

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

SUBCOMMITTEE RECOMMENDATION

FOR

HOUSE BILL NO. 4268

By: Johns

SUBCOMMITTEE RECOMMENDATION

An Act relating to education; creating the Teacher Effectiveness and Excellence Act; defining terms; establishing the Growth-based Teacher Compensation Program; directing the State Board 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 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 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 Board 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.

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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;

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 Teach Compensation Program in accordance
18 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 has obtained National Board
3 Certification during the academic year; 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 employed by a public school
10 district in this state.

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

16 D. To be eligible for the bonus, a teacher shall have
17 successfully obtained National Board Certification during the
18 applicable school year with certification awarded on or before May 1
19 to begin receiving bonus payments.

20 E. Bonuses shall be paid by the State Department of Education
21 as supplemental compensation. The bonus shall not be included in
22 the calculation of the teacher's salary for purposes of meeting the
23 district or statutory minimum salary schedule or for purposes of
24 compensating Oklahoma Teachers' Retirement System contributions or

benefits. No participating school shall be liable for payment of bonuses pursuant to this section.

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

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

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

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

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

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

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

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

- a. the Governor,
- b. the President Pro Tempore of the Oklahoma State Senate, and
- c. the Speaker of the Oklahoma 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), 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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