

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

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

4 HOUSE BILL 1465

By: West (Tammy) of the House

5 and

6 **Stanley** of the Senate

7
8
9 AS INTRODUCED

10 An Act relating to schools; amending 70 O.S. 2021,
11 Section 17-113 and Section 1, Chapter 289, O.S.L.
12 2023 (70 O.S. Supp. 2024, Section 18-114.15), which
13 relate to teacher pay computations; adding definition
14 for military service; clarifying which branches of
15 military service count for credit in determining
16 teacher salaries; providing an effective date; and
17 declaring an emergency.

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

19 SECTION 1. AMENDATORY 70 O.S. 2021, Section 17-113, is
20 amended to read as follows:

21 Section 17-113. A. In determining annual increments for teacher
22 salaries and in computing Foundation Aid, time spent in military
23 service during a period of national emergency shall be counted, not
24 to exceed five (5) years prior to the current year. No more than
five (5) years of such military service shall be used in determining
eligibility or benefits under the Teachers' Retirement System.

1 B. For purposes of this section, the term "military service"
2 shall include the United States Air Force, Army, Coast Guard, Marine
3 Corps, Navy, Space Force, and the reserve components of these
4 services, as well as the federal and state counterparts of both the
5 Air National Guard and the Army National Guard.

6 SECTION 2. AMENDATORY Section 1, Chapter 289, O.S.L.
7 2023 (70 O.S. Supp. 2024, Section 18-114.15), is amended to read as
8 follows:

9 Section 18-114.15. Minimum salary and benefits.

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

15 MINIMUM SALARY SCHEDULE
16 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
20	\$42,810	\$43,968	\$44,200	\$45,590
6	\$43,273	\$44,432	\$44,663	\$46,054
21	\$43,737	\$44,895	\$45,127	\$46,517
8	\$44,200	\$45,358	\$45,590	\$46,980
22	\$44,663	\$45,822	\$46,054	\$47,444
10	\$46,684	\$47,844	\$48,568	\$50,945
23	\$47,177	\$48,336	\$49,061	\$51,438
12	\$47,670	\$48,829	\$49,554	\$51,931
24	\$48,162	\$49,322	\$50,047	\$52,424

1	14	\$48,655	\$49,815	\$50,539	\$52,916
	15	\$50,167	\$51,327	\$52,052	\$54,430
2	16	\$50,660	\$51,820	\$52,545	\$54,923
	17	\$51,153	\$52,313	\$53,038	\$55,416
3	18	\$51,646	\$52,806	\$53,531	\$55,909
	19	\$52,139	\$53,299	\$54,024	\$56,402
4	20	\$52,652	\$53,813	\$54,538	\$56,917
	21	\$53,145	\$54,306	\$55,031	\$57,410
5	22	\$53,639	\$54,799	\$55,524	\$57,903
	23	\$54,132	\$55,292	\$56,018	\$58,397
6	24	\$54,625	\$55,785	\$56,511	\$58,890
	25	\$56,049	\$57,232	\$57,971	\$60,395

8	Years of Experience	Master's Degree + National Board Certification
9	0	\$42,149
10	1	\$42,583
	2	\$43,018
11	3	\$43,452
	4	\$43,886
12	5	\$45,358
	6	\$45,822
13	7	\$46,285
	8	\$46,749
14	9	\$47,212
	10	\$49,728
15	11	\$50,221
	12	\$50,713
16	13	\$51,206
	14	\$51,699
17	15	\$53,212
	16	\$53,705
18	17	\$54,198
	18	\$54,691
19	19	\$55,184
	20	\$55,698
20	21	\$56,192
	22	\$56,685
21	23	\$57,178
	24	\$57,671
22	25	\$59,153

23 B. 1. When determining the Minimum Salary Schedule, "fringe
24 benefits" shall mean all or part of retirement benefits, excluding

1 the contributions made pursuant to subsection A of Section 17-108.1
2 of Title 70 of the Oklahoma Statutes and the flexible benefit
3 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma
4 Statutes from the flexible benefit allowance funds disbursed by the
5 State Board of Education and the State Board of Career and
6 Technology Education pursuant to Section 26-104 of Title 70 of the
7 Oklahoma Statutes.

8 2. If a school district intends to provide retirement benefits
9 to a teacher such that the teacher's salary would be less than the
10 amounts set forth in the minimum salary schedule specified in
11 subsection A of this section, the district shall be required to
12 provide written notification to the teacher prior to his or her
13 employment or, if already employed by the district, no later than
14 thirty (30) days prior to the date the district elects to provide
15 retirement benefits such that the teacher's salary would be less
16 than the minimum salary schedule.

17 C. Any of the degrees referred to in this section shall be from
18 a college recognized by the State Board of Education. The Board
19 shall accept teaching experience from out-of-state school districts
20 that are accredited by the State Board of Education or appropriate
21 state accrediting agency for the districts. The Board shall accept
22 teaching experience from out-of-country schools that are accredited
23 or otherwise endorsed by the appropriate national or regional
24 accrediting or endorsement authority. Out-of-country certification

1 documentation in a language other than English shall be analyzed by
2 an educational credential evaluation service in accordance with
3 industry standards and guidelines and approved by the State
4 Department of Education. The person seeking to have credit granted
5 for out-of-country teaching experience shall be responsible for all
6 costs of the analysis by a credential evaluation service. The Board
7 shall accept teaching experience from primary and secondary schools
8 that are operated by the United States Department of Defense or are
9 affiliated with the United States Department of State.

10 D. For the purpose of state salary increments and retirement,
11 no teacher shall be granted credit for more than five (5) years of
12 active duty in the military service, as defined in Section 1 of this
13 act, or out-of-state or out-of-country teaching experience as a
14 certified teacher or its equivalent. Nothing in this section shall
15 prohibit boards of education from crediting more years of experience
16 on district salary schedules than those allowed for state purposes.

17 E. The State Board of Education shall recognize, for purposes
18 of certification and salary increments, all the years of experience
19 of a:

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

22 2. Vocational rehabilitation counselor under the Department of
23 Human Services if the counselor was employed as a certified teacher
24 by the State Department of Education when the Division of Vocational

1 Rehabilitation was transferred from the State Board of Career and
2 Technology Education or the State Board of Education to the Oklahoma
3 Public Welfare Commission on July 1, 1968;

4 3. Vocational rehabilitation counselor which were completed
5 while employed by the Department of Human Services if such counselor
6 was certified as a teacher or was eligible for certification as a
7 teacher in Oklahoma;

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

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

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

21 G. If a person employed as certified personnel, as defined in
22 Section 26-103 of Title 70 of the Oklahoma Statutes, by a school
23 district during the 2022-2023 school year was receiving a salary
24 above the step level indicated by the State Minimum Salary Schedule

1 for the 2022-2023 school year, the person shall receive a salary
2 increase amount equal to the amount indicated in subsection A for
3 the step level indicated for the person, provided they remain
4 employed by the same district, unless the hours or the duties of the
5 certified personnel are reduced proportionately.

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

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

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

1 they remain employed by the same Department of Corrections or Office
2 of Juvenile Affairs facility, unless the hours or the duties of the
3 correctional teachers, vocational instructors, or teachers are
4 reduced proportionately.

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

11 SECTION 3. This act shall become effective July 1, 2025.

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 APPROPRIATIONS AND BUDGET, dated
18 02/27/2025 - DO PASS, As Coauthored.

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