

1  
2  
3  
4  
5  
6  
7  
8  
9  
0  
1  
2  
3  
4  
5  
6  
7  
8  
9  
0  
1  
2  
3  
4

March 1, 2018

COMMITTEE SUBSTITUTE  
FOR

SENATE BILL NO. 1484

By: Sparks and Stanislawski

[ teachers - Education Leadership Oklahoma program - Educational Quality and Accountability - salary schedule - retired teachers - codification - effective date ]

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

SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-204.2, as last amended by Section 2, Chapter 394, O.S.L. 2013 (70 O.S. Supp. 2017, Section 6-204.2), is amended to read as follows:

Section 6-204.2. A. ~~The Oklahoma Commission for Teacher Preparation~~ Educational Quality and Accountability and the State Board of Education are authorized to establish the Education Leadership Oklahoma program.

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

1. Provide teachers throughout the state information about National Board certification and the Education Leadership Oklahoma program services;

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

3. Reward teachers who are seeking National Board certification by awarding them a portion of the application processing charge and assessment fee and scholarship as provided in subsection D of this section; and

4. Provide recognition to National-Board-certified teachers.

C. To fulfill the objectives of the Education Leadership Oklahoma Act, the ~~Oklahoma Commission for Teacher Preparation~~ shall:

1. Inform teachers of the Education Leadership Oklahoma program and services it provides to teachers seeking National Board certification, emphasizing recruiting efforts toward teachers at high-poverty schools, schools identified as in need of improvement and in counties with the lowest percentage of teachers who have achieved National Board certification; and

2. Ensure that all teachers seeking National Board certification receive adequate information regarding the level of commitment required to acquire National Board certification.

D. ~~The~~ 1. Until June 30, 2020, the Commission shall select not more than one hundred applicants to participate in the program each fiscal year for whom the Commission shall pay one-half (1/2) of the application processing charge and assessment fee for National Board certification. The total amount paid by the Commission shall not

1 exceed One Thousand Three Hundred Dollars (\$1,300.00). In addition  
2 the Commission shall also provide to the selected applicants a  
3 scholarship in the amount of Five Hundred Dollars (\$500.00) to cover  
4 other expenses associated with obtaining National Board  
5 certification.

6 2. Beginning July 1, 2020, the Commission shall select  
7 applicants to participate in the program each fiscal year for whom  
8 the Commission shall provide an up-front payment of one-half (1/2)  
9 of the application processing charge and assessment fee for National  
10 Board certification, not to exceed Nine Hundred Fifty Dollars  
11 (\$950.00).

12 E. 1. The Commission shall promulgate rules establishing a  
13 process for accepting applications for the Education Leadership  
14 Oklahoma program and for providing to applicants selected for the  
15 program up-front payment of the application processing charge and  
16 assessment fee and scholarship. If a selected applicant who  
17 receives the up-front payment does not complete National Board  
18 certification within three (3) years, the applicant shall repay the  
19 Commission the full amount paid by the Commission pursuant to  
20 subsection D of this section. All selected applicants who do not  
21 receive an up-front payment and successfully complete National Board  
22 certification shall be reimbursed by the Commission for the  
23 application processing charge and assessment fee. The total amount  
24 of reimbursement paid by the Commission shall not exceed One

1 Thousand Three Hundred Dollars (\$1,300.00). The provisions of this  
2 paragraph shall apply to applicants who seek National Board  
3 certification prior to July 1, 2020.

4 2. Beginning July 1, 2020, the Commission shall promulgate  
5 rules establishing a process for accepting applications for the  
6 Education Leadership Oklahoma program and for providing to  
7 applicants the up-front payment of the application processing charge  
8 and assessment fee. If a selected applicant who receives the up-  
9 front payment does not complete National Board certification within  
10 three (3) years, the applicant shall repay the Commission the full  
11 amount paid by the Commission pursuant to subsection D of this  
12 section and shall not be eligible to receive any future up-front  
13 payment of the application processing charge and assessment fee.  
14 Upon successful completion of National Board certification, the  
15 applicant shall be eligible to receive an up-front payment of one-  
16 half (1/2) of the application processing charge and assessment fee  
17 for National Board certification renewal, not to exceed Nine Hundred  
18 Fifty Dollars (\$950.00).

