

## STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

HOUSE BILL 1258

By: Hays

AS INTRODUCED

An Act relating to public retirement systems; enacting the Defined Contribution Retirement Plan for Teachers; imposing duty on the Teachers' Retirement System of Oklahoma to establish defined contribution system; specifying persons eligible for participation in system; allowing employee to make certain election; prescribing procedures related to date of service accrual; requiring defined contribution system to be qualified pursuant to provisions of the Internal Revenue Code of 1986, as amended; prescribing minimum employee contribution amount; prescribing maximum employee contribution amount; providing for salary deductions for employee contributions; providing for employer matching contributions; specifying amount of employer matching contributions; prescribing procedures related to employer matching contributions; providing for modifications to matching amounts; providing for payment of certain costs related to administration of defined contribution system administration; providing for vesting schedule; imposing duty on Board of Trustees of the Teachers' Retirement System of Oklahoma with respect to investment of funds in defined contribution system accounts; providing for payment of certain revenues to the Teachers' Retirement System of Oklahoma; providing for deposit of funds with existing defined benefit plan; providing for effect of enactment on certain rights; prohibiting certain collection activity with respect to funds; authorizing offsets; providing for enforcement of qualified domestic orders; defining term; prescribing procedures with respect to alternate payees; prescribing content; imposing restrictions; authorizing the Board to promulgate rules; amending Section 1, Chapter 289, O.S.L. 2023

1 (70 O.S. Supp. 2024, Section 18-114.15), which  
2 relates to the minimum salary schedule; modifying  
3 provisions of the minimum salary schedule; providing  
4 for codification; and providing an effective date.  
5

6  
7 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

8 SECTION 1. NEW LAW A new section of law to be codified  
9 in the Oklahoma Statutes as Section 17-301 of Title 70, unless there  
10 is created a duplication in numbering, reads as follows:

11 This act shall be known and may be cited as the "Defined  
12 Contribution Retirement Plan for Teachers".

13 SECTION 2. NEW LAW A new section of law to be codified  
14 in the Oklahoma Statutes as Section 17-302 of Title 70, unless there  
15 is created a duplication in numbering, reads as follows:

16 A. The Teachers' Retirement System of Oklahoma (System) shall  
17 establish a defined contribution system for certified personnel, as  
18 defined in Section 26-103 of this title, who first become employed  
19 in a full-time equivalent position or a position which is less than  
20 full-time but more than half-time position and which qualifies for  
21 employee benefits, including but not limited to, health insurance  
22 and leave time by any participating employer of the System, as  
23 defined by paragraph (5) of Section 17-101 of this title, on or  
24 after November 1, 2024.

1 B. The employee may make a one-time irrevocable written  
2 election prior to the first day of the month following employment  
3 that shall be in writing and shall cover all future service with a  
4 participating employer, regardless of a break in service, to  
5 participate in the Teachers' Retirement System of Oklahoma, as  
6 established pursuant to Section 17-101, et seq., of this title.

7 C. Any employee who does not make a one-time irrevocable written  
8 election to participate in the defined benefit plan, as described in  
9 subsection B of this section, shall be subject to the provisions of  
10 Section 18-114.15 of this title.

11 D. An employee described by subsection A of this section shall  
12 become a participant in the defined contribution system and the  
13 employee shall not accrue any service credit in the Teachers'  
14 Retirement System of Oklahoma, as established pursuant to Section  
15 17-101, et seq., of this title.

16 E. Employees who participate in the defined contribution system  
17 shall be deemed to begin service in the defined contribution system  
18 on the first day of the month following employment.

19 SECTION 3. NEW LAW A new section of law to be codified  
20 in the Oklahoma Statutes as Section 17-303 of Title 70, unless there  
21 is created a duplication in numbering, reads as follows:

22 The Board of Trustees of the Teachers' Retirement System of  
23 Oklahoma (Board) shall take whatever action is reasonable and  
24 necessary to have the defined contribution system authorized by this

1 act to be recognized as a tax-qualified plan as that term is defined  
2 by Section 401 et seq. of Title 26 of the United States Code, or any  
3 other applicable provisions of federal law. The Board is also  
4 authorized to establish a plan or use an existing plan established  
5 under Section 457(b) of Title 26 of the United States Code, if it is  
6 necessary to carry out the intent of this act. The Board shall take  
7 whatever action is reasonable and necessary to obtain confirmation  
8 from the Internal Revenue Service that any such 457(b) plan is  
9 consistent with the requirements of Section 457(b).

