

**COMMITTEE AMENDMENT**  
HOUSE OF REPRESENTATIVES  
State of Oklahoma

SPEAKER:

CHAIR:

I move to amend HB4268 \_\_\_\_\_  
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: Ronny Johns \_\_\_\_\_

Adopted: \_\_\_\_\_

\_\_\_\_\_  
Reading Clerk

1 STATE OF OKLAHOMA

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

3 PROPOSED COMMITTEE  
4 SUBSTITUTE  
5 FOR  
6 HOUSE BILL NO. 4268

By: Johns

7  
8 PROPOSED COMMITTEE SUBSTITUTE

9 An Act relating to education; creating the Teacher  
10 Effectiveness and Excellence Act; defining terms;  
11 establishing the Growth-based Teacher Compensation  
12 Program; directing the State Board of Education to  
13 administer pilot program beginning with the 2026-2027  
14 school year; providing eligibility requirements;  
15 directing the State Board of Education to establish  
16 criteria for selecting recognized teachers for the  
17 pilot program; providing requirements for annual  
18 performance-based compensation under the program;  
19 authorizing the State Board of Education to  
20 promulgate rules to implement the program; defining  
21 terms; establishing the National Board Certification  
22 Bonus Program; providing for five-year annual bonus  
23 for eligible teachers who hold National Board  
24 Certification; providing eligibility requirements;  
authorizing the State Board of Education to  
promulgate rules to implement the program; directing  
the Office of Educational Quality and Accountability  
to contract with an independent evaluator to conduct  
an evaluation of the program; requiring the  
Department to submit an annual report; making an  
appropriation; providing for noncodification;  
providing for codification; providing an effective  
date; and declaring an emergency.

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

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

4 This act shall be known and may be cited as the "Teacher  
5 Effectiveness and Excellence Act".

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

9 A. As used in this section:

10 1. "Eligible teacher" means a full-time certified teacher in  
11 grades fourth through eighth teaching English language arts and  
12 mathematics;

13 2. "Participating school" means a public or charter elementary  
14 or middle school serving students in grades fourth through eighth;

15 3. "Recognized teacher" means an eligible teacher whose  
16 students demonstrate student growth at or above an established  
17 growth threshold; and

18 4. "Student academic growth" means annual student progress as  
19 measured by the Oklahoma State Testing Program.

20 B. There is hereby established the Growth-based Teacher  
21 Compensation Program to be administered by the State Board of  
22 Education. Beginning with the 2026-2027 school year, the pilot  
23 program shall operate for a minimum of three (3) consecutive school  
24 years.

1 C. To be eligible to participate in the program, teachers shall  
2 be a full-time certified teacher in grades fourth through eighth  
3 teaching English language arts and mathematics at a participating  
4 school. The pilot program shall consist of one thousand five  
5 hundred (1,500) teachers representing approximately fifteen percent  
6 (15%) of the highest performing teachers serving grades fourth  
7 through eighth in eligible schools in Oklahoma. The State Board of  
8 Education shall establish criteria for the selection of recognized  
9 teachers to participate in the pilot program.

10 D. Recognized teachers participating in the pilot program shall  
11 receive annual performance-based compensation under the program as  
12 follows:

13 1. Compensation shall be based solely on measurable student  
14 academic growth. Such growth shall be calculated using a value-  
15 added model based on a rolling two-year period of statewide  
16 assessment data; provided, however, during the first year of program  
17 implementation, compensation shall be calculated using the previous  
18 and current year of academic growth data;

19 2. The State Department of Education shall place participating  
20 recognized teachers into three performance tiers based on their  
21 statewide student growth percentiles as determined by student growth  
22 on Oklahoma State Testing Program assessment data;

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1       3. The percentile distribution shall be adjusted as necessary  
2 to ensure that total annual expenditures do not exceed  
3 appropriations;

4       4. Participating recognized teachers shall be identified using  
5 equivalent performance tiers which may include Tier 1 (95th  
6 percentile and above), Tier 2 (90th through 94th percentiles), and  
7 Tier 3 (85th through 89th percentiles); and

8       5. Awards shall be paid by the State Department of Education as  
9 supplemental compensation. The performance-based compensation shall  
10 not be included in the calculation of the teacher's salary for  
11 purposes of meeting the district or statutory minimum salary  
12 schedule or for purposes of compensating Oklahoma Teachers'  
13 Retirement System contributions or benefits. No participating  
14 school shall be liable for payment of the performance-based  
15 compensation pursuant to this section.

