

1 **CORRECTED**

2
3 STATE OF OKLAHOMA

4 2nd Session of the 57th Legislature (2020)

5 COMMITTEE SUBSTITUTE
6 FOR

HOUSE BILL NO. 3966

By: McBride and Hasenbeck

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9 COMMITTEE SUBSTITUTE

10 [teachers - Education Leadership Oklahoma Act -
11 Education Leadership Oklahoma Revolving Fund -
12 Minimum Salary Schedule - effective date]
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16 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

17 SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-204.2, as
18 last amended by Section 2, Chapter 394, O.S.L. 2013 (70 O.S. Supp.
19 2019, Section 6-204.2), is amended to read as follows:

20 Section 6-204.2 A. ~~The Oklahoma Commission for Teacher~~
21 ~~Preparation~~ Office of Educational Quality and Accountability (OEQA)
22 and the State Board of Education are authorized to establish the
23 Education Leadership Oklahoma program.
24

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

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

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

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

13 4. Reward teachers who are renewing their National Board
14 certification by awarding them a portion of the renewal application
15 fee as provided in subsection E of this section; and

16 5. Provide recognition to National-Board-certified teachers.

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

20 1. Inform teachers of the Education Leadership Oklahoma program
21 and services it provides to teachers seeking National Board
22 certification, emphasizing recruiting efforts toward teachers at
23 high-poverty schools, schools identified as in need of improvement
24

1 and in counties with the lowest percentage of teachers who have
2 achieved National Board certification; and

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

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

16 E. The OEQA shall select not more than three hundred applicants
17 to participate in the renewal program each fiscal year for whom the
18 OEQA shall pay a portion of the fee for National Board certification
19 renewal. The total amount paid by the OEQA shall not exceed Seven
20 Hundred Fifty Dollars (\$750.00) per applicant.

21 F. The ~~Commission~~ OEQA shall promulgate rules establishing a
22 process for accepting applications for the Education Leadership
23 Oklahoma program and for providing to applicants selected for the
24 program up-front payment of the application processing charge and

1 assessment fee and scholarship. If a selected applicant who
2 receives the up-front payment does not complete National Board
3 certification within three (3) years, the applicant shall repay the
4 ~~Commission~~ OEQA the full amount paid by the ~~Commission~~ OEQA pursuant
5 to subsection D of this section. All selected applicants who do not
6 receive an up-front payment and successfully complete National Board
7 certification shall be reimbursed by the ~~Commission~~ OEQA for the
8 application processing charge and assessment fee. The total amount
9 of reimbursement paid by the ~~Commission~~ OEQA shall not exceed One
10 Thousand Three Hundred Dollars (\$1,300.00).

11 ~~F. G.~~ It is the intent of the Legislature that the ~~Oklahoma~~
12 ~~Commission for Teacher Preparation contract with Southeastern~~
13 ~~Oklahoma State University to~~ OEQA establish Education Leadership
14 Oklahoma program training in higher education teacher preparation
15 programs in the state to assist teachers in meeting the requirements
16 to obtain National Board certification.

17 ~~G. H.~~ All teachers seeking National Board certification shall
18 be eligible to participate in Education Leadership Oklahoma program
19 training to assist them in meeting the requirements of the National
20 Board certification process, free of charge.

21 ~~H. I.~~ Subject to district board of education policy or
22 collective bargaining agreement, additional professional leave days
23 may be granted to teachers seeking National Board certification for
24 National Board certification portfolio development. During the two

(2) days of the additional professional days granted to teachers for National Board certification portfolio development, a substitute teacher shall be provided by the school district at no cost to the teacher.

~~I. J. 1. The State Board of Education~~ OEQA shall provide to teachers who ~~attained~~ attain National Board certification ~~prior to June 30, 2013,~~ a bonus in the amount of Five Thousand Dollars (\$5,000.00) annually over a ten-year or five-year period, ~~to be paid no later than January 31 each year. The Board shall provide a bonus to any teacher who attains National Board certification after June 30, 2013, if the teacher was selected for the Education Leadership Oklahoma program before June 30, 2013, or the teacher has submitted an application for National Board certification to the National Board for Professional Teaching Standards before June 30, 2013 that~~ shall follow the duration of the certification.

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

3. The bonus shall not be included in the calculation of the teacher's salary for purposes of meeting the district or statutory

1 minimum salary schedule, including instances where the district's
2 salary schedule exceeds the statutory minimum salary schedule, or
3 for purposes of compensating Oklahoma Teachers' Retirement System
4 contributions or benefits.

5 ~~4. Teachers eligible to receive the annual bonus as provided~~
6 ~~for in paragraph 1 of this subsection shall not be eligible to~~
7 ~~receive the additional salary increment for National Board~~
8 ~~certification as set forth in the minimum salary schedule in Section~~
9 ~~3 of this act.~~

10 ~~5. Teachers who attain National Board certification after June~~
11 ~~30, 2013, shall be eligible to receive the additional salary~~
12 ~~increments for National Board certification as set forth in the~~
13 ~~minimum salary schedule in Section 3 of this act.~~

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

- 17 a. the National Board certification has not lapsed,
- 18 b. the teacher is still ~~a full-time teacher~~ employed in a
19 public school, and
- 20 c. for teachers eligible for the bonus, the teacher has
21 not exceeded the limit of annual bonus payments as
22 provided for in paragraph 1 of this subsection.

23 ~~J.~~ K. It is the intent of the Legislature that the Oklahoma
24 State Regents for Higher Education incorporate the National Board

1 certification portfolio development into all programs in education
2 leading to a master's level degree.