10 SECTION 4. NEW LAW A new section of law to be codified  
11 in the Oklahoma Statutes as Section 17-304 of Title 70, unless there  
12 is created a duplication in numbering, reads as follows:

13 A. Employee contributions to the defined contribution  
14 retirement system shall consist of a minimum of four and five-tenths  
15 percent (4.5%) of compensation.

16 B. Employee contributions to the defined contribution  
17 retirement system that are eligible for an employer match shall not  
18 exceed a percentage, based on the employee's compensation, which  
19 would exceed the maximum amount allowed pursuant to Section 415 of  
20 the Internal Revenue Code of 1986, as amended.

21 SECTION 5. NEW LAW A new section of law to be codified  
22 in the Oklahoma Statutes as Section 17-305 of Title 70, unless there  
23 is created a duplication in numbering, reads as follows:

24

1       A. Except as otherwise provided by subsection B of this  
2 section, employers of employees who become participants in the  
3 defined contribution retirement system shall match the employee  
4 contribution paid on a monthly or more frequent basis at the rate of  
5 six percent (6.0%) based on the same compensation amount used to  
6 compute the employee contribution amount.

7       B. If an employee selects a contribution rate of seven percent  
8 (7.0%) or more, but not higher than allowed pursuant to the maximum  
9 annual contribution limit prescribed by Section 415 of the Internal  
10 Revenue Code of 1986, as amended, the employer matching amount shall  
11 be seven percent (7.0%).

12       C. The initial four and five-tenths percent (4.5%) employee  
13 contribution shall be the only mandatory contribution of an employee  
14 participating in the defined contribution retirement system created  
15 by this act. These funds shall be placed by the System in either a  
16 401(a) plan or a 457(b) plan, to be determined by the Board to  
17 maintain the plan consistent with the Internal Revenue Code. Any  
18 employee contributions eligible to be matched under this section  
19 over the four and five-tenths percent (4.5%) initial contribution  
20 shall be considered voluntary deferrals of compensation and placed  
21 in a 457(b) plan. All employer matching funds shall be placed in a  
22 401(a) plan.

23       Any contribution rate that is more than the four and five-tenths  
24 percent (4.5%) rate can be chosen by the participating employee upon

1 the employee's initial participation, and can be changed once per  
2 month. The employee contribution rate chosen shall continue until  
3 the employee elects to change the contribution rate or terminates  
4 service or retires.

5 D. The employer match as set forth in subsection A of this  
6 section may be increased at any time by the Legislature without  
7 affecting the then-existing rights of participating employees and  
8 beneficiaries in order to encourage participating employees to  
9 accumulate deferred income reserves for themselves and their  
10 dependents. The employer match may be decreased at any time by the  
11 Legislature without affecting the then-existing rights of  
12 participating employees and beneficiaries in order to provide  
13 funding as may be needed to reduce the unfunded liabilities of the  
14 defined benefit plan as set forth in Section 901 et seq. of this  
15 title, but shall not be less than six percent (6.0%) for any year  
16 during which the defined contribution plan is maintained.

17 SECTION 6. NEW LAW A new section of law to be codified  
18 in the Oklahoma Statutes as Section 17-306 of Title 70, unless there  
19 is created a duplication in numbering, reads as follows:

20 A. Except as otherwise provided by this section, employers  
21 shall make payment of the required matching amount as provided by  
22 Section 5 of this act within five (5) business days of the  
23 participating employee's payroll pay date. The System shall ensure  
24 the payment is credited to the defined contribution system account

1 or accounts maintained on behalf of the participating employee as  
2 soon as possible.

3 B. All employee contributions to the defined contribution  
4 system shall be effected by salary deductions from the salary of the  
5 employee and shall be remitted by the participating employer to the  
6 System for deposit into the defined contribution system account or  
7 accounts maintained on behalf of the employee.

