

**BILL SUMMARY**  
2<sup>nd</sup> Session of the 60<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB 4268</b>
<b>Version:</b>	<b>FULLPCS1</b>
<b>Request Number:</b>	<b>16717</b>
<b>Author:</b>	<b>Rep. Johns</b>
<b>Date:</b>	<b>3/2/2026</b>
<b>Impact:</b>	<b>FY-2027: \$18,000,000</b>

**Research Analysis**

The proposed committee substitute for HB 4268 creates the Growth-based Teacher Compensation pilot program to run for at least three years. The program will provide a selected group of teachers with a supplemental amount of money based on the measurable academic growth of their students. Growth will be calculated using a value-added model over a rolling two-year period. Participating teachers will be placed into one of three tiers based on their student growth percentile.

The measure also establishes a National Board Certification Bonus Program to provide teachers who earn such certification with an annual bonus of \$5,000 for a five-year period. To be eligible for the bonus, a teacher must have earned certification during the applicable school year with certification awarded on or before May 1 to begin receiving bonus payments.

The Office of Educational Quality and Accountability (OEQA) must contract with an independent evaluator to study the implementation of the Growth-based compensation program and the effect the National Board Certification program has on student achievement.

Lastly, the measure appropriates, from the Lottery Trust Fund, \$18 million to State Department of Education to pay for the Growth-based compensation program and the National Board Bonus Program.

Prepared By: Emily Byrne

**Fiscal Analysis**

As written, the measure would establish a 3-year program for Growth-based Teacher Compensation. Additionally, the measure reinstates the \$5,000 stipend for the National Board Certified Teachers program. The measure contains a direct appropriation from the Oklahoma Lottery Trust Fund of \$18 million for FY-2027 to fund both programs.

Prepared By: Cole Stout, House Fiscal Staff

**Other Considerations**

None.

