

COMMITTEE AMENDMENT
HOUSE OF REPRESENTATIVES
State of Oklahoma

SPEAKER:

CHAIR:

I move to amend HB3707 _____
Of the printed Bill
Page _____ Section _____ Lines _____
Of the Engrossed Bill

By deleting the content of the entire measure, and by inserting in lieu thereof the following language:

AMEND TITLE TO CONFORM TO AMENDMENTS

Amendment submitted by: Chad Caldwell _____

Adopted: _____

Reading Clerk

1 STATE OF OKLAHOMA

2 2nd Session of the 60th Legislature (2026)

3 PROPOSED SUBCOMMITTEE
4 SUBSTITUTE
5 FOR
6 HOUSE BILL NO. 3707

By: Caldwell (Chad)

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10 PROPOSED SUBCOMMITTEE SUBSTITUTE

11 An Act relating to teachers; providing legislative
12 intent; defining terms; creating the Growth-Based
13 Teacher Compensation Program; providing the pilot
14 program operate for four consecutive school years;
15 establishing eligibility requirements for the pilot
16 program; directing the Commission for Educational
17 Quality and Accountability to establish criteria for
18 being selected for the pilot program; authorizing the
19 Office of Educational Quality and Accountability to
20 place recognized teachers in tiers based on statewide
21 student growth; providing annual performance bonus
22 amounts for assigned tiers; requiring assignment to a
23 tier be based on measurable student academic growth;
24 authorizing the Office to pay performance bonuses;
classifying performance bonuses as supplemental
compensation; prohibiting performance bonuses from
being included in teacher salary calculations or
retirement purposes; excluding participating schools
from being liable for performance bonus payments;
authorizing schoolwide bonus for eligible early-grade
teachers; providing purpose for early-grade bonuses;
directing the Office to contract with an independent
evaluator to conduct an evaluation of the program;
requiring the Office to submit an annual report;
authorizing the Commission to promulgate rules to
implement program; making an appropriation; providing

1 for noncodification; providing for codification; and
2 declaring an emergency.

3
4 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

5 SECTION 1. NEW LAW A new section of law not to be
6 codified in the Oklahoma Statutes reads as follows:

7 A. The Legislature hereby finds:

8 1. Academic growth is a critical indicator of instructional
9 effectiveness;

10 2. Oklahoma's teacher compensation system does not fully align
11 pay with demonstrable growth in student learning;

12 3. Research indicates that performance-based compensation tied
13 to academic growth can improve student achievement and teacher
14 retention when implemented with fidelity; and

15 4. Targeted pilot programs allow the State to rigorously
16 evaluate effectiveness.

17 B. The purpose of this act shall be to establish a pilot
18 program that provides growth-based compensation for teachers in
19 grades fourth through eighth and extends schoolwide incentives to
20 early-grade teachers to encourage vertical alignment of instruction.

21 SECTION 2. NEW LAW A new section of law to be codified
22 in the Oklahoma Statutes as Section 6-213 of Title 70, unless there
23 is created a duplication in numbering, reads as follows:

24 A. As used in this section:

1 1. "Eligible teacher" means a full-time certified teacher
2 teaching grades fourth through eighth in English language arts and
3 mathematics at a participating school;

4 2. "Student academic growth" means annual student progress as
5 measured by the Oklahoma State Testing Program;

6 3. "Recognized teacher" means an eligible teacher whose
7 students demonstrate student academic growth at or above an
8 established growth threshold;

9 4. "Participating school" means a public or charter elementary
10 or middle school serving grades fourth through eighth; and

11 5. "Early-grade teachers" means a full-time certified teacher
12 teaching pre-kindergarten through second grade at a participating
13 school.

14 B. There is hereby established a Growth-Based Teacher
15 Compensation Program to be administered by the Office of Educational
16 Quality and Accountability. Beginning with the 2026-2027 school
17 year, the pilot program shall operate for a minimum of four (4)
18 consecutive school years.