8 C. Participating employers whose salary deductions and employer  
9 contributions are not remitted to the System through the Office of  
10 Management and Enterprise Services shall either:

11 1. Send all such remittances by electronic funds transfer; or

12 2. Place all such remittances in a bank account from which

13 OPERS can debit the amount due,

14 both within five (5) business days of the payroll pay date of the

15 participating employee. Payroll data shall be remitted by the same

16 deadline.

17 D. The Office of Management and Enterprise Services shall  
18 cooperate with the Board to ensure that any necessary programming  
19 changes are made to the state's payroll system to carry out the  
20 requirements of this act.

21 E. Each employer which has employees participating in the  
22 defined contribution system shall pay to the System in the same  
23 manner and at the same time required for contributions under this

24

1 section an amount to reimburse the cost of administration of the  
2 defined contribution system, as determined by the Board.

3 1. The Board shall certify each year to the Office of  
4 Management and Enterprise Services and to participating employers  
5 whose salary deductions and employer contributions are not remitted  
6 to the System through the Office of Management and Enterprise  
7 Services, the determined amount for the administrative cost of the  
8 defined contribution system which will be required to be paid for  
9 each participant. The Board shall promulgate such rules as  
10 necessary to implement the provisions of this subsection and provide  
11 the methodology for the determination.

12 2. Each employer shall pay at least monthly to the System the  
13 sum sufficient to satisfy the obligation under this section as  
14 certified by the Board.

15 F. The funds held on behalf of each employee participating in  
16 the defined contribution system shall consist of the amount in the  
17 account or accounts plus credits representing employer and employee  
18 contributions, profits, income and other increments attributable to  
19 such contributions, and minus debits representing any losses, other  
20 decrements, or expenses under the system and any distributions made  
21 to the employee under the system.

22 SECTION 7. NEW LAW A new section of law to be codified  
23 in the Oklahoma Statutes as Section 17-307 of Title 70, unless there  
24 is created a duplication in numbering, reads as follows:



1 A. Participating employees shall at all times be vested at one  
 2 hundred percent (100%) of their accounts containing solely their  
 3 employee contributions, and the gains or losses on these  
 4 contributions. Participating employees will have investment  
 5 discretion over these accounts within the available options offered  
 6 by the Board.

7 B. Participating employees shall be vested with respect to the  
 8 employer matching amounts, and the gains or losses on these funds,  
 9 deposited into their defined contribution system account or accounts  
 10 according to the following schedule based on years of participating  
 11 service:

12	Year 1	20%
13	Year 2	40%
14	Year 3	60%
15	Year 4	80%
16	Year 5 and thereafter	100%

17 C. Participating employees will have investment discretion over  
 18 all employer contributions.

19 D. For purposes of determining a participating employee's right  
 20 to withdraw employer matching contributions and any investment gains  
 21 upon such employer contribution matching amounts, the vesting  
 22 percentages apply at the end of each full year of service as  
 23 described in subsection B of this section.

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1 E. For participating employees who do not select any investment  
2 options, the Board of Trustees of the Teachers' Retirement System of  
3 Oklahoma will establish default investment options for the  
4 contributions received from participating employees and default  
5 investment options for matching employer contributions.

6 F. To the extent that participants leave employment and have  
7 not vested in all of the employer contributions, the nonvested  
8 employer contributions, including any gains or losses, shall be  
9 immediately forfeited to the 401(a) plan and may be used to offset  
10 costs of administering the plan or as permitted by federal law.  
11 Upon reemployment with an employer and satisfying the eligibility  
12 requirements to become a participant, the reemployed participant  
13 shall receive credit for previous service and be vested at the same  
14 percentage the participant was vested when service was previously  
15 terminated. However, under no circumstances shall the participant  
16 be entitled to any previously forfeited employer contributions.

