

1 STATE OF OKLAHOMA

2 2nd Session of the 56th Legislature (2018)

3 SENATE BILL 1408

By: Dossett

4
5
6 AS INTRODUCED

7 An Act relating to teachers; amending 70 O.S. 2011,
8 Section 6-204.2, as last amended by Section 2,
9 Chapter 394, O.S.L. 2013 (70 O.S. Supp. 2017, Section
10 6-204.2), which relates to the Education Leadership
11 Oklahoma program; updating references; directing the
12 Commission for Educational Quality and Accountability
13 to begin selecting certain applicants beginning on
14 certain date; providing for certain applicants to
15 receive certain payments; directing the State Board
16 of Education to provide certain bonuses to teachers
17 who attain certain certification after certain date;
18 providing for continuing payment of certain bonuses
19 if certain criteria are met; exempting certain
20 teachers from certain salary increment provisions;
21 providing for teachers who renew certain
22 certification after certain date to receive certain
23 bonuses; amending Section 3, Chapter 394, O.S.L.
24 2013, as last amended by Section 1, Chapter 59,
O.S.L. 2017 (70 O.S. Supp. 2017, Section 18-114.14),
which relates to the minimum salary schedule for
teachers; providing for certain teachers to receive
certain salary increments; prohibiting teachers who
attain or renew certain certification after certain
date from receiving certain salary increments;
providing an effective date; and declaring an
emergency.

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

1 SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-204.2, as
2 last amended by Section 2, Chapter 394, O.S.L. 2013 (70 O.S. Supp.
3 2017, Section 6-204.2), is amended to read as follows:

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

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

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

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

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

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

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

23 1. Inform teachers of the Education Leadership Oklahoma program
24 and services it provides to teachers seeking National Board

1 certification, emphasizing recruiting efforts toward teachers at
2 high-poverty schools, schools identified as in need of improvement
3 and in counties with the lowest percentage of teachers who have
4 achieved National Board certification; and

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

8 D. 1. The Commission shall select not more than one hundred
9 applicants to participate in the program each fiscal year for whom
10 the Commission shall pay one-half (1/2) of the application
11 processing charge and assessment fee for National Board
12 certification. The total amount paid by the Commission shall not
13 exceed One Thousand Three Hundred Dollars (\$1,300.00). In addition
14 the Commission shall also provide to the selected applicants a
15 scholarship in the amount of Five Hundred Dollars (\$500.00) to cover
16 other expenses associated with obtaining National Board
17 certification.

18 2. Beginning July 1, 2018, the Commission shall select
19 applicants to participate in the program each fiscal year for whom
20 the Commission shall provide an up-front payment of one-half (1/2)
21 of the application processing charge and assessment fee for National
22 Board certification, not to exceed One Thousand Three Hundred
23 Dollars (\$1,300.00). Upon successful completion of National Board
24 certification, the applicant shall receive one-half (1/2) of the

1 application processing fee, not to exceed One Thousand Three Hundred
2 Dollars (\$1,300.00).

3 E. 1. The Commission shall promulgate rules establishing a
4 process for accepting applications for the Education Leadership
5 Oklahoma program and for providing to applicants selected for the
6 program up-front payment of the application processing charge and
7 assessment fee and scholarship. If a selected applicant who
8 receives the up-front payment does not complete National Board
9 certification within three (3) years, the applicant shall repay the
10 Commission the full amount paid by the Commission pursuant to
11 subsection D of this section. All selected applicants who do not
12 receive an up-front payment and successfully complete National Board
13 certification shall be reimbursed by the Commission for the
14 application processing charge and assessment fee. The total amount
15 of reimbursement paid by the Commission shall not exceed One
16 Thousand Three Hundred Dollars (\$1,300.00).

17 2. Beginning July 1, 2018, all selected applicants who do not
18 receive an up-front payment and successfully complete National Board
19 certification shall be reimbursed by the Commission for the full
20 amount of the application processing charge and assessment fee.

