

STATE OF OKLAHOMA

2nd Session of the 59th Legislature (2024)

SENATE BILL 1992

By: Green

AS INTRODUCED

An Act relating to teacher pay; amending 10 O.S. 2021, Section 1419, which relates to personnel standards for the Oklahoma School for the Blind and the Oklahoma School for the Deaf; removing language establishing minimum salary level for instructional personnel; updating statutory language; amending 57 O.S. 2021, Section 510.6a, as amended by Section 6, Chapter 291, O.S.L. 2023 (57 O.S. Supp. 2023, Section 510.6a), which relates to correctional teachers or vocational instructors employed by the Department of Corrections; removing language establishing minimum salary amounts for correctional teachers or vocational instructors; directing the State Board of Corrections to establish certain minimum salary amounts; updating statutory reference; updating statutory language; amending 70 O.S. 2021, Sections 1-113, 1-116, 3-104.8, 3-129.11, 5-141, 6-101, 6-101.6, 6-104.1, as amended by Section 2, Chapter 291, O.S.L. 2023, 6-190, as amended by Section 3, Chapter 359, O.S.L. 2022, 6-204.2, 6-206, 6-207, 11-103.7, and 26-104 (70 O.S. Supp. 2023, Sections 6-104.1 and 6-190), which relate to schools; removing references to the minimum salary schedule for certified school personnel; adding references to salary schedules adopted by school district boards of education; requiring school district boards of education to adopt certain minimum salary schedule beginning with certain school year; establishing requirements for salary schedule; requiring certain report to be submitted electronically; removing reference to salary increments for teachers with National Board certification; directing teachers with National Board certification to receive certain salary increments set forth in certain salary schedule beginning on certain date; removing outdated language; updating

1 statutory language; updating statutory references;  
2 repealing 70 O.S. 2021, Section 18-114.1 and Section  
3 1, Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2023,  
4 Section 18-114.15), which relate to the minimum  
5 salary schedule for certified school personnel;  
6 providing an effective date; and declaring an  
7 emergency.

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

9 SECTION 1. AMENDATORY 10 O.S. 2021, Section 1419, is  
10 amended to read as follows:

11 Section 1419. A. The Commission for Rehabilitation Services  
12 shall establish and maintain such methods of administration,  
13 including methods relating to the establishment and maintenance of  
14 personnel standards, as are necessary for the proper and efficient  
15 administration of the Oklahoma School for the Blind and the Oklahoma  
16 School for the Deaf, and programs thereat; shall maintain records  
17 and reports; shall provide a uniform accounting system; and shall  
18 incur such expenses and make such expenditures as it deems necessary  
19 to maintain and operate such schools.

20 B. 1. Instructional Personnel. The Director of the State  
21 Department of Rehabilitation Services shall employ or contract with  
22 such qualified instructional personnel including, but not limited  
23 to, teachers, and such other persons serving in an instructional  
24 capacity, as the director deems necessary for the proper operation  
25 of each school and shall fix their duties and compensation. The

1 superintendent, teachers, and other employees shall be eligible for  
2 membership or participation in the Teachers' Retirement System of  
3 Oklahoma to the same extent and on the same basis as teachers and  
4 other employees of other state educational institutions and public  
5 schools. The Director shall not employ or contract with a person as  
6 instructional personnel unless the superintendent of the school has  
7 recommended that person. If there is a vacancy in the  
8 superintendent position or if the superintendent is unable to make a  
9 recommendation within thirty (30) days after a request for a  
10 recommendation is made, the Director is authorized to employ or  
11 contract with any person without a recommendation from the  
12 superintendent.

13 2. Career Teacher. A career teacher is a member of the  
14 instructional staff who has served in an instructional capacity for  
15 three (3) or more consecutive years in either school, or who has  
16 served in a public school district in such a way so as to meet the  
17 definition of a career teacher as provided for in Section 6-101.3 of  
18 Title 70 of the Oklahoma Statutes. Career teacher shall not include  
19 a school nurse.

20 3. Probationary Teacher. A probationary teacher is a member of  
21 the instructional staff who has served in an instructional capacity  
22 for less than three (3) consecutive years in either school, or who  
23 has served in a public school district in such a way so as to meet  
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1 the definition of a probationary teacher as provided for in Section  
2 6-101.3 of Title 70 of the Oklahoma Statutes.

3 C. Administrative Personnel.

4 1. The Director of the State Department of Rehabilitation  
5 Services shall employ or appoint the superintendent of each school  
6 and shall fix their duties and compensation. The superintendents  
7 shall be in the unclassified service.

8 2. The Director of the State Department of Rehabilitation  
9 Services shall employ or contract with such other administrative  
10 personnel as the Director deems necessary for the proper operation  
11 of each school and shall fix their duties and compensation. The  
12 administrative personnel may include, but is not limited to,  
13 assistant superintendents, principals, ~~vice-principals~~ vice  
14 principals, and other persons who devote a majority of their time to  
15 service in a supervisory or administrative capacity.

16 D. An orientation and mobility specialist employed by the State  
17 Department of Rehabilitation Services to serve at the Oklahoma  
18 School for the Blind shall be accorded the same protection of laws  
19 and all other benefits accorded instructional personnel, including  
20 but not limited to, the minimum salary level for instructional  
21 personnel.

