

1 STATE OF OKLAHOMA

2 2nd Session of the 56th Legislature (2018)

3 COMMITTEE SUBSTITUTE

4 FOR

5 SENATE BILL 1484

6 By: Sparks

7 COMMITTEE SUBSTITUTE

8 An Act relating to teachers; amending 70 O.S. 2011,
9 Section 6-204.2, as last amended by Section 2,
10 Chapter 394, O.S.L. 2013 (70 O.S. Supp. 2017, Section
11 6-204.2), which relates to the Education Leadership
12 Oklahoma program; updating references; providing end
13 date for certain selection; directing the Commission
14 for Educational Quality and Accountability to begin
15 selecting certain applicants beginning on certain
16 date; providing for applicants to receive certain
17 payments; providing end date for application of
18 certain rules; directing the Commission for
19 Educational Quality and Accountability to promulgate
20 certain rules beginning on certain date; providing
21 for certain payment; providing repayment provisions;
22 providing eligibility for certain renewal payment for
23 certain applicants; providing end date for certain
24 teachers to receive certain salary increments;
providing for certain salary increments for certain
teachers on or after certain date; establishing
minimum salary schedule for teachers beginning in
certain school year; defining fringe benefits;
specifying certain recognition of college degrees;
requiring the State Board of Education to accept
certain teaching experience; allowing a school
district to offer more credit; directing the Board to
recognize certain experiences; prohibiting
application of the minimum salary schedule to certain
retired teachers; providing for codification; and
providing an effective date.

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

2 SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-204.2, as
3 last amended by Section 2, Chapter 394, O.S.L. 2013 (70 O.S. Supp.
4 2017, Section 6-204.2), is amended to read as follows:

5 Section 6-204.2. A. The ~~Oklahoma~~ Commission for ~~Teacher~~
6 ~~Preparation~~ Educational Quality and Accountability and the State
7 Board of Education are authorized to establish the Education
8 Leadership Oklahoma program.

9 B. The purposes of the Education Leadership Oklahoma program
10 are to:

11 1. Provide teachers throughout the state information about
12 National Board certification and the Education Leadership Oklahoma
13 program services;

14 2. Provide technical assistance and National-Board-certified
15 mentors to all teachers seeking National Board certification upon
16 request;

17 3. Reward teachers who are seeking National Board certification
18 by awarding them a portion of the application processing charge and
19 assessment fee and scholarship as provided in subsection D of this
20 section; and

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

22 C. To fulfill the objectives of the Education Leadership
23 Oklahoma Act, the ~~Oklahoma~~ Commission for ~~Teacher Preparation~~ 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~~ 1. Until June 30, 2020, the Commission shall select not
11 more than one hundred applicants to participate in the program each
12 fiscal year for whom the Commission shall pay one-half (1/2) of the
13 application processing charge and assessment fee for National Board
14 certification. The total amount paid by the Commission shall not
15 exceed One Thousand Three Hundred Dollars (\$1,300.00). In addition
16 the Commission shall also provide to the selected applicants a
17 scholarship in the amount of Five Hundred Dollars (\$500.00) to cover
18 other expenses associated with obtaining National Board
19 certification.

20 2. Beginning July 1, 2020, the Commission shall select
21 applicants to participate in the program each fiscal year for whom
22 the Commission shall provide an up-front payment of one-half (1/2)
23 of the application processing charge and assessment fee for National
24

1 Board certification, not to exceed Nine Hundred Fifty Dollars
2 (\$950.00).

3 E. 1. The Commission shall promulgate rules establishing a
4 process for accepting applications for the Education Leadership
5 Oklahoma program and for providing to applicants selected for the
6 program up-front payment of the application processing charge and
7 assessment fee and scholarship. If a selected applicant who
8 receives the up-front payment does not complete National Board
9 certification within three (3) years, the applicant shall repay the
10 Commission the full amount paid by the Commission pursuant to
11 subsection D of this section. All selected applicants who do not
12 receive an up-front payment and successfully complete National Board
13 certification shall be reimbursed by the Commission for the
14 application processing charge and assessment fee. The total amount
15 of reimbursement paid by the Commission shall not exceed One
16 Thousand Three Hundred Dollars (\$1,300.00). The provisions of this
17 paragraph shall apply to applicants who seek National Board
18 certification prior to July 1, 2020.

