

1 STATE OF OKLAHOMA

2 1st Session of the 56th Legislature (2017)

3 SENATE BILL 97

By: Bergstrom

4  
5  
6 AS INTRODUCED

7 An Act relating to teacher pay; establishing minimum  
8 salary schedule for teachers; defining fringe  
9 benefits; specifying certain recognition of college  
10 degrees; requiring the State Board of Education to  
11 accept certain teaching experience; limiting teaching  
12 credit for certain service and experience; allowing  
13 school district to offer more credit; directing the  
14 Board to recognize certain experiences; prohibiting  
15 application of minimum salary schedule to certain  
16 retired teachers; providing for codification; and  
17 providing a conditional effective date.

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

19 SECTION 1. NEW LAW A new section of law to be codified  
20 in the Oklahoma Statutes as Section 18-114.15 of Title 70, unless  
21 there is created a duplication in numbering, reads as follows:

22 A. Beginning with the 2017-2018 school year, teachers in the  
23 public schools of Oklahoma shall receive in salary and/or fringe  
24 benefits not less than the amounts specified in the following  
25 schedule:

26 MINIMUM SALARY SCHEDULE

27 National

1	Years of	Bachelor's	Board	Master's	Doctor's
2	Experience	Degree	Certification	Degree	Degree
3	0	\$32,600	\$33,600	\$33,800	\$35,000
4	1	\$32,975	\$33,975	\$34,175	\$35,375
5	2	\$33,350	\$35,350	\$34,550	\$35,750
6	3	\$33,725	\$34,725	\$34,925	\$36,125
7	4	\$34,100	\$35,100	\$35,300	\$36,500
8	5	\$34,500	\$35,500	\$35,700	\$36,900
9	6	\$34,900	\$35,900	\$36,100	\$37,300
10	7	\$35,300	\$36,300	\$36,500	\$37,700
11	8	\$35,700	\$36,700	\$36,900	\$38,100
12	9	\$36,100	\$37,100	\$37,300	\$38,500
13	10	\$36,950	\$37,950	\$38,575	\$40,625
14	11	\$37,375	\$38,375	\$39,000	\$41,050
15	12	\$37,800	\$38,800	\$39,425	\$41,475
16	13	\$38,225	\$39,225	\$39,850	\$41,900
17	14	\$38,650	\$39,650	\$40,275	\$42,325
18	15	\$39,075	\$40,075	\$40,700	\$42,750
19	16	\$39,500	\$40,500	\$41,125	\$43,175
20	17	\$39,925	\$40,925	\$41,550	\$43,600
21	18	\$40,350	\$41,350	\$41,975	\$44,025
22	19	\$40,775	\$41,775	\$42,400	\$44,450
23	20	\$41,200	\$42,200	\$42,825	\$44,875
24	21	\$41,625	\$42,625	\$43,250	\$45,300

1	22	\$42,050	\$43,050	\$43,675	\$45,725
2	23	\$42,475	\$43,475	\$44,100	\$46,150
3	24	\$42,900	\$43,900	\$44,525	\$46,575
4	24	\$43,325	\$44,325	\$44,950	47,000
5		Master's Degree +			
6	Years of	National Board			
7	Experience	Certification			
8	0	\$34,800			
9	1	\$35,175			
10	2	\$35,550			
11	3	\$35,925			
12	4	\$35,300			
13	5	\$36,700			
14	6	\$37,100			
15	7	\$37,500			
16	8	\$37,900			
17	9	\$38,300			
18	10	\$39,575			
19	11	\$40,000			
20	12	\$40,425			
21	13	\$40,850			
22	14	\$41,275			
23	15	\$41,700			
24	16	\$42,125			

1	17	\$42,550
2	18	\$42,975
3	19	\$43,400
4	20	\$43,825
5	21	\$44,250
6	22	\$44,675
7	23	\$45,100
8	24	\$45,525
9	25	\$45,950

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

19 C. Any of the degrees referred to in this section shall be from  
20 a college recognized by the State Board of Education. The Board  
21 shall accept teaching experience from out-of-state school districts  
22 that are accredited by the state board of education or appropriate  
23 state accrediting agency for the districts. The Board shall accept  
24 teaching experience from out-of-country schools that are accredited

1 or otherwise endorsed by the appropriate national or regional  
2 accrediting or endorsement authority. Out-of-country certification  
3 documentation in a language other than English shall be analyzed by  
4 an educational credential evaluation service approved by the  
5 National Association of Credential Evaluation Services (NACES). The  
6 person seeking to have credit granted for out-of-country teaching  
7 experience shall be responsible for all costs of the analysis by a  
8 credential evaluation service. The Board shall accept teaching  
9 experience from primary and secondary schools that are operated by  
10 the United States Department of Defense or are affiliated with the  
11 United States Department of State.