22 E. 1. The Commission shall, pursuant to the Administrative  
23 Procedures Act, adopt personnel policies for instructional and  
24 administrative personnel, except for superintendents, that are  
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1 consistent with the law applicable to public school district  
2 employees, including, but not limited to, leave, payment for unused  
3 personal leave and employment policies, evaluation policy, grievance  
4 procedures, professional development, and a minimum salary schedule.  
5 The Commission shall initiate a rulemaking process for the personnel  
6 policies for instructional and administrative personnel no later  
7 than October 1, 2003. ~~The minimum salary level for qualified~~  
8 ~~instructional personnel shall meet or exceed the minimum salary~~  
9 ~~level provided for public school teachers in Section 18-114.14 of~~  
10 ~~Title 70 of the Oklahoma Statutes or any additional minimum salary~~  
11 ~~schedule enacted by the Legislature and the Commission shall meet or~~  
12 ~~exceed any other legislatively mandated pay raises for teachers that~~  
13 ~~are not part of the minimum salary schedule.~~ The Department shall  
14 notify teachers and other personnel on or before the first Monday in  
15 June of each year concerning the renewal of contracts consistent  
16 with the requirements for public school teachers as provided for in  
17 Section 6-101 of Title 70 of the Oklahoma Statutes. The policy for  
18 professional development programs for instructional and  
19 administrative personnel shall be consistent with the requirements  
20 for professional development programs for public school teachers as  
21 provided in Section 6-194 of Title 70 of the Oklahoma Statutes.

22 2. Final disciplinary action taken against a member of the  
23 instructional or administrative staff, except superintendents,  
24 including termination or the nonrenewal of a contract, shall be

1 subject to the administrative hearing procedures as set forth in  
2 Article II of the Oklahoma Administrative Procedures Act. If the  
3 final decision of the Director is to terminate or to not renew the  
4 contract of a career teacher or administrator, the career teacher or  
5 administrator, except superintendent, shall not have a right to  
6 judicial review pursuant to Article II of the Oklahoma  
7 Administrative Procedures Act, but shall have a right to a trial de  
8 novo as provided for in Section 1419a of this title. Disciplinary  
9 action against a probationary teacher shall be final unless  
10 otherwise provided for by law.

11 F. The State Department of Education shall ~~insure~~ ensure that  
12 any funds which have been received ~~in Oklahoma~~ by the State  
13 Department of Education because of students who are enrolled and  
14 attending the Oklahoma School for the Blind and the Oklahoma School  
15 for the Deaf are transferred to the State Department of  
16 Rehabilitation Services for use by these schools in proportion to  
17 the number of students enrolled and attending who were the basis for  
18 the receipt of these federal funds.

19 G. School personnel who have entered into contracts with the  
20 schools on or before July 1, 1995, shall be entitled to longevity  
21 pay as provided in Section 840-2.18 of Title 74 of the Oklahoma  
22 Statutes.

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1 SECTION 2. AMENDATORY 57 O.S. 2021, Section 510.6a, as  
2 amended by Section 6, Chapter 291, O.S.L. 2023 (57 O.S. Supp. 2023,  
3 Section 510.6a), is amended to read as follows:

4 Section 510.6a. A. Persons certified to teach in this state  
5 and meeting all minimum qualifications set by the Office of  
6 Management and Enterprise Services, who are hired or employed as  
7 correctional teachers or vocational instructors by the Department of  
8 Corrections educational program, shall receive in salary the ~~minimum~~  
9 ~~amounts specified in Section 1 of Enrolled Senate Bill No. 1119 of~~  
10 ~~the 1st Session of the 59th Oklahoma Legislature multiplied by a~~  
11 ~~factor of 1.20~~ established by the State Board of Corrections.

12 ~~Correctional~~ The Board shall establish minimum salary amounts for  
13 teachers serving as lead workers with supervisory responsibilities  
14 ~~shall receive the minimum amounts specified above multiplied by a~~  
15 ~~factor of 1.25.~~ Correctional teachers who have a special education  
16 certificate shall receive a salary of an additional five percent  
17 (5%). Correctional teachers shall receive the benefits set forth in  
18 Sections 1370 and 1707 of Title 74 of the Oklahoma Statutes;  
19 provided, however, correctional teachers shall not be eligible for  
20 longevity payments pursuant to Section 840-2.18 of Title 74 of the  
21 Oklahoma Statutes. Eligible persons employed as correctional  
22 teachers or vocational instructors by the Department of Corrections  
23 shall be entitled to paid maternity leave as provided for in ~~Section~~  
24 ± Section 6-104.8 of this act Title 70 of the Oklahoma Statutes.

1 B. Persons employed by the Department of Corrections school  
2 system as nonteaching administrators shall be in the unclassified  
3 service and shall not be placed under the classified service;  
4 however, any classified employee occupying an administrative  
5 position prior to July 1, 2000, shall retain the right to remain in  
6 the classified service. At such time as such position becomes  
7 vacant, it shall be placed in the unclassified service.

8 C. Except as provided by this section ~~of law~~, the employment of  
9 persons by the Department of Corrections educational program as  
10 teachers or administrators shall be entirely governed by the  
11 provisions of Title 74 of the Oklahoma Statutes and any other laws  
12 or rules regarding state employees and their employment; however, no  
13 Department of Corrections correctional teacher or vocational  
14 instructor, whose salary is calculated in accordance with the  
15 provisions of this section, shall be entitled to receive any pay  
16 increases for state employees authorized elsewhere in statute, rule,  
17 or law. Correctional teachers or vocational instructors shall  
18 receive any legislated pay increases ~~granted in addition to the~~  
19 ~~Title 70 minimum salary schedule~~; provided, such increases are given  
20 to all ~~common education/vocational technical~~ common education and  
21 technology center school teachers.

22 D. The salaries for all correctional teachers and vocational  
23 instructors shall be adjusted annually on July 1 unless legislation  
24 authorizes a pay raise for educators with an implementation date



1 other than July 1, in which case the annual adjustment shall occur  
2 on the date of the pay raise implementation.

3 E. The monthly salaries of correctional teachers and vocational  
4 instructors employed by the Department of Corrections on the  
5 effective date of this act ~~will~~ shall be adjusted according to the  
6 procedures authorized in subsection A of this section on the first  
7 day of the month following the effective date of this act.

