

**COMMITTEE AMENDMENT**

HOUSE OF REPRESENTATIVES

State of Oklahoma

SPEAKER:

CHAIR:

I move to amend HB3966 \_\_\_\_\_  
Of the printed Bill  
Page \_\_\_\_\_ Section \_\_\_\_\_ Lines \_\_\_\_\_  
Of the Engrossed Bill

By striking the Title, the Enacting Clause, the entire bill, and by  
inserting in lieu thereof the following language:

**AMEND TITLE TO CONFORM TO AMENDMENTS**

Amendment submitted by: Toni Hasenbeck

Adopted: \_\_\_\_\_

\_\_\_\_\_  
Reading Clerk

STATE OF OKLAHOMA

2nd Session of the 57th Legislature (2020)

PROPOSED COMMITTEE  
SUBSTITUTE  
FOR  
HOUSE BILL NO. 3966

By: McBride and Hasenbeck

PROPOSED COMMITTEE SUBSTITUTE

An Act relating to teachers; amending 70 O.S. 2011, Section 6-204.2, as last amended by Section 2, Chapter 394, O.S.L. 2013 (70 O.S. Supp. 2019, Section 6-204.2), which relates to the Education Leadership Oklahoma Act; modifying name; modifying purpose of the Education Leadership Oklahoma program; modifying the entity to distribute bonuses; providing certain award for teachers renewing their National Board certification; limiting applicants for renewal program; setting maximum award for each applicant; providing bonuses to certain teachers; modifying a term of years; specifying prohibition from calculating bonus into salary; removing reference to certain salary tier; modifying certain verification process; amending 70 O.S. 2011, Section 6-204.3, as amended by Section 600, Chapter 304, O.S.L. 2012 (70 O.S. Supp. 2019, Section 6-204.3), which relates to the Education Leadership Oklahoma Revolving Fund; modifying name; modifying expenditures; amending Section 3, Chapter 394, O.S.L. 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary Session, O.S.L. 2018 (70 O.S. Supp. 2019, Section 18-114.14), which relates to Minimum Salary Schedule; modifying date; modifying categories; and providing an effective date.

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 2019, Section 6-204.2), is amended to read as follows:

4       Section 6-204.2 A. ~~The Oklahoma Commission for Teacher~~  
5 ~~Preparation~~ Office of Educational Quality and Accountability (OEQA)  
6 and the State Board of Education are authorized to establish the  
7 Education 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. Reward teachers who are renewing their National Board  
21 certification by awarding them a portion of the renewal application  
22 fee as provided in subsection E of this section; and

23       5. Provide recognition to National-Board-certified teachers.  
24

1 C. To fulfill the objectives of the Education Leadership  
2 Oklahoma Act, the ~~Oklahoma Commission for Teacher Preparation~~ Office  
3 of Educational Quality and Accountability (OEQA) shall:

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

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

13 D. The ~~Commission~~ OEQA shall select not more than one hundred  
14 applicants to participate in the program each fiscal year for whom  
15 the ~~Commission~~ OEQA shall pay one-half (1/2) of the application  
16 processing charge and assessment fee for National Board  
17 certification. The total amount paid by the ~~Commission~~ OEQA shall  
18 not exceed One Thousand Three Hundred Dollars (\$1,300.00). In  
19 addition the ~~Commission~~ OEQA shall also provide to the selected  
20 applicants a scholarship in the amount of Five Hundred Dollars  
21 (\$500.00) to cover other expenses associated with obtaining National  
22 Board certification.

23 E. The OEQA shall select not more than three hundred applicants  
24 to participate in the renewal program each fiscal year for whom the

1 OEQA shall pay a portion of the fee for National Board certification  
2 renewal. The total amount paid by the OEQA shall not exceed Seven  
3 Hundred Fifty Dollars (\$750.00) per applicant.

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

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

1       ~~G.~~ H. All teachers seeking National Board certification shall  
2 be 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.~~ I. Subject to district board of education policy or  
6 collective bargaining agreement, additional professional leave days  
7 may be 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.~~ J. 1. The ~~State Board of Education~~ OEQA shall provide to  
14 teachers who ~~attained~~ attain National Board certification ~~prior to~~  
15 ~~June 30, 2013,~~ a bonus in the amount of Five Thousand Dollars  
16 (\$5,000.00) annually over a ten-year or five-year period, ~~to be paid~~  
17 ~~no later than January 31 each year. The Board shall provide a bonus~~  
18 ~~to any teacher who attains National Board certification after June~~  
19 ~~30, 2013, if the teacher was selected for the Education Leadership~~  
20 ~~Oklahoma program before June 30, 2013, or the teacher has submitted~~  
21 ~~an application for National Board certification to the National~~  
22 ~~Board for Professional Teaching Standards before June 30, 2013~~ that  
23 shall follow the duration of the certification.