3 SECTION 2. AMENDATORY 70 O.S. 2011, Section 6-204.3, as
4 amended by Section 600, Chapter 304, O.S.L. 2012 (70 O.S. Supp.
5 2019, Section 6-204.3), is amended to read as follows:

6 Section 6-204.3 There is hereby created in the State Treasury a
7 revolving fund for the ~~Oklahoma Commission for Teacher Preparation~~
8 Office of Educational Quality and Accountability (OEQA) to be
9 designated the "Education Leadership Oklahoma Revolving Fund". The
10 fund shall be a continuing fund, not subject to fiscal year
11 limitations, and shall consist of all monies appropriated or
12 transferred to the fund by the Legislature. All monies accruing to
13 the credit of the fund are hereby appropriated and may be budgeted
14 and expended by the ~~Oklahoma Commission for Teacher Preparation~~ OEQA
15 to provide assistance and scholarships for candidates seeking
16 National Board certification and renewal and to provide annual
17 bonuses to qualified teachers in accordance with the requirements of
18 Section 6-204.2 of this title. Expenditures from the fund shall be
19 made upon warrants issued by the State Treasurer against claims
20 filed as prescribed by law with the Director of the Office of
21 Management and Enterprise Services for approval and payment.

22 SECTION 3. AMENDATORY Section 3, Chapter 394, O.S.L.
23 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary
24

Session, O.S.L. 2018 (70 O.S. Supp. 2019, Section 18-114.14), is amended to read as follows:

Section 18-114.14 A. Beginning with the ~~2018-2019~~ 2021-2022 school year, certified personnel, as defined in Section 26-103 of this title, 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

~~National~~

Years of Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	\$36,601	\$37,759	\$37,991	\$39,381
1	\$37,035	\$38,193	\$38,425	\$39,815
2	\$37,469	\$38,628	\$38,859	\$40,249
3	\$37,904	\$39,062	\$39,294	\$40,684
4	\$38,338	\$39,496	\$39,728	\$41,118
5	\$38,810	\$39,968	\$40,200	\$41,590
6	\$39,273	\$40,432	\$40,663	\$42,054
7	\$39,737	\$40,895	\$41,127	\$42,517
8	\$40,200	\$41,358	\$41,590	\$42,980
9	\$40,663	\$41,822	\$42,054	\$43,444
10	\$41,684	\$42,844	\$43,568	\$45,945
11	\$42,177	\$43,336	\$44,061	\$46,438
12	\$42,670	\$43,829	\$44,554	\$46,931

1	13	\$43,162	\$44,322	\$45,047	\$47,424
2	14	\$43,655	\$44,815	\$45,539	\$47,916
3	15	\$44,167	\$45,327	\$46,052	\$48,430
4	16	\$44,660	\$45,820	\$46,545	\$48,923
5	17	\$45,153	\$46,313	\$47,038	\$49,416
6	18	\$45,646	\$46,806	\$47,531	\$49,909
7	19	\$46,139	\$47,299	\$48,024	\$50,402
8	20	\$46,652	\$47,813	\$48,538	\$50,917
9	21	\$47,145	\$48,306	\$49,031	\$51,410
10	22	\$47,639	\$48,799	\$49,524	\$51,903
11	23	\$48,132	\$49,292	\$50,018	\$52,397
12	24	\$48,625	\$49,785	\$50,511	\$52,890
13	25	\$50,049	\$51,232	\$51,971	\$54,395

14 ~~Master's Degree +~~

15 ~~Years of National Board~~

16 ~~Experience Certification~~

17 ~~0 \$39,149~~

18 ~~1 \$39,583~~

19 ~~2 \$40,018~~

20 ~~3 \$40,452~~

21 ~~4 \$40,886~~

22 ~~5 \$41,358~~

23 ~~6 \$41,822~~

24 ~~7 \$42,285~~

1	8	\$42,749
2	9	\$43,212
3	10	\$44,728
4	11	\$45,221
5	12	\$45,713
6	13	\$46,206
7	14	\$46,699
8	15	\$47,212
9	16	\$47,705
10	17	\$48,198
11	18	\$48,691
12	19	\$49,184
13	20	\$49,698
14	21	\$50,192
15	22	\$50,685
16	23	\$51,178
17	24	\$51,671
18	25	\$53,153

19 B. 1. When determining the Minimum Salary Schedule, "fringe
 20 benefits" shall mean all or part of retirement benefits, excluding
 21 the contributions made pursuant to subsection A of Section 17-108.1
 22 of this title and the flexible benefit allowance pursuant to Section
 23 26-105 of this title from the flexible benefit allowance funds
 24 disbursed by the State Board of Education and the State Board of

1 Career and Technology Education pursuant to Section 26-104 of this
2 title.

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

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

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

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

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

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

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

23 3. Vocational rehabilitation counselor which were completed
24 while employed by the Department of Human Services if such counselor

1 was certified as a teacher or was eligible for certification as a
2 teacher in Oklahoma;

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

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

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

16 G. If a person employed as certified personnel, as defined in
17 Section 26-103 of this title, by a school district during the 2017-
18 2018 school year was receiving a salary above the step level
19 indicated by the State Minimum Salary Schedule for the 2017-2018
20 school year, the person shall receive a salary increase amount equal
21 to the amount indicated in subsection A of this section for the step
22 level indicated for the person, provided they remain employed by the
23 same district, unless the hours or the duties of the certified
24 personnel are reduced proportionately.

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

57-2-11468 JW 02/26/20