8 Longevity payments ~~will~~ shall be eliminated in the month following  
9 the effective date of this act for correctional teachers and  
10 vocational instructors whose salaries are calculated according to  
11 the provisions of this section. The salaries of the employees  
12 governed by this section who are employed on the effective date of  
13 this act ~~will~~ shall be recalculated. The recalculation ~~will~~ shall  
14 be based on the provisions of subsection A of this section for  
15 actual time employed as a Department of Corrections correctional  
16 teacher or vocational instructor between July 1, 2004, and the last  
17 day of the month in which this act becomes effective. Authorized  
18 employees ~~will~~ shall receive a one-time payment equal to the  
19 difference between the recalculated salary amount and the  
20 compensation received.

21 SECTION 3. AMENDATORY 70 O.S. 2021, Section 1-113, is  
22 amended to read as follows:

23 Section 1-113. A. When used in this section, the residence of  
24 any child for school purposes shall be:

1           1. The legal residence of the parents, guardian, or person  
2 having legal custody.

3           Each school district board of education shall adopt a policy  
4 establishing the requirements for student residency for that  
5 district which provides for residence as described in this  
6 paragraph. Within the discretion of each school district's board of  
7 education, the policy may but is not required to allow for  
8 establishment of residency by affidavit when an adult, whether a  
9 relative or not, who does not fall within one of the categories  
10 listed above, who holds legal residence in the school district, and  
11 who has assumed permanent care and custody of the child files an  
12 affidavit with the school district attesting that they have assumed  
13 custody and the reasons for assuming custody. Any policy allowing  
14 the establishment of residency by affidavit shall require the adult  
15 who provides the affidavit to affirm in such affidavit that the  
16 custody arrangement is permanent and that the adult contributes the  
17 major degree of support to the child. If the school district policy  
18 allows establishment of residency by affidavit, any person who  
19 willfully makes a statement in the affidavit which the person knows  
20 to be false shall, upon conviction, be guilty of a misdemeanor  
21 punishable by imprisonment in the county jail for not more than one  
22 (1) year or a fine ~~of~~ not more than Five Hundred Dollars (\$500.00)  
23 or both such fine and imprisonment. Each school district board of  
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1 education shall include in its policy on residency any documentation  
2 necessary for the administration of the policy;

3 2. The foster family home, as defined in Section 1-1-105 of  
4 Title 10A of the Oklahoma Statutes, except a therapeutic foster  
5 family home or a specialized foster home where a child is in  
6 voluntary placement as defined in subsection D of this section, in  
7 which the child has been placed:

8 a. by the person or agency having legal custody of the  
9 child pursuant to a court order, or

10 b. by a state agency having legal custody of the child  
11 pursuant to the provisions of Title 10A of the  
12 Oklahoma Statutes.

13 Upon request of the foster parent, the residence of a child  
14 in foster care for school purposes may be changed to the school  
15 district in which the child resided prior to being placed in foster  
16 care or the school district in which the previous foster family home  
17 of the child is located;

18 3. Any orphanage or eleemosynary child care facility having  
19 full-time care and custody;

20 4. Any eleemosynary child care facility in which a child is  
21 placed by a parent or guardian for full-time residential care;  
22 provided, the provision of this paragraph shall apply only to  
23 children who attend a district school by joint agreement of the  
24 school district and facility and who are not placed in the facility

1 through a state contract. For purposes of this paragraph,

2 "eleemosynary child care facility" means a facility:

3 a. where child care and services are provided, and

4 b. which is funded predominantly by benevolent or

5 charitable funds and is exempt from taxation pursuant

6 to the provisions of Section 501(c)(3) of the Internal

7 Revenue Code, 26 U.S.C., Section 501(c)(3);

8 5. Any state-operated institution in which a child has been  
9 placed by a parent or guardian or by a state agency having legal  
10 custody of the child pursuant to the provisions of Title 10A or  
11 Section 3-101 of Title 43A of the Oklahoma Statutes for care and  
12 treatment due to a physical or mental condition of the child;

13 6. Any facility in which a child has been admitted and is  
14 receiving on-site educational services as provided for in Section 3-  
15 104.7 of this title;

16 7. The district in which a child who is entirely self-  
17 supporting resides and attends school; or

18 8. A state-licensed children's emergency resource center or  
19 state-operated emergency shelter.

20 B. No school district shall bear the cost of educating children  
21 who are not residents of this state. A school district may furnish  
22 educational services pursuant to contract as elsewhere provided by  
23 law. A school district may furnish educational services pursuant to  
24 a contract to children who do not reside in the United States of

1 America; provided, the children shall not be counted in the average  
2 daily membership of the school district.

3 C. For the purpose of ensuring that a child placed in a  
4 therapeutic foster family home, as defined in Section 1-1-105 of  
5 Title 10A of the Oklahoma Statutes, receives an appropriate  
6 education, no receiving school district shall be required to enroll  
7 such a child if the enrollment would cause the proportion of  
8 students in therapeutic foster family homes as compared to the  
9 average daily membership of the receiving district for the preceding  
10 school year to exceed two percent (2%). Children served by Head  
11 Start may not be counted for the purpose of this paragraph unless  
12 the child is on an individualized education program provided by the  
13 school district. Any school district may enroll such students who  
14 are outside the student's resident district in therapeutic foster  
15 family home placements which exceed this limit if the school  
16 determines it possesses the ability to provide such child an  
17 appropriate education.

18 D. When a child does not meet the criteria for residency  
19 provided in subsection A of this section and is placed in any of the  
20 following entities which is out of the home of the child and not in  
21 the school district in which the child legally resides:

- 22 1. A residential facility;
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1           2. A treatment program or center, including the facility  
2 operated pursuant to Section 485.1 of Title 63 of the Oklahoma  
3 Statutes;

4           3. A therapeutic foster family home as defined in Section 1-1-  
5 105 of Title 10A of the Oklahoma Statutes;

6           4. A specialized foster home, which is a specialized foster  
7 home or an agency-contracted home under the supervision of and  
8 certified as meeting the standards set by the Department of Human  
9 Services and is funded through the Department of Human Services Home  
10 and Community-Based Waiver Services Program; or

11           5. An acute psychiatric care facility,  
12 the entity shall, if the child contends he or she resides in a  
13 school district other than the district where the entity is located,  
14 within eleven (11) days of admittance, notify the school district in  
15 which the entity is located of the admittance.