17 SECTION 8. NEW LAW A new section of law to be codified  
18 in the Oklahoma Statutes as Section 17-308 of Title 70, unless there  
19 is created a duplication in numbering, reads as follows:

20 A. Each participating employer shall pick up under the  
21 provisions of Section 414(h) (2) of the Internal Revenue Code of  
22 1986, as amended, and pay the contribution which the participating  
23 employee is required by law to make to the System for all  
24 compensation earned after the date as of which an employee begins to

1 participate in the defined contribution system. Although the  
2 contributions so picked up are designated as participating employee  
3 contributions, such contributions shall be treated as contributions  
4 being paid by the employer in lieu of contributions by the  
5 participating employee in determining tax treatment under the  
6 Internal Revenue Code of 1986, as amended, and such picked-up  
7 contributions shall not be includable in the gross income of the  
8 participating employee until such amounts are distributed or made  
9 available to the participating employee or the beneficiary of the  
10 participating employee. The participating employee, by the terms of  
11 this System, shall not have any option to choose to receive the  
12 contributions so picked up directly and the picked-up contributions  
13 must be paid by the employer to the System.

14 B. Contributions by the participating employee into a 457(b)  
15 plan may not be picked up by the employer but shall be a voluntary  
16 deferral of the employee's compensation.

17 SECTION 9. NEW LAW A new section of law to be codified  
18 in the Oklahoma Statutes as Section 17-309 of Title 70, unless there  
19 is created a duplication in numbering, reads as follows:

20 The Board of Trustees shall contract with one or more business  
21 entities in order to create a range of choices regarding investment  
22 of funds deposited into defined contribution system accounts. The  
23 investment options shall be substantially similar to the options  
24 provided to members of the Teachers' Retirement System of Oklahoma

1 that maintain a Deferred Savings Incentive Plan account as offered  
2 by the System pursuant to the provisions of the Deferred Savings  
3 Incentive Plan. In selecting investment options for participants in  
4 the plan, the Board shall give due consideration to offering  
5 investment options provided by business entities that provide  
6 guaranteed lifetime income in retirement such as annuities,  
7 guaranteed investment contracts, or similar products. The Board may  
8 amend any of its existing contracts with its current service  
9 providers to perform substantially the same type of service the  
10 provider is currently performing for the Board, in order to  
11 facilitate the timely introduction of the new defined contribution  
12 system created by this act. Thereafter, the contracting process for  
13 the selection of service providers carrying out duties related to  
14 the administration of the plan shall be the same as the selection  
15 process for other providers selected by the Board under subsection E  
16 of Section 17-106.1 of Title 70 of the Oklahoma Statutes.

17 SECTION 10. NEW LAW A new section of law to be codified  
18 in the Oklahoma Statutes as Section 17-310 of Title 70, unless there  
19 is created a duplication in numbering, reads as follows:

20 A. Notwithstanding any other provision of the statutes  
21 governing the System to the contrary, each participating employer  
22 shall remit to the System the difference between the amount of money  
23 which would be remitted to the System using the employer  
24 contribution rate required by Section 17-108.1 of Title 70 of the

1 Oklahoma Statutes and the amount of money required for the  
2 participating employer to make the required matching contribution  
3 amount on behalf of a participating employee who participates in the  
4 defined contribution system authorized pursuant to the provisions of  
5 Section 5 of this act.

6 B. The System shall deposit the monies remitted to it by  
7 employers having participating employees in the defined contribution  
8 system created by this act, as described by subsection A of this  
9 section, into the existing defined benefit pension plan authorized  
10 pursuant to Section 17-101 et seq. of Title 70 of the Oklahoma  
11 Statutes in order to reduce the liabilities of the defined benefit  
12 pension plan.

13 SECTION 11. NEW LAW A new section of law to be codified  
14 in the Oklahoma Statutes as Section 17-311 of Title 70, unless there  
15 is created a duplication in numbering, reads as follows:

16 A. Except as otherwise provided by this section or in  
17 subsection D of Section 5 of this act, no alteration, amendment, or  
18 repeal of this act shall affect the then-existing rights of  
19 participating employees and beneficiaries, but shall be effective  
20 only as to rights which would otherwise accrue hereunder as a result  
21 of services rendered by an employee after such alteration,  
22 amendment, or repeal. Any benefits, fund, property, or rights  
23 created by or accruing to any person under the provisions of this  
24 act shall not be subject to execution, garnishment or attachment, or

