

THE HOUSE OF REPRESENTATIVES
Wednesday, February, 24, 2010

Committee Substitute for
House Bill No. 2836

COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 2836 - By: SEARS, COODY AND DENNEY of the House and FORD of the Senate.

[schools - teacher performance pay pilot program - teacher performance pay plan - conditions for approval – award certain number of grants - three-year implementation - distribution of grants based on school district size – codification – effective date -

emergency]

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

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

4 The State Board of Education shall:

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

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

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

4 A. To be eligible to receive a teacher performance pay grant, the local school district
5 shall develop a teacher performance pay plan. The plan shall include measures for
6 improving school district, teacher, and student performance.

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

9 1. Measures of student academic growth and achievement with
10 performance goals and benchmarks for improvement for individual students;

11 2. Measures of professional growth and development with performance
12 goals and benchmarks for improvement for individual teachers; and

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

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

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

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

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

1 D. The State Board of Education shall review and evaluate each teacher
2 performance pay plan submitted to the Board by March 31, 2011, and determine if the
3 plan meets the program guidelines adopted for local boards. The State Board shall
4 approve a plan only if it has been evaluated and determined to meet the program
5 guidelines and the requirements of this act. If the State Board rejects a plan, it shall
6 provide written notification to the local board along with the grounds for rejection.

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

10 A. By April 5, 2011, for the 2010-2011 school year, contingent upon the
11 appropriation of funds, the State Board of Education shall award up to six grants to
12 school districts that have submitted a teacher performance pay plan and have received
13 approval of the plan. Each plan approved shall propose to use different approaches to
14 achieve improvement, measure improvement, and distribute performance payments.
15 Each approved school district shall be entitled to a three-year grant award which shall be
16 used to implement the plan over a three-year period.

17 B. To the extent practicable based upon the number of teacher performance pay
18 plans submitted, the Board shall distribute the grants based on school district size, with
19 two grants awarded to school districts with an average daily membership of less than one
20 thousand (1,000), two grants awarded to school districts with an average daily
21 membership of more than one thousand (1,000) but less than eight thousand (8,000), and

1 two grants awarded to school districts with an average daily membership of more than
2 eight thousand (8,000).

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

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

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

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

15 2. A comprehensive, quantitative analysis of the impact of the plan on participating
16 school districts, including the impact on key objectives of the programs, specifically
17 student achievement gains, student attendance, student completion rates, teacher
18 retention, and teacher satisfaction.

19 B. Not later than December 1, 2013, the State Board shall prepare a preliminary
20 report describing the interim results of the evaluation conducted in accordance with this
21 section. Not later than December 1, 2014, the State Board shall prepare and deliver to

1 each member of the Legislature a completed report describing the results of the
2 evaluation.

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

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

8 SECTION 6. This act shall become effective July 1, 2010.

9 SECTION 7. It being immediately necessary for the preservation of the public
10 peace, health and safety, an emergency is hereby declared to exist, by reason whereof
11 this act shall take effect and be in full force from and after its passage and approval.

12 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS AND BUDGET,
13 dated 02-23-10 - DO PASS, As Amended and Coauthored.