

1 ENGROSSED HOUSE  
2 BILL NO. 2836

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

3  
4 and

5 Ford of the Senate

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7  
8 ( schools - teacher performance pay pilot program -  
9 teacher performance pay plan - conditions for  
10 approval - award certain number of grants - three-  
11 year implementation - distribution of grants based  
12 on school district size -  
13 codification )

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

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

20 The State Board of Education shall:

21 1. Contingent upon the availability of funding, establish a  
22 grant award as part of the teacher performance pay pilot program  
23 created pursuant to this act under which an eligible school district  
24 may receive a grant in the manner provided for in this act; and

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

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

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

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

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

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

20           3. A review and evaluation tool to measure progress and success  
21 of the plan.

22           C. A school district teacher performance pay plan shall be  
23 submitted to the State Board of Education by December 31, 2010,  
24 together with evidence:

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

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

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

7           D. The State Board of Education shall review and evaluate each  
8 teacher performance pay plan submitted to the Board by March 31,  
9 2011, and determine if the plan meets the program guidelines adopted  
10 for local boards. The State Board shall approve a plan only if it  
11 has been evaluated and determined to meet the program guidelines and  
12 the requirements of this act. If the State Board rejects a plan, it  
13 shall provide written notification to the local board along with the  
14 grounds for rejection.

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

18           A. By April 5, 2011, for the 2010-2011 school year, contingent  
19 upon the appropriation of funds, the State Board of Education shall  
20 award up to six grants to school districts that have submitted a  
21 teacher performance pay plan and have received approval of the plan.  
22 Each plan approved shall propose to use different approaches to  
23 achieve improvement, measure improvement, and distribute performance  
24 payments. Each approved school district shall be entitled to a

1 three-year grant award which shall be used to implement the plan  
2 over a three-year period.

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

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

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

18 A. The State Board of Education shall conduct, or contract with  
19 another entity to conduct, a comprehensive evaluation of the teacher  
20 performance pay pilot program established pursuant to this act. The  
21 evaluation shall include:

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

3 2. A comprehensive, quantitative analysis of the impact of the  
4 plan on participating school districts, including the impact on key  
5 objectives of the programs, specifically student achievement gains,  
6 student attendance, student completion rates, teacher retention, and  
7 teacher satisfaction.

8 B. Not later than December 1, 2013, the State Board shall  
9 prepare a preliminary report describing the interim results of the  
10 evaluation conducted in accordance with this section. Not later  
11 than December 1, 2014, the State Board shall prepare and deliver to  
12 each member of the Legislature a completed report describing the  
13 results of the evaluation.

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

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

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1 Passed the House of Representatives the 1st day of March, 2010.

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4 Presiding Officer of the House of  
Representatives

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6 Passed the Senate the \_\_\_\_ day of \_\_\_\_\_, 2010.

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9 Presiding Officer of the Senate