

STATE OF OKLAHOMA

1st Session of the 58th Legislature (2022)

SUBCOMMITTEE RECOMMENDATION  
FOR

HOUSE BILL NO. 3072

By: Hasenbeck and McBride

SUBCOMMITTEE RECOMMENDATION

An Act relating to teachers; amending 70 O.S. 2021, Section 6-204.2, which relates to National Board certification; updating Commission name; providing annual bonus for teachers with National Board certification; increasing amount of bonus for certain teachers; removing reference to additional salary increment; amending 70 O.S. 2021, Section 18-114.14, which relates to the Minimum Salary Schedule; deleting salary increment for certain teachers with National Board certification; providing an effective date; and declaring an emergency.

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

SECTION 1. AMENDATORY 70 O.S. 2021, Section 6-204.2, is amended to read as follows:

Section 6-204.2 A. The ~~Oklahoma~~ Commission for ~~Teacher Preparation~~ Educational Quality and Accountability and the State Board of Education are authorized to establish the Education Leadership Oklahoma program.

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

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

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

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

11 4. Provide recognition to National-Board-certified teachers.

12 C. To fulfill the objectives of the Education Leadership  
13 Oklahoma Act, the ~~Oklahoma~~ Commission for ~~Teacher Preparation~~  
14 Educational Quality and Accountability shall:

15 1. Inform teachers of the Education Leadership Oklahoma program  
16 and services it provides to teachers seeking National Board  
17 certification, emphasizing recruiting efforts toward teachers at  
18 high-poverty schools, schools identified as in need of improvement  
19 and in counties with the lowest percentage of teachers who have  
20 achieved National Board certification; and

21 2. Ensure that all teachers seeking National Board  
22 certification receive adequate information regarding the level of  
23 commitment required to acquire National Board certification.

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

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

1 F. It is the intent of the Legislature that the ~~Oklahoma~~  
2 Commission for ~~Teacher Preparation~~ Educational Quality and  
3 Accountability contract with Southeastern Oklahoma State University  
4 to establish Education Leadership Oklahoma program training in  
5 higher education teacher preparation programs in the state to assist  
6 teachers in meeting the requirements to obtain National Board  
7 certification.

8 G. All teachers seeking National Board certification shall be  
9 eligible to participate in Education Leadership Oklahoma program  
10 training to assist them in meeting the requirements of the National  
11 Board certification process, free of charge.

12 H. Subject to district board of education policy or collective  
13 bargaining agreement, additional professional leave days may be  
14 granted to teachers seeking National Board certification for  
15 National Board certification portfolio development. During the two  
16 (2) days of the additional professional days granted to teachers for  
17 National Board certification portfolio development, a substitute  
18 teacher shall be provided by the school district at no cost to the  
19 teacher.

20 I. 1. The State Board of Education shall provide to teachers  
21 who attained National Board certification prior to June 30, 2013, a  
22 bonus in the amount of Five Thousand Dollars (\$5,000.00) annually  
23 over a ten-year period, to be paid no later than January 31 each  
24 year. ~~The~~ Beginning July 1, 2022, the Board shall provide a bonus

1 in the amount of Five Thousand Dollars (\$5,000.00) annually over a  
2 five-year period, to be paid not later than January 31 each year, to  
3 any teacher who:

4 a. attains National Board certification ~~after June 30,~~  
5 ~~2013, if the teacher was selected for the Education~~  
6 ~~Leadership Oklahoma program before June 30, 2013, or~~  
7 ~~the teacher has submitted an application for National~~  
8 ~~Board certification to the National Board for~~  
9 ~~Professional Teaching Standards before June 30, 2013~~  
10 after July 1, 2022,

11 b. attained National Board certification before July 1,  
12 2022, and was receiving a bonus in the amount of Five  
13 Thousand Dollars (\$5,000.00) annually, for the  
14 remaining time of the ten-year period, or

15 c. attained National Board certification before July 1,  
16 2022, and was receiving an additional salary increment  
17 pursuant to the Minimum Salary Schedule in Section 18-  
18 114.14 of this title, for the remaining time of the  
19 ten-year period.

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~~ five-year duration of their National  
23 Board certification or for the remaining duration of their National  
24 Board certification if they attained National Board certification

1 before July 1, 2022, and have less than ten (10) years remaining in  
2 their certification and so long as they are teaching in the  
3 classroom full-time in an Oklahoma public school. No school or  
4 school district shall be liable for payment of bonuses pursuant to  
5 this section.

6 3. The bonus shall not be included in the calculation of the  
7 teacher's salary for purposes of meeting the district or statutory  
8 ~~minimum salary schedule~~ Minimum Salary Schedule or for purposes of  
9 compensating Oklahoma Teachers' Retirement System contributions or  
10 benefits.

