

1 STATE OF OKLAHOMA

2 1st Session of the 60th Legislature (2025)

3 SENATE BILL 201 By: Pugh

6 AS INTRODUCED

7 An Act relating to schools; establishing minimum  
8 salary schedule for teachers; defining term;  
9 specifying certain recognition of college degrees;  
10 requiring the State Board of Education to accept  
11 certain teaching experience; requiring certain  
12 notification; limiting teaching credit for certain  
13 service and experience; allowing school district to  
14 offer more credit; directing the Board to recognize  
15 certain experiences; prohibiting application of  
minimum salary schedule to certain retired teachers;  
requiring certain certified personnel to receive  
certain salary increase above certain level paid  
during certain school year; repealing Section 1,  
Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2024, Section  
18-114.15), which relates to the minimum salary  
schedule; providing for codification; providing an  
effective date; and declaring an emergency

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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 18-114.16 of Title 70, unless

21 there is created a duplication in numbering, reads as follows:

22 A. Beginning with the 2025-2026 school year, certified  
23 personnel, as defined in Section 26-103 of Title 70 of the Oklahoma  
24 Statutes, in the public schools of Oklahoma shall receive in salary

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

3 MINIMUM SALARY SCHEDULE

4 National

5 Years of 6 Experience	7 Bachelor's Degree	8 Board Certification	9 Master's Degree	10 Doctor's Degree
0	\$50,000	\$51,158	\$51,390	\$52,870
1	\$50,434	\$51,592	\$51,824	\$53,214
2	\$50,868	\$52,027	\$52,258	\$53,648
3	\$51,303	\$52,461	\$52,693	\$54,083
4	\$51,737	\$52,895	\$53,127	\$54,517
5	\$53,209	\$54,367	\$54,599	\$55,989
6	\$53,672	\$54,831	\$55,062	\$56,453
7	\$54,136	\$55,294	\$55,526	\$56,916
8	\$54,599	\$55,757	\$55,989	\$57,379
9	\$55,062	\$56,221	\$56,453	\$57,843
10	\$57,083	\$58,243	\$58,967	\$61,344
11	\$57,576	\$58,735	\$59,460	\$61,837
12	\$58,069	\$59,228	\$59,953	\$62,330
13	\$58,561	\$59,721	\$60,446	\$62,823
14	\$59,054	\$60,214	\$60,938	\$63,315
15	\$60,566	\$61,726	\$62,451	\$64,829
16	\$61,059	\$62,219	\$62,944	\$65,322
17	\$61,552	\$62,712	\$63,437	\$65,815

1	18	\$62,045	\$63,205	\$63,930	\$66,308
2	19	\$62,538	\$63,698	\$64,423	\$66,801
3	20	\$63,051	\$64,212	\$64,937	\$67,316
4	21	\$63,544	\$64,705	\$65,430	\$67,809
5	22	\$64,038	\$65,198	\$65,923	\$68,302
6	23	\$64,531	\$65,691	\$66,417	\$68,796
7	24	\$65,024	\$66,184	\$66,910	\$69,289
8	25	\$66,448	\$67,631	\$68,370	\$70,794

9                   Master's Degree +

10          Years of                   National Board

11          Experience               Certification

12          0                       \$52,548

13          1                       \$52,982

14          2                       \$53,417

15          3                       \$53,851

16          4                       \$54,285

17          5                       \$55,757

18          6                       \$56,221

19          7                       \$56,684

20          8                       \$57,148

21          9                       \$57,611

22          10                      \$60,127

23          11                      \$60,620

24          12                      \$61,112

1	13	\$61,605
2	14	\$62,098
3	15	\$63,611
4	16	\$64,104
5	17	\$64,597
6	18	\$65,090
7	19	\$65,583
8	20	\$66,097
9	21	\$66,591
10	22	\$67,084
11	23	\$67,577
12	24	\$68,070
13	25	\$69,552

B. 1. When determining the Minimum Salary Schedule, "fringe benefits" shall mean all or part of retirement benefits, excluding the contributions made pursuant to subsection A of Section 17-108.1 of Title 70 of the Oklahoma Statutes and the flexible benefit allowance pursuant to Section 26-105 of Title 70 of the Oklahoma Statutes from the flexible benefit allowance funds disbursed by the State Board of Education and the State Board of Career and Technology Education pursuant to Section 26-104 of Title 70 of the Oklahoma Statutes.

2. If a school district intends to provide retirement benefits to a teacher such that the teacher's salary would be less than the

1 amounts set forth in the minimum salary schedule specified in  
2 subsection A of this section, the district shall be required to  
3 provide written notification to the teacher prior to his or her  
4 employment or, if already employed by the district, no later than  
5 thirty (30) days prior to the date the district elects to provide  
6 retirement benefits such that the teacher's salary would be less  
7 than the minimum salary schedule.

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

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

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

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

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

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

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

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

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

G. If a person employed as certified personnel, as defined in Section 26-103 of Title 70 of the Oklahoma Statutes, by a school district during the 2024-2025 school year was receiving a salary above the step level indicated by the Minimum Salary Schedule for the 2024-2025 school year, the person shall receive a salary increase amount equal to the amount indicated in subsection A for the step level indicated for the person, provided they remain employed by the same district, unless the hours or the duties of the certified personnel are reduced proportionately.

**SECTION 2.** REPEALER Section 1, Chapter 289, O.S.L.

2023 (70 O.S. Supp. 2024, Section 18-114.15), is hereby repealed.

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

2 SECTION 4. It being immediately necessary for the preservation  
3 of the public peace, health or safety, an emergency is hereby  
4 declared to exist, by reason whereof this act shall take effect and  
5 be in full force from and after its passage and approval.

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