16       E. The State Board of Education shall promulgate rules to  
17 implement the Growth-based Teacher Compensation Program in  
18 accordance with this section.

19       SECTION 3.       NEW LAW       A new section of law to be codified  
20 in the Oklahoma Statutes as Section 6-214 of Title 70, unless there  
21 is created a duplication in numbering, reads as follows:

22       A. As used in this section:  
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1 1. "Eligible teacher" means any certified teacher in any  
2 subject area or grade level who is employed by a public school  
3 district in this state; and

4 2. "National Board Certification" means certification granted  
5 by the National Board for Professional Teaching Standards to a  
6 teacher who has successfully completed all requirements for initial  
7 certification or renewal, as applicable.

8 B. There is hereby established a National Board Certification  
9 Bonus Program for eligible teachers who hold or attain National  
10 Board Certification.

11 C. An eligible teacher who attains, or has attained and  
12 continues to hold, National Board Certification on or after the  
13 effective date of this act shall receive an annual bonus of Five  
14 Thousand Dollars (\$5,000.00) from the State Board of Education for a  
15 five-year period subject to his or her continued employment with a  
16 public school district in this state and maintenance of National  
17 Board Certification.

18 D. To begin receiving bonus payments, an eligible teacher shall  
19 submit proof of his or her National Board Certification to the State  
20 Department of Education to receive his or her first annual bonus  
21 payment which shall be paid no later than January 31 each year.  
22 Bonuses shall be paid by the State Department of Education as  
23 supplemental compensation. The bonus shall not be included in the  
24 calculation of the teacher's salary for purposes of meeting the

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

5 E. The State Board of Education shall promulgate rules to  
6 implement the National Board Certification Bonus Program in  
7 accordance with this section.

8 SECTION 4. NEW LAW A new section of law to be codified  
9 in the Oklahoma Statutes as Section 6-215 of Title 70, unless there  
10 is created a duplication in numbering, reads as follows:

11 A. 1. The Office of Educational Quality and Accountability  
12 shall contract with an independent evaluator to conduct a rigorous  
13 evaluation and report of both:

- 14 a. Growth-based Teacher Compensation Program  
15 implementation fidelity, and
- 16 b. Growth-based Teacher Compensation Program and the  
17 National Board Certification bonus effects on student  
18 achievement and teacher workforce outcomes.

19 2. The evaluation created by an independent evaluator shall  
20 include:

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

1 d. the number of teachers who have received a bonus for  
2 obtaining National Board Certification as provided for  
3 in Section 3 of this act.

4 B. 1. Beginning January 1, 2028, the State Department of  
5 Education shall submit the results of the evaluation and report to:

- 6 a. the Governor,
- 7 b. the President Pro Tempore of the Oklahoma State  
8 Senate, and
- 9 c. the Speaker of the Oklahoma House of Representatives.

10 2. The evaluation shall include:

- 11 a. number of participating teachers and schools,
- 12 b. growth distribution results,
- 13 c. compensation payments,
- 14 d. early-grade bonus distributions, and
- 15 e. findings from the independent evaluation.

16 SECTION 5. There is hereby appropriated to the State Department  
17 of Education from any monies not otherwise appropriated from the  
18 Oklahoma Education Lottery Trust Fund of the State Treasury for the  
19 fiscal year ending June 30, 2027, the sum of Eighteen Million  
20 Dollars (\$18,000,000.00) or so much thereof as may be necessary to  
21 perform the duties imposed upon the State Department of Education by  
22 law for the Growth-based Teacher Compensation Program and the  
23 National Board Certification Bonus Program. Of the Eighteen Million  
24 Dollars (\$18,000,000.00), Fifteen Million Dollars (\$15,000,000.00)

1 shall be allocated for the Growth-based Teacher Compensation Program  
2 and Three Million Dollars (\$3,000,000.00) shall be allocated for the  
3 National Board Certification Bonus Program.

4 SECTION 6. This act shall become effective July 1, 2026.

5 SECTION 7. It being immediately necessary for the preservation  
6 of the public peace, health or safety, an emergency is hereby  
7 declared to exist, by reason whereof this act shall take effect and  
8 be in full force from and after its passage and approval.

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