

1 STATE OF OKLAHOMA

2 1st Session of the 59th Legislature (2023)

3 HOUSE BILL 2840

By: Caldwell (Trey)

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5
6 AS INTRODUCED

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

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

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

21 Section 6-204.2 A. The ~~Oklahoma~~ Commission for ~~Teacher~~
22 ~~Preparation~~ Educational Quality and Accountability and the State
23 Board of Education are authorized to establish the Education
24 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 a 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) per applicant.
7 In addition the Commission shall also provide to the selected
8 applicants a scholarship in the amount of Five Hundred Dollars
9 (\$500.00) to cover other expenses associated with obtaining National
10 Board 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) per applicant.

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, 2023, 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 July 1, 2023,

11 b. attained National Board certification before July 1,
12 2023, 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 2023, 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, 2023, 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~~ 2023-2024 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

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

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

1 25 ~~\$53,153~~

2 B. 1. When determining the Minimum Salary Schedule, "fringe
3 benefits" shall mean all or part of retirement benefits, excluding
4 the contributions made pursuant to subsection A of Section 17-108.1
5 of this title and the flexible benefit allowance pursuant to Section
6 26-105 of this title from the flexible benefit allowance funds
7 disbursed by the State Board of Education and the State Board of
8 Career and Technology Education pursuant to Section 26-104 of this
9 title.

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

20 C. Any of the degrees referred to in this section shall be from
21 a college recognized by the State Board of Education. The Board
22 shall accept teaching experience from out-of-state school districts
23 that are accredited by the state board of education or appropriate
24 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 of this section for
7 the step level indicated for the person, provided they remain
8 employed by the same district, unless the hours or the duties of the
9 certified personnel are reduced proportionately.

10 SECTION 3. This act shall become effective July 1, 2023.

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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