

1 STATE OF OKLAHOMA

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

3 HOUSE BILL 4262

By: Johns

6 AS INTRODUCED

7 An Act relating to teachers; amending 70 O.S. 2021,  
8 Section 6-204.2, as amended by Section 1, Chapter  
9 374, O.S.L. 2025 (70 O.S. Supp. 2025, Section 6-  
10 204.2), which relates to the Education Leadership  
11 Oklahoma program; updating Commission name; providing  
12 for annual bonus for teachers with National Board  
13 certification; removing reference to additional  
14 salary increment; amending Section 1, Chapter 289,  
15 O.S.L. 2023, as last amended by Section 2, Chapter  
16 480, O.S.L. 2025 (70 O.S. Supp. 2025, Section 18-  
17 114.15), which relates to the minimum salary  
18 schedule; striking National Board certification  
19 salary increment; providing an effective date; and  
20 declaring an emergency.

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

22 SECTION 1. AMENDATORY 70 O.S. 2021, Section 6-204.2, as  
23 amended by Section 1, Chapter 374, O.S.L. 2025 (70 O.S. Supp. 2025,  
24 Section 6-204.2), is amended to read as follows:

25 Section 6-204.2. A. The Commission for Educational Quality and  
26 Accountability and the State Board of Education are authorized to  
27 establish the Education Leadership Oklahoma program.

1       B. The purposes of the Education Leadership Oklahoma program  
2 are to:

3           1. Provide teachers throughout the state information about  
4 National Board certification and the Education Leadership Oklahoma  
5 program services;

6           2. Provide technical assistance and National-Board-certified  
7 mentors to all teachers seeking National Board certification upon  
8 request;

9           3. Reward teachers who are seeking National Board certification  
10 by awarding them a portion of the National Board certification cost  
11 as provided in subsection D of this section; and

12           4. Provide recognition to National-Board-certified teachers.

13       C. To fulfill the objectives of the Education Leadership  
14 Oklahoma Act, the ~~Oklahoma~~ Commission for Teacher Preparation  
15 Educational Quality and Accountability shall:

16           1. Inform teachers of the Education Leadership Oklahoma program  
17 and services it provides to teachers seeking National Board  
18 certification, emphasizing recruiting efforts toward teachers at  
19 high-poverty schools, schools identified as in need of improvement  
20 and in districts with the lowest percentage of teachers who have  
21 achieved National Board certification; and

22           2. Ensure that all teachers seeking National Board  
23 certification receive adequate information regarding the level of  
24 commitment required to acquire National Board certification.

1       D. The Commission shall select not more than one hundred  
2 applicants to participate in the program each fiscal year for whom  
3 the Commission shall pay up to One Thousand Eight Hundred Dollars  
4 (\$1,800.00) per applicant of the National Board certification cost.

5       E. The Commission shall promulgate rules establishing a process  
6 for accepting applications for the Education Leadership Oklahoma  
7 program and for providing to applicants selected for the program up-  
8 front payment of the National Board certification cost. If a  
9 selected applicant who receives the up-front payment does not  
10 fulfill all submission requirements for National Board certification  
11 as established by the certification vendor within the maximum  
12 allowable time frame, the applicant will be required to repay the  
13 full amount of the component fees paid on his or her behalf, the  
14 applicant shall repay the Commission the full amount paid by the  
15 Commission pursuant to subsection D of this section. Subject to the  
16 availability of funding, all selected applicants who do not receive  
17 an up-front payment and successfully complete National Board  
18 certification shall be reimbursed by the Commission for the National  
19 Board certification cost. The total amount of reimbursement paid by  
20 the Commission shall not exceed One Thousand Eight Hundred Dollars  
21 (\$1,800.00) per applicant.

22       F. Subject to the availability of funding, all teachers seeking  
23 initial National Board certification either through the Education  
24 Leadership Oklahoma Scholarship program or paying their own way

1 shall be eligible to participate in Education Leadership Oklahoma  
2 mentoring for up to three (3) years to assist them in meeting the  
3 requirements of the National Board certification process, free of  
4 charge.

5 G. Subject to district board of education policy or collective  
6 bargaining agreement, additional professional leave days may be  
7 granted to teachers seeking National Board certification for  
8 National Board certification portfolio development. During the two  
9 (2) days of the additional professional days granted to teachers for  
10 National Board certification portfolio development, a substitute  
11 teacher shall be provided by the school district at no cost to the  
12 teacher.