1 any other process or claim whatsoever, and shall be unassignable,  
2 except as specifically provided by this section. Notwithstanding  
3 the foregoing, the Board may offset any amounts held by a  
4 participant in the plan or beneficiary to pay a judgment or  
5 settlement against a participating employee or beneficiary for a  
6 crime involving the System, for a fraud or breach of the  
7 participating employee's fiduciary duty to the System, or for funds  
8 or monies incorrectly paid to a participating employee or a  
9 beneficiary, provided such offset is in accordance with the  
10 requirements of Section 401(a)(13) or similar provisions of the  
11 Internal Revenue Code. The offset applies to any assets held in the  
12 plan which may otherwise be payable to a participating employee or  
13 beneficiary from the plan administered by the Board.

14 B. 1. The provisions of subsection A of this section shall not  
15 apply to a qualified domestic order as provided pursuant to this  
16 subsection.

17 2. The term "qualified domestic order" means an order issued by  
18 a district court of this state pursuant to the domestic relation  
19 laws of the State of Oklahoma which relates to the provision of  
20 marital property rights to a spouse or former spouse of a  
21 participating employee or provision of support for a minor child or  
22 children and which creates or recognizes the existence of the right  
23 of an alternate payee, or assigns to an alternate payee the right,  
24

1 to receive a portion of the funds payable with respect to a  
2 participant in the plan.

3 3. For purposes of the payment of marital property, to qualify  
4 as an alternate payee a spouse or former spouse must have been  
5 married to the related participating employee for a period of not  
6 less than thirty (30) continuous months immediately preceding the  
7 commencement of the proceedings from which the qualified domestic  
8 order issues.

9 4. A qualified domestic order is valid and binding on the Board  
10 and the related participating employee only if it meets the  
11 requirements of this subsection.

12 5. A qualified domestic order shall clearly specify:

- 13 a. the name and last-known mailing address (if any) of  
14 the participating employee and the name and mailing  
15 address of the alternate payee covered by the order,  
16 b. the amount or percentage of the participating  
17 employee's funds or assets to be paid by the System to  
18 the alternate payee,  
19 c. the number of payments or period to which such order  
20 applies,  
21 d. the characterization of the benefit as to marital  
22 property rights or child support, and  
23 e. each plan to which such order applies.

24

1       6. A qualified domestic order meets the requirements of this  
2 subsection only if such order:

3           a. does not require the System to provide any type or  
4 form of benefit, or any option not otherwise provided  
5 under state law as relates to the System,

6           b. does not require the System to provide increased  
7 benefits, and

8           c. does not require the payment of funds or assets to an  
9 alternate payee which are required to be paid to  
10 another alternate payee pursuant to another order  
11 previously determined to be a qualified domestic order  
12 or an order recognized by the System as a valid order  
13 prior to November 1, 2014.

14       7. This subsection shall not be subject to the provisions of  
15 the Employee Retirement Income Security Act of 1974 (ERISA), 29  
16 U.S.C.A., Section 1001 et seq., as amended from time to time, or  
17 rules and regulations promulgated thereunder, and court cases  
18 interpreting the act.

19       8. The Board shall promulgate such rules as are necessary to  
20 implement the provisions of this subsection.

21       9. An alternate payee who has acquired beneficiary rights  
22 pursuant to a valid qualified domestic order must fully comply with  
23 all provisions of the rules promulgated by the Board pursuant to  
24 this subsection in order to continue receiving his or her benefit.



1 SECTION 12. AMENDATORY Section 1, Chapter 289, O.S.L.  
 2 2023 (70 O.S. Supp. 2024, Section 18-114.15), is amended to read as  
 3 follows:

4 Section 18-114.15. A. ~~Beginning~~ Except as otherwise provided  
 5 in subsection B of this section, beginning with the 2023-2024 school  
 6 year, certified personnel, as defined in Section 26-103 of Title 70  
 7 of the Oklahoma Statutes, in the public schools of Oklahoma shall  
 8 receive in salary and/or fringe benefits not less than the amounts  
 9 specified in the following schedule:

10 MINIMUM SALARY SCHEDULE

11 National

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

1	11	\$47,177	\$48,336	\$49,061	\$51,438
2	12	\$47,670	\$48,829	\$49,554	\$51,931
3	13	\$48,162	\$49,322	\$50,047	\$52,424
4	14	\$48,655	\$49,815	\$50,539	\$52,916
5	15	\$50,167	\$51,327	\$52,052	\$54,430
6	16	\$50,660	\$51,820	\$52,545	\$54,923
7	17	\$51,153	\$52,313	\$53,038	\$55,416
8	18	\$51,646	\$52,806	\$53,531	\$55,909
9	19	\$52,139	\$53,299	\$54,024	\$56,402
10	20	\$52,652	\$53,813	\$54,538	\$56,917
11	21	\$53,145	\$54,306	\$55,031	\$57,410
12	22	\$53,639	\$54,799	\$55,524	\$57,903
13	23	\$54,132	\$55,292	\$56,018	\$58,397
14	24	\$54,625	\$55,785	\$56,511	\$58,890
15	25	\$56,049	\$57,232	\$57,971	\$60,395

Master's Degree +

17	Years of	National Board
18	Experience	Certification
19	0	\$42,149
20	1	\$42,583
21	2	\$43,018
22	3	\$43,452
23	4	\$43,886
24	5	\$45,358

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

21 B. Certified personnel, as defined in Section 26-103 of Title  
22 70 of the Oklahoma Statutes, that does not make a one-time  
23 irrevocable written election to participate in the defined benefit  
24 plan, as described in subsection B of Section 1 of this act, shall

1 receive in salary and/or fringe benefits not less than the amounts  
 2 specified in the following schedule:

3 MINIMUM SALARY SCHEDULE

4 Standard Classroom Teacher Salary

5	<u>Years of</u>	<u>Bachelor's</u>	<u>Bachelor's</u>	<u>Master's</u>	<u>Master's</u>
6	<u>Experience</u>	<u>Degree</u>	<u>Degree</u>	<u>Degree</u>	<u>Degree</u>
7		<u>10 months</u>	<u>12 months</u>	<u>10 months</u>	<u>12 months</u>
8	0	\$45,601.00	\$54,721.20	\$49,991.00	\$59,989.20
9	1	\$46,100.76	\$55,320.91	\$50,538.87	\$60,646.64
10	2	\$46,600.51	\$55,920.61	\$51,086.73	\$61,304.08
11	3	\$47,101.42	\$56,521.70	\$51,635.86	\$61,963.04
12	4	\$47,601.18	\$57,121.41	\$52,183.73	\$62,620.48
13	5	\$49,296.20	\$59,155.44	\$55,053.84	\$66,064.60
14	6	\$49,829.35	\$59,795.22	\$55,649.26	\$66,779.11
15	7	\$50,363.65	\$60,436.38	\$56,245.96	\$67,495.16
16	8	\$50,896.80	\$61,076.16	\$56,841.38	\$68,209.66
17	9	\$51,429.95	\$61,715.94	\$57,436.80	\$68,924.16
18	10	\$53,757.15	\$64,508.59	\$60,595.83	\$72,714.99
19	11	\$54,324.85	\$65,189.82	\$61,235.74	\$73,482.89
20	12	\$54,892.54	\$65,871.05	\$61,875.65	\$74,250.79
21	13	\$55,459.09	\$66,550.91	\$62,514.27	\$75,017.12
22	14	\$56,026.78	\$67,232.14	\$63,154.18	\$75,785.02
23	15	\$57,767.87	\$69,321.44	\$66,627.66	\$79,953.20
24	16	\$58,335.56	\$70,002.68	\$67,282.43	\$80,738.91