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

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

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

24

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

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

11           4. Certified teacher which were completed while employed by the  
12 Department of Human Services Child Study Center at the University of  
13 Oklahoma Health Sciences Center, if the teacher was certified as a  
14 teacher in Oklahoma; and

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

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

1 SECTION 2. NEW LAW A new section of law to be codified  
 2 in the Oklahoma Statutes as Section 18-114.16 of Title 70, unless  
 3 there is created a duplication in numbering, reads as follows:

4 A. Beginning with the 2018-2019 school year, teachers in the  
 5 public schools of Oklahoma shall receive in salary and/or fringe  
 6 benefits not less than the amounts specified in the following  
 7 schedule:

8 MINIMUM SALARY SCHEDULE

9 National

10	Years of	Bachelor's	Board	Master's	Doctor's
11	Experience	Degree	Certification	Degree	Degree
12	0	\$34,600	\$35,600	\$35,800	\$37,000
13	1	\$34,975	\$35,975	\$36,175	\$37,375
14	2	\$35,350	\$36,350	\$36,550	\$37,750
15	3	\$35,725	\$36,725	\$36,925	\$38,125
16	4	\$36,100	\$37,100	\$37,300	\$38,500
17	5	\$36,500	\$37,500	\$37,700	\$38,900
18	6	\$36,900	\$37,900	\$38,100	\$39,300
19	7	\$37,300	\$38,300	\$38,500	\$39,700
20	8	\$37,700	\$38,700	\$38,900	\$40,100
21	9	\$38,100	\$39,100	\$39,300	\$40,500
22	10	\$38,950	\$39,950	\$40,575	\$42,625
23	11	\$39,375	\$40,375	\$41,000	\$43,050
24	12	\$39,800	\$40,800	\$41,425	\$43,475

1	13	\$40,225	\$41,225	\$41,850	\$43,900
2	14	\$40,650	\$41,650	\$42,275	\$44,325
3	15	\$41,075	\$42,075	\$42,700	\$44,750
4	16	\$41,500	\$42,500	\$43,125	\$45,175
5	17	\$41,925	\$42,925	\$43,550	\$45,600
6	18	\$42,350	\$43,350	\$43,975	\$46,025
7	19	\$42,775	\$43,775	\$44,400	\$46,450
8	20	\$43,200	\$44,200	\$44,825	\$46,875
9	21	\$43,625	\$44,625	\$45,250	\$47,300
10	22	\$44,050	\$45,050	\$45,675	\$47,725
11	23	\$44,475	\$45,475	\$46,100	\$48,150
12	24	\$44,900	\$45,900	\$46,525	\$48,575
13	25	\$45,325	\$46,325	\$46,950	\$49,000

14 Master's Degree +

15 Years of National Board  
 16 Experience Certification

17	0	\$36,800
18	1	\$37,175
19	2	\$37,550
20	3	\$37,925
21	4	\$38,300
22	5	\$38,700
23	6	\$39,100
24	7	\$39,500



1	8	\$39,900
2	9	\$40,300
3	10	\$41,575
4	11	\$42,000
5	12	\$42,425
6	13	\$42,850
7	14	\$43,275
8	15	\$43,700
9	16	\$44,125
10	17	\$44,550
11	18	\$44,975
12	19	\$45,400
13	20	\$45,825
14	21	\$46,250
15	22	\$46,675
16	23	\$47,100
17	24	\$47,525
18	25	\$47,950

19

20       B. When determining the Minimum Salary Schedule, "fringe  
21 benefits" shall mean all or part of retirement benefits, excluding  
22 the contributions made pursuant to subsection A of Section 17-108.1  
23 of Title 70 of the Oklahoma Statutes and the flexible benefit  
24 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma

1 Statutes from the flexible benefit allowance funds disbursed by the  
2 State Board of Education and the State Board of Career and  
3 Technology Education pursuant to Section 26-104 of Title 70 of the  
4 Oklahoma Statutes.

