

1 **SENATE FLOOR VERSION**

2 February 19, 2025

3 SENATE BILL NO. 510

By: Jett

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5
6 An Act relating to teachers; amending Section 1,
7 Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2024, Section
8 18-114.15), which relates to the minimum salary
9 schedule for certified personnel; updating statutory
10 references; updating statutory language; modifying
11 amount of credit school districts may grant for
12 certain service; providing an effective date; and
13 declaring an emergency.

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

15 SECTION 1. AMENDATORY Section 1, Chapter 289, O.S.L.
16 2023 (70 O.S. Supp. 2024, Section 18-114.15), is amended to read as
17 follows:

18 Section 18-114.15. A. Beginning with the 2023-2024 school
19 year, certified personnel, as defined in Section 26-103 of ~~Title 70~~
20 ~~of the Oklahoma Statutes~~ this title, in the public schools of
21 ~~Oklahoma~~ this state shall receive in salary and/or fringe benefits
22 not less than the amounts specified in the following schedule:

23 MINIMUM SALARY SCHEDULE

24 National

25	Years of	Bachelor's Board	Master's	Doctor's
26	Experience	Degree	Certification Degree	Degree

1	0	\$39,601	\$40,759	\$40,991	\$42,381
2	1	\$40,035	\$41,193	\$41,425	\$42,815
3	2	\$40,469	\$41,628	\$41,859	\$43,249
4	3	\$40,904	\$42,062	\$42,294	\$43,684
5	4	\$41,338	\$42,496	\$42,728	\$44,118
6	5	\$42,810	\$43,968	\$44,200	\$45,590
7	6	\$43,273	\$44,432	\$44,663	\$46,054
8	7	\$43,737	\$44,895	\$45,127	\$46,517
9	8	\$44,200	\$45,358	\$45,590	\$46,980
10	9	\$44,663	\$45,822	\$46,054	\$47,444
11	10	\$46,684	\$47,844	\$48,568	\$50,945
12	11	\$47,177	\$48,336	\$49,061	\$51,438
13	12	\$47,670	\$48,829	\$49,554	\$51,931
14	13	\$48,162	\$49,322	\$50,047	\$52,424
15	14	\$48,655	\$49,815	\$50,539	\$52,916
16	15	\$50,167	\$51,327	\$52,052	\$54,430
17	16	\$50,660	\$51,820	\$52,545	\$54,923
18	17	\$51,153	\$52,313	\$53,038	\$55,416
19	18	\$51,646	\$52,806	\$53,531	\$55,909
20	19	\$52,139	\$53,299	\$54,024	\$56,402
21	20	\$52,652	\$53,813	\$54,538	\$56,917
22	21	\$53,145	\$54,306	\$55,031	\$57,410
23	22	\$53,639	\$54,799	\$55,524	\$57,903
24	23	\$54,132	\$55,292	\$56,018	\$58,397

1	24	\$54,625	\$55,785	\$56,511	\$58,890
2	25	\$56,049	\$57,232	\$57,971	\$60,395
3	Master's Degree +				
4	Years of	National Board			
5	Experience	Certification			
6	0	\$42,149			
7	1	\$42,583			
8	2	\$43,018			
9	3	\$43,452			
10	4	\$43,886			
11	5	\$45,358			
12	6	\$45,822			
13	7	\$46,285			
14	8	\$46,749			
15	9	\$47,212			
16	10	\$49,728			
17	11	\$50,221			
18	12	\$50,713			
19	13	\$51,206			
20	14	\$51,699			
21	15	\$53,212			
22	16	\$53,705			
23	17	\$54,198			
24	18	\$54,691			

1	19	\$55,184
2	20	\$55,698
3	21	\$56,192
4	22	\$56,685
5	23	\$57,178
6	24	\$57,671
7	25	\$59,153

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

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

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

21 D. 1. For the purpose of state salary increments and
22 retirement, no teacher shall be granted credit for more than five
23 (5) years of ~~active duty in the military service or~~ out-of-state or
24 out-of-country teaching experience as a certified teacher or its

1 equivalent. Nothing in this section shall prohibit boards of
2 education from crediting more years of experience on district salary
3 schedules than those allowed for state purposes.

4 2. For the purpose of state salary increments, no teacher shall
5 be granted credit for more than ten (10) years of active duty in the
6 military service. For the purpose of retirement, no teacher shall
7 be granted credit for more than five (5) years of active duty in the
8 military service.

9 E. The State Board of Education shall recognize, for purposes
10 of certification and salary increments, all the years of experience
11 of a:

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

14 2. Vocational rehabilitation counselor under the Department of
15 Human Services if the counselor was employed as a certified teacher
16 by the State Department of Education when the Division of Vocational
17 Rehabilitation was transferred from the State Board of Career and
18 Technology Education or the State Board of Education to the Oklahoma
19 Public Welfare Commission on July 1, 1968;

20 3. Vocational rehabilitation counselor which were completed
21 while employed by the Department of Human Services if such counselor
22 was certified as a teacher or was eligible for certification as a
23 teacher in ~~Oklahoma~~ this state;

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1 4. Certified teacher which were completed while employed by the
2 Child Study Center located at University Hospital, if the teacher
3 was certified as a teacher in ~~Oklahoma~~ this state; and

4 5. Certified school psychologist or psychometrist which were
5 completed while employed as a doctoral intern, psychological
6 assistant, or psychologist with any agency of ~~the State of Oklahoma~~
7 this state if the experience primarily involved work with persons of
8 school- or preschool-age and if the person was, at the time the
9 experience was acquired, certified as, or eligible for certification
10 as, a school psychologist or psychometrist.

11 F. The provisions of this section shall not apply to teachers
12 who have entered into postretirement employment with a public school
13 in ~~Oklahoma~~ this state and are still receiving a monthly retirement
14 benefit.

15 G. If a person employed as certified personnel, as defined in
16 Section 26-103 of ~~Title 70 of the Oklahoma Statutes~~ this title, by a
17 school district during the 2022-2023 school year was receiving a
18 salary above the step level indicated by the ~~State Minimum Salary~~
19 ~~Schedule~~ state minimum salary schedule for the 2022-2023 school
20 year, the person shall receive a salary increase amount equal to the
21 amount indicated in subsection A of this section for the step level
22 indicated for the person, provided ~~they remain~~ he or she remains
23 employed by the same district, unless the hours or the duties of the
24 certified personnel are reduced proportionately.

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

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

14 J. Persons employed as correctional teachers or vocational
15 instructors by the Department of Corrections pursuant to Section
16 510.6a of Title 57 of the Oklahoma Statutes or persons employed as
17 teachers by the Office of Juvenile Affairs shall receive a salary
18 increase amount equal to the amount indicated in subsection A of
19 this section for the step level indicated for the ~~person~~ persons,
20 provided they remain employed by the same Department of Corrections
21 or Office of Juvenile Affairs facility, unless the hours or the
22 duties of the correctional teachers, vocational instructors, or
23 teachers are reduced proportionately.

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

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

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

12 COMMITTEE REPORT BY: COMMITTEE ON EDUCATION
13 February 19, 2025 - DO PASS
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