

**BILL SUMMARY**  
2<sup>nd</sup> Session of the 56<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>SB 980</b>
<b>Version:</b>	<b>FA1</b>
<b>Request Number:</b>	
<b>Author:</b>	<b>Rep. Baker</b>
<b>Date:</b>	<b>4/20/2018</b>
<b>Impact:</b>	<b>Salary Supplement Cost:</b>
	<b>\$3,000 for Each Lead Teacher Certificate</b>
	<b>\$5,000 for Each Master Teacher Certificate</b>
	<b>(plus Applicable Benefit Costs)</b>

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

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

**Per OMES: One-time cost of \$137,800 for  
application development and  
business analysis**

**Research Analysis**

The first floor amendment creates two new teaching certificates, lead and master. The measure specifies eligibility requirements and directs the State Board of Education to adopt rules to implement a renewal schedule and associated fees for the certificates. Lead teachers are contractually entitled to an additional ten days to strengthen instructional leadership and to receive an annual salary supplement of at least \$3,000 or the district's daily rate of pay, whichever is higher. This is in addition to the minimum salary the teacher is already entitled to. Likewise, master teachers are contractually entitled to an additional fifteen days and an annual salary supplement of at least \$5,000 or the districts daily rate of pay, whichever is higher. The State Board of Education will develop the application for the new certificates and make it available to school districts. During the 2019-20 and 2020-21 school years, the department will identify districts to pilot the certificates, and during the 2021-22 school year, the department will make the certificates available to any person who has received a recommendation from their local school board and who meets eligibility criteria. The measure directs the State Department of Education to seek the funding necessary to administer certain provisions of the measure, including the salary supplement. However, if the funding is not available the Department does not have to fulfill certain provisions of the measure, including the salary supplement and pilot project. Lastly, it repeals the Empowering Teachers to Lead Act.

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.

The measure requires local school boards of education and superintendents to take into consideration whether they can fulfill the funding requirements necessary for the pilot program.

Prepared By: Cole Stout

### **Other Considerations**

Bill Number:	SB 980 (2nd floor amendment)
Author:	Baker
Description:	Creates two new levels of teaching certificates, lead and master. Sets requirements for each level and provides for reduced teaching time to allow for other activities such as mentoring, co-teaching and peer reviews. Sets new terms of contract for those teachers that are issued lead and master teaching certificates to include additional days to be used to strengthen leadership and to receive a salary supplement in addition to the salary that the teacher currently qualifies under the minimum salary schedule.
Explanation of Impact:	<p><b>Cost to OSDE:</b> The bill requires the OSDE to seek funding necessary to administer the new teaching certificates. <u>If funding is not available, the OSDE is not required to fulfill the requirements of the bill.</u> If funding is secured, in order to implement the provisions of this bill, the OSDE expects to make upgrades to multiple systems and reports. This fiscal impact is a <b>high-level estimate</b> for upgrading the OSDE's three major systems at varying degrees. Systems expected to be impacted are as follows: Oklahoma Educator Credentialing System (OECS), Accreditation Application and School Personnel Records (SPR).</p> <p>Estimated cost includes creating new applications and updating reports, datafeeds and edit checks. These costs are to be incurred at a minimum for implementation. Further analysis is required to determine if there will be additional costs.</p> <p><b>Cost to Districts:</b> The bill requires the districts to review the application for a lead or master teaching certificate and make recommendation to the State Board of Education only after considering the ability of the district to fulfill the additional requirements for lead or master teachers. Districts that make a recommendation will have to pay additional salary to teachers who receive the lead or master teaching certificate. Districts may also incur a cost to replace the classroom time of individuals who achieve lead or master teaching</p>
Overall Fiscal Impact:	<p>The OSDE obtained a cost estimate from OMES ISD (see attached). <b>Upon receiving funds for implementation as required under the bill,</b> the OSDE will incur a one time cost of \$137, 800 for business analysis and application development. No costs will be incurred until funding is secured.</p> <p>Cost to districts cannot be estimated as the number of teachers that will apply and receive lead or master teaching certificates is unknown at this time.</p>