

1 ENGROSSED HOUSE
2 BILL NO. 3966

By: McBride, Hasenbeck,
Albright, Rosecrants,
Moore, Hardin (David) and
Fincher of the House

4 and

5 Stanley of the Senate

6
7
8 [teachers - Education Leadership Oklahoma Act -
9 Education Leadership Oklahoma Revolving Fund -
10 Minimum Salary Schedule - effective date]

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

14 SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-204.2, as
15 last amended by Section 2, Chapter 394, O.S.L. 2013 (70 O.S. Supp.
16 2019, Section 6-204.2), is amended to read as follows:

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

21 B. The purposes of the Education Leadership Oklahoma program
22 are to:
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24

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

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

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

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

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

15 C. To fulfill the objectives of the Education Leadership
16 Oklahoma Act, the ~~Oklahoma Commission for Teacher Preparation~~ Office
17 of Educational Quality and Accountability (OEQA) shall:

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

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

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

14 E. The OEQA shall select not more than three hundred applicants
15 to participate in the renewal program each fiscal year for whom the
16 OEQA shall pay a portion of the fee for National Board certification
17 renewal. The total amount paid by the OEQA shall not exceed Seven
18 Hundred Fifty Dollars (\$750.00) per applicant.

19 F. ~~The Commission~~ OEQA shall promulgate rules establishing a
20 process for accepting applications for the Education Leadership
21 Oklahoma program and for providing to applicants selected for the
22 program up-front payment of the application processing charge and
23 assessment fee and scholarship. If a selected applicant who
24 receives the up-front payment does not complete National Board

1 certification within three (3) years, the applicant shall repay the
2 ~~Commission~~ OEQA the full amount paid by the ~~Commission~~ OEQA pursuant
3 to subsection D of this section. All selected applicants who do not
4 receive an up-front payment and successfully complete National Board
5 certification shall be reimbursed by the ~~Commission~~ OEQA for the
6 application processing charge and assessment fee. The total amount
7 of reimbursement paid by the ~~Commission~~ OEQA shall not exceed One
8 Thousand Three Hundred Dollars (\$1,300.00).

9 ~~F. G.~~ G. It is the intent of the Legislature that the ~~Oklahoma~~
10 ~~Commission for Teacher Preparation contract with Southeastern~~
11 ~~Oklahoma State University to~~ OEQA establish Education Leadership
12 Oklahoma program training in higher education teacher preparation
13 programs in the state to assist teachers in meeting the requirements
14 to obtain National Board certification.

15 ~~G. H.~~ H. All teachers seeking National Board certification shall
16 be eligible to participate in Education Leadership Oklahoma program
17 training to assist them in meeting the requirements of the National
18 Board certification process, free of charge.

19 ~~H. I.~~ I. Subject to district board of education policy or
20 collective bargaining agreement, additional professional leave days
21 may be granted to teachers seeking National Board certification for
22 National Board certification portfolio development. During the two
23 (2) days of the additional professional days granted to teachers for
24 National Board certification portfolio development, a substitute

1 teacher shall be provided by the school district at no cost to the
2 teacher.

3 ~~I. J.~~ 1. The ~~State Board of Education~~ OEQA shall provide to
4 teachers who ~~attained~~ attain National Board certification ~~prior to~~
5 ~~June 30, 2013,~~ a bonus in the amount of Five Thousand Dollars
6 (\$5,000.00) annually over a ten-year or five-year period, ~~to be paid~~
7 ~~no later than January 31 each year.~~ The Board shall provide a bonus
8 ~~to any teacher who attains National Board certification after June~~
9 ~~30, 2013, if the teacher was selected for the Education Leadership~~
10 ~~Oklahoma program before June 30, 2013, or the teacher has submitted~~
11 ~~an application for National Board certification to the National~~
12 ~~Board for Professional Teaching Standards before June 30, 2013~~ that
13 shall follow the duration of the certification.

14 2. The teachers eligible to receive the annual bonus as
15 provided for in paragraph 1 of this subsection shall receive the
16 annual bonus for the ~~ten-year~~ duration of their National Board
17 certification and so long as they are teaching in the classroom
18 full-time in an Oklahoma public school. No school or school
19 district shall be liable for payment of bonuses pursuant to this
20 section.

21 3. The bonus shall not be included in the calculation of the
22 teacher's salary for purposes of meeting the district or statutory
23 minimum salary schedule, including instances where the district's
24 salary schedule exceeds the statutory minimum salary schedule, or

1 for purposes of compensating Oklahoma Teachers' Retirement System
2 contributions or benefits.