16           For minors who are persons requiring psychiatric treatment as  
17 defined by Title 43A of the Oklahoma Statutes, on-site educational  
18 services shall be provided beginning on the eleventh day of  
19 admission.

20           Upon provision of educational services to children pursuant to  
21 the provisions of subsection F of this section, the receiving school  
22 district shall receive the State Aid as defined in subsection C of  
23 Section 18-110 of this title for those students.

1 Access to the due process procedure guaranteed to children with  
2 disabilities shall be available to resolve disagreements about the  
3 appropriateness of placements of children with disabilities.

4 E. The governing body of any state institution for children  
5 operated pursuant to the provisions of Title 10A of the Oklahoma  
6 Statutes or Section 3-101 of Title 43A of the Oklahoma Statutes and  
7 the board of education of the school district in which the  
8 institution is located or any other school district in the state  
9 willing to provide necessary educational services may enter into a  
10 contract whereby the district will maintain a school for the  
11 children of the institution, in which event the residence of the  
12 children for school purposes will be considered as being in the  
13 district maintaining the school; provided, however, that upon  
14 release from the school, a child shall be considered as a resident  
15 of the originating school district for school purposes. The  
16 governing body of the state institutions specified in this  
17 subsection shall pay the costs for educating students placed in the  
18 state institution less any amount of funds received for the students  
19 by the school district contracting with the state institution to  
20 provide necessary educational services.

21 F. 1. The school district in which an entity as described in  
22 subsection D of this section exists to serve children in out-of-home  
23 placements shall, upon request of the individual or agency operating  
24 the entity, provide the educational services to which the children

1 in the entity are entitled subject to the limitations provided in  
2 subsection C of this section. No person operating such an entity  
3 may contract for the provision of educational services with any  
4 school district other than the school district in which the entity  
5 is located unless the school district in which the entity is located  
6 agrees in writing to allow another school district to provide the  
7 educational services or unless the person operating the entity  
8 contracts with another school district for the provision of  
9 educational services to be provided through remote Internet-based  
10 courses. No person operating such an entity may contract for the  
11 provision of educational services with more than one school  
12 district.

13 2. Prior to location in a school district, the individual or  
14 agency operating an entity described in subsection D of this section  
15 which requires provision of educational services from the school  
16 district shall notify the ~~local~~ board of education of its  
17 anticipated educational needs. No school district shall be required  
18 to provide educational services for students in the entity until at  
19 least sixty (60) calendar days have elapsed from the time in which  
20 the ~~local~~ board of education was initially notified of the need  
21 unless the school district so agrees to provide the educational  
22 services sooner. The provisions of this paragraph shall not apply  
23 to therapeutic or specialized foster homes.



1           3. Educational services provided shall meet or exceed state  
2 accreditation standards. No school district shall be responsible  
3 for any expenses for students in an entity described in subsection D  
4 of this section which are not directly related to the provision of  
5 educational services. A school district shall not be obligated for  
6 expenses of those students in an entity in the current school year  
7 for whom educational services are requested after the first nine (9)  
8 weeks of the current school year for the district if educational  
9 services are requested for twelve or more students than were served  
10 in the first nine (9) weeks, unless the school district chooses to  
11 provide educational services for the current school year. Contracts  
12 and agreements for provision of educational services may allow for  
13 the use of public and private sources of support which are available  
14 to share the costs of educational services and of therapies,  
15 treatments, or support services. Otherwise valid obligations to  
16 provide or pay for such services, such as Medicaid, shall remain in  
17 effect for children who are eligible for the services from sources  
18 other than the school district.

19           4. Upon the request of any residential facility which has  
20 contracted with the Office of Juvenile Affairs to provide either a  
21 regimented juvenile training program or a high-impact wilderness  
22 camp to a minimum of forty students who have been adjudicated, a  
23 school district may contract for the facility to provide the  
24 educational services to those students. Under a contract, the

1 facility shall operate in accordance with all applicable laws,  
2 ~~including compliance with Section 18-114.14 of this title.~~ The  
3 contract shall include the State Aid generated by the students, less  
4 a fee for administrative services which may be retained by the  
5 school district, not to exceed ten percent (10%) of the total on an  
6 annual basis. The school district shall exercise supervision over  
7 the educational program in the facility and bear all responsibility  
8 for required educational reporting. The school district shall  
9 maintain access to all educational records for students in the  
10 facility, and shall provide for the appropriate academic credit and  
11 diplomas. The school district shall be indemnified against any  
12 actions or penalties on the part of the facility which result in  
13 adversity for the school district.

14 G. Any question as to the place of residence of any child for  
15 school purposes shall be decided pursuant to procedures utilized by  
16 the State Department of Education.

17 H. The receiving district shall notify the district of  
18 residence immediately upon finding that the student requires special  
19 education and related services, and the district of residence shall  
20 participate in planning the ~~Individualized Education Program~~  
21 individualized education program (IEP) for the student and in  
22 subsequent reviews of the program in accordance with the Individuals  
23 with Disabilities Education Act (IDEA).

