of Defense or are  
19 affiliated with the United States Department of State.

20 D. For the purpose of state salary increments and retirement,  
21 no teacher shall be granted credit for more than five (5) years of  
22 active duty in the military service or out-of-state or out-of-  
23 country teaching experience as a certified teacher or its  
24 equivalent. Nothing in this section shall prohibit boards of

1 education from crediting more years of experience on district salary  
2 schedules than those allowed for state purposes.

3 E. The State Board of Education shall recognize, for purposes  
4 of certification and salary increments, all the years of experience  
5 of a:

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

8 2. Vocational rehabilitation counselor under the Department of  
9 Human Services if the counselor was employed as a certified teacher  
10 by the State Department of Education when the Division of Vocational  
11 Rehabilitation was transferred from the State Board of Career and  
12 Technology Education or the State Board of Education to the Oklahoma  
13 Public Welfare Commission on July 1, 1968;

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

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

21 5. Certified school psychologist or psychometrist which were  
22 completed while employed as a doctoral intern, psychological  
23 assistant, or psychologist with any agency of the State of Oklahoma  
24 if the experience primarily involved work with persons of school- or

1 preschool-age and if the person was, at the time the experience was  
2 acquired, certified as, or eligible for certification as, a school  
3 psychologist or psychometrist.

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

7 ~~G. If a person employed as certified personnel, as defined in  
8 Section 26-103 of Title 70 of the Oklahoma Statutes, by a school  
9 district during the 2022-2023 school year was receiving a salary  
10 above the step level indicated by the State Minimum Salary Schedule  
11 for the 2022-2023 school year, the person shall receive a salary  
12 increase amount equal to the amount indicated in subsection A for  
13 the step level indicated for the person, provided they remain  
14 employed by the same district, unless the hours or the duties of the  
15 certified personnel are reduced proportionately.~~

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

21 ~~I.~~ Persons employed as classroom instructional employees of  
22 technology center school districts supervised by the State Board of  
23 Career and Technology Education shall receive a salary increase  
24 amount equal to the amount indicated in subsection A of this section



1 for the step level indicated for the person, provided they remain  
2 employed by the same technology center school district, unless the  
3 hours or the duties of the classroom instructional employees are  
4 reduced proportionately.

5 ~~J.~~ H. Persons employed as correctional teachers or vocational  
6 instructors by the Department of Corrections pursuant to Section  
7 510.6a of Title 57 of the Oklahoma Statutes or persons employed as  
8 teachers by the Office of Juvenile Affairs shall receive a salary  
9 increase amount equal to the amount indicated in subsection A of  
10 this section for the step level indicated for the person, provided  
11 they remain employed by the same Department of Corrections or Office  
12 of Juvenile Affairs facility, unless the hours or the duties of the  
13 correctional teachers, vocational instructors, or teachers are  
14 reduced proportionately.

15 ~~K.~~ I. Persons employed as teachers by the State Department of  
16 Rehabilitation Services shall receive a salary increase amount equal  
17 to the amount indicated in subsection A of this section for the step  
18 level indicated for the person, provided they remain employed by the  
19 State Department of Rehabilitation Services, unless the hours or the  
20 duties of the teachers are reduced proportionately.

21 SECTION 2. This act shall become effective July 1, 2025.

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

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4 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS AND BUDGET, dated  
5 03/06/2025 - DO PASS, As Amended and Coauthored.

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