13 H. 1. The State Board of Education shall provide to teachers  
14 who attained National Board certification prior to June 30, 2013, a  
15 bonus in the amount of Five Thousand Dollars (\$5,000.00) annually  
16 over a ten-year period, to be paid no later than January 31 each  
17 year. The Beginning July 1, 2026, the Board shall provide a bonus  
18 in the amount of Five Thousand Dollars (\$5,000.00) annually over a  
19 five-year period, to be paid no later than January 31 each year to  
20 any teacher who:

21 a. attains National Board certification after ~~June 30, 2013, if the teacher was selected for the Education~~  
22 ~~Leadership Oklahoma program before June 30, 2013, or the teacher has submitted an application for National~~

~~Board certification to the National Board for  
Professional Teaching Standards before June 30, 2013~~  
July 1, 2026,

b. attained National Board certification before July 1, 2026, and was receiving a bonus in the amount of Five Thousand Dollars (\$5,000.00) annually, for the remaining time of the ten-year period, or

c. attained National Board certification before July 1, 2026, and was receiving an additional salary increment pursuant to the minimum salary schedule in Section 18-114.15 of this title, for the remaining time of the ten-year period.

2. The teachers eligible to receive the annual bonus as

provided for in paragraph 1 of this subsection shall receive the

annual bonus for the ten-year five-year duration of their National

Board certification or for the remaining duration of their National

Board certification if the teachers attained National Board

certification before July 1, 2026, and has less than ten (10) years

remaining in their certification and so long as they are teaching.

the classroom full-time in an Oklahoma public school. No school or

school district shall be liable for payment of bonuses pursuant to

This section... The losses shall be funded by state dollars from the

Journal of General Internal Medicine, Vol. 27, No. 9, September 2012, pp 712–716. © 2012 by the American Geriatrics Society.

1       3. The bonus shall not be included in the calculation of the  
2 teacher's salary for purposes of meeting the district or statutory  
3 minimum salary schedule or for purposes of compensating Oklahoma  
4 Teachers' Retirement System contributions or benefits.

5       4. ~~Teachers eligible to receive the annual bonus as provided~~  
6 ~~for in paragraph 1 of this subsection shall not be eligible to~~  
7 ~~receive the additional salary increment for National Board~~  
8 ~~certification as set forth in the minimum salary schedule in Section~~  
9 ~~18-114.15 of this title.~~

10       5. ~~Teachers who attain National Board certification after June~~  
11 ~~30, 2013, shall be eligible to receive the additional salary~~  
12 ~~increments for National Board certification as set forth in the~~  
13 ~~minimum salary schedule in Section 18-114.15 of this title.~~

14       6. The State Board of Education shall promulgate rules for a  
15 process by which a National-Board-certified teacher will verify  
16 that:

- 17       a. the National Board certification has not lapsed,
- 18       b. the teacher is still a full-time teacher, and
- 19       c. for teachers eligible for the bonus, the teacher has  
20           not exceeded the limit of annual bonus payments as  
21           provided for in paragraph 1 of this subsection.

22       I. It is the intent of the Legislature that the Oklahoma State  
23 Regents for Higher Education incorporate the National Board  
24

1 certification portfolio development into all programs in education  
2 leading to a master's level degree.

3 SECTION 2. AMENDATORY Section 1, Chapter 289, O.S.L.

4 2023, as last amended by Section 2, Chapter 480, O.S.L. 2025 (70  
5 O.S. Supp. 2025, Section 18-114.15), is amended to read as follows:

6 Section 18-114.15. A. Beginning with the ~~2025-2026~~ 2026-2027  
7 school year, certified personnel, as defined in Section 26-103 of  
8 this title, in the public schools of this state shall receive in  
9 salary and/or fringe benefits not less than the amounts specified in  
10 the following schedule:

11 MINIMUM SALARY SCHEDULE

12 National

Years of Experience	Bachelor's Degree	Certification	Master's Degree	Doctor's Degree
0	\$39,601	<del>\$40,759</del>	\$40,991	\$42,381
1	\$40,035	<del>\$41,193</del>	\$41,425	\$42,815
2	\$40,469	<del>\$41,628</del>	\$41,859	\$43,249
3	\$40,904	<del>\$42,062</del>	\$42,294	\$43,684
4	\$41,338	<del>\$42,496</del>	\$42,728	\$44,118
5	\$42,810	<del>\$43,968</del>	\$44,200	\$45,590
6	\$43,273	<del>\$44,432</del>	\$44,663	\$46,054
7	\$43,737	<del>\$44,895</del>	\$45,127	\$46,517
8	\$44,200	<del>\$45,358</del>	\$45,590	\$46,980
9	\$44,663	<del>\$45,822</del>	\$46,054	\$47,444