19 F. It is the intent of the Legislature that the ~~Oklahoma~~  
20 ~~Commission for Teacher Preparation~~ contract with Southeastern  
21 Oklahoma State University to establish Education Leadership Oklahoma  
22 program training in higher education teacher preparation programs in  
23 the state to assist teachers in meeting the requirements to obtain  
24 National Board certification.

1 G. All teachers seeking National Board certification shall be  
2 eligible to participate in Education Leadership Oklahoma program  
3 training to assist them in meeting the requirements of the National  
4 Board certification process, free of charge.

5 H. Subject to district board of education policy or collective  
6 bargaining agreement, additional professional leave days may be  
7 granted to teachers seeking National Board certification for  
8 National Board certification portfolio development. During the two  
9 (2) days of the additional professional days granted to teachers for  
10 National Board certification portfolio development, a substitute  
11 teacher shall be provided by the school district at no cost to the  
12 teacher.

13 I. 1. The State Board of Education shall provide to teachers  
14 who attained National Board certification prior to June 30, 2013, a  
15 bonus in the amount of Five Thousand Dollars (\$5,000.00) annually  
16 over a ten-year period, to be paid no later than January 31 each  
17 year. The Board shall provide a bonus to any teacher who attains  
18 National Board certification after June 30, 2013, if the teacher was  
19 selected for the Education Leadership Oklahoma program before June  
20 30, 2013, or the teacher has submitted an application for National  
21 Board certification to the National Board for Professional Teaching  
22 Standards before June 30, 2013.

23 2. The teachers eligible to receive the annual bonus as  
24 provided for in paragraph 1 of this subsection shall receive the

1 annual bonus for the ten-year duration of their National Board  
2 certification and so long as they are teaching in the classroom  
3 full-time in an Oklahoma public school. No school or school  
4 district shall be liable for payment of bonuses pursuant to this  
5 section.

6 3. The bonus shall not be included in the calculation of the  
7 teacher's salary for purposes of meeting the district or statutory  
8 minimum salary schedule or for purposes of compensating Oklahoma  
9 Teachers' Retirement System contributions or benefits.

10 4. Teachers eligible to receive the annual bonus as provided  
11 for in paragraph 1 of this subsection shall not be eligible to  
12 receive the additional salary increment for National Board  
13 certification as set forth in the minimum salary schedule in Section  
14 ~~3 of this act~~ 18-114.14 of this title.

15 5. Teachers who attain National Board certification after June  
16 30, 2013, but before July 1, 2020, shall be eligible to receive the  
17 additional salary increments for National Board certification as set  
18 forth in the minimum salary schedule in Section ~~3 of this act~~ 18-  
19 114.14 of this title.

20 6. Teachers who attain or renew National Board certification on  
21 or after July 1, 2020, shall be eligible to receive the additional  
22 salary increments for National Board certification as set forth in  
23 the minimum salary schedule in Section 2 of this act.  
24

7. The State Board of Education shall promulgate rules for a process by which a National-Board-certified teacher will verify that:

- a. the National Board certification has not lapsed,
- b. the teacher is still a full-time teacher, and
- c. for teachers eligible for the bonus, the teacher has not exceeded the limit of annual bonus payments as provided for in paragraph 1 of this subsection.

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

SECTION 2. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 18-114.15 of Title 70, unless there is created a duplication in numbering, reads as follows:

A. Beginning with the 2020-2021 school year, teachers in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amounts specified in the following schedule:

## MINIMUM SALARY SCHEDULE

Master's

Degree or

National

Years of	Bachelor's	Board	Doctor's
----------	------------	-------	----------

1	Experience	Degree	Certification	Degree
2	0	\$31,600	\$32,800	\$34,000
3	1	\$31,975	\$33,175	\$34,375
4	2	\$32,350	\$33,550	\$34,750
5	3	\$32,725	\$33,925	\$35,125
6	4	\$33,100	\$34,300	\$35,500
7	5	\$33,500	\$34,700	\$35,900
8	6	\$33,900	\$35,100	\$36,300
9	7	\$34,300	\$35,500	\$36,700
10	8	\$34,700	\$35,900	\$37,100
11	9	\$35,100	\$36,300	\$37,500
12	10	\$35,950	\$37,575	\$39,625
13	11	\$36,375	\$38,000	\$40,050
14	12	\$36,800	\$38,425	\$40,475
15	13	\$37,225	\$38,850	\$40,900
16	14	\$37,650	\$39,275	\$41,325
17	15	\$38,075	\$39,700	\$41,750
18	16	\$38,500	\$40,125	\$42,175
19	17	\$38,925	\$40,550	\$42,600
20	18	\$39,350	\$40,975	\$43,025
21	19	\$39,775	\$41,400	\$43,450
22	20	\$40,200	\$41,825	\$43,875
23	21	\$40,625	\$42,250	\$44,300
24	22	\$41,050	\$42,675	\$44,725