19 2. Beginning July 1, 2020, the Commission shall promulgate
20 rules establishing a process for accepting applications for the
21 Education Leadership Oklahoma program and for providing to
22 applicants the up-front payment of the application processing charge
23 and assessment fee. If a selected applicant who receives the up-
24 front payment does not complete National Board certification within

1 three (3) years, the applicant shall repay the Commission the full
2 amount paid by the Commission pursuant to subsection D of this
3 section and shall not be eligible to receive any future up-front
4 payment of the application processing charge and assessment fee.
5 Upon successful completion of National Board certification, the
6 applicant shall be eligible to receive an up-front payment of one-
7 half (1/2) of the application processing charge and assessment fee
8 for National Board certification renewal, not to exceed Nine Hundred
9 Fifty Dollars (\$950.00).

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

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

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

1 National Board certification portfolio development, a substitute
2 teacher shall be provided by the school district at no cost to the
3 teacher.

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

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

1 4. Teachers eligible to receive the annual bonus as provided
2 for in paragraph 1 of this subsection shall not be eligible to
3 receive the additional salary increment for National Board
4 certification as set forth in the minimum salary schedule in Section
5 ~~3 of this act~~ 18-114.14 of this title.

6 5. Teachers who attain National Board certification after June
7 30, 2013, but before July 1, 2020, shall be eligible to receive the
8 additional salary increments for National Board certification as set
9 forth in the minimum salary schedule in Section ~~3 of this act~~ 18-
10 114.14 of this title.

11 6. Teachers who attain or renew National Board certification on
12 or after July 1, 2020, shall be eligible to receive the additional
13 salary increments for National Board certification as set forth in
14 the minimum salary schedule in Section 2 of this act.

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

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

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

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

3 SECTION 2. NEW LAW A new section of law to be codified
4 in the Oklahoma Statutes as Section 18-114.15 of Title 70, unless
5 there is created a duplication in numbering, reads as follows:

6 A. Beginning with the 2020-2021 school year, teachers in the
7 public schools of Oklahoma shall receive in salary and/or fringe
8 benefits not less than the amounts specified in the following
9 schedule:

10 MINIMUM SALARY SCHEDULE

11 Master's

12 Degree or

13 National

14 Years of	Bachelor's	Board	Doctor's
15 Experience	Degree	Certification	Degree
16 0	\$31,600	\$32,800	\$34,000
17 1	\$31,975	\$33,175	\$34,375
18 2	\$32,350	\$33,550	\$34,750
19 3	\$32,725	\$33,925	\$35,125
20 4	\$33,100	\$34,300	\$35,500
21 5	\$33,500	\$34,700	\$35,900
22 6	\$33,900	\$35,100	\$36,300
23 7	\$34,300	\$35,500	\$36,700
24 8	\$34,700	\$35,900	\$37,100

1	9	\$35,100	\$36,300	\$37,500
2	10	\$35,950	\$37,575	\$39,625
3	11	\$36,375	\$38,000	\$40,050
4	12	\$36,800	\$38,425	\$40,475
5	13	\$37,225	\$38,850	\$40,900
6	14	\$37,650	\$39,275	\$41,325
7	15	\$38,075	\$39,700	\$41,750
8	16	\$38,500	\$40,125	\$42,175
9	17	\$38,925	\$40,550	\$42,600
10	18	\$39,350	\$40,975	\$43,025
11	19	\$39,775	\$41,400	\$43,450
12	20	\$40,200	\$41,825	\$43,875
13	21	\$40,625	\$42,250	\$44,300
14	22	\$41,050	\$42,675	\$44,725
15	23	\$41,475	\$43,100	\$45,150
16	24	\$41,900	\$43,525	\$45,575
17	25	\$42,325	\$43,950	\$46,000

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 Title 70 of the Oklahoma Statutes and the flexible benefit
22 allowance pursuant to Section 26-105 of Title 70 of the Oklahoma
23 Statutes from the flexible benefit allowance funds disbursed by the
24 State Board of Education and the State Board of Career and

1 Technology Education pursuant to Section 26-104 of Title 70 of the
2 Oklahoma Statutes.

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 or out-of-state or out-of-
8 country teaching experience as a certified teacher or its
9 equivalent. Nothing in this section shall prohibit boards of
10 education from crediting more years of experience on district salary
11 schedules than those allowed for state purposes.

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

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

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

23 3. Vocational rehabilitation counselor which were completed
24 while employed by the Department of Human Services if such counselor

1 was certified as a teacher or was eligible for certification as a
2 teacher in Oklahoma;

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

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

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

16 SECTION 3. This act shall become effective July 1, 2020.

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