1	10	\$46,684	<del>\$47,844</del>	\$48,568	\$50,945
2	11	\$47,177	<del>\$48,336</del>	\$49,061	\$51,438
3	12	\$47,670	<del>\$48,829</del>	\$49,554	\$51,931
4	13	\$48,162	<del>\$49,322</del>	\$50,047	\$52,424
5	14	\$48,655	<del>\$49,815</del>	\$50,539	\$52,916
6	15	\$50,167	<del>\$51,327</del>	\$52,052	\$54,430
7	16	\$50,660	<del>\$51,820</del>	\$52,545	\$54,923
8	17	\$51,153	<del>\$52,313</del>	\$53,038	\$55,416
9	18	\$51,646	<del>\$52,806</del>	\$53,531	\$55,909
10	19	\$52,139	<del>\$53,299</del>	\$54,024	\$56,402
11	20	\$52,652	<del>\$53,813</del>	\$54,538	\$56,917
12	21	\$53,145	<del>\$54,306</del>	\$55,031	\$57,410
13	22	\$53,639	<del>\$54,799</del>	\$55,524	\$57,903
14	23	\$54,132	<del>\$55,292</del>	\$56,018	\$58,397
15	24	\$54,625	<del>\$55,785</del>	\$56,511	\$58,890
16	25	\$56,049	<del>\$57,232</del>	\$57,971	\$60,395
17	26	\$56,542	<del>\$57,725</del>	\$58,464	\$60,888
18	27	\$57,035	<del>\$58,218</del>	\$58,957	\$61,381
19	28	\$57,528	<del>\$58,711</del>	\$59,450	\$61,874
20	29	\$58,021	<del>\$59,204</del>	\$59,943	\$62,367
21	30	\$58,541	<del>\$59,724</del>	\$60,463	\$62,887
22	31	\$59,001	<del>\$60,184</del>	\$60,923	\$63,347
23	32	\$59,494	<del>\$60,677</del>	\$61,416	\$63,840
24	33	\$59,987	<del>\$61,170</del>	\$61,909	\$64,333

1	34	\$60,480	<del>\$61,663</del>	\$62,402	\$64,826
2	35	\$60,973	<del>\$62,156</del>	\$62,895	\$65,319
3	<del>Master's Degree +</del>				
4	Years of Experience	National Board Certification			
5	0	\$42,149			
6	1	\$42,583			
7	2	\$43,018			
8	3	\$43,452			
9	4	\$43,886			
10	5	\$45,358			
11	6	\$45,822			
12	7	\$46,285			
13	8	\$46,749			
14	9	\$47,212			
15	10	\$49,728			
16	11	\$50,221			
17	12	\$50,713			
18	13	\$51,206			
19	14	\$51,699			
20	15	\$53,212			
21	16	\$53,705			
22	17	\$54,198			
23	18	\$54,691			
24					

1	19	<del>\$55,184</del>
2	20	<del>\$55,698</del>
3	21	<del>\$56,192</del>
4	22	<del>\$56,685</del>
5	23	<del>\$57,178</del>
6	24	<del>\$57,671</del>
7	25	<del>\$59,153</del>
8	26	<del>\$59,646</del>
9	27	<del>\$60,139</del>
10	28	<del>\$60,632</del>
11	29	<del>\$61,125</del>
12	30	<del>\$61,645</del>
13	31	<del>\$62,105</del>
14	32	<del>\$62,598</del>
15	33	<del>\$63,091</del>
16	34	<del>\$63,584</del>
17	35	<del>\$64,077</del>

18       B. 1. When determining the minimum salary schedule, "fringe  
19 benefits" shall mean all or part of retirement benefits, excluding  
20 the contributions made pursuant to subsection A of Section 17-108.1  
21 of this title and the flexible benefit allowance pursuant to Section  
22 26-105 of this title from the flexible benefit allowance funds  
23 disbursed by the State Board of Education and the State Board of

24

1      Career and Technology Education pursuant to Section 26-104 of this  
2      title.

3            2. If a school district intends to provide retirement benefits  
4      to a teacher such that the teacher's salary would be less than the  
5      amounts set forth in the minimum salary schedule specified in  
6      subsection A of this section, the district shall be required to  
7      provide written notification to the teacher prior to his or her  
8      employment or, if already employed by the district, no later than  
9      thirty (30) days prior to the date the district elects to provide  
10     retirement benefits such that the teacher's salary would be less  
11     than the minimum salary schedule.

