

**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**

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

Amendment submitted by: Ronny Johns

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

1 STATE OF OKLAHOMA

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

3 PROPOSED SUBCOMMITTEE  
SUBSTITUTE  
4 FOR  
HOUSE BILL 4268

5 By: Johns

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7 PROPOSED SUBCOMMITTEE SUBSTITUTE

8 An Act relating to education; creating the Teacher  
9 Effectiveness and Excellence Act; defining terms;  
10 establishing the Growth-Based Teacher Compensation  
11 Program; directing the State Department of Education  
12 to administer pilot program beginning with the 2026-  
13 2027 school year; providing eligibility requirements;  
14 directing the State Board of Education to establish  
15 criteria for selecting recognized teachers for the  
16 pilot program; providing requirements for received  
17 annual performance-based compensation under the  
18 program; authorizing the State Board of Education to  
19 promulgate rules to implement the program; defining  
20 terms; establishing the National Board Certification  
Bonus Program; providing for one-time bonus for  
eligible teachers who earn National Board  
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 State  
Department to submit an annual report; making an  
appropriation; providing for noncodification;  
providing for codification; providing an effective  
date; and declaring an emergency.

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

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

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

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

8 A. As used in this section:

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

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

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

17 4. "Participating school" means a public or charter elementary  
18 or middle school serving students in grades fourth through eighth.

19 B. There is hereby established the Growth-Based Teacher  
20 Compensation Program to be administrated by the State Department of  
21 Education. Beginning with the 2026-2027 school year, the pilot  
22 program shall operate for a minimum of three (3) consecutive school  
23 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 teachers to  
9 participate in the pilot program.

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

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

18       2. The State Department of Education shall place participating  
19 recognized teachers into three (3) performance tiers based on their  
20 statewide student growth percentiles as determined by student growth  
21 on the Oklahoma State Testing Program assessment data;

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

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

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

13       F. The State Board of Education shall promulgate rules to  
14 implement the Growth-Based Teach Compensation Program in accordance  
15 with this section.

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

19       A. As used in this section:

20       1. "Eligible teacher" means any certified teacher in any  
21 subject area or grade level who has obtained National Board  
22 Certification during the academic year; and

23       2. "National Board Certification" means certification granted  
24 by the National Board for Professional Teaching Standards to a

1 teacher who has successfully completed all requirements for initial  
2 certification or renewal, as applicable.

3       B. There is hereby established a National Board Certification  
4 Bonus Program for eligible teachers employed by a public school  
5 district in this state.

6       C. An eligible teacher who earns National Board Certification  
7 shall receive a one-time bonus of Five Thousand Dollars (\$5,000.00)  
8 from the State Department of Education.

9       D. To be eligible for the bonus, a teacher shall have  
10 successfully obtained National Board Certification during the  
11 applicable school year with certification awarded on or before May 1  
12 to receive a one-time bonus payment.

13       E. Bonuses shall be paid by the State Department of Education  
14 as supplemental compensation. The bonus shall not be included in  
15 the calculation of the teacher's salary for purposes of meeting the  
16 district or statutory minimum salary schedule or for purposes of  
17 compensating Oklahoma Teachers' Retirement System contributions or  
18 benefits. No participating school shall be liable for payment of  
19 bonuses pursuant to this section.

20       F. The State Board of Education shall promulgate rules to  
21 implement the National Board Certification Bonus Program in  
22 accordance with this section.

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1 SECTION 4. NEW LAW A new section of law to be codified

2 in the Oklahoma Statutes as Section 6-215 of Title 70, unless there  
3 is created a duplication in numbering, reads as follows:

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

7 a. Growth-based Teacher Compensation Program implementation  
8 fidelity, and  
9 b. Growth-based Teacher Compensation Program and the  
10 National Board Certification bonus effects on student  
11 achievement and teacher workforce outcomes.

12 2. The evaluation created by an independent evaluator shall  
13 include:

14 a. Comparison groups,  
15 b. Longitudinal student growth analysis,  
16 c. Workforce outcomes including retention and recruitment,  
17 and  
18 d. The number of teachers who have received a bonus for  
19 obtaining National Board Certification as provided for in  
20 Section 2 of this act.

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

23 a. The Governor,  
24 b. The President Pro Tempore of the Senate, and

- c. The Speaker of the House of Representatives.
- 2. The evaluation shall include:
  - a. Number of participating teachers and schools;
  - b. Growth distribution results;
  - c. Compensation payments;
  - d. Early-grade bonus distributions; and
  - e. Findings from the independent evaluation.

SECTION 5. There is hereby appropriated to the State Department of Education from any monies not otherwise appropriated from the Oklahoma Education Lottery Trust Fund of the State Treasury for the fiscal year ending June 30, 2027, the sum of Eighteen Million Dollars (\$18,000,000.00) or so much thereof as may be necessary to perform the duties imposed upon the State Department of Education by law for the Growth-Based Teacher Compensation Program and the National Board Certification Bonus Program. Of the Eighteen Million Dollars (\$18,000,000.00) sum, Fifteen Million Dollars (\$15,000,000.00) shall be allocated for the Growth-Based Teacher Compensation Program and Three Million Dollars (\$3,000,000.00) shall be allocated for the National Board Certification Bonus Program.

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

1 SECTION 7. 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 60-2-16232      AQH      02/11/26  
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