

1 STATE OF OKLAHOMA

2 2nd Session of the 55th Legislature (2016)

3 COMMITTEE SUBSTITUTE
4 FOR

5 HOUSE BILL NO. 3129

By: Cockroft

6
7 COMMITTEE SUBSTITUTE

8 [schools - minimum salary schedules - differential
9 pay - effective date -

10 emergency]

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

14 SECTION 1. AMENDATORY 70 O.S. 2011, Section 5-141, is
15 amended to read as follows:

16 Section 5-141. A. Each school district of this state shall
17 adopt a minimum salary schedule and shall transmit a copy of it to
18 the State Board of Education within thirty (30) days after adoption.
19 A school district shall not calculate salaries of teachers solely as
20 a proportion of the salaries of the administrators of the district.

21 B. ~~Districts~~ In order to receive differential pay funding as
22 provided for in Section 2 of this act, districts shall be encouraged
23 to provide adopt compensation schedules to reflect district policies
24 and circumstances, including differential pay for different subject

1 areas, hard-to-staff areas, different categories of employees, one-
2 time incentive pay, retention incentive pay, academically based
3 incentive pay and special incentives for teachers in districts with
4 specific geographical attributes. Districts may also adopt a ~~salary~~
5 compensation schedule that provides additional compensation for
6 achieving certain ratings under the Oklahoma Teacher and Leader
7 Effectiveness Evaluation System (TLE) as set forth in Section ~~6~~ 6-
8 101.16 of this ~~act~~ title. Differential pay funding as provided for
9 in Section 2 of this act shall not be provided if the differential
10 pay schedule of a district is based solely on years of service.

11 C. Any salary schedule adopted by a district pursuant to this
12 section shall not set salaries at amounts less than those set
13 pursuant to Section ~~18-114.12~~ 18-114.14 of this title.

14 ~~C.~~ D. The State Department of Education shall compile a report
15 of the minimum salary schedules and the differential pay schedule or
16 schedules for every school district in the state and shall submit
17 the report to the Governor, Speaker of the House of Representatives,
18 and President Pro Tempore of the Senate no later than December 15 of
19 each year. Each school district shall also submit to the Department
20 a report on how the district utilized any differential pay funding
21 received by the district pursuant to Section 2 of this act.

22 ~~D.~~ E. Each school district shall file within fifteen (15) days
23 of signing the contract, the employment contract of the
24 superintendent of the school district with the State Department of

1 Education. The Department shall keep all contracts available for
2 inspection by the public. The school district shall not be
3 authorized to pay any salary, benefits or other compensation to a
4 superintendent which are not specified in the contract on file and
5 shall not pay administrators any amounts for accumulated sick leave
6 that are not calculated on the same formula used for determining
7 payment for accumulated sick leave benefits for other full-time
8 employees of that school district and shall not pay administrators
9 any amounts for accumulated vacation leave benefits that are not
10 calculated on the same formula used for determining payment for
11 accumulated vacation leave benefits for other twelve-month full-time
12 employees of that school district.

13 ~~F.~~ F. By October 1 of each year each district board of
14 education shall prepare a schedule of salaries and fringe benefits
15 paid administrators employed by the district, including a
16 description of the fringe benefits. The schedule shall be a public
17 record and shall be disclosed as required by the Oklahoma Open
18 Records Act. The board shall file a copy of the schedule with the
19 State Department of Education within one week of completion.

20 ~~F.~~ G. For purposes of this section the term "administrator"
21 shall include employees who are employed and certified as
22 superintendents, assistant superintendents, principals, and
23 assistant principals and who have responsibilities for supervising
24 classroom teachers.

1 SECTION 2. NEW LAW A new section of law to be codified
2 in the Oklahoma Statutes as Section 5-141.1 of Title 70, unless
3 there is created a duplication in numbering, reads as follows:

4 A. It is the intent of the Legislature that any additional
5 revenue received by the state as a result of the reconfiguration or
6 repeal of an incentive which is enacted based on an evaluation of
7 the incentive or incentives that was conducted pursuant to the
8 Incentive Evaluation Act shall be made available to the State Board
9 of Education and shall be allocated to school districts for the
10 purpose of funding differential pay schedules adopted by school
11 districts as provided for in Section 5-141 of Title 70 of the
12 Oklahoma Statutes. It is further the intent of the Legislature that
13 any monies made available for differential pay schedules pursuant to
14 this section shall not be used by school districts for across-the-
15 board salary increases for all teachers in the district.

16 B. Nothing in this section shall preclude school districts from
17 supplementing any monies received pursuant to this section for the
18 purpose of funding differential pay schedules of the districts with
19 monies from the general funds for the districts.

20 SECTION 3. This act shall become effective July 1, 2016.

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

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