1	23	\$41,475	\$43,100	\$45,150
2	24	\$41,900	\$43,525	\$45,575
3	25	\$42,325	\$43,950	\$46,000

4       B. 1. When determining the Minimum Salary Schedule, "fringe  
5 benefits" shall mean all or part of retirement benefits, excluding  
6 the contributions made pursuant to subsection A of Section 17-108.1  
7 of Title 70 of the Oklahoma Statutes and the flexible benefit  
8 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma  
9 Statutes from the flexible benefit allowance funds disbursed by the  
10 State Board of Education and the State Board of Career and  
11 Technology Education pursuant to Section 26-104 of Title 70 of the  
12 Oklahoma Statutes.

13       2. If a school district intends to provide retirement benefits  
14 to a teacher such that the teacher's salary would be less than the  
15 amounts set forth in the Minimum Salary Schedule specified in  
16 subsection A of this section, the district shall be required to  
17 provide written notification to the teacher prior to his or her  
18 employment, or if already employed by the district, no later than  
19 thirty (30) days prior to the date the district elects to provide  
20 retirement benefits such that the teacher's salary would be less  
21 than the Minimum Salary Schedule.

22       C. Any of the degrees referred to in this section shall be from  
23 a college recognized by the State Board of Education. The Board  
24 shall accept teaching experience from out-of-state school districts

1 that are accredited by the state board of education or appropriate  
2 state accrediting agency for the districts. The Board shall accept  
3 teaching experience from out-of-country schools that are accredited  
4 or otherwise endorsed by the appropriate national or regional  
5 accrediting or endorsement authority. Out-of-country certification  
6 documentation in a language other than English shall be analyzed by  
7 an educational credential evaluation service in accordance with  
8 industry standards and guidelines and approved by the State  
9 Department of Education. The person seeking to have credit granted  
10 for out-of-country teaching experience shall be responsible for all  
11 costs of the analysis by a credential evaluation service. The Board  
12 shall accept teaching experience from primary and secondary schools  
13 that are operated by the United States Department of Defense or are  
14 affiliated with the United States Department of State.

15 D. For the purpose of state salary increments and retirement,  
16 no teacher shall be granted credit for more than five (5) years of  
17 active duty in the military service or out-of-state or out-of-  
18 country teaching experience as a certified teacher or its  
19 equivalent. Nothing in this section shall prohibit boards of  
20 education from crediting more years of experience on district salary  
21 schedules than those allowed for state purposes.

22 E. The State Board of Education shall recognize, for purposes  
23 of certification and salary increments, all the years of experience  
24 of a:

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

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

9        3. Vocational rehabilitation counselor which were completed  
10 while employed by the Department of Human Services if such counselor  
11 was certified as a teacher or was eligible for certification as a  
12 teacher in Oklahoma;

13       4. Certified teacher which were completed while employed by the  
14 Department of Human Services Child Study Center at OU Medicine, if  
15 the teacher was certified as a teacher in Oklahoma; and

16       5. Certified school psychologist or psychometrist which were  
17 completed while employed as a doctoral intern, psychological  
18 assistant or psychologist with any agency of the State of Oklahoma  
19 if the experience primarily involved work with persons of school- or  
20 preschool-age and if the person was, at the time the experience was  
21 acquired, certified as, or eligible for certification as, a school  
22 psychologist or psychometrist.

1 F. The provisions of this section shall not apply to teachers  
2 who have entered into postretirement employment with a public school  
3 in Oklahoma and are still receiving a monthly retirement benefit.

4 SECTION 3. This act shall become effective July 1, 2020.

5 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS  
6 March 1, 2018 - DO PASS AS AMENDED  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24