12            C. Any of the degrees referred to in this section shall be from  
13      a college recognized by the State Board of Education. The Board  
14      shall accept teaching experience from out-of-state school districts  
15      that are accredited by the State Board of Education or appropriate  
16      state accrediting agency for the districts. The Board shall accept  
17      teaching experience from out-of-country schools that are accredited  
18      or otherwise endorsed by the appropriate national or regional  
19      accrediting or endorsement authority. Out-of-country certification  
20      documentation in a language other than English shall be analyzed by  
21      an educational credential evaluation service in accordance with  
22      industry standards and guidelines and approved by the State  
23      Department of Education. The person seeking to have credit granted  
24      for out-of-country teaching experience shall be responsible for all

1 costs of the analysis by a credential evaluation service. The Board  
2 shall accept teaching experience from primary and secondary schools  
3 that are operated by the United States Department of Defense or are  
4 affiliated with the United States Department of State.

5 D. For the purpose of state salary increments and retirement,  
6 no teacher shall be granted credit for more than five (5) years of  
7 active duty in the military service, as defined in Section 17-113 of  
8 this title, or out-of-state or out-of-country teaching experience as  
9 a certified teacher or its equivalent. Nothing in this section  
10 shall prohibit boards of education from crediting more years of  
11 experience on district salary schedules than those allowed for state  
12 purposes.

13 E. The State Board of Education shall recognize, for purposes  
14 of certification and salary increments, all the years of experience  
15 of a:

16 1. Certified teacher who teaches in the educational program of  
17 the Department of Corrections, beginning with fiscal year 1981;

18 2. Vocational rehabilitation counselor under the Department of  
19 Human Services if the counselor was employed as a certified teacher  
20 by the State Department of Education when the Division of Vocational  
21 Rehabilitation was transferred from the State Board of Career and  
22 Technology Education or the State Board of Education to the Oklahoma  
23 Public Welfare Commission on July 1, 1968;

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1       3. Vocational rehabilitation counselor which were completed  
2 while employed by the Department of Human Services if such counselor  
3 was certified as a teacher or was eligible for certification as a  
4 teacher in this state;

5       4. Certified teacher which were completed while employed by the  
6 Child Study Center located at University Hospital, if the teacher  
7 was certified as a teacher in this state; and

8       5. Certified school psychologist or psychometrist which were  
9 completed while employed as a doctoral intern, psychological  
10 assistant, or psychologist with any agency of this state if the  
11 experience primarily involved work with persons of school- or  
12 preschool-age and if the person was, at the time the experience was  
13 acquired, certified as, or eligible for certification as, a school  
14 psychologist or psychometrist.

15      F. The provisions of this section shall not apply to teachers  
16 who have entered into postretirement employment with a public school  
17 in this state and are still receiving a monthly retirement benefit.

18      G. Persons employed as classroom instructional employees of  
19 technology center school districts supervised by the State Board of  
20 Career and Technology Education shall receive a salary increase  
21 amount equal to the amount indicated in subsection A of this section  
22 for the step level indicated for the person, provided they remain  
23 employed by the same technology center school district, unless the  
24

1 hours or the duties of the classroom instructional employees are  
2 reduced proportionately.

3       H. Persons employed as correctional teachers or vocational  
4 instructors by the Department of Corrections pursuant to Section  
5 510.6a of Title 57 of the Oklahoma Statutes or persons employed as  
6 teachers by the Office of Juvenile Affairs shall receive a salary  
7 increase amount equal to the amount indicated in subsection A of  
8 this section for the step level indicated for the person, provided  
9 they remain employed by the same Department of Corrections or Office  
10 of Juvenile Affairs facility, unless the hours or the duties of the  
11 correctional teachers, vocational instructors, or teachers are  
12 reduced proportionately.

13       I. Persons employed as teachers by the State Department of  
14 Rehabilitation Services shall receive a salary increase amount equal  
15 to the amount indicated in subsection A of this section for the step  
16 level indicated for the person, provided they remain employed by the  
17 State Department of Rehabilitation Services, unless the hours or the  
18 duties of the teachers are reduced proportionately.

19       SECTION 3. This act shall become effective July 1, 2026.

20       SECTION 4. It being immediately necessary for the preservation  
21 of the public peace, health or safety, an emergency is hereby  
22 declared to exist, by reason whereof this act shall take effect and

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1 be in full force from and after its passage and approval.

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3 60-2-15206

AQH

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