

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

HOUSE BILL 1087

By: Lowe (Dick)

AS INTRODUCED

An Act relating to schools; 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; adding certain years of experience to the minimum salary schedule; 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~~ 2025-2026 school year, certified personnel, as defined in Section 26-103 of Title 70 of the Oklahoma Statutes, in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amounts specified in the following schedule:

MINIMUM SALARY SCHEDULE

National

Years of Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
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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	<u>26</u>	<u>\$56,542</u>	<u>\$57,725</u>	<u>\$58,464</u>	<u>\$60,888</u>
4	<u>27</u>	<u>\$57,035</u>	<u>\$58,218</u>	<u>\$58,957</u>	<u>\$61,381</u>
5	<u>28</u>	<u>\$57,528</u>	<u>\$58,711</u>	<u>\$59,450</u>	<u>\$61,874</u>
6	<u>29</u>	<u>\$58,021</u>	<u>\$59,204</u>	<u>\$59,943</u>	<u>\$62,367</u>
7	<u>30</u>	<u>\$58,541</u>	<u>\$59,724</u>	<u>\$60,463</u>	<u>\$62,887</u>
8	<u>31</u>	<u>\$59,001</u>	<u>\$60,184</u>	<u>\$60,923</u>	<u>\$63,347</u>
9	<u>32</u>	<u>\$59,494</u>	<u>\$60,677</u>	<u>\$61,416</u>	<u>\$63,840</u>
10	<u>33</u>	<u>\$59,987</u>	<u>\$61,170</u>	<u>\$61,909</u>	<u>\$64,333</u>
11	<u>34</u>	<u>\$60,480</u>	<u>\$61,663</u>	<u>\$62,402</u>	<u>\$64,826</u>
12	<u>35</u>	<u>\$60,973</u>	<u>\$62,156</u>	<u>\$62,895</u>	<u>\$65,319</u>

13	Master's Degree +				
14	Years of	National Board			
15	Experience	Certification			
16	0	\$42,149			
17	1	\$42,583			
18	2	\$43,018			
19	3	\$43,452			
20	4	\$43,886			
21	5	\$45,358			
22	6	\$45,822			
23	7	\$46,285			
24	8	\$46,749			

1	9	\$47,212
2	10	\$49,728
3	11	\$50,221
4	12	\$50,713
5	13	\$51,206
6	14	\$51,699
7	15	\$53,212
8	16	\$53,705
9	17	\$54,198
10	18	\$54,691
11	19	\$55,184
12	20	\$55,698
13	21	\$56,192
14	22	\$56,685
15	23	\$57,178
16	24	\$57,671
17	25	\$59,153
18	<u>26</u>	<u>\$59,646</u>
19	<u>27</u>	<u>\$60,139</u>
20	<u>28</u>	<u>\$60,632</u>
21	<u>29</u>	<u>\$61,125</u>
22	<u>30</u>	<u>\$61,645</u>
23	<u>31</u>	<u>\$62,105</u>
24	<u>32</u>	<u>\$62,598</u>

33 \$63,091

34 \$63,584

35 \$64,077

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

C. Any of the degrees referred to in this section shall be from a college recognized by the State Board of Education. The Board shall accept teaching experience from out-of-state school districts

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

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

22 E. The State Board of Education shall recognize, for purposes  
23 of certification and salary increments, all the years of experience  
24 of a:

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

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

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

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

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

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

4 G. If a person employed as certified personnel, as defined in  
5 Section 26-103 of Title 70 of the Oklahoma Statutes, by a school  
6 district during the 2022-2023 school year was receiving a salary  
7 above the step level indicated by the State Minimum Salary Schedule  
8 for the 2022-2023 school year, the person shall receive a salary  
9 increase amount equal to the amount indicated in subsection A for  
10 the step level indicated for the person, provided they remain  
11 employed by the same district, unless the hours or the duties of the  
12 certified personnel are reduced proportionately.

13 H. If a school district does not receive Foundation or Salary  
14 Incentive Aid pursuant to Section 18-200.1 of Title 70 of the  
15 Oklahoma Statutes, funds shall be allocated by the State Board of  
16 Education to implement the salary increases indicated in subsection  
17 A of this section.

18 I. Persons employed as classroom instructional employees of  
19 technology center school districts supervised by the State Board of  
20 Career and Technology Education shall receive a salary increase  
21 amount equal to the amount indicated in subsection A of this section  
22 for the step level indicated for the person, provided they remain  
23 employed by the same technology center school district, unless the  
24



1 hours or the duties of the classroom instructional employees are  
2 reduced proportionately.

3 J. Persons employed as correctional teachers or vocational  
4 instructors by the Department of Corrections pursuant to Section  
5 510.6a of Title 57 of the Oklahoma Statutes or persons employed as  
6 teachers by the Office of Juvenile Affairs shall receive a salary  
7 increase amount equal to the amount indicated in subsection A of  
8 this section for the step level indicated for the person, provided  
9 they remain employed by the same Department of Corrections or Office  
10 of Juvenile Affairs facility, unless the hours or the duties of the  
11 correctional teachers, vocational instructors, or teachers are  
12 reduced proportionately.

13 K. Persons employed as teachers by the State Department of  
14 Rehabilitation Services shall receive a salary increase amount equal  
15 to the amount indicated in subsection A of this section for the step  
16 level indicated for the person, provided they remain employed by the  
17 State Department of Rehabilitation Services, unless the hours or the  
18 duties of the teachers are reduced proportionately.

19 SECTION 2. This act shall become effective July 1, 2025.  
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SECTION 3. It being immediately necessary for the preservation  
of the public peace, health or safety, an emergency is hereby  
declared to exist, by reason whereof this act shall take effect and  
be in full force from and after its passage and approval.

60-1-10154      AQH      12/13/24