

1 STATE OF OKLAHOMA

2 2nd Session of the 57th Legislature (2020)

3 HOUSE BILL 3966

By: McBride and Hasenbeck

4
5
6 AS INTRODUCED

7 An Act relating to teachers; amending 70 O.S. 2011,
8 Section 6-204.2, as last amended by Section 2,
9 Chapter 394, O.S.L. 2013 (70 O.S. Supp. 2019, Section
10 6-204.2), which relates to the Education Leadership
11 Oklahoma Act; modifying name; modifying purpose of
12 the Education Leadership Oklahoma program; modifying
13 the entity to distribute bonuses; providing certain
14 award for teachers renewing their National Board
15 certification; limiting applicants for renewal
16 program; setting maximum award for each applicant;
17 providing bonuses to certain teachers; modifying a
18 term of years; amending 70 O.S. 2011, Section 6-
19 204.3, as amended by Section 600, Chapter 304, O.S.L.
20 2012 (70 O.S. Supp. 2019, Section 6-204.3), which
21 relates to the Education Leadership Oklahoma
22 Revolving Fund; modifying name; modifying
23 expenditures; amending Section 3, Chapter 394, O.S.L.
24 2013, as last amended by Section 1, Chapter 10, 2nd
Extraordinary Session, O.S.L. 2018 (70 O.S. Supp.
2019, Section 18-114.14), which relates to Minimum
Salary Schedule; modifying date; modifying
categories; and providing an effective date.

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

22 SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-204.2, as
23 last amended by Section 2, Chapter 394, O.S.L. 2013 (70 O.S. Supp.
24 2019, Section 6-204.2), is amended to read as follows:

1 Section 6-204.2 A. ~~The Oklahoma Commission for Teacher~~
2 ~~Preparation~~ Office of Educational Quality and Accountability (OEQA)
3 and the State Board of Education are authorized to establish the
4 Education Leadership Oklahoma program.

5 B. The purposes of the Education Leadership Oklahoma program
6 are to:

7 1. Provide teachers throughout the state information about
8 National Board certification and the Education Leadership Oklahoma
9 program services;

10 2. Provide technical assistance and National-Board-certified
11 mentors to all teachers seeking National Board certification upon
12 request;

13 3. Reward teachers who are seeking National Board certification
14 by awarding them a portion of the application processing charge and
15 assessment fee and scholarship as provided in subsection D of this
16 section; ~~and~~

17 4. Reward teachers who are renewing their National Board
18 certification by awarding them a portion of the renewal application
19 fee as provided in subsection E of this section; and

20 5. Provide recognition to National-Board-certified teachers.

21 C. To fulfill the objectives of the Education Leadership
22 Oklahoma Act, the ~~Oklahoma Commission for Teacher Preparation~~ Office
23 of Educational Quality and Accountability (OEQA) shall:
24

1 1. Inform teachers of the Education Leadership Oklahoma program
2 and services it provides to teachers seeking National Board
3 certification, emphasizing recruiting efforts toward teachers at
4 high-poverty schools, schools identified as in need of improvement
5 and in counties with the lowest percentage of teachers who have
6 achieved National Board certification; and

7 2. Ensure that all teachers seeking National Board
8 certification receive adequate information regarding the level of
9 commitment required to acquire National Board certification.

10 D. The ~~Commission~~ OEQA shall select not more than one hundred
11 applicants to participate in the program each fiscal year for whom
12 the ~~Commission~~ OEQA shall pay one-half (1/2) of the application
13 processing charge and assessment fee for National Board
14 certification. The total amount paid by the ~~Commission~~ OEQA shall
15 not exceed One Thousand Three Hundred Dollars (\$1,300.00). In
16 addition the ~~Commission~~ OEQA shall also provide to the selected
17 applicants a scholarship in the amount of Five Hundred Dollars
18 (\$500.00) to cover other expenses associated with obtaining National
19 Board certification.