1 SECTION 4. AMENDATORY 70 O.S. 2021, Section 1-116, is

2 amended to read as follows:

3 Section 1-116. As used in this title:

4 1. "Teacher" means any person who is employed to serve as  
5 district superintendent, principal, supervisor, a counselor,  
6 librarian, school nurse, or classroom teacher or in any other  
7 instructional, supervisory, or administrative capacity. The person  
8 shall not be deemed qualified unless the person holds a valid  
9 certificate issued by and in accordance with the rules of the State  
10 Board of Education or the rules of the State Board of Career and  
11 Technology Education, to perform the particular services for which  
12 the person is employed;

13 2. "Superintendent" or "superintendent of schools" means the  
14 executive officer of the board of education and the administrative  
15 head of the school system of a district maintaining an accredited  
16 school, provided the person holds an administrator's certificate  
17 recognized by the State Board of Education;

18 3. "Principal" means any person other than a district  
19 superintendent of schools having supervisory or administrative  
20 authority over any school or school building having two or more  
21 teachers. A teaching principal shall be a principal who devotes at  
22 least one-half (1/2) the time school is in session to classroom  
23 teaching. Teaching principals shall be required to hold  
24 administrative certificates;

1 4. "Teachers" means, for purposes of complying with the State  
2 Aid Law and other statutes, but not any other provision of law,  
3 which apportion money on the basis of teaching units or the number  
4 of teachers employed or qualified, all persons holding proper  
5 certificates and connected in any capacity with the instruction of  
6 pupils;

7 5. "Inductee" means any certified teacher who is employed in a  
8 ~~local~~ school to serve as a classroom teacher under the guidance and  
9 assistance of a mentor teacher or teachers;

10 6. "Student teacher" means any student who is enrolled in an  
11 institution of higher learning approved by the State Board of  
12 Education for teacher training and who is jointly assigned by the  
13 institution of higher learning and a board of education of a school  
14 district to perform practice teaching under the direction of a  
15 regularly employed and certified teacher. A student teacher, while  
16 serving an internship under the supervision of a certified teacher,  
17 shall be accorded the same protection of the laws as that accorded  
18 the certified teacher and shall be eligible to receive compensation  
19 beginning on the first day of the internship for up to one full  
20 school year; provided, however, that such compensation shall not be  
21 considered compensation for purposes of teacher retirement ~~or the~~  
22 ~~minimum salary schedule;~~

23 7. "School nurse" means a person employed full time by a board  
24 of education who is a registered nurse licensed by the ~~Oklahoma~~

1 ~~State Board of Nurse Registration and Nursing Education~~ Oklahoma

2 Board of Nursing and is certified the same as a teacher by the State  
3 Board of Education. Provided, that any person who is employed as a  
4 full-time school nurse in any school district in Oklahoma who is not  
5 registered on July 2, 1971, may continue to serve in the same  
6 capacity; however, such person shall, under rules adopted by the  
7 State Board of Education, attend classes in nursing and prepare to  
8 become registered.

9 A school nurse employed by a board of education shall be  
10 accorded the same protection of laws and all other benefits accorded  
11 a certified teacher; and

12 8. "Support employee" means an employee who provides those  
13 services which are not performed by certified teachers, principals,  
14 superintendents, or administrators and which are necessary for the  
15 efficient and satisfactory functioning of a school district.

16 SECTION 5. AMENDATORY 70 O.S. 2021, Section 3-104.8, is  
17 amended to read as follows:

18 Section 3-104.8. A. Subject to the availability of funds, the  
19 State Department of Education shall be authorized to directly  
20 contract with educators who are current or retired employees of  
21 Oklahoma public school districts, for services to assist the  
22 Department as may be necessary when such services require the  
23 expertise and qualifications of an Oklahoma certified educator.

24 B. The contract shall not:

1 1. Be subject to the competitive bidding requirements of the  
2 Oklahoma Central Purchasing Act; and

3 2. Be included in the calculation of the educator's salary for  
4 purposes of meeting the district ~~or statutory~~ minimum salary  
5 schedule adopted pursuant to Section 5-141 of this title or for  
6 purposes of calculating Teachers' Retirement System of Oklahoma  
7 contributions or benefits.

8 SECTION 6. AMENDATORY 70 O.S. 2021, Section 3-129.11, is  
9 amended to read as follows:

10 Section 3-129.11. A. There is hereby established the School  
11 District Empowerment Program which shall be administered by the  
12 State Board of Education. The purpose of the program is to empower  
13 locally elected school board members to govern school districts and  
14 make decisions based on the needs of their students and  
15 circumstances.

16 B. 1. Subject to the provisions of this section, a school  
17 district shall be allowed to submit a request to the State Board of  
18 Education for an exemption from all statutory requirements and State  
19 Board of Education rules from which charter schools are exempt, as  
20 provided for in the Oklahoma Charter Schools Act. Any request for  
21 exemption shall include a plan which outlines the goals sought to be  
22 achieved at a minimum, ~~include~~ including the educational and fiscal  
23 benefits and the anticipated impacts or outcomes the plan will have  
24 in the district.

1           2. Within ninety (90) days after receiving the request and  
2 plan, the State Board shall approve or disapprove the request. If  
3 the State Board does not approve the request, it shall provide to  
4 the school district a written explanation of the basis for its  
5 decision. The school district may resubmit an amended request at  
6 any time after the denial. The request shall be approved by the  
7 ~~State~~ Board before implementation by the school district. An  
8 approved request and plan shall be for no longer than three (3)  
9 years. Prior to the beginning of the third year, the school  
10 district may apply for renewal of the approved request and plan.  
11 The school district shall be required to submit an annual report and  
12 the ~~State~~ Board shall annually assess the academic achievement and  
13 fiscal status of the school district.

