

1 STATE OF OKLAHOMA

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

3 HOUSE BILL 1465

By: West (Tammy)

6 AS INTRODUCED

7 An Act relating to schools; amending 70 O.S. 2021,  
8 Section 17-113 and Section 1, Chapter 289, O.S.L.  
9 2023 (70 O.S. Supp. 2024, Section 18-114.15), which  
10 relate to teacher pay computations; adding definition  
for military service; clarifying which branches of  
military service count for credit in determining  
teacher salaries; providing an effective date; and  
declaring an emergency.

11

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

13 SECTION 1. AMENDATORY 70 O.S. 2021, Section 17-113, is  
14 amended to read as follows:

15 Section 17-113. A. In determining annual increments for teacher  
16 salaries and in computing Foundation Aid, time spent in military  
17 service during a period of national emergency shall be counted, not  
18 to exceed five (5) years prior to the current year. No more than  
19 five (5) years of such military service shall be used in determining  
20 eligibility or benefits under the Teachers' Retirement System.

21 B. For purposes of this section, the term "military service"  
22 shall include the United States Air Force, Army, Coast Guard, Marine  
23 Corps, Navy, Space Force, and the reserve components of these

1 services, as well as the federal and state counterparts of both the  
2 Air National Guard and the Army National Guard.

3 SECTION 2. AMENDATORY Section 1, Chapter 289, O.S.L.

4 2023 (70 O.S. Supp. 2024, Section 18-114.15), is amended to read as  
5 follows:

6 Section 18-114.15. Minimum salary and benefits.

7 A. Beginning with the 2023-2024 school year, certified  
8 personnel, as defined in Section 26-103 of Title 70 of the Oklahoma  
9 Statutes, in the public schools of Oklahoma shall receive in salary  
10 and/or fringe benefits not less than the amounts specified in the  
11 following schedule:

12 MINIMUM SALARY SCHEDULE  
13 National

Years of Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	\$39,601	\$40,759	\$40,991	\$42,381
1	\$40,035	\$41,193	\$41,425	\$42,815
2	\$40,469	\$41,628	\$41,859	\$43,249
3	\$40,904	\$42,062	\$42,294	\$43,684
4	\$41,338	\$42,496	\$42,728	\$44,118
5	\$42,810	\$43,968	\$44,200	\$45,590
6	\$43,273	\$44,432	\$44,663	\$46,054
7	\$43,737	\$44,895	\$45,127	\$46,517
8	\$44,200	\$45,358	\$45,590	\$46,980
9	\$44,663	\$45,822	\$46,054	\$47,444
10	\$46,684	\$47,844	\$48,568	\$50,945
11	\$47,177	\$48,336	\$49,061	\$51,438
12	\$47,670	\$48,829	\$49,554	\$51,931
13	\$48,162	\$49,322	\$50,047	\$52,424
14	\$48,655	\$49,815	\$50,539	\$52,916
15	\$50,167	\$51,327	\$52,052	\$54,430
16	\$50,660	\$51,820	\$52,545	\$54,923
17	\$51,153	\$52,313	\$53,038	\$55,416
18	\$51,646	\$52,806	\$53,531	\$55,909
19	\$52,139	\$53,299	\$54,024	\$56,402

1	20	\$52,652	\$53,813	\$54,538	\$56,917
	21	\$53,145	\$54,306	\$55,031	\$57,410
2	22	\$53,639	\$54,799	\$55,524	\$57,903
	23	\$54,132	\$55,292	\$56,018	\$58,397
3	24	\$54,625	\$55,785	\$56,511	\$58,890
	25	\$56,049	\$57,232	\$57,971	\$60,395

## Master's Degree +

5 Years of Experience National Board Certification

	0	\$42,149
7	1	\$42,583
	2	\$43,018
8	3	\$43,452
	4	\$43,886
9	5	\$45,358
	6	\$45,822
10	7	\$46,285
	8	\$46,749
11	9	\$47,212
	10	\$49,728
12	11	\$50,221
	12	\$50,713
13	13	\$51,206
	14	\$51,699
14	15	\$53,212
	16	\$53,705
15	17	\$54,198
	18	\$54,691
16	19	\$55,184
	20	\$55,698
17	21	\$56,192
	22	\$56,685
18	23	\$57,178
	24	\$57,671
19	25	\$59,153

B. 1. When determining the Minimum Salary Schedule, "fringe" costs

benefits" shall mean all or part of retirement benefits, excluding the contributions made pursuant to subsection A of Section 17-108. of Title 70 of the Oklahoma Statutes and the flexible benefit 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       2. If a school district intends to provide retirement benefits  
6 to a teacher such that the teacher's salary would be less than the  
7 amounts set forth in the minimum salary schedule specified in  
8 subsection A of this section, the district shall be required to  
9 provide written notification to the teacher prior to his or her  
10 employment or, if already employed by the district, no later than  
11 thirty (30) days prior to the date the district elects to provide  
12 retirement benefits such that the teacher's salary would be less  
13 than the minimum salary schedule.

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  
19 teaching experience from out-of-country schools that are accredited  
20 or otherwise endorsed by the appropriate national or regional  
21 accrediting or endorsement authority. Out-of-country certification  
22 documentation in a language other than English shall be analyzed by  
23 an educational credential evaluation service in accordance with  
24 industry standards and guidelines and approved by the State

1 Department of Education. The person seeking to have credit granted  
2 for out-of-country teaching experience shall be responsible for all  
3 costs of the analysis by a credential evaluation service. The Board  
4 shall accept teaching experience from primary and secondary schools  
5 that are operated by the United States Department of Defense or are  
6 affiliated with the 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, as defined in Section 1 of this  
10 act, or out-of-state or out-of-country teaching experience as a  
11 certified teacher or its equivalent. Nothing in this section shall  
12 prohibit boards of education from crediting more years of experience  
13 on district salary 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  
18 the Department of Corrections, beginning with fiscal year 1981;
- 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 Child Study Center located at University Hospital, if the teacher  
7 was certified as a teacher in Oklahoma; and

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

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

18      G. If a person employed as certified personnel, as defined in  
19 Section 26-103 of Title 70 of the Oklahoma Statutes, by a school  
20 district during the 2022-2023 school year was receiving a salary  
21 above the step level indicated by the State Minimum Salary Schedule  
22 for the 2022-2023 school year, the person shall receive a salary  
23 increase amount equal to the amount indicated in subsection A for  
24 the step level indicated for the person, provided they remain

1 employed by the same district, unless the hours or the duties of the  
2 certified personnel are reduced proportionately.

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

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

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

1 | correctional teachers, vocational instructors, or teachers are  
2 | reduced proportionately.

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

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

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

14 |  
15 |       60-1-10042           SW           12/09/24