

1 STATE OF OKLAHOMA

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

3 COMMITTEE SUBSTITUTE

4 FOR

HOUSE BILL NO. 4268

By: Johns

5
6
7 COMMITTEE SUBSTITUTE

8 [education - Teacher Effectiveness and Excellence

9 Act - terms - growth-based Teacher Compensation

10 Program - State Board of Education - pilot program

11 - eligibility - criteria - compensation - rules -

12 National Board Certification Bonus Program - bonus

13 - Office of Educational Quality and Accountability

14 - report - codification - effective date -

15 emergency]

16
17
18 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

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

21 This act shall be known and may be cited as the "Teacher
22 Effectiveness and Excellence Act".
23
24

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

4 A. As used in this section:

5 1. "Eligible teacher" means a full-time certified teacher in
6 grades fourth through eighth teaching English language arts and
7 mathematics;

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

10 3. "Recognized teacher" means an eligible teacher whose
11 students demonstrate student growth at or above an established
12 growth threshold; and

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

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

20 C. To be eligible to participate in the program, teachers shall
21 be a full-time certified teacher in grades fourth through eighth
22 teaching English language arts and mathematics at a participating
23 school. The pilot program shall consist of one thousand five
24 hundred (1,500) teachers representing approximately fifteen percent

1 (15%) of the highest performing teachers serving grades fourth
2 through eighth in eligible schools in Oklahoma. The State Board of
3 Education shall establish criteria for the selection of recognized
4 teachers to participate in the pilot program.

5 D. Recognized teachers participating in the pilot program shall
6 receive annual performance-based compensation under the program as
7 follows:

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

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

18 3. The percentile distribution shall be adjusted as necessary
19 to ensure that total annual expenditures do not exceed available
20 funding for the program;

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

1 5. Awards shall be paid from the Teacher Empowerment Revolving
2 Fund, created in Section 6-190.2 of Title 70 of the Oklahoma
3 Statutes by the State Department of Education as supplemental
4 compensation. The performance-based compensation shall not be
5 included in the calculation of the teacher's salary for purposes of
6 meeting the district or statutory minimum salary schedule or for
7 purposes of compensating Oklahoma Teachers' Retirement System
8 contributions or benefits. No participating school shall be liable
9 for payment of the performance-based compensation pursuant to this
10 section.

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

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

17 A. As used in this section:

18 1. "Eligible teacher" means any certified teacher in any
19 subject area or grade level who is employed by a public school
20 district in this state; and

21 2. "National Board Certification" means certification granted
22 by the National Board for Professional Teaching Standards to a
23 teacher who has successfully completed all requirements for initial
24 certification or renewal, as applicable.

1 B. There is hereby established a National Board Certification
2 Bonus Program for eligible teachers who hold or attain National
3 Board Certification.

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

11 D. To begin receiving bonus payments, an eligible teacher shall
12 submit proof of his or her National Board Certification to the State
13 Department of Education to receive his or her first annual bonus
14 payment which shall be paid no later than January 31 each year.
15 Bonuses shall be paid from the Teacher Empowerment Fund, created in
16 Section 6-190.2 of Title 70 of the Oklahoma Statutes by the State
17 Department of Education as supplemental compensation. The bonus
18 shall not be included in the calculation of the teacher's salary for
19 purposes of meeting the district or statutory minimum salary
20 schedule or for purposes of compensating Oklahoma Teachers'
21 Retirement System contributions or benefits. No school district
22 shall be liable for payment of bonuses pursuant to this section.

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

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

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

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

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

- 17 a. comparison groups,
- 18 b. longitudinal student growth analysis,
- 19 c. workforce outcomes, including retention and
20 recruitment, and
- 21 d. the number of teachers who have received a bonus for
22 obtaining National Board Certification as provided for
23 in Section 3 of this act.

24

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

- 3 a. the Governor,
- 4 b. the President Pro Tempore of the Oklahoma State
5 Senate, and
- 6 c. the Speaker of the Oklahoma House of Representatives.

7 2. The evaluation shall include:

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

13 SECTION 5. This act shall become effective July 1, 2026.

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

18
19 60-2-17024 JM 03/05/26

20
21
22
23
24