14           C. Nothing in this section shall prevent a school district  
15 board of education from choosing to follow any or all state laws,  
16 rules, or regulations from which a charter school is exempt. A  
17 school district which has been granted approval by the State Board  
18 of Education for exemption as set forth in subsection B of this  
19 section shall have the option to adopt policies to implement any  
20 requirement for the school district that is consistent with any  
21 statutory requirement or mandate or ~~State~~ Board rule, but a  
22 participating school shall comply with the following requirements:  
23  
24  
25

1 1. Students who reside in the school district shall be entitled  
2 to attend school in the district as set forth in Section 1-114 of  
3 this title;

4 2. School districts shall comply with the ~~requirements of the~~  
5 requirement to adopt a minimum salary schedule for teachers as set  
6 forth in ~~Section 18-114.12~~ Section 5-141 of this title;

7 3. Employees of school districts shall continue to participate  
8 as members of the Teachers' Retirement System of Oklahoma as set  
9 forth in Section 17-101 et seq. of this title;

10 4. School districts shall comply with the requirement to  
11 provide a health insurance plan for school district employees as set  
12 forth in Section 5-117.5 of this title and to establish or make  
13 available to school district employees a cafeteria plan as set forth  
14 in Section 26-104 of this title;

15 5. School districts shall require any person employed by the  
16 school district to file with the district board of education a  
17 current Oklahoma criminal history record check from the Oklahoma  
18 State Bureau of Investigation as well as a national criminal history  
19 record check as defined in Section 150.9 of Title 74 of the Oklahoma  
20 Statutes. Each district shall adopt a policy regarding criminal  
21 history record checks as set forth in Section 5-142 of this title;

22 6. School districts shall comply with the requirement to  
23 evaluate teachers and to train personnel designated to conduct  
24 personnel evaluations as set forth in Sections 6-101.10 and 6-101.11



1 of this title, the dismissal and due process procedures for  
2 administrators as set forth in Sections 6-101.13 through 6-101.15 of  
3 this title, and the due process procedures for teachers as set forth  
4 in Sections 6-101.21 through 6-101.26 of this title;

5 7. School districts shall comply with the requirement to make  
6 payroll deductions for either or both professional organization dues  
7 and political contributions upon the request of an employee as set  
8 forth in Section 5-139 of this title;

9 8. School districts shall comply with the dismissal and due  
10 process procedures for education support employees as set forth in  
11 Sections 6-101.40 through 6-101.47 of this title;

12 9. School districts shall employ as teachers, counselors,  
13 librarians, school nurses, superintendents, principals, supervisors,  
14 or any other instructional, supervisory, or administrative employee  
15 only those persons who are certified by the State Board of Education  
16 in accordance with the Oklahoma Teacher Preparation Act, except for  
17 persons exempt from the certification requirements as otherwise  
18 provided by law;

19 10. School districts shall provide for negotiations between  
20 school employees and school districts as set forth in Sections 509.1  
21 through 509.11 of this title;

22 11. School districts shall be required to offer and students  
23 enrolled in the school district shall be required to complete the  
24

1 curriculum requirements as set forth in Section 11-103.6 of this  
2 title;

3 12. Students enrolled in the school district shall be required  
4 to ~~demonstrate mastery of the state academic content standards~~  
5 participate in the statewide student assessments as set forth in  
6 ~~Section 1210.523~~ Section 1210.508 of this title; and

7 13. Members of the school district board of education shall be  
8 required to satisfy the instruction and continuing education  
9 requirements as set forth in Sections 5-110, 5-110.1, and 5-110.2 of  
10 this title.

11 SECTION 7. AMENDATORY 70 O.S. 2021, Section 5-141, is  
12 amended to read as follows:

13 Section 5-141. A. 1. Each school district board of education  
14 of this state shall adopt a minimum salary schedule and shall  
15 transmit a copy of it to the State Board of Education within thirty  
16 (30) days after adoption. A school district board of education  
17 shall not calculate salaries of teachers solely as a proportion of  
18 the salaries of the administrators of the district.

19 2. The minimum salary schedule adopted by each school district  
20 board of education pursuant to this subsection for the 2024-2025  
21 school year and each school year thereafter:

22 a. shall not set salaries at less than Thirty-nine  
23 Thousand Six Hundred One Dollars (\$39,601.00), and  
24

1            b. shall include additional salary increments for  
2            teachers who attain National Board certification after  
3            July 1, 2024.

4            B. Districts shall be encouraged to provide compensation  
5 schedules to reflect district policies and circumstances, including  
6 differential pay for different subject areas and special incentives  
7 for teachers in districts with specific geographical attributes.  
8 Districts may also adopt a salary schedule that provides additional  
9 compensation for achieving certain ratings under the Oklahoma  
10 Teacher and Leader Effectiveness Evaluation System (TLE) ~~as set~~  
11 ~~forth in Section 6 of this act~~ created pursuant to Section 6-101.16  
12 of this title. ~~Any salary schedule adopted by a district pursuant~~  
13 ~~to this section shall not set salaries at amounts less than those~~  
14 ~~set pursuant to Section 18-114.12 of this title.~~

15            C. The State Department of Education shall compile a report of  
16 the minimum salary schedules for every school district in the state  
17 and shall electronically submit the report to the Governor, Speaker  
18 of the House of Representatives, and President Pro Tempore of the  
19 Senate no later than December 15 of each year.

20            D. Each school district shall file within fifteen (15) days of  
21 signing the contract, the employment contract of the superintendent  
22 of the school district with the State Department of Education. The  
23 Department shall keep all contracts available for inspection by the  
24 public. The school district shall not be authorized to pay any

1 salary, benefits, or other compensation to a superintendent which  
2 are not specified in the contract on file and shall not pay  
3 administrators any amounts for accumulated sick leave that are not  
4 calculated on the same formula used for determining payment for  
5 accumulated sick leave benefits for other full-time employees of  
6 that school district and shall not pay administrators any amounts  
7 for accumulated vacation leave benefits that are not calculated on  
8 the same formula used for determining payment for accumulated  
9 vacation leave benefits for other twelve-month full-time employees  
10 of that school district.

11 E. By October 1 of each year each district board of education  
12 shall prepare a schedule of salaries and fringe benefits paid  
13 administrators employed by the district, including a description of  
14 the fringe benefits. The schedule shall be a public record and  
15 shall be disclosed as required by the Oklahoma Open Records Act.  
16 The board shall file a copy of the schedule with the State  
17 Department of Education within one week of completion.

18 F. For purposes of this section the term "administrator" shall  
19 include employees who are employed and certified as superintendents,  
20 assistant superintendents, principals, and assistant principals and  
21 who have responsibilities for supervising classroom teachers.