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

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

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

- 23 a. the National Board certification has not lapsed,
- 24 b. the teacher is still a full-time teacher, and

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

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

SECTION 2. AMENDATORY 70 O.S. 2021, Section 18-114.14, is amended to read as follows:

Section 18-114.14 A. Beginning with the ~~2018-2019~~ 2022-2023 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

<del>National</del>				
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
3	\$37,904	<del>\$39,062</del>	\$39,294	\$40,684
4	\$38,338	<del>\$39,496</del>	\$39,728	\$41,118
5	\$38,810	<del>\$39,968</del>	\$40,200	\$41,590

1	6	\$39,273	<del>\$40,432</del>	\$40,663	\$42,054
2	7	\$39,737	<del>\$40,895</del>	\$41,127	\$42,517
3	8	\$40,200	<del>\$41,358</del>	\$41,590	\$42,980
4	9	\$40,663	<del>\$41,822</del>	\$42,054	\$43,444
5	10	\$41,684	<del>\$42,844</del>	\$43,568	\$45,945
6	11	\$42,177	<del>\$43,336</del>	\$44,061	\$46,438
7	12	\$42,670	<del>\$43,829</del>	\$44,554	\$46,931
8	13	\$43,162	<del>\$44,322</del>	\$45,047	\$47,424
9	14	\$43,655	<del>\$44,815</del>	\$45,539	\$47,916
10	15	\$44,167	<del>\$45,327</del>	\$46,052	\$48,430
11	16	\$44,660	<del>\$45,820</del>	\$46,545	\$48,923
12	17	\$45,153	<del>\$46,313</del>	\$47,038	\$49,416
13	18	\$45,646	<del>\$46,806</del>	\$47,531	\$49,909
14	19	\$46,139	<del>\$47,299</del>	\$48,024	\$50,402
15	20	\$46,652	<del>\$47,813</del>	\$48,538	\$50,917
16	21	\$47,145	<del>\$48,306</del>	\$49,031	\$51,410
17	22	\$47,639	<del>\$48,799</del>	\$49,524	\$51,903
18	23	\$48,132	<del>\$49,292</del>	\$50,018	\$52,397
19	24	\$48,625	<del>\$49,785</del>	\$50,511	\$52,890
20	25	\$50,049	<del>\$51,232</del>	\$51,971	\$54,395
21	<del>Master's Degree +</del>				
22	<del>Years of</del>	<del>National Board</del>			
23	<del>Experience</del>	<del>Certification</del>			
24	0	\$39,149			



1	<del>1</del>	<del>\$39,583</del>
2	<del>2</del>	<del>\$40,018</del>
3	<del>3</del>	<del>\$40,452</del>
4	<del>4</del>	<del>\$40,886</del>
5	<del>5</del>	<del>\$41,358</del>
6	<del>6</del>	<del>\$41,822</del>
7	<del>7</del>	<del>\$42,285</del>
8	<del>8</del>	<del>\$42,749</del>
9	<del>9</del>	<del>\$43,212</del>
10	<del>10</del>	<del>\$44,728</del>
11	<del>11</del>	<del>\$45,221</del>
12	<del>12</del>	<del>\$45,713</del>
13	<del>13</del>	<del>\$46,206</del>
14	<del>14</del>	<del>\$46,699</del>
15	<del>15</del>	<del>\$47,212</del>
16	<del>16</del>	<del>\$47,705</del>
17	<del>17</del>	<del>\$48,198</del>
18	<del>18</del>	<del>\$48,691</del>
19	<del>19</del>	<del>\$49,184</del>
20	<del>20</del>	<del>\$49,698</del>
21	<del>21</del>	<del>\$50,192</del>
22	<del>22</del>	<del>\$50,685</del>
23	<del>23</del>	<del>\$51,178</del>
24	<del>24</del>	<del>\$51,671</del>

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~~ 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~~ 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 that are accredited by the state board of education or appropriate state accrediting agency for the districts. The Board shall accept

1 teaching experience from out-of-country schools that are accredited  
2 or otherwise endorsed by the appropriate national or regional  
3 accrediting or endorsement authority. Out-of-country certification  
4 documentation in a language other than English shall be analyzed by  
5 an educational credential evaluation service in accordance with  
6 industry standards and guidelines and approved by the State  
7 Department of Education. The person seeking to have credit granted  
8 for out-of-country teaching experience shall be responsible for all  
9 costs of the analysis by a credential evaluation service. The Board  
10 shall accept teaching experience from primary and secondary schools  
11 that are operated by the United States Department of Defense or are  
12 affiliated with the United States Department of State.

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

20 E. The State Board of Education shall recognize, for purposes  
21 of certification and salary increments, all the years of experience  
22 of a:

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

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

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

11       4. Certified teacher which were completed while employed by the  
12 Child Study Center located at University Hospital, if the teacher  
13 was certified as a teacher in Oklahoma; and

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

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

1 G. If a person employed as certified personnel, as defined in  
2 Section 26-103 of this title, by a school district during the 2017-  
3 2018 school year was receiving a salary above the step level  
4 indicated by the ~~State~~ state Minimum Salary Schedule for the 2017-  
5 2018 school year, the person shall receive a salary increase amount  
6 equal to the amount indicated in subsection A for the step level  
7 indicated for the person, provided they remain employed by the same  
8 district, unless the hours or the duties of the certified personnel  
9 are reduced proportionately.

10 SECTION 3. This act shall become effective July 1, 2022.

11 SECTION 4. It being immediately necessary for the preservation  
12 of the public peace, health or safety, an emergency is hereby  
13 declared to exist, by reason whereof this act shall take effect and  
14 be in full force from and after its passage and approval.

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