

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

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

PROPOSED SUBCOMMITTEE
SUBSTITUTE
FOR
HOUSE BILL 4268

By: Johns

PROPOSED SUBCOMMITTEE SUBSTITUTE

An Act relating to education; creating the Teacher Effectiveness and Excellence Act; defining terms; establishing the Growth-Based Teacher Compensation Program; directing the State Department of Education to administer pilot program beginning with the 2026-2027 school year; providing eligibility requirements; directing the State Board of Education to establish criteria for selecting recognized teachers for the pilot program; providing requirements for received annual performance-based compensation under the program; authorizing the State Board of Education to promulgate rules to implement the program; defining 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.

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

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

1 c. The Speaker of the House of Representatives.

2 2. The evaluation shall include:

3 a. Number of participating teachers and schools;

4 b. Growth distribution results;

5 c. Compensation payments;

6 d. Early-grade bonus distributions; and

7 e. Findings from the independent evaluation.

8 SECTION 5. There is hereby appropriated to the State Department
9 of Education from any monies not otherwise appropriated from the
10 Oklahoma Education Lottery Trust Fund of the State Treasury for the
11 fiscal year ending June 30, 2027, the sum of Eighteen Million
12 Dollars (\$18,000,000.00) or so much thereof as may be necessary to
13 perform the duties imposed upon the State Department of Education by
14 law for the Growth-Based Teacher Compensation Program and the
15 National Board Certification Bonus Program. Of the Eighteen Million
16 Dollars (\$18,000,000.00) sum, Fifteen Million Dollars
17 (\$15,000,000.00) shall be allocated for the Growth-Based Teacher
18 Compensation Program and Three Million Dollars (\$3,000,000.00) shall
19 be allocated for the National Board Certification Bonus Program.

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