22 SECTION 8. AMENDATORY 70 O.S. 2021, Section 6-101, is  
23 amended to read as follows:

24  
25

1 Section 6-101. A. Except as provided in subsection E of this  
2 section, no person shall be permitted to teach in any school  
3 district of the state without a written contract, except as provided  
4 herein for substitute teachers and except teachers of classes in  
5 adult education. Except as provided in subsection J of this  
6 section, the board of education of each school district, wherein  
7 school is expected to be conducted for the ensuing year, shall  
8 employ and contract in writing with qualified teachers for and in  
9 the name of the district. One copy of the contract shall be filed  
10 with the clerk of the board of education and one copy shall be  
11 retained by the teacher.

12 B. Except as otherwise provided by subsections J and K of this  
13 section and any other law, no board of education shall have  
14 authority to enter into any written contract with a teacher who does  
15 not hold an Oklahoma criminal history record check as required by  
16 Section 6-190 of this title and who does not hold a valid  
17 certificate issued or recognized by the State Board of Education  
18 authorizing the teacher to teach the grades or subject matter for  
19 which the teacher is employed. Any board of education paying or  
20 authorizing the payment of the salary of any teacher not holding a  
21 certificate, as required herein, shall be adjudged to be guilty of a  
22 fraudulent expenditure of public funds and members voting for such  
23 payment shall be held jointly responsible for the return of the  
24 amount of any public monies thus expended, upon suit brought by the

1 district attorney or by any interested citizen in the district where  
2 such funds have been expended.

3 C. It shall be the duty of the superintendent of schools under  
4 whose supervision teachers have been contracted to teach to certify  
5 to the treasurer of the contracting district the names of the  
6 teachers holding valid certificates and student teachers with whom  
7 contracts have been made and the names of substitute teachers  
8 employed in accordance with law. The treasurer shall not register  
9 any warrant issued in payment of salary to any teacher whose name is  
10 not included in such list and shall be liable on the official bond  
11 for the treasurer for the amount of any warrant registered in  
12 violation of the provisions of this section.

13 D. Whenever any person shall enter into a contract with any  
14 school district in ~~Oklahoma~~ this state to teach in such school  
15 district the contract shall be binding on the teacher and on the  
16 board of education until the teacher legally has been discharged  
17 from the teaching position or released by the board of education  
18 from the contract. Except as provided in Section 5-106A of this  
19 title, until such teacher has been thus discharged or released, the  
20 teacher shall not have authority to enter into a contract with any  
21 other board of education in ~~Oklahoma~~ this state for the same time  
22 covered by the original contract. If upon written complaint by the  
23 board of education in a district any teacher is reported to have  
24 failed to obey the terms of the contract previously made and to have

1 entered into a contract with another board of education without  
2 having been released from the former contract except as provided in  
3 Section 5-106A of this title, the teacher, upon being found guilty  
4 of such charge at a hearing held before the State Board of  
5 Education, shall have such teacher's certificate suspended for the  
6 remainder of the term for which the contract was made.

7 E. A board of education shall have authority to enter into  
8 written contracts with teachers for the ensuing fiscal year prior to  
9 the beginning of such year. If, prior to the first Monday in June,  
10 a board of education has not entered into a written contract with a  
11 regularly employed teacher or notified the teacher in writing by  
12 registered or certified mail that a recommendation has been made not  
13 to reemploy the teacher for the ensuing fiscal year, and if, by  
14 fifteen (15) days after the first Monday in June, such teacher has  
15 not notified the board of education in writing by registered or  
16 certified mail that such teacher does not desire to be reemployed in  
17 such school district for the ensuing year, such teacher shall be  
18 considered as employed on a continuing contract basis and on the  
19 same salary schedule used for other teachers that was adopted by the  
20 board of education pursuant to Section 5-141 of this title in the  
21 school district for the ensuing fiscal year, and such employment and  
22 continuing contract shall be binding on the teacher and on the  
23 school district.

1 F. Whenever a school district is engaged in contract  
2 negotiations with teachers employed by that school district after  
3 the school year has begun and the teachers are employed on a  
4 continuing contract basis, the school district shall, beginning at  
5 the first of the school year, pay the teachers any state-mandated  
6 salary increases ~~and salary schedule increases~~ to which each teacher  
7 is otherwise entitled.

8 G. No school district or any member of the board of education  
9 of a district shall be liable for the payment of compensation to a  
10 teacher or administrator under the provisions of any contract for  
11 the ensuing year, if it becomes necessary to close the school  
12 because of insufficient attendance, disorganization, annexation,  
13 consolidation, or by dispensing with the school according to law,  
14 provided, such cause is known or action is taken prior to July 1 of  
15 such ensuing year.

16 H. No school district or any member of a board of education  
17 shall be liable for the payment of compensation to any teacher or  
18 administrator for the unexpired term of any contract if the school  
19 building to which the teacher or administrator has been assigned is  
20 destroyed by accident, storm, fire, or otherwise and it becomes  
21 necessary to close the school because of inability to secure a  
22 suitable building or buildings for continuation of school. Teachers  
23 and administrators shall be entitled to pay for any time lost when  
24 school is closed on account of epidemics or otherwise when an order



1 for such closing has been issued by a health officer authorized by  
2 law to issue the order.

3 I. A teacher may contract with more than one school district  
4 for the same school year as provided in Section 5-106A of this  
5 title.

6 J. A board of education shall have authority to enter into  
7 written contracts for the ensuing fiscal year prior to the beginning  
8 of the year with persons who are not certified to teach by the State  
9 Board of Education as long as the person is actively in the process  
10 of securing certification. The person shall not be allowed to teach  
11 in a classroom until the person has met or completed all of the  
12 requirements for certification as provided for in Section 6-190 of  
13 this title. If the person has not obtained valid certification by  
14 the first day of the ensuing school year, the contract shall be  
15 terminated.

