

1 ENGROSSED HOUSE
2 BILL NO. 1880

By: Coody and Denney of the
House

3 and

4 Fields of the Senate

5
6
7 [schools - Education Leadership Oklahoma program -
8 minimum salary schedule for teachers]
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11
12 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

13 SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-204.1, is
14 amended to read as follows:

15 Section 6-204.1 For purposes of the Education Leadership
16 Oklahoma Act:

17 1. "Salary bonus" means additional monies granted to eligible
18 teachers as provided for in subsection I of Section 6-204.2 of this
19 title maintaining National Board certification ~~subject to the~~
20 ~~availability of funds specifically appropriated by the Legislature~~
21 ~~to the State Board of Education for that purpose;~~

22 2. "Certification" means National Board certification;

23 3. "Commission" means the Oklahoma Commission for Teacher
24 Preparation;

1 4. "National Board" means the National Board for Professional
2 Teaching Standards;

3 5. "National Board certification" means National Board
4 certification as provided by the National Board for Professional
5 Teaching Standards; and

6 6. "Teacher" means a classroom teacher, counselor, or librarian
7 employed by a public school district on a full-time basis.

8 SECTION 2. AMENDATORY 70 O.S. 2011, Section 6-204.2, as
9 amended by Section 2, Chapter 360, O.S.L. 2012 (70 O.S. Supp. 2012,
10 Section 6-204.2), is amended to read as follows:

11 Section 6-204.2 A. ~~Subject to the availability of funds, the~~
12 The Oklahoma Commission for Teacher Preparation and the State Board
13 of Education are authorized to establish the Education Leadership
14 Oklahoma program.

15 B. The purposes of the Education Leadership Oklahoma program
16 are to:

17 1. Provide teachers throughout the state information about
18 National Board certification and the Education Leadership Oklahoma
19 program ~~scholarships and services~~;

20 2. Provide technical assistance and National Board certified
21 mentors to all teachers seeking National Board certification upon
22 request;

23
24

1 3. ~~Provide scholarships, pursuant to the Education Leadership~~
2 ~~Oklahoma Act and Oklahoma Commission for Teacher Preparation rules,~~
3 ~~for teachers seeking National Board certification;~~

4 4. ~~Provide a bonus to teachers who achieve National Board~~
5 ~~certification pursuant to the Education Leadership Oklahoma Act and~~
6 ~~State Board of Education rules;~~

7 5. Reward teachers who ~~achieve~~ are seeking National Board
8 certification ~~without the financial support of the Education~~
9 ~~Leadership Oklahoma program~~ by awarding them the application
10 processing charge and assessment fee and ~~the amount of the~~
11 scholarship given to Education Leadership Oklahoma participants
12 ~~pursuant to this section and commission rules~~ as provided in
13 subsection D of this section; and

14 ~~6.~~ 4. Provide recognition to National Board certified teachers.

15 C. ~~Except as otherwise provided for in subsection P of this~~
16 ~~section, to~~ To fulfill the objectives of the Education Leadership
17 Oklahoma Act, the Oklahoma Commission for Teacher Preparation shall:

18 1. Inform teachers of the Education Leadership Oklahoma program
19 and ~~the scholarships and services it provides~~ to teachers seeking
20 National Board certification, emphasizing recruiting efforts toward
21 teachers at high-poverty schools, low-achieving schools and in
22 counties with the lowest percentage of teachers who have achieved
23 National Board certification; and

1 2. ~~Collect and review applications to the scholarship program~~
2 ~~from interested teachers;~~

3 3. ~~Establish an applicant review committee for the purpose of~~
4 ~~identifying scholarship recipients pursuant to the Education~~
5 ~~Leadership Oklahoma Act for the Education Leadership Oklahoma~~
6 ~~program; and~~

7 4. Ensure that all ~~scholarship recipients, alternates, and~~
8 teachers seeking National Board certification ~~independently~~ receive
9 adequate information regarding the level of commitment required to
10 acquire National Board certification.

11 D. ~~The applicant review committee shall:~~

12 1. ~~Consist of:~~

13 a. ~~five classroom teachers appointed by the State Board~~
14 ~~of Education, at least one of whom shall be a National~~
15 ~~Board certified teacher, if available,~~

16 b. ~~five classroom teachers appointed by the Oklahoma~~
17 ~~Commission for Teacher Preparation, at least one of~~
18 ~~whom shall be a National Board certified teacher, if~~
19 ~~available,~~

20 c. ~~three classroom teachers appointed by the Oklahoma~~
21 ~~State Regents for Higher Education, at least one of~~
22 ~~whom shall be a National Board certified teacher, if~~
23 ~~available, and~~