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

8        3. The bonus shall not be included in the calculation of the  
9 teacher's salary for purposes of meeting the district or statutory  
10 minimum salary schedule, including instances where the district's  
11 salary schedule exceeds the statutory minimum salary schedule, or  
12 for purposes of compensating Oklahoma Teachers' Retirement System  
13 contributions or benefits.

14        4. ~~Teachers eligible to receive the annual bonus as provided~~  
15 ~~for in paragraph 1 of this subsection shall not be eligible to~~  
16 ~~receive the additional salary increment for National Board~~  
17 ~~certification as set forth in the minimum salary schedule in Section~~  
18 ~~3 of this act.~~

19        5. ~~Teachers who attain National Board certification after June~~  
20 ~~30, 2013, shall be eligible to receive the additional salary~~  
21 ~~increments for National Board certification as set forth in the~~  
22 ~~minimum salary schedule in Section 3 of this act.~~

1       ~~6.~~ The State Board of Education shall promulgate rules for a  
2 process by which a National-Board-certified teacher will verify  
3 that:

4           a. the National Board certification has not lapsed,

5           b. the teacher is still ~~a full-time teacher~~ employed in a  
6 public school, and

7           c. for teachers eligible for the bonus, the teacher has  
8 not exceeded the limit of annual bonus payments as  
9 provided for in paragraph 1 of this subsection.

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

14       SECTION 2.       AMENDATORY       70 O.S. 2011, Section 6-204.3, as  
15 amended by Section 600, Chapter 304, O.S.L. 2012 (70 O.S. Supp.  
16 2019, Section 6-204.3), is amended to read as follows:

17       Section 6-204.3 There is hereby created in the State Treasury a  
18 revolving fund for the ~~Oklahoma Commission for Teacher Preparation~~  
19 Office of Educational Quality and Accountability (OEQA) to be  
20 designated the "Education Leadership Oklahoma Revolving Fund". The  
21 fund shall be a continuing fund, not subject to fiscal year  
22 limitations, and shall consist of all monies appropriated or  
23 transferred to the fund by the Legislature. All monies accruing to  
24 the credit of the fund are hereby appropriated and may be budgeted



1 and expended by the ~~Oklahoma Commission for Teacher Preparation~~ OEQA  
2 to provide assistance and scholarships for candidates seeking  
3 National Board certification and renewal and to provide annual  
4 bonuses to qualified teachers in accordance with the requirements of  
5 Section 6-204.2 of this title. Expenditures from the fund shall be  
6 made upon warrants issued by the State Treasurer against claims  
7 filed as prescribed by law with the Director of the Office of  
8 Management and Enterprise Services for approval and payment.

9 SECTION 3. AMENDATORY Section 3, Chapter 394, O.S.L.  
10 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary  
11 Session, O.S.L. 2018 (70 O.S. Supp. 2019, Section 18-114.14), is  
12 amended to read as follows:

13 Section 18-114.14 A. Beginning with the ~~2018-2019~~ 2021-2022  
14 school year, certified personnel, as defined in Section 26-103 of  
15 this title, in the public schools of Oklahoma shall receive in  
16 salary and/or fringe benefits not less than the amounts specified in  
17 the following schedule:

18 MINIMUM SALARY SCHEDULE

National				
Years of	Bachelor's	<del>Board</del>	Master's	Doctor's
Experience	Degree	<del>Certification</del>	Degree	Degree
0	\$36,601	<del>\$37,759</del>	\$37,991	\$39,381
1	\$37,035	<del>\$38,193</del>	\$38,425	\$39,815
2	\$37,469	<del>\$38,628</del>	\$38,859	\$40,249