20 E. The OEQA shall select not more than three hundred applicants
21 to participate in the renewal program each fiscal year for whom the
22 OEQA shall pay a portion of the fee for National Board certification
23 renewal. The total amount paid by the OEQA shall not exceed One
24 Thousand Dollars (\$1,000.00) per applicant.

1 F. The ~~Commission~~ OEQA shall promulgate rules establishing a
2 process for accepting applications for the Education Leadership
3 Oklahoma program and for providing to applicants selected for the
4 program up-front payment of the application processing charge and
5 assessment fee and scholarship. If a selected applicant who
6 receives the up-front payment does not complete National Board
7 certification within three (3) years, the applicant shall repay the
8 ~~Commission~~ OEQA the full amount paid by the ~~Commission~~ OEQA pursuant
9 to subsection D of this section. All selected applicants who do not
10 receive an up-front payment and successfully complete National Board
11 certification shall be reimbursed by the ~~Commission~~ OEQA for the
12 application processing charge and assessment fee. The total amount
13 of reimbursement paid by the ~~Commission~~ OEQA shall not exceed One
14 Thousand Three Hundred Dollars (\$1,300.00).

15 ~~F.~~ G. It is the intent of the Legislature that the ~~Oklahoma~~
16 ~~Commission for Teacher Preparation~~ Office of Educational Quality and
17 Accountability contract with Southeastern Oklahoma State University
18 to establish Education Leadership Oklahoma program training in
19 higher education teacher preparation programs in the state to assist
20 teachers in meeting the requirements to obtain National Board
21 certification.

22 G. H. All teachers seeking National Board certification shall
23 be eligible to participate in Education Leadership Oklahoma program
24

1 training to assist them in meeting the requirements of the National
2 Board certification process, free of charge.

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

11 ~~F.~~ J. 1. The ~~State Board of Education~~ Office of Educational
12 Quality and Accountability shall provide to teachers who ~~attained~~
13 attain National Board certification ~~prior to June 30, 2013,~~ a bonus
14 in the amount of Five Thousand Dollars (\$5,000.00) annually over a
15 ~~ten-year~~ five-year period, to be paid no later than January 31 each
16 year. ~~The Board shall provide a bonus to any teacher who attains~~
17 ~~National Board certification after June 30, 2013, if the teacher was~~
18 ~~selected for the Education Leadership Oklahoma program before June~~
19 ~~30, 2013, or the teacher has submitted an application for National~~
20 ~~Board certification to the National Board for Professional Teaching~~
21 ~~Standards before June 30, 2013.~~

22 2. The teachers eligible to receive the annual bonus as
23 provided for in paragraph 1 of this subsection shall receive the
24 annual bonus for the ~~ten-year~~ five-year duration of their National

1 Board certification and so long as they are teaching in the
2 classroom full-time in an Oklahoma public school. No school or
3 school district shall be liable for payment of bonuses pursuant to
4 this section.

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

9 ~~4. Teachers eligible to receive the annual bonus as provided~~
10 ~~for in paragraph 1 of this subsection shall not be eligible to~~
11 ~~receive the additional salary increment for National Board~~
12 ~~certification as set forth in the minimum salary schedule in Section~~
13 ~~3 of this act.~~

14 ~~5. Teachers who attain National Board certification after June~~
15 ~~30, 2013, shall be eligible to receive the additional salary~~
16 ~~increments for National Board certification as set forth in the~~
17 ~~minimum salary schedule in Section 3 of this act.~~

18 ~~6.~~ The State Board of Education shall promulgate rules for a
19 process by which a National-Board-certified teacher will verify
20 that:

- 21 a. the National Board certification has not lapsed,
- 22 b. the teacher is still a full-time teacher, and

23
24

1 c. for teachers eligible for the bonus, the teacher has
2 not exceeded the limit of annual bonus payments as
3 provided for in paragraph 1 of this subsection.

4 ~~J.~~ K. It is the intent of the Legislature that the Oklahoma
5 State Regents for Higher Education incorporate the National Board
6 certification portfolio development into all programs in education
7 leading to a master's level degree.