24

1 d. ~~a chair to be designated by the Executive Director of~~
2 ~~the Oklahoma Commission for Teacher Preparation from~~
3 ~~among the appointed members; and~~

4 2. ~~Except as otherwise provided for in subsection P of this~~
5 ~~section, select up to four hundred teachers each year, of whom a~~
6 ~~minimum of twenty-five percent (25%) teach at schools on the school~~
7 ~~improvement list as determined by the State Board of Education~~
8 ~~pursuant to the No Child Left Behind Act or schools with more than~~
9 ~~fifty percent (50%) of students who qualify for the free and reduced~~
10 ~~price lunch program, and the appropriate number of alternates, who:~~

11 a. ~~have demonstrated a commitment to excellence in~~
12 ~~teaching,~~

13 b. ~~meet all eligibility requirements for potential~~
14 ~~certification as established by the National Board for~~
15 ~~Professional Teaching Standards,~~

16 c. ~~are employed in an Oklahoma public school, and~~

17 d. ~~meet other requirements of the Commission.~~

18 E. ~~Subject to the availability of funds appropriated by the~~
19 ~~Legislature for the purposes of this subsection and except as~~
20 ~~otherwise provided for in subsection P of this section, The~~
21 ~~Commission shall select not more than one hundred applicants to~~
22 ~~participate in the program each fiscal year for whom the Commission~~
23 ~~shall pay the application processing charge and assessment fee for~~
24 ~~National Board certification shall be paid for scholarship~~

1 ~~recipients by the Commission, and scholarship recipients shall be~~
2 ~~provided.~~ The total amount paid by the Commission shall not exceed
3 Two Thousand Seven Hundred Fifty Dollars (\$2,750.00). In addition
4 the Commission shall also provide to the selected applicants a
5 scholarship in the amount of Five Hundred Dollars (\$500.00) to cover
6 other expenses associated with obtaining National Board
7 certification.

8 E. The Commission shall promulgate rules establishing a process
9 for accepting applications for the Education Leadership Oklahoma
10 program and for providing to applicants selected for the program up-
11 front payment of the application processing charge and assessment
12 fee and scholarship. If a selected applicant who receives the up-
13 front payment does not complete National Board certification within
14 three (3) years, the applicant shall repay the Commission the full
15 amount paid by the Commission pursuant to subsection D of this
16 section. All selected applicants who do not receive an up-front
17 payment and successfully complete National Board certification shall
18 be reimbursed by the Commission for the application processing
19 charge and assessment fee. The total amount of reimbursement paid
20 by the Commission shall not exceed Two Thousand Seven Hundred Fifty
21 Dollars (\$2,750.00).

22 F. It is the intent of the Legislature that the Oklahoma
23 Commission for Teacher Preparation contract with Southeastern
24 Oklahoma State University to establish Education Leadership Oklahoma

1 program training in higher education teacher preparation programs in
2 the state to assist teachers in meeting the requirements to obtain
3 National Board certification.

4 ~~G. Except as otherwise provided for in subsection P of this~~
5 ~~section, all~~ All teachers seeking National Board certification shall
6 be eligible to participate in Education Leadership Oklahoma program
7 training to assist them in meeting the requirements of the National
8 Board certification process, free of charge.

9 ~~H. The Oklahoma Commission for Teacher Preparation shall~~
10 ~~promulgate rules for the selection of scholarship recipients, the~~
11 ~~selection and utilization of alternates, the payment and~~
12 ~~reimbursement of application fees, and the issuance of scholarships.~~

13 ~~F.~~ Subject to district board of education policy or collective
14 bargaining agreement, additional professional leave days may be
15 granted to teachers seeking National Board certification for
16 National Board certification portfolio development. During the two
17 (2) days of the additional professional days granted to teachers for
18 National Board certification portfolio development, a substitute
19 teacher shall be provided by the school district at no cost to the
20 teacher.

21 ~~J. Except as otherwise provided for in subsection P of this~~
22 ~~section, the~~ I. 1. The State Board of Education shall provide ~~all~~
23 to teachers who ~~attain~~ attained National Board certification prior
24 to June 30, 2013, a bonus in the amount of Five Thousand Dollars

1 (\$5,000.00) annually over a ten-year period, to be paid no later
2 than January 31 each year. The Board shall provide a bonus to any
3 teacher who attains Nation Board certification after June 30, 2012,
4 if the teacher was selected for the Education Leadership Oklahoma
5 program before June 30, 2013, or the teacher has submitted an
6 application for National Board certification to the National Board
7 for Professional Teaching Standards before June 30, 2013.

8 2. The teachers eligible to receive the annual bonus as
9 provided for in paragraph 1 of this subsection shall receive the
10 annual bonus for as long as they maintain the ten-year duration of
11 their National Board certification and so long as they are teaching
12 in the classroom full-time in an Oklahoma public school. No school
13 or school district shall be liable for payment of bonuses pursuant
14 to this section.

