

HOUSE OF REPRESENTATIVES - FLOOR VERSION

CORRECTED

STATE OF OKLAHOMA

2nd Session of the 57th Legislature (2020)

COMMITTEE SUBSTITUTE
FOR

HOUSE BILL NO. 3966

By: McBride, Hasenbeck,
Albright, Rosecrants, Moore
and **Hardin (David)**

and

Stanley of the Senate

COMMITTEE SUBSTITUTE

[teachers - Education Leadership Oklahoma Act -
Education Leadership Oklahoma Revolving Fund -
Minimum Salary Schedule - effective date]

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

SECTION 1. AMENDATORY 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), is amended to read as follows:

1 Section 6-204.2 A. ~~The Oklahoma Commission for Teacher~~
2 ~~Preparation~~ Office of Educational Quality and Accountability (OEQA)
3 and the State Board of Education are authorized to establish the
4 Education Leadership Oklahoma program.

5 B. The purposes of the Education Leadership Oklahoma program
6 are to:

7 1. Provide teachers throughout the state information about
8 National Board certification and the Education Leadership Oklahoma
9 program services;

10 2. Provide technical assistance and National-Board-certified
11 mentors to all teachers seeking National Board certification upon
12 request;

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

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

20 5. 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~~ Office
23 of Educational Quality and Accountability (OEQA) shall:
24

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

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

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

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

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

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

21 ~~G.~~ H. All teachers seeking National Board certification shall
22 be eligible to participate in Education Leadership Oklahoma program
23 training to assist them in meeting the requirements of the National
24 Board certification process, free of charge.

1 ~~H.~~ I. Subject to district board of education policy or
2 collective bargaining agreement, additional professional leave days
3 may be granted to teachers seeking National Board certification for
4 National Board certification portfolio development. During the two
5 (2) days of the additional professional days granted to teachers for
6 National Board certification portfolio development, a substitute
7 teacher shall be provided by the school district at no cost to the
8 teacher.

9 ~~I.~~ J. 1. The ~~State Board of Education~~ OEQA shall provide to
10 teachers who ~~attained~~ attain National Board certification ~~prior to~~
11 ~~June 30, 2013,~~ a bonus in the amount of Five Thousand Dollars
12 (\$5,000.00) annually over a ten-year ~~or five-year~~ period, ~~to be paid~~
13 ~~no later than January 31 each year. The Board shall provide a bonus~~
14 ~~to any teacher who attains National Board certification after June~~
15 ~~30, 2013, if the teacher was selected for the Education Leadership~~
16 ~~Oklahoma program before June 30, 2013, or the teacher has submitted~~
17 ~~an application for National Board certification to the National~~
18 ~~Board for Professional Teaching Standards before June 30, 2013~~ that
19 shall follow the duration of the certification.

20 2. The teachers eligible to receive the annual bonus as
21 provided for in paragraph 1 of this subsection shall receive the
22 annual bonus for the ~~ten-year~~ duration of their National Board
23 certification and so long as they are teaching in the classroom
24 full-time in an Oklahoma public school. No school or school

1 district shall be liable for payment of bonuses pursuant to this
2 section.

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

9 ~~4. Teachers eligible to receive the annual bonus as provided~~
10 ~~for in paragraph 1 of this subsection shall not be eligible to~~
11 ~~receive the additional salary increment for National Board~~
12 ~~certification as set forth in the minimum salary schedule in Section~~
13 ~~3 of this act.~~

14 ~~5. Teachers who attain National Board certification after June~~
15 ~~30, 2013, shall be eligible to receive the additional salary~~
16 ~~increments for National Board certification as set forth in the~~
17 ~~minimum salary schedule in Section 3 of this act.~~

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

- 21 a. the National Board certification has not lapsed,
- 22 b. the teacher is still ~~a full-time teacher~~ employed in a
23 public school, and

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

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

8 SECTION 2. AMENDATORY 70 O.S. 2011, Section 6-204.3, as
9 amended by Section 600, Chapter 304, O.S.L. 2012 (70 O.S. Supp.
10 2019, Section 6-204.3), is amended to read as follows:

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

1 filed as prescribed by law with the Director of the Office of
2 Management and Enterprise Services for approval and payment.

