

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 2nd Session of the 55th Legislature (2016)

4 COMMITTEE SUBSTITUTE
5 FOR
6 HOUSE BILL NO. 3129

By: Cockroft of the House

and

Griffin of the Senate

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10 COMMITTEE SUBSTITUTE

11 [schools - minimum salary schedules - differential

12 pay - effective date -

13 emergency]

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

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

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

1 B. ~~Districts~~ In order to receive differential pay funding as
2 provided for in Section 2 of this act, districts shall be encouraged
3 to provide adopt compensation schedules to reflect district policies
4 and circumstances, including differential pay for different subject
5 areas, hard-to-staff areas, different categories of employees, one-
6 time incentive pay, retention incentive pay, academically based
7 incentive pay and special incentives for teachers in districts with
8 specific geographical attributes. Districts may also adopt a ~~salary~~
9 compensation schedule that provides additional compensation for
10 achieving certain ratings under the Oklahoma Teacher and Leader
11 Effectiveness Evaluation System (TLE) as set forth in Section ~~6~~ 6-
12 101.16 of this ~~act~~ title. Differential pay funding as provided for
13 in Section 2 of this act shall not be provided if the differential
14 pay schedule of a district is based solely on years of service.

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

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

3 ~~D.~~ E. Each school district shall file within fifteen (15) days
4 of signing the contract, the employment contract of the
5 superintendent of the school district with the State Department of
6 Education. The Department shall keep all contracts available for
7 inspection by the public. The school district shall not be
8 authorized to pay any salary, benefits or other compensation to a
9 superintendent which are not specified in the contract on file and
10 shall not pay administrators any amounts for accumulated sick leave
11 that are not calculated on the same formula used for determining
12 payment for accumulated sick leave benefits for other full-time
13 employees of that school district and shall not pay administrators
14 any amounts for accumulated vacation leave benefits that are not
15 calculated on the same formula used for determining payment for
16 accumulated vacation leave benefits for other twelve-month full-time
17 employees of that school district.

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

1 ~~F.~~ G. For purposes of this section the term "administrator"
2 shall include employees who are employed and certified as
3 superintendents, assistant superintendents, principals, and
4 assistant principals and who have responsibilities for supervising
5 classroom teachers.

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

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

21 B. Nothing in this section shall preclude school districts from
22 supplementing any monies received pursuant to this section for the
23 purpose of funding differential pay schedules of the districts with
24 monies from the general funds for the districts.

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

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

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7 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS AND BUDGET, dated
8 02/25/2016 - DO PASS, As Amended and Coauthored.
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