1	17	\$58,903.26	\$70,683.91	\$67,937.19	\$81,524.63
2	18	\$59,470.95	\$71,365.14	\$68,591.95	\$82,310.34
3	19	\$60,038.65	\$72,046.38	\$69,246.71	\$83,096.05
4	20	\$60,629.37	\$72,755.25	\$69,928.04	\$83,913.64
5	21	\$61,197.07	\$73,436.48	\$70,582.80	\$84,699.36
6	22	\$61,765.92	\$74,119.10	\$71,238.89	\$85,486.67
7	23	\$62,333.61	\$74,800.33	\$71,893.65	\$86,272.38
8	24	\$62,901.31	\$75,481.57	\$72,548.41	\$87,058.09
9	25	\$64,541.06	\$77,449.27	\$74,439.65	\$89,327.58
10	26	\$66,223.56	\$79,468.27	\$76,380.19	\$91,656.23
11	27	\$67,949.92	\$81,539.90	\$78,371.32	\$94,045.58
12	28	\$69,721.28	\$83,665.53	\$80,414.36	\$96,497.23

Agriculture Education Teacher Salary

14	<u>Years of</u>	<u>Agriculture</u>	<u>Agriculture</u>
15	<u>Experience</u>	<u>Education</u>	<u>Education</u>
16		<u>Bachelor's</u>	<u>Master's</u>
17		<u>Degree</u>	<u>Degree</u>
18	0	\$60,121.20	\$64,121.20
19	1	\$60,780.09	\$64,823.92
20	2	\$61,438.97	\$65,526.65
21	3	\$62,099.38	\$66,230.99
22	4	\$62,758.27	\$66,933.72
23	5	\$64,993.02	\$70,615.07
24	6	\$65,695.93	\$71,378.79

1	7	\$66,400.37	\$72,144.16
2	8	\$67,103.28	\$72,907.88
3	9	\$67,806.20	\$73,671.59
4	10	\$70,874.42	\$77,005.23
5	11	\$71,622.88	\$77,818.44
6	12	\$72,371.34	\$78,631.64
7	13	\$73,118.29	\$79,443.19
8	14	\$73,866.75	\$80,256.40
9	15	\$76,162.22	\$82,750.44
10	16	\$76,910.68	\$83,563.64
11	17	\$77,659.14	\$84,376.85
12	18	\$78,407.60	\$85,190.05
13	19	\$79,156.06	\$86,003.25
14	20	\$79,934.89	\$88,153.33
15	21	\$80,683.35	\$88,978.75
16	22	\$81,433.32	\$89,805.83
17	23	\$82,181.78	\$90,631.24
18	24	\$82,930.24	\$91,456.66
19	25	\$85,092.12	\$93,840.81
20	26	\$87,310.36	\$96,287.11
21	27	\$89,586.42	\$98,797.19
22	28	\$91,921.82	\$101,372.70

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

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

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

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

- 21 1. Certified teacher who teaches in the educational program of  
22 the Department of Corrections, beginning with fiscal year 1981;
- 23 2. Vocational rehabilitation counselor under the Department of  
24 Human Services if the counselor was employed as a certified teacher



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

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

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

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

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

23 ~~G.~~ H. If a person employed as certified personnel, as defined  
24 in Section 26-103 of Title 70 of the Oklahoma Statutes, by a school

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

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

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

21 ~~J.~~ K. Persons employed as correctional teachers or vocational  
22 instructors by the Department of Corrections pursuant to Section  
23 510.6a of Title 57 of the Oklahoma Statutes or persons employed as  
24 teachers by the Office of Juvenile Affairs shall receive a salary

1 increase amount equal to the amount indicated in subsection A of  
2 this section for the step level indicated for the person, provided  
3 they remain employed by the same Department of Corrections or Office  
4 of Juvenile Affairs facility, unless the hours or the duties of the  
5 correctional teachers, vocational instructors, or teachers are  
6 reduced proportionately.

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

13 SECTION 13. This act shall become effective August 31, 2025.

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15 60-1-12184 CMA 01/13/25

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**THOMAS E. CUMMINS CONSULTING ACTUARY, INC.**

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(918) 492-9658 • (918) 492- 9659

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January 14, 2025

Representative Hays  
Room 302S

Re: RBH No. 12184

RBH No. 12184 creates an optional defined contribution retirement system for teachers hired after the effective date of this act.

RBH No. 12184 is a non fiscal bill as defined by OPLAAA because it does not increase the Accrued Actuarial Liability.

I am a member of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein.

*Thomas E. Cummins*

Thomas E. Cummins, MAAA