3 SECTION 3. AMENDATORY Section 3, Chapter 394, O.S.L.
4 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary
5 Session, O.S.L. 2018 (70 O.S. Supp. 2019, Section 18-114.14), is
6 amended to read as follows:

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

12 MINIMUM SALARY SCHEDULE

National				
Years of	Bachelor's	Board	Master's	Doctor's
Experience	Degree	Certification	Degree	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

1	9	\$40,663	\$41,822	\$42,054	\$43,444
2	10	\$41,684	\$42,844	\$43,568	\$45,945
3	11	\$42,177	\$43,336	\$44,061	\$46,438
4	12	\$42,670	\$43,829	\$44,554	\$46,931
5	13	\$43,162	\$44,322	\$45,047	\$47,424
6	14	\$43,655	\$44,815	\$45,539	\$47,916
7	15	\$44,167	\$45,327	\$46,052	\$48,430
8	16	\$44,660	\$45,820	\$46,545	\$48,923
9	17	\$45,153	\$46,313	\$47,038	\$49,416
10	18	\$45,646	\$46,806	\$47,531	\$49,909
11	19	\$46,139	\$47,299	\$48,024	\$50,402
12	20	\$46,652	\$47,813	\$48,538	\$50,917
13	21	\$47,145	\$48,306	\$49,031	\$51,410
14	22	\$47,639	\$48,799	\$49,524	\$51,903
15	23	\$48,132	\$49,292	\$50,018	\$52,397
16	24	\$48,625	\$49,785	\$50,511	\$52,890
17	25	\$50,049	\$51,232	\$51,971	\$54,395
18	Master's Degree +				
19	Years of	National Board			
20	Experience	Certification			
21	0	\$39,149			
22	1	\$39,583			
23	2	\$40,018			
24	3	\$40,452			

1	4	\$40,886
2	5	\$41,358
3	6	\$41,822
4	7	\$42,285
5	8	\$42,749
6	9	\$43,212
7	10	\$44,728
8	11	\$45,221
9	12	\$45,713
10	13	\$46,206
11	14	\$46,699
12	15	\$47,212
13	16	\$47,705
14	17	\$48,198
15	18	\$48,691
16	19	\$49,184
17	20	\$49,698
18	21	\$50,192
19	22	\$50,685
20	23	\$51,178
21	24	\$51,671
22	25	\$53,153

23 B. 1. When determining the Minimum Salary Schedule, "fringe
 24 benefits" shall mean all or part of retirement benefits, excluding

1 the contributions made pursuant to subsection A of Section 17-108.1
2 of this title and the flexible benefit allowance pursuant to Section
3 26-105 of this title from the flexible benefit allowance funds
4 disbursed by the State Board of Education and the State Board of
5 Career and Technology Education pursuant to Section 26-104 of this
6 title.

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

16 C. Any of the degrees referred to in this section shall be from
17 a college recognized by the State Board of Education. The Board
18 shall accept teaching experience from out-of-state school districts
19 that are accredited by the state board of education or appropriate
20 state accrediting agency for the districts. The Board shall accept
21 teaching experience from out-of-country schools that are accredited
22 or otherwise endorsed by the appropriate national or regional
23 accrediting or endorsement authority. Out-of-country certification
24 documentation in a language other than English shall be analyzed by

1 an educational credential evaluation service in accordance with
2 industry standards and guidelines and approved by the State
3 Department of Education. The person seeking to have credit granted
4 for out-of-country teaching experience shall be responsible for all
5 costs of the analysis by a credential evaluation service. The Board
6 shall accept teaching experience from primary and secondary schools
7 that are operated by the United States Department of Defense or are
8 affiliated with the United States Department of State.

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

16 E. The State Board of Education shall recognize, for purposes
17 of certification and salary increments, all the years of experience
18 of a:

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

21 2. Vocational rehabilitation counselor under the Department of
22 Human Services if the counselor was employed as a certified teacher
23 by the State Department of Education when the Division of Vocational
24 Rehabilitation was transferred from the State Board of Career and

1 Technology Education or the State Board of Education to the Oklahoma
2 Public Welfare Commission on July 1, 1968;

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

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

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

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

20 G. If a person employed as certified personnel, as defined in
21 Section 26-103 of this title, by a school district during the 2017-
22 2018 school year was receiving a salary above the step level
23 indicated by the State Minimum Salary Schedule for the 2017-2018
24 school year, the person shall receive a salary increase amount equal

1 to the amount indicated in subsection A of this section for the step
2 level indicated for the person, provided they remain employed by the
3 same district, unless the hours or the duties of the certified
4 personnel are reduced proportionately.

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

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7 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS AND BUDGET, dated
8 02/26/2020 - DO PASS, As Amended and Coauthored.
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