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

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

1 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 E. The State Board of Education shall recognize, for purposes  
6 of certification and salary increments, all the years of experience  
7 of a:

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

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

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

20 4. Certified teacher which were completed while employed by the  
21 Department of Human Services Child Study Center at the University of  
22 Oklahoma Health Sciences Center, if the teacher was certified as a  
23 teacher in Oklahoma; and

24

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

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

11 SECTION 3. NEW LAW A new section of law to be codified  
12 in the Oklahoma Statutes as Section 18-114.17 of Title 70, unless  
13 there is created a duplication in numbering, reads as follows:

14 A. Beginning with the 2019-2020 school year, teachers in the  
15 public schools of Oklahoma shall receive in salary and/or fringe  
16 benefits not less than the amounts specified in the following  
17 schedule:

18 MINIMUM SALARY SCHEDULE

19 National

20 Years of	Bachelor's	Board	Master's	Doctor's
21 Experience	Degree	Certification	Degree	Degree
22 0	\$36,600	\$37,600	\$37,800	\$39,000
23 1	\$36,975	\$37,975	\$38,175	\$39,375
24 2	\$37,350	\$38,350	\$38,550	\$39,750

1	3	\$37,725	\$38,725	\$38,925	\$40,125
2	4	\$38,100	\$39,100	\$39,300	\$40,500
3	5	\$38,500	\$39,500	\$39,700	\$40,900
4	6	\$38,900	\$39,800	\$40,100	\$41,300
5	7	\$39,300	\$40,300	\$40,500	\$41,700
6	8	\$39,700	\$40,700	\$40,900	\$42,100
7	9	\$40,100	\$41,100	\$41,300	\$42,500
8	10	\$40,950	\$41,950	\$42,575	\$44,625
9	11	\$41,375	\$42,375	\$43,000	\$45,050
10	12	\$41,800	\$42,800	\$43,425	\$45,475
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12	14	\$42,650	\$43,650	\$44,275	\$46,325
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15	17	\$43,925	\$44,925	\$45,550	\$47,600
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17	19	\$44,775	\$45,775	\$46,400	\$48,450
18	20	\$45,200	\$46,200	\$46,825	\$48,875
19	21	\$45,625	\$46,625	\$47,250	\$49,300
20	22	\$46,050	\$47,050	\$47,675	\$49,725
21	23	\$46,475	\$47,475	\$48,100	\$50,150
22	24	\$46,900	\$47,900	\$48,525	\$50,575
23	25	\$47,325	\$48,325	\$48,950	\$51,000
24	Master's Degree +				

1	Years of	National Board
2	Experience	Certification
3	0	\$38,800
4	1	\$39,175
5	2	\$39,550
6	3	\$39,925
7	4	\$40,300
8	5	\$40,700
9	6	\$41,100
10	7	\$41,500
11	8	\$41,900
12	9	\$42,300
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14	11	\$44,000
15	12	\$44,425
16	13	\$44,850
17	14	\$45,275
18	15	\$45,700
19	16	\$46,125
20	17	\$46,550
21	18	\$46,975
22	19	\$47,400
23	20	\$47,825
24	21	\$48,250

1	22	\$48,675
2	23	\$49,100
3	24	\$49,525
4	25	\$49,950

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

14       C. Any of the degrees referred to in this section shall be from  
15 a college recognized by the State Board of Education. The Board  
16 shall accept teaching experience from out-of-state school districts  
17 that are accredited by the state board of education or appropriate  
18 state accrediting agency for the districts. The Board shall accept  
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20 or otherwise endorsed by the appropriate national or regional  
21 accrediting or endorsement authority. Out-of-country certification  
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24 National Association of Credential Evaluation Services (NACES). The

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2 experience shall be responsible for all costs of the analysis by a  
3 credential evaluation service. The Board shall accept teaching  
4 experience from primary and secondary schools that are operated by  
5 the United States Department of Defense or are affiliated with the  
6 United States Department of State.

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

14 E. The State Board of Education shall recognize, for purposes  
15 of certification and salary increments, all the years of experience  
16 of a:

17 1. Certified teacher who teaches in the educational program of  
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19 2. Vocational rehabilitation counselor under the Department of  
20 Human Services if the counselor was employed as a certified teacher  
21 by the State Department of Education when the Division of Vocational  
22 Rehabilitation was transferred from the State Board of Career and  
23 Technology Education or the State Board of Education to the Oklahoma  
24 Public Welfare Commission on July 1, 1968;



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

5           4. Certified teacher which were completed while employed by the  
6 Department of Human Services Child Study Center at the University of  
7 Oklahoma Health Sciences Center, if the teacher was certified as a  
8 teacher in Oklahoma; and

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

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

19           SECTION 4. The provisions of this act shall not become  
20 effective as law unless Enrolled Senate Bill No. 95 of the 1st  
21 Session of the 56th Oklahoma Legislature becomes effective as law.

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23           56-1-100           LG           1/6/2017 12:22:33 PM

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