

1 STATE OF OKLAHOMA

2 2nd Session of the 52nd Legislature (2010)

3 COMMITTEE SUBSTITUTE
4 FOR ENGROSSED
5 HOUSE BILL 2836

By: Sears, Coody, Denney,
Tibbs, Cooksey and Derby of
the House

6 and

7 Ford of the Senate

8
9
10 COMMITTEE SUBSTITUTE

11 [schools - teacher performance pay pilot program -
12 teacher performance pay plan - conditions for
13 approval - award certain number of grants - three-
year implementation - distribution of grants based on
school district size - codification]

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17 ~~BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:~~

18 SECTION 1. NEW LAW A new section of law to be codified
19 in the Oklahoma Statutes as Section 6-301 of Title 70, unless there
20 is created a duplication in numbering, reads as follows:

21 The State Board of Education shall:

22 1. Contingent upon the availability of funding, establish a
23 grant award as part of the teacher performance pay pilot program

1 created pursuant to this act under which an eligible school district
2 may receive a grant in the manner provided for in this act; and

3 2. Adopt program guidelines for school districts to follow in
4 developing a teacher performance pay plan as provided for in Section
5 2 of this act.

6 SECTION 2. NEW LAW A new section of law to be codified
7 in the Oklahoma Statutes as Section 6-302 of Title 70, unless there
8 is created a duplication in numbering, reads as follows:

9 A. To be eligible to receive a teacher performance pay grant,
10 the local school district shall develop a teacher performance pay
11 plan. The plan shall include measures for improving school
12 district, teacher, and student performance.

13 B. The teacher performance pay plan shall be approved by the
14 local school district board of education and have the following
15 components:

16 1. Measures of student academic growth and achievement
17 with performance goals and benchmarks for improvement for
18 individual students;

19 2. Measures of professional growth and development
20 with performance goals and benchmarks for improvement for
21 individual teachers; and

22 3. A review and evaluation tool to measure progress and success
23 of the plan.

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1 C. A school district teacher performance pay plan shall be
2 submitted to the State Board of Education by a date set by the
3 Board, which shall be within six months of the date that funding is
4 made available for the purposes of this act, together with evidence:

5 1. That a minimum of four classroom teachers have been involved
6 in the development of the plan;

7 2. That the plan has been made available for public input,
8 review and comment; and

9 3. That the plan has been presented to the public at a
10 regularly scheduled meeting of the board of education.

11 D. The State Board of Education shall review and evaluate each
12 teacher performance pay plan submitted to the Board within three
13 months of receipt, and determine if the plan meets the program
14 guidelines adopted for local boards. The State Board shall approve
15 a plan only if it has been evaluated and determined to meet the
16 program guidelines and the requirements of this act. If the State
17 Board rejects a plan, it shall provide written notification to the
18 local board along with the grounds for rejection.

19 SECTION 3. NEW LAW A new section of law to be codified
20 in the Oklahoma Statutes as Section 6-304 of Title 70, unless there
21 is created a duplication in numbering, reads as follows:

22 A. Within one month of approval of a plan pursuant to Section 2
23 of this act, for the succeeding school year, contingent upon the
24 availability of funds, the State Board of Education shall award up

1 to six grants to school districts that have submitted a teacher
2 performance pay plan and have received approval of the plan. Each
3 plan approved shall propose to use different approaches to achieve
4 improvement, measure improvement, and distribute performance
5 payments. Each approved school district shall be entitled to a
6 three-year grant award which shall be used to implement the plan
7 over a three-year period.

8 B. To the extent practicable based upon the number of teacher
9 performance pay plans submitted, the Board shall distribute the
10 grants based on school district size, with two grants awarded to
11 school districts with an average daily membership of less than one
12 thousand (1,000), two grants awarded to school districts with an
13 average daily membership of more than one thousand (1,000) but less
14 than eight thousand (8,000), and two grants awarded to school
15 districts with an average daily membership of more than eight
16 thousand (8,000).

17 C. To the extent practicable, the minimum performance payment
18 made to classroom teachers shall be an amount of not less than One
19 Thousand Dollars (\$1,000.00) per year.

20 SECTION 4. NEW LAW A new section of law to be codified
21 in the Oklahoma Statutes as Section 6-305 of Title 70, unless there
22 is created a duplication in numbering, reads as follows:

23 A. The State Board of Education shall conduct, or contract with
24 another entity to conduct, a comprehensive evaluation of the teacher

1 performance pay pilot program established pursuant to this act. The
2 evaluation shall include:

3 1. Detailed information regarding the distribution of
4 performance payments to classroom teachers under a teacher
5 performance pay plan system, including the measurements used by the
6 school districts in determining the amounts of payments; and

7 2. A comprehensive, quantitative analysis of the impact of the
8 plan on participating school districts, including the impact on key
9 objectives of the programs, specifically student achievement gains,
10 student attendance, student completion rates, teacher retention, and
11 teacher satisfaction.

12 B. Not later than December 1, after the second year of
13 implementation of the pilot program, the State Board shall prepare a
14 preliminary report describing the interim results of the evaluation
15 conducted in accordance with this section. Not later than December
16 1, after the third year of implementation of the pilot program, the
17 State Board shall prepare a final report describing the results of
18 the evaluation and deliver to the President Pro Tempore of the
19 Senate, the Speaker of the House of Representatives, and the chairs
20 of all education-related committees in the Legislature.

21 SECTION 5. NEW LAW A new section of law to be codified
22 in the Oklahoma Statutes as Section 6-306 of Title 70, unless there
23 is created a duplication in numbering, reads as follows:

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1 The State Board of Education shall adopt rules necessary to
2 implement the teacher performance pay pilot program as provided for
3 in this act.

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