1	3	\$37,904	<del>\$39,062</del>	\$39,294	\$40,684
2	4	\$38,338	<del>\$39,496</del>	\$39,728	\$41,118
3	5	\$38,810	<del>\$39,968</del>	\$40,200	\$41,590
4	6	\$39,273	<del>\$40,432</del>	\$40,663	\$42,054
5	7	\$39,737	<del>\$40,895</del>	\$41,127	\$42,517
6	8	\$40,200	<del>\$41,358</del>	\$41,590	\$42,980
7	9	\$40,663	<del>\$41,822</del>	\$42,054	\$43,444
8	10	\$41,684	<del>\$42,844</del>	\$43,568	\$45,945
9	11	\$42,177	<del>\$43,336</del>	\$44,061	\$46,438
10	12	\$42,670	<del>\$43,829</del>	\$44,554	\$46,931
11	13	\$43,162	<del>\$44,322</del>	\$45,047	\$47,424
12	14	\$43,655	<del>\$44,815</del>	\$45,539	\$47,916
13	15	\$44,167	<del>\$45,327</del>	\$46,052	\$48,430
14	16	\$44,660	<del>\$45,820</del>	\$46,545	\$48,923
15	17	\$45,153	<del>\$46,313</del>	\$47,038	\$49,416
16	18	\$45,646	<del>\$46,806</del>	\$47,531	\$49,909
17	19	\$46,139	<del>\$47,299</del>	\$48,024	\$50,402
18	20	\$46,652	<del>\$47,813</del>	\$48,538	\$50,917
19	21	\$47,145	<del>\$48,306</del>	\$49,031	\$51,410
20	22	\$47,639	<del>\$48,799</del>	\$49,524	\$51,903
21	23	\$48,132	<del>\$49,292</del>	\$50,018	\$52,397
22	24	\$48,625	<del>\$49,785</del>	\$50,511	\$52,890
23	25	\$50,049	<del>\$51,232</del>	\$51,971	\$54,395
24	<del>Master's Degree +</del>				

1	<del>Years of</del>	<del>National Board</del>
2	<del>Experience</del>	<del>Certification</del>
3	<del>0</del>	<del>\$39,149</del>
4	<del>1</del>	<del>\$39,583</del>
5	<del>2</del>	<del>\$40,018</del>
6	<del>3</del>	<del>\$40,452</del>
7	<del>4</del>	<del>\$40,886</del>
8	<del>5</del>	<del>\$41,358</del>
9	<del>6</del>	<del>\$41,822</del>
10	<del>7</del>	<del>\$42,285</del>
11	<del>8</del>	<del>\$42,749</del>
12	<del>9</del>	<del>\$43,212</del>
13	<del>10</del>	<del>\$44,728</del>
14	<del>11</del>	<del>\$45,221</del>
15	<del>12</del>	<del>\$45,713</del>
16	<del>13</del>	<del>\$46,206</del>
17	<del>14</del>	<del>\$46,699</del>
18	<del>15</del>	<del>\$47,212</del>
19	<del>16</del>	<del>\$47,705</del>
20	<del>17</del>	<del>\$48,198</del>
21	<del>18</del>	<del>\$48,691</del>
22	<del>19</del>	<del>\$49,184</del>
23	<del>20</del>	<del>\$49,698</del>
24	<del>21</del>	<del>\$50,192</del>

22           ~~\$50,685~~

23           ~~\$51,178~~

24           ~~\$51,671~~

25           ~~\$53,153~~

B. 1. When determining the Minimum Salary Schedule, "fringe benefits" shall mean all or part of retirement benefits, excluding the contributions made pursuant to subsection A of Section 17-108.1 of this title and the flexible benefit allowance pursuant to Section 26-105 of this title from the flexible benefit allowance funds disbursed by the State Board of Education and the State Board of Career and Technology Education pursuant to Section 26-104 of this title.

2. If a school district intends to provide retirement benefits to a teacher such that the teacher's salary would be less than the amounts set forth in the minimum salary schedule specified in subsection A of this section, the district shall be required to provide written notification to the teacher prior to his or her employment or, if already employed by the district, no later than thirty (30) days prior to the date the district elects to provide retirement benefits such that the teacher's salary would be less than the minimum salary schedule.

C. Any of the degrees referred to in this section shall be from a college recognized by the State Board of Education. The Board 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 University  
15 Hospital, if 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 G. If a person employed as certified personnel, as defined in  
5 Section 26-103 of this title, by a school district during the 2017-  
6 2018 school year was receiving a salary above the step level  
7 indicated by the State Minimum Salary Schedule for the 2017-2018  
8 school year, the person shall receive a salary increase amount equal  
9 to the amount indicated in subsection A of this section for the step  
10 level indicated for the person, provided they remain employed by the  
11 same district, unless the hours or the duties of the certified  
12 personnel are reduced proportionately.

13 SECTION 4. This act shall become effective November 1, 2020.

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15 57-2-11297 AMM 02/24/20

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