15 ~~K.~~ 3. The bonus shall not be included in the calculation of the
16 teacher's salary for purposes of meeting the district or statutory
17 minimum salary schedule or for purposes of compensating Oklahoma
18 Teachers' Retirement System contributions or benefits.

19 4. Teachers eligible to receive the annual bonus as provided
20 for in paragraph 1 of this subsection shall not be eligible to
21 receive the additional salary increment for National Board
22 certification as set forth in the minimum salary schedule in Section
23 3 of this act.

24

1 5. Teachers who attain National Board certification after June
2 30, 2013, shall be eligible to receive the additional salary
3 increments for National Board certification as set forth in the
4 minimum salary schedule in Section 3 of this act.

5 ~~L. 6.~~ The State Board of Education shall promulgate rules for
6 ~~the provision of the bonus pursuant to this section to include, but~~
7 ~~not be limited to,~~ a process by which a National Board certified
8 teacher will verify that:

- 9 ~~1. The~~
- 10 a. the National Board certification has not lapsed; and,
 - 11 ~~2. The~~
 - 12 b. the teacher is still a full-time teacher, and
 - 13 c. for teachers eligible for the bonus, the teacher has
14 not exceeded the limit of annual bonus payments as
15 provided for in paragraph 1 of this subsection.

16 ~~M. J.~~ It is the intent of the Legislature that the Oklahoma
17 State Regents for Higher Education incorporate the National Board
18 certification portfolio development into all programs in education
19 leading to a master's level degree.

20 ~~N. Upon implementation of this subsection as provided for in~~
21 ~~subsection O of this section, the State Board of Education shall~~
22 ~~provide all teachers who attain National Board certification a bonus~~
23 ~~in the amount of Seven Thousand Dollars (\$7,000.00) annually no~~
24 ~~later than January 31 for as long as they maintain their National~~

1 ~~Board certification and are full-time teachers in an Oklahoma public~~
2 ~~school. No school or school district shall be liable for payment of~~
3 ~~bonuses pursuant to this section. Upon implementation, the bonus~~
4 ~~provided for in this subsection shall replace the bonus provided for~~
5 ~~in subsection J of this section.~~

6 ~~O. Implementation of subsection N of this section shall be~~
7 ~~contingent upon the appropriation by the Legislature of state funds~~
8 ~~for the specific purpose of implementing subsection N of this~~
9 ~~section. Nothing in this section shall prevent the State Board of~~
10 ~~Education or a school district board of education from utilizing~~
11 ~~private, local, or federal funds to implement subsection N of this~~
12 ~~section.~~

13 ~~P. 1. Except as otherwise provided, the Oklahoma Commission~~
14 ~~for Teacher Preparation shall not accept any applications for the~~
15 ~~Education Leadership Oklahoma program, award scholarships pursuant~~
16 ~~to the Education Leadership Oklahoma Act or pay the National Board~~
17 ~~certification application fee for scholarship recipients after June~~
18 ~~30, 2010, through June 30, 2013. The Commission may pay any~~
19 ~~scholarship amounts or pay the National Board certification~~
20 ~~application fees incurred after June 30, 2010, for any teacher~~
21 ~~selected for the Education Leadership Oklahoma program before June~~
22 ~~30, 2010.~~

23 ~~2. Except as otherwise provided, the State Board of Education~~
24 ~~shall not provide a bonus in the amount of Five Thousand Dollars~~

~~1 (\$5,000.00) as authorized in subsection J of this section beginning
 2 June 30, 2010, through June 30, 2013, to any teacher who attains
 3 National Board certification after June 30, 2010, through June 30,
 4 2013. The Board shall provide a bonus to any teacher who attains
 5 National Board certification after June 30, 2010, if the teacher was
 6 selected for the Education Leadership Oklahoma program before June
 7 30, 2010, or the teacher has submitted an application for National
 8 Board certification to the National Board for Professional Teaching
 9 Standards before June 30, 2010.~~

10 SECTION 3. NEW LAW A new section of law to be codified
 11 in the Oklahoma Statutes as Section 18-114.14 of Title 70, unless
 12 there is created a duplication in numbering, reads as follows:

13 A. Beginning with the 2013-2014 school year, teachers in the
 14 public schools of Oklahoma shall receive in salary and/or fringe
 15 benefits not less than the amounts specified in the following
 16 schedule:

17 MINIMUM SALARY SCHEDULE

	National			
Years of	Bachelor's	Board	Master's	Doctor's
Experience	Degree	Certification	Degree	Degree
21 0	\$31,600	\$32,800	\$32,800	\$35,800
22 1	\$31,975	\$33,175	\$33,175	\$36,175
23 2	\$32,350	\$33,550	\$33,550	\$36,550
24 3	\$32,725	\$33,925	\$33,925	\$36,925

1	4	\$33,100	\$34,300	\$34,300	\$37,300
2	5	\$33,500	\$34,700	\$34,700	\$37,700
3	6	\$33,900	\$35,100	\$35,100	\$38,100
4	7	\$34,300	\$35,500	\$35,500	\$38,500
5	8	\$34,700	\$35,900	\$35,900	\$38,900
6	9	\$35,100	\$36,300	\$36,300	\$39,300
7	10	\$35,950	\$37,575	\$37,575	\$41,425
8	11	\$36,375	\$38,000	\$38,000	\$41,850
9	12	\$36,800	\$38,425	\$38,425	\$42,275
10	13	\$37,225	\$38,850	\$38,850	\$42,700
11	14	\$37,650	\$39,275	\$39,275	\$43,125
12	15	\$38,075	\$39,700	\$39,700	\$43,550
13	16	\$38,500	\$40,125	\$40,125	\$43,975
14	17	\$38,925	\$40,550	\$40,550	\$44,400
15	18	\$39,350	\$40,975	\$40,975	\$44,825
16	19	\$39,775	\$41,400	\$41,400	\$45,250
17	20	\$40,200	\$41,825	\$41,825	\$45,675
18	21	\$40,625	\$42,250	\$42,250	\$46,100
19	22	\$41,050	\$42,675	\$42,675	\$46,525
20	23	\$41,475	\$43,100	\$43,100	\$46,950
21	24	\$41,900	\$43,525	\$43,525	\$47,375
22	25	\$42,325	\$43,950	\$43,950	\$47,800
23				Doctor's Degree +	
24		Master's Degree +		Master's Degree +	

1	Years of	National Board	National Board
2	Experience	Certification	Certification
3	0	\$34,000	\$38,200
4	1	\$34,375	\$38,575
5	2	\$34,750	\$38,950
6	3	\$35,125	\$39,325
7	4	\$35,500	\$39,700
8	5	\$35,900	\$40,100
9	6	\$36,300	\$40,500
10	7	\$36,700	\$40,900
11	8	\$37,100	\$41,300
12	9	\$37,500	\$41,700
13	10	\$38,775	\$43,825
14	11	\$39,200	\$44,250
15	12	\$39,625	\$44,675
16	13	\$40,050	\$45,100
17	14	\$40,475	\$45,525
18	15	\$40,900	\$45,950
19	16	\$41,325	\$46,375
20	17	\$41,750	\$46,800
21	18	\$42,175	\$47,225
22	19	\$42,600	\$47,650
23	20	\$43,025	\$48,075
24	21	\$43,450	\$48,500

1	22	\$43,875	\$48,925
2	23	\$44,300	\$49,350
3	24	\$44,725	\$49,775
4	25	\$45,150	\$50,200

5 B. When determining the Minimum Salary Schedule, "fringe
6 benefits" shall mean all or part of retirement benefits, excluding
7 the contributions made pursuant to subsection A of Section 17-108.1
8 of Title 70 of the Oklahoma Statutes and the flexible benefit
9 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma
10 Statutes from the flexible benefit allowance funds disbursed by the
11 State Board of Education and the State Board of Career and
12 Technology Education pursuant to Section 26-104 of Title 70 of the
13 Oklahoma Statutes.

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 State
16 Board of Education shall accept teaching experience from out-of-
17 state school districts that are accredited by the State Board of
18 Education or appropriate state accrediting agency for the districts.

19 D. For the purpose of state salary increments and retirement,
20 no teacher shall be granted credit for more than five (5) years'
21 active duty in the military service, or out-of-state teaching
22 experience as a certified teacher or its equivalent. Nothing in
23 this section shall prohibit boards of education from crediting more
24

1 years of experience on district salary schedules than those allowed
2 for state purposes.

3 E. The State Board of Education shall recognize, for purposes
4 of certification and salary increments, all the years of experience
5 of a:

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

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

14 3. Vocational rehabilitation counselor which were completed
15 while employed by the Department of Human Services if such counselor
16 was certified as a teacher or was eligible for certification as a
17 teacher in Oklahoma;

18 4. Certified teacher which were completed while employed by the
19 Department of Human Services Child Study Center at University
20 Hospital, if the teacher was certified as a teacher in Oklahoma; and

21 5. Certified school psychologist or psychometrist which were
22 completed while employed as a doctoral intern, psychological
23 assistant, or psychologist with any agency of the State of Oklahoma
24 if the experience primarily involved work with persons of school or