21 F. It is the intent of the Legislature that the ~~Oklahoma~~
22 ~~Commission for Teacher Preparation~~ contract with Southeastern
23 Oklahoma State University to establish Education Leadership Oklahoma
24 program training in higher education teacher preparation programs in

1 the state to assist teachers in meeting the requirements to obtain
2 National Board certification.

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

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

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

1 Board certification to the National Board for
2 Professional Teaching Standards before June 30, 2013.

3 b. Beginning July 1, 2018, the State Board of Education
4 shall provide to teachers who attain National Board
5 certification after July 1, 2018, a bonus in the
6 amount of Five Thousand Dollars (\$5,000.00) annually,
7 to be paid no later than January 31 each year.

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

21 3. The bonus shall not be included in the calculation of the
22 teacher's salary for purposes of meeting the district or statutory
23 minimum salary schedule or for purposes of compensating Oklahoma
24 Teachers' Retirement System contributions or benefits.

1 4. Teachers eligible to receive the annual bonus as provided
2 for in paragraph 1 of this subsection shall not be eligible to
3 receive the additional salary increment for National Board
4 certification as set forth in the minimum salary schedule in Section
5 ~~3 of this act~~ 18-114.14 of this title. The provisions of this
6 paragraph shall not apply to teachers who attain National Board
7 certification as provided for in subparagraph b of paragraph 1 of
8 this subsection.

9 5. Teachers who attain National Board certification after June
10 30, 2013, but before July 1, 2018, shall be eligible to receive the
11 additional salary increments for National Board certification as set
12 forth in the minimum salary schedule in Section ~~3 of this act~~ 18-
13 114.14 of this title. Teachers who renew their National Board
14 certification after July 1, 2018, shall be eligible to receive the
15 annual bonus as provided for in subparagraph b of paragraph 1 of
16 this subsection; however, they shall not be eligible to receive the
17 additional salary increments as provided for in Section 18-114.14 of
18 this title.

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

- 22 a. the National Board certification has not lapsed,
- 23 b. the teacher is still a full-time teacher, and

24

1 c. for teachers eligible for the bonus as provided for in
2 subparagraph a of paragraph 1 of this subsection, the
3 teacher has not exceeded the limit of annual bonus
4 payments as provided for in paragraph 1 of this
5 subsection.

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

10 SECTION 2. AMENDATORY Section 3, Chapter 394, O.S.L.
11 2013, as last amended by Section 1, Chapter 59, O.S.L. 2017 (70 O.S.
12 Supp. 2017, Section 18-114.14), is amended to read as follows:

13 Section 18-114.14. A. Beginning with the 2013-2014 school
14 year, teachers in the public schools of Oklahoma shall receive in
15 salary and/or fringe benefits not less than the amounts specified in
16 the following schedule:

17 MINIMUM SALARY SCHEDULE

18 National

19 Years of	Bachelor's	Board	Master's	Doctor's
20 Experience	Degree	Certification	Degree	Degree
21 0	\$31,600	\$32,600	\$32,800	\$34,000
22 1	\$31,975	\$32,975	\$33,175	\$34,375
23 2	\$32,350	\$33,350	\$33,550	\$34,750
24 3	\$32,725	\$33,725	\$33,925	\$35,125

1	4	\$33,100	\$34,100	\$34,300	\$35,500
2	5	\$33,500	\$34,500	\$34,700	\$35,900
3	6	\$33,900	\$34,900	\$35,100	\$36,300
4	7	\$34,300	\$35,300	\$35,500	\$36,700
5	8	\$34,700	\$35,700	\$35,900	\$37,100
6	9	\$35,100	\$36,100	\$36,300	\$37,500
7	10	\$35,950	\$36,950	\$37,575	\$39,625
8	11	\$36,375	\$37,375	\$38,000	\$40,050
9	12	\$36,800	\$37,800	\$38,425	\$40,475
10	13	\$37,225	\$38,225	\$38,850	\$40,900
11	14	\$37,650	\$38,650	\$39,275	\$41,325
12	15	\$38,075	\$39,075	\$39,700	\$41,750
13	16	\$38,500	\$39,500	\$40,125	\$42,175
14	17	\$38,925	\$39,925	\$40,550	\$42,600
15	18	\$39,350	\$40,350	\$40,975	\$43,025
16	19	\$39,775	\$40,775	\$41,400	\$43,450
17	20	\$40,200	\$41,200	\$41,825	\$43,875
18	21	\$40,625	\$41,625	\$42,250	\$44,300
19	22	\$41,050	\$42,050	\$42,675	\$44,725
20	23	\$41,475	\$42,475	\$43,100	\$45,150
21	24	\$41,900	\$42,900	\$43,525	\$45,575
22	25	\$42,325	\$43,325	\$43,950	\$46,000
23		Master's Degree +			
24	Years of	National Board			