8 SECTION 2. AMENDATORY 70 O.S. 2011, Section 6-204.3, as
9 amended by Section 600, Chapter 304, O.S.L. 2012 (70 O.S. Supp.
10 2019, Section 6-204.3), is amended to read as follows:

11 Section 6-204.3 There is hereby created in the State Treasury a
12 revolving fund for the ~~Oklahoma Commission for Teacher Preparation~~
13 Office of Educational Quality and Accountability (OEQA) to be
14 designated the "Education Leadership Oklahoma Revolving Fund". The
15 fund shall be a continuing fund, not subject to fiscal year
16 limitations, and shall consist of all monies appropriated or
17 transferred to the fund by the Legislature. All monies accruing to
18 the credit of the fund are hereby appropriated and may be budgeted
19 and expended by the ~~Oklahoma Commission for Teacher Preparation~~
20 Office of Educational Quality and Accountability (OEQA) to provide
21 assistance and scholarships for candidates seeking National Board
22 certification and renewal and to provide annual bonuses to qualified
23 teachers in accordance with the requirements of Section 6-204.2 of
24 this title. Expenditures from the fund shall be made upon warrants

1 issued by the State Treasurer against claims filed as prescribed by
 2 law with the Director of the Office of Management and Enterprise
 3 Services for approval and payment.

4 SECTION 3. AMENDATORY Section 3, Chapter 394, O.S.L.
 5 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary
 6 Session, O.S.L. 2018 (70 O.S. Supp. 2019, Section 18-114.14), is
 7 amended to read as follows:

8 Section 18-114.14. A. Beginning with the ~~2018-2019~~ 2021-2022
 9 school year, certified personnel, as defined in Section 26-103 of
 10 this title, in the public schools of Oklahoma shall receive in
 11 salary and/or fringe benefits not less than the amounts specified in
 12 the following schedule:

13 MINIMUM SALARY SCHEDULE

14 ~~National~~

15 Years of	Bachelor's	Board	Master's	Doctor's
16 Experience	Degree	Certification	Degree	Degree
17 0	\$36,601	\$37,759	\$37,991	\$39,381
18 1	\$37,035	\$38,193	\$38,425	\$39,815
19 2	\$37,469	\$38,628	\$38,859	\$40,249
20 3	\$37,904	\$39,062	\$39,294	\$40,684
21 4	\$38,338	\$39,496	\$39,728	\$41,118
22 5	\$38,810	\$39,968	\$40,200	\$41,590
23 6	\$39,273	\$40,432	\$40,663	\$42,054
24 7	\$39,737	\$40,895	\$41,127	\$42,517

1	8	\$40,200	\$41,358	\$41,590	\$42,980
2	9	\$40,663	\$41,822	\$42,054	\$43,444
3	10	\$41,684	\$42,844	\$43,568	\$45,945
4	11	\$42,177	\$43,336	\$44,061	\$46,438
5	12	\$42,670	\$43,829	\$44,554	\$46,931
6	13	\$43,162	\$44,322	\$45,047	\$47,424
7	14	\$43,655	\$44,815	\$45,539	\$47,916
8	15	\$44,167	\$45,327	\$46,052	\$48,430
9	16	\$44,660	\$45,820	\$46,545	\$48,923
10	17	\$45,153	\$46,313	\$47,038	\$49,416
11	18	\$45,646	\$46,806	\$47,531	\$49,909
12	19	\$46,139	\$47,299	\$48,024	\$50,402
13	20	\$46,652	\$47,813	\$48,538	\$50,917
14	21	\$47,145	\$48,306	\$49,031	\$51,410
15	22	\$47,639	\$48,799	\$49,524	\$51,903
16	23	\$48,132	\$49,292	\$50,018	\$52,397
17	24	\$48,625	\$49,785	\$50,511	\$52,890
18	25	\$50,049	\$51,232	\$51,971	\$54,395

