

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

SENATE BILL 510

By: Jett

AS INTRODUCED

An Act relating to teachers; amending Section 1, Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2024, Section 18-114.15), which relates to the minimum salary schedule for certified personnel; updating statutory references; updating statutory language; modifying amount of credit school districts may grant for certain service; 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. 2024, Section 18-114.15), is amended to read as follows:

Section 18-114.15. A. Beginning with the 2023-2024 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	Bachelor's Board	Master's	Doctor's
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	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	\$52,632	\$53,792	\$54,517	\$56,895
22	21	\$53,125	\$54,285	\$55,010	\$57,388
23	22	\$53,618	\$54,778	\$55,503	\$57,881
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1	23	\$54,132	\$55,292	\$56,018	\$58,397
2	24	\$54,625	\$55,785	\$56,511	\$58,890
3	25	\$56,049	\$57,232	\$57,971	\$60,395
4	Master's Degree +				
5	Years of	National Board			
6	Experience	Certification			
7	0	\$42,149			
8	1	\$42,583			
9	2	\$43,018			
10	3	\$43,452			
11	4	\$43,886			
12	5	\$45,358			
13	6	\$45,822			
14	7	\$46,285			
15	8	\$46,749			
16	9	\$47,212			
17	10	\$49,728			
18	11	\$50,221			
19	12	\$50,713			
20	13	\$51,206			
21	14	\$51,699			
22	15	\$53,212			
23	16	\$53,705			
24	17	\$54,198			

1	18	\$54,691
2	19	\$55,184
3	20	\$55,698
4	21	\$56,192
5	22	\$56,685
6	23	\$57,178
7	24	\$57,671
8	25	\$59,153

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

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

1 thirty (30) days prior to the date the district elects to provide
2 retirement benefits such that the teacher's salary would be less
3 than the minimum salary schedule.

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

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

1 out-of-country teaching experience as a certified teacher or its
2 equivalent. Nothing in this section shall prohibit boards of
3 education from crediting more years of experience on district salary
4 schedules than those allowed for state purposes.

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

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

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

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

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

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.

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.

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