1	Experience	Certification
2	0	\$33,800
3	1	\$34,175
4	2	\$34,550
5	3	\$34,925
6	4	\$35,300
7	5	\$35,700
8	6	\$36,100
9	7	\$36,500
10	8	\$36,900
11	9	\$37,300
12	10	\$38,575
13	11	\$39,000
14	12	\$39,425
15	13	\$39,850
16	14	\$40,275
17	15	\$40,700
18	16	\$41,125
19	17	\$41,550
20	18	\$41,975
21	19	\$42,400
22	20	\$42,825
23	21	\$43,250
24	22	\$43,675

1 23 \$44,100

2 24 \$44,525

3 25 \$44,950

4 B. 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~~ this title and the flexible
8 benefit allowance pursuant to Section 26-105 of ~~Title 70 of the~~
9 ~~Oklahoma Statutes~~ this title from the flexible benefit allowance
10 funds disbursed by the State Board of Education and the State Board
11 of Career and Technology Education pursuant to Section 26-104 of
12 ~~Title 70 of the Oklahoma Statutes~~ this title.

13 C. Any of the degrees referred to in this section shall be from
14 a college recognized by the State Board of Education. The Board
15 shall accept teaching experience from out-of-state school districts
16 that are accredited by the state board of education or appropriate
17 state accrediting agency for the districts. The Board shall accept
18 teaching experience from out-of-country schools that are accredited
19 or otherwise endorsed by the appropriate national or regional
20 accrediting or endorsement authority. Out-of-country certification
21 documentation in a language other than English shall be analyzed by
22 an educational credential evaluation service in accordance with
23 industry standards and guidelines and approved by the State
24 Department of Education. The person seeking to have credit granted

1 for out-of-country teaching experience shall be responsible for all
2 costs of the analysis by a credential evaluation service. The Board
3 shall accept teaching experience from primary and secondary schools
4 that are operated by the United States Department of Defense or are
5 affiliated with the United States Department of State.

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

13 E. The State Board of Education shall recognize, for purposes
14 of certification and salary increments, all the years of experience
15 of a:

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

18 2. Vocational rehabilitation counselor under the Department of
19 Human Services if the counselor was employed as a certified teacher
20 by the State Department of Education when the Division of Vocational
21 Rehabilitation was transferred from the State Board of Career and
22 Technology Education or the State Board of Education to the Oklahoma
23 Public Welfare Commission on July 1, 1968;

24

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

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

8 5. Certified school psychologist or psychometrist which were
9 completed while employed as a doctoral intern, psychological
10 assistant, or psychologist with any agency of the State of Oklahoma
11 if the experience primarily involved work with persons of school- or
12 preschool-age and if the person was, at the time the experience was
13 acquired, certified as, or eligible for certification as, a school
14 psychologist or psychometrist.

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

18 G. Teachers who attain National Board certification after June
19 30, 2013, but before July 1, 2018, shall be eligible to receive the
20 additional salary increments for National Board certification set
21 forth in this section, as provided for in paragraph 5 of subsection
22 I of Section 6-204.2 of this title. Teachers who attain or renew
23 their National Board certification after July 1, 2018, shall be
24 eligible to receive the annual bonus as provided for in subparagraph

1 b of paragraph 1 of subsection I of Section 6-204.2 of this title;
2 however, they shall not be eligible to receive the additional salary
3 increment as provided for in this section.

4 SECTION 3. This act shall become effective July 1, 2018.

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

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