19 ~~Master's Degree +~~

20 ~~Years of National Board~~

21 ~~Experience Certification~~

22 0 ~~\$39,149~~

23 1 ~~\$39,583~~

24 2 ~~\$40,018~~

1	3	\$40,452
2	4	\$40,886
3	5	\$41,358
4	6	\$41,822
5	7	\$42,285
6	8	\$42,749
7	9	\$43,212
8	10	\$44,728
9	11	\$45,221
10	12	\$45,713
11	13	\$46,206
12	14	\$46,699
13	15	\$47,212
14	16	\$47,705
15	17	\$48,198
16	18	\$48,691
17	19	\$49,184
18	20	\$49,698
19	21	\$50,192
20	22	\$50,685
21	23	\$51,178
22	24	\$51,671
23	25	\$53,153
24		

1 B. 1. When determining the Minimum Salary Schedule, "fringe
2 benefits" shall mean all or part of retirement benefits, excluding
3 the contributions made pursuant to subsection A of Section 17-108.1
4 of this title and the flexible benefit allowance pursuant to Section
5 26-105 of this title from the flexible benefit allowance funds
6 disbursed by the State Board of Education and the State Board of
7 Career and Technology Education pursuant to Section 26-104 of this
8 title.

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

18 C. Any of the degrees referred to in this section shall be from
19 a college recognized by the State Board of Education. The Board
20 shall accept teaching experience from out-of-state school districts
21 that are accredited by the state board of education or appropriate
22 state accrediting agency for the districts. The Board shall accept
23 teaching experience from out-of-country schools that are accredited
24 or otherwise endorsed by the appropriate national or regional

1 accrediting or endorsement authority. Out-of-country certification
2 documentation in a language other than English shall be analyzed by
3 an educational credential evaluation service in accordance with
4 industry standards and guidelines and approved by the State
5 Department of Education. The person seeking to have credit granted
6 for out-of-country teaching experience shall be responsible for all
7 costs of the analysis by a credential evaluation service. The Board
8 shall accept teaching experience from primary and secondary schools
9 that are operated by the United States Department of Defense or are
10 affiliated with the United States Department of State.

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

18 E. The State Board of Education shall recognize, for purposes
19 of certification and salary increments, all the years of experience
20 of a:

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

23 2. Vocational rehabilitation counselor under the Department of
24 Human Services if the counselor was employed as a certified teacher

1 by the State Department of Education when the Division of Vocational
2 Rehabilitation was transferred from the State Board of Career and
3 Technology Education or the State Board of Education to the Oklahoma
4 Public Welfare Commission on July 1, 1968;

5 3. Vocational rehabilitation counselor which were completed
6 while employed by the Department of Human Services if such counselor
7 was certified as a teacher or was eligible for certification as a
8 teacher in Oklahoma;

9 4. Certified teacher which were completed while employed by the
10 Department of Human Services Child Study Center at University
11 Hospital, if the teacher was certified as a teacher in Oklahoma; and

12 5. Certified school psychologist or psychometrist which were
13 completed while employed as a doctoral intern, psychological
14 assistant, or psychologist with any agency of the State of Oklahoma
15 if the experience primarily involved work with persons of school- or
16 preschool-age and if the person was, at the time the experience was
17 acquired, certified as, or eligible for certification as, a school
18 psychologist or psychometrist.

19 F. The provisions of this section shall not apply to teachers
20 who have entered into postretirement employment with a public school
21 in Oklahoma and are still receiving a monthly retirement benefit.

22 G. If a person employed as certified personnel, as defined in
23 Section 26-103 of this title, by a school district during the 2017-
24 2018 school year was receiving a salary above the step level

1 indicated by the State Minimum Salary Schedule for the 2017-2018
2 school year, the person shall receive a salary increase amount equal
3 to the amount indicated in subsection A for the step level indicated
4 for the person, provided they remain employed by the same district,
5 unless the hours or the duties of the certified personnel are
6 reduced proportionately.

7 SECTION 4. This act shall become effective November 1, 2020.

8

9 57-2-10660 AB 01/15/20

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24