3 ~~4. Teachers eligible to receive the annual bonus as provided~~
4 ~~for in paragraph 1 of this subsection shall not be eligible to~~
5 ~~receive the additional salary increment for National Board~~
6 ~~certification as set forth in the minimum salary schedule in Section~~
7 ~~3 of this act.~~

8 ~~5. Teachers who attain National Board certification after June~~
9 ~~30, 2013, shall be eligible to receive the additional salary~~
10 ~~increments for National Board certification as set forth in the~~
11 ~~minimum salary schedule in Section 3 of this act.~~

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

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

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

1 SECTION 2. AMENDATORY 70 O.S. 2011, Section 6-204.3, as
2 amended by Section 600, Chapter 304, O.S.L. 2012 (70 O.S. Supp.
3 2019, Section 6-204.3), is amended to read as follows:

4 Section 6-204.3 There is hereby created in the State Treasury a
5 revolving fund for the ~~Oklahoma Commission for Teacher Preparation~~
6 Office of Educational Quality and Accountability (OEQA) to be
7 designated the "Education Leadership Oklahoma Revolving Fund". The
8 fund shall be a continuing fund, not subject to fiscal year
9 limitations, and shall consist of all monies appropriated or
10 transferred to the fund by the Legislature. All monies accruing to
11 the credit of the fund are hereby appropriated and may be budgeted
12 and expended by the ~~Oklahoma Commission for Teacher Preparation~~ OEQA
13 to provide assistance and scholarships for candidates seeking
14 National Board certification and renewal and to provide annual
15 bonuses to qualified teachers in accordance with the requirements of
16 Section 6-204.2 of this title. Expenditures from the fund shall be
17 made upon warrants issued by the State Treasurer against claims
18 filed as prescribed by law with the Director of the Office of
19 Management and Enterprise Services for approval and payment.

20 SECTION 3. AMENDATORY Section 3, Chapter 394, O.S.L.
21 2013, as last amended by Section 1, Chapter 10, 2nd Extraordinary
22 Session, O.S.L. 2018 (70 O.S. Supp. 2019, Section 18-114.14), is
23 amended to read as follows:

24

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

6 MINIMUM SALARY SCHEDULE

7 ~~National~~

8 Years of	Bachelor's	Board	Master's	Doctor's
9 Experience	Degree	Certification	Degree	Degree
10 0	\$36,601	\$37,759	\$37,991	\$39,381
11 1	\$37,035	\$38,193	\$38,425	\$39,815
12 2	\$37,469	\$38,628	\$38,859	\$40,249
13 3	\$37,904	\$39,062	\$39,294	\$40,684
14 4	\$38,338	\$39,496	\$39,728	\$41,118
15 5	\$38,810	\$39,968	\$40,200	\$41,590
16 6	\$39,273	\$40,432	\$40,663	\$42,054
17 7	\$39,737	\$40,895	\$41,127	\$42,517
18 8	\$40,200	\$41,358	\$41,590	\$42,980
19 9	\$40,663	\$41,822	\$42,054	\$43,444
20 10	\$41,684	\$42,844	\$43,568	\$45,945
21 11	\$42,177	\$43,336	\$44,061	\$46,438
22 12	\$42,670	\$43,829	\$44,554	\$46,931
23 13	\$43,162	\$44,322	\$45,047	\$47,424
24 14	\$43,655	\$44,815	\$45,539	\$47,916

1	15	\$44,167	\$45,327	\$46,052	\$48,430
2	16	\$44,660	\$45,820	\$46,545	\$48,923
3	17	\$45,153	\$46,313	\$47,038	\$49,416
4	18	\$45,646	\$46,806	\$47,531	\$49,909
5	19	\$46,139	\$47,299	\$48,024	\$50,402
6	20	\$46,652	\$47,813	\$48,538	\$50,917
7	21	\$47,145	\$48,306	\$49,031	\$51,410
8	22	\$47,639	\$48,799	\$49,524	\$51,903
9	23	\$48,132	\$49,292	\$50,018	\$52,397
10	24	\$48,625	\$49,785	\$50,511	\$52,890
11	25	\$50,049	\$51,232	\$51,971	\$54,395

12 ~~Master's Degree +~~

13 ~~Years of National Board~~

14 ~~Experience Certification~~

15 0 ~~\$39,149~~

16 1 ~~\$39,583~~

17 2 ~~\$40,018~~

18 3 ~~\$40,452~~

19 4 ~~\$40,886~~

20 5 ~~\$41,358~~

21 6 ~~\$41,822~~

22 7 ~~\$42,285~~

23 8 ~~\$42,749~~

24 9 ~~\$43,212~~

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

17 B. 1. When determining the Minimum Salary Schedule, "fringe
18 benefits" shall mean all or part of retirement benefits, excluding
19 the contributions made pursuant to subsection A of Section 17-108.1
20 of this title and the flexible benefit allowance pursuant to Section
21 26-105 of this title from the flexible benefit allowance funds
22 disbursed by the State Board of Education and the State Board of
23 Career and Technology Education pursuant to Section 26-104 of this
24 title.

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

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

1 that are operated by the United States Department of Defense or are
2 affiliated with the United States Department of State.

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

10 E. The State Board of Education shall recognize, for purposes
11 of certification and salary increments, all the years of experience
12 of a:

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

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

21 3. Vocational rehabilitation counselor which were completed
22 while employed by the Department of Human Services if such counselor
23 was certified as a teacher or was eligible for certification as a
24 teacher in Oklahoma;

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

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

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

14 G. If a person employed as certified personnel, as defined in
15 Section 26-103 of this title, by a school district during the 2017-
16 2018 school year was receiving a salary above the step level
17 indicated by the State Minimum Salary Schedule for the 2017-2018
18 school year, the person shall receive a salary increase amount equal
19 to the amount indicated in subsection A of this section for the step
20 level indicated for the person, provided they remain employed by the
21 same district, unless the hours or the duties of the certified
22 personnel are reduced proportionately.

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