16 K. A board of education of a school district shall have the  
17 authority to enter into written contracts for employment for the  
18 ensuing fiscal year with persons who are student teachers as defined  
19 in Section 1-116 of this title while such persons are still student  
20 teachers. A student teacher shall not be allowed to teach in a  
21 classroom during the ensuing fiscal year until meeting or completing  
22 all of the requirements for certification as provided for in Section  
23 6-190 of this title. If the student teacher has not obtained valid  
24 certification by the first day of the ensuing school year, the

1 contract shall be terminated. A board of education of a school  
2 district shall have the authority to commit to payment of a stipend  
3 or signing bonus to a student teacher as defined in Section 1-116 of  
4 this title while that person is still a student teacher, if that  
5 person has entered into a written contract for employment for the  
6 ensuing fiscal year. A board of education shall make any such  
7 student teacher stipend or signing bonus conditional on such person  
8 fulfilling the first year of his or her contract for the ensuing  
9 fiscal year. Any stipend or signing bonus paid under the terms of  
10 this subsection shall not be considered compensation for purposes of  
11 teacher retirement ~~or the minimum salary schedule.~~

12 L. A teacher whose certificate was suspended by the State Board  
13 of Education pursuant to Section 3-104 of this title and Sections  
14 314 and 314.1 of Title 75 of the Oklahoma Statutes shall be placed  
15 on suspension pursuant to the provisions of Section 6-101.29 of this  
16 title while proceedings for revocation or other action are pending  
17 before the State Board of Education. The provisions of this  
18 subsection shall not preclude the initiation of due process  
19 procedures in accordance with Section 6-101.20 et. seq of this  
20 title.

21 SECTION 9. AMENDATORY 70 O.S. 2021, Section 6-101.6, is  
22 amended to read as follows:

23 Section 6-101.6. A. All contracts for employment of, or  
24 related employee information worksheets for, a teacher or  
25

1 administrator by a school district board of education shall include  
2 the following categories in a clear and concise format:

3 1. Employee information including:

- 4 a. employee's name,
- 5 b. degree(s) employee holds,
- 6 c. number of years of teaching credit for salary  
7 purposes, and
- 8 d. step placement on the salary schedule adopted by the  
9 school district board of education pursuant to Section  
10 5-141 of this title;

11 2. Salary information including:

- 12 a. pay based on ~~state minimum~~ the salary schedule adopted  
13 by the school district board of education pursuant to  
14 Section 5-141 of this title,
- 15 b. district salary supplement,
- 16 c. extra-duty or extracurricular salary amounts,  
17 itemized,
- 18 d. other salary,
- 19 e. total salary,
- 20 f. dollar amount of salary paid in cash, and
- 21 g. dollar amount of salary paid in fringe benefits, ~~as~~  
22 ~~defined and allowed by Section 18-114.14 of this~~  
23 ~~title,~~ with an itemized list of each benefit and  
24 amount paid toward it; and

1 3. Benefits information including:

- 2 a. state-paid flexible benefit allowance amount,
- 3 b. district-paid retirement contributions (over any
- 4 amount for retirement insurance paid as part of salary
- 5 and excluding any amounts paid pursuant to Section 17-
- 6 108.1 of this title),
- 7 c. district-paid health insurance (over any amount paid
- 8 as part of salary),
- 9 d. other district-paid benefits, such as life, dental,
- 10 disability, salary protection, vision, cancer, and
- 11 health supplemental insurance (over any amount paid as
- 12 part of salary),
- 13 e. other benefits, with an itemized list of each benefit
- 14 and dollar amount paid toward it (not including any
- 15 benefits paid as part of salary), and
- 16 f. total district-paid benefits (not including any
- 17 benefits paid as part of salary).

18 B. Beginning with the 2016-2017 school year, school districts

19 shall annually provide to each teacher and administrator a copy of

20 an employee information worksheet containing information for each

21 teacher or administrator in the categories listed in subsection A of

22 this section prior to the first payroll in November. School

23 districts shall designate one or more persons to review the

24

25

1 worksheet with any teacher or administrator upon request to answer  
2 any questions.

3 C. The State Department of Education shall require in its  
4 annual personnel report the amounts paid in each category set out in  
5 subparagraphs a through g of paragraph 2 and subparagraphs a through  
6 f of paragraph 3 of subsection A of this section, disaggregated by  
7 the categories of administrative personnel and certified teaching  
8 personnel.

9 SECTION 10. AMENDATORY 70 O.S. 2021, Section 6-104.1, as  
10 amended by Section 2, Chapter 291, O.S.L. 2023 (70 O.S. Supp. 2023,  
11 Section 6-104.1), is amended to read as follows:

12 Section 6-104.1. After exhausting sick leave and extended leave  
13 pursuant to Sections 6-104 and 6-104.5 of this title and maternity  
14 leave pursuant to ~~Section 1~~ Section 6-104.8 of this ~~act~~ title, a  
15 full-time teacher who, with the proper approval of the district  
16 board of education, takes not more than ninety (90) school days of  
17 leave without pay to care for the teacher's child during the first  
18 year of the child's life, shall receive full credit for the days on  
19 leave without pay as though the teacher had been on leave with pay  
20 for purposes of computing experience for the minimum teacher salary  
21 schedule adopted by the school district board of education pursuant  
22 to Section 5-141 of this title. A teacher on leave without pay  
23 pursuant to this section who pays the actuarial cost, as determined  
24 by the Board of Trustees of the Teachers' Retirement System of

1 Oklahoma, shall have the period during which such leave without pay  
2 is taken, counted toward retirement service credit as though the  
3 teacher had been on leave with pay. The teacher shall notify his or  
4 her employer and the System in writing within thirty (30) days from  
5 the date he or she returns to service that he or she will pay such  
6 actuarial cost. The teacher shall have up to twelve (12) months  
7 from the date he or she returns to service to pay such actuarial  
8 cost.

9 SECTION 11