

BILL SUMMARY
2nd Session of the 56th Legislature

Bill No.:	HB 2888
Version:	CS
Request Number:	9883
Author:	Rep. Taylor
Date:	3/1/2018
Impact:	Salary Supplement Cost:
	\$3,000 for Each Mentor Teacher Certificate
	\$5,000 for Each Lead Teacher Certificate
	(plus Applicable Benefit Costs)

**Potential Costs Related to Adjustments
In Teaching Load**

**Dependent on New Certifications
And Minimum Salary Status**

**NOTE: Analysis Continues in Coordination with the
State Department of Education**

Research Analysis

The committee substitute modifies the type of teaching certificates issued by the State Department of Education. The measure creates an initial teaching certificate that utilizes current criteria for issuing a teaching certificate and creates and establishes criteria for three new certificates: career, mentor, and a lead teaching certificate. Lead teachers may not carry a teaching load of more than fifty percent to allow time for co-teaching, co-planning, peer reviews, observing career teachers, model teachers and mentor teacher and other duties as agreed to by the superintendent and lead teacher.

Mentor candidate contracts must include an additional ten days to strengthen instructional leadership and be given an annual salary supplement of at least \$3,000 in addition to the minimum salary schedule. Lead candidate contracts must include an additional fifteen days and be given an annual salary supplement of at least \$5,000 in addition to the minimum salary schedule.

Prepared By: Scott Tohlen

Fiscal Analysis

Analysis, in coordination with the State Department of Education, to establish a reliable estimate of:

1. The number of potential mentor and lead teaching certifications issued (recent data indicate approximately 75.0 percent of certified personnel have at least five years of experience, and approximately 67.0 percent have at least seven years of experience)
2. Establishment of holders of active National Board Certifications

3. Determination of costs that might be associated with modified teaching loads

4. Current salaries of eligible teachers in relationship of the salary supplements to the minimum salary schedule

Available data sets provide useable information on teachers years of experience, certified teacher FTE in each district that can be cross-referenced with districts which apply the minimum salary schedule and numbers of National Board Certified teachers. The data still requires analysis to determine eligibility.

Prepared By: Mark Tygret

Other Considerations

Fiscal Impact Statement	
Oklahoma State Department of Education	
Bill Number:	HB 2888
Author:	Taylor
Description:	Creates a new system of tiered teaching certificates,: initial, career, mentor and lead. Sets requirements for each level and provides for reduced teaching time and stipends to be paid once an individual reaches a given certification level.
Explanation of Impact:	<p>In order to implement the provisions of this bill, the OSDE expects to make upgrades to systems across the agency. Oklahoma's current teacher certification system only has the functionality to provide one, standard teacher certification. Systems expected to be impacted are as follows:</p> <p>Oklahoma Educator Credentialing System (OECS) - Implement new levels and their proper progressions as individuals upgrade/renew, which will need to be connected to the educator evaluation system to determine which teachers meet the stated requirements. Additional functionality will need to be added to communicate with other systems in the agency to ensure districts implement the statute as required.</p> <p>Accreditation - Needs to have functionality to implement checks for the Mentor and Lead teacher levels to track percentage of time spent in the classroom vs. performing other duties.</p> <p>Educator Effectiveness System - Will need to be updated to send evaluation data to the OECS and Accreditation system to determine eligibility.</p> <p>School Personnel Records (SPR) - New certificate levels will need to be added to support the import of data from OECS and ability to track and report out stipends as they are awarded.</p> <p>Cost to Districts: Districts are required to pay a stipend once an individual achieves a given certificate level. Districts may also incur a cost to replace the classroom time of individuals who achieve Mentor or Lead certification.</p>
Overall Fiscal Impact:	The OSDE is currently discussing the cost of the above system upgrades and will provide an estimated fiscal impact as soon as it is available. Additionally, due to the upgrades discussed above, the OSDE is not currently able to determine how many individuals might be eligible for the required certificates and therefore unable to determine the possible fiscal impact to districts.
Date of Fiscal Stmt:	3/1/18
Prepared By:	OSDE
Amended:	N/A