19 C. To be eligible to earn individual growth-based compensation
20 under this section, teachers shall be full-time certified teachers
21 teaching grades fourth through eighth in English language arts and
22 mathematics at a participating school. The pilot program shall
23 consist of two thousand eight hundred thirty-one recognized teachers
24 representing approximately one-fifth of all teachers serving grades

1 fourth through eighth in Oklahoma. The Commission for Educational
2 Quality and Accountability shall establish criteria for the
3 selection of recognized teachers for the pilot program.

4 D. 1. The Office of Educational Quality and Accountability
5 shall place recognized teachers participating in the pilot program
6 into one of three tiers based on statewide student growth
7 percentiles from the Oklahoma State Testing Program and the
8 recognized teachers shall receive the annual performance bonus
9 associated with the tier:

- 10 a. Tier 1 (67th-79th percentile) - Above-Average Growth:
11 Five Thousand Dollars (\$5,000.00) performance bonus,
- 12 b. Tier 2 (80th-94th percentile) - High Growth: Fifteen
13 Thousand Dollars (\$15,000.00) performance bonus, and
- 14 c. Tier 3 (95th percentile and above) - Exceptional
15 Growth: Twenty-five Thousand Dollars (\$25,000.00)
16 performance bonus.

17 2. The assignment to a tier shall be based solely on measurable
18 student academic growth, calculated using a rolling two-year period
19 of statewide assessment data. Provided that, during the first year
20 of the pilot program, tier assignment shall be calculated using a
21 single year of available growth data.

22 3. Performance bonuses shall be paid by the Office of
23 Educational Quality and Accountability as supplemental compensation.
24 The performance bonus shall not be included in the calculation of

1 the teacher's salary for purposes of meeting the district or
2 statutory minimum salary schedule or for purposes of compensating
3 Oklahoma Teachers' Retirement System contributions or benefits. No
4 participating school shall be liable for payment of bonuses pursuant
5 to this section.

6 E. For each recognized teacher at a participating school, the
7 Office of Educational Quality and Accountability shall distribute a
8 schoolwide bonus of Five Thousand Dollars (\$5,000.00) to be
9 distributed equally among eligible early-grade teachers at that
10 school. The purpose of this distribution shall be to incentivize
11 vertical instructional alignment and early literacy and numeracy
12 development.

13 F. 1. The Office of Educational Quality and Accountability
14 shall contract with an independent evaluator to conduct a rigorous
15 evaluation of both:

- 16 a. program implementation fidelity, and
- 17 b. program effects on student achievement and teacher
18 workforce outcomes.

19 2. The evaluation shall include:

- 20 a. comparison groups,
- 21 b. longitudinal student growth analysis, and
- 22 c. workforce outcomes including retention and
23 recruitment.

24

1 G. 1. Beginning January 1, 2028, the Office shall annually
2 submit a report to:

- 3 a. the Governor,
- 4 b. the President Pro Tempore of the State Senate, and
- 5 c. the Speaker of the Oklahoma House of Representatives.

6 2. The report shall include:

- 7 a. number of recognized teachers and participating
8 schools,
- 9 b. growth distribution results,
- 10 c. compensation payments,
- 11 d. early-grade bonus distributions, and
- 12 e. findings from the independent evaluation.

13 H. The Commission for Educational Quality and Accountability
14 shall promulgate rules to implement the Growth-Based Teacher
15 Compensation Program in accordance with this section.

16 SECTION 3. There is hereby appropriated to the Office of
17 Educational Quality and Accountability from any monies not otherwise
18 appropriated from the Oklahoma Education Lottery Trust Fund of the
19 State Treasury for the fiscal year ending June 30, 2027, the sum of
20 Twenty-five Million Dollars (\$25,000,000.00) or so much thereof as
21 may be necessary to perform the duties imposed upon the Office of
22 Educational Quality and Accountability by law for the Growth-Based
23 Teacher Compensation Program.

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

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6 60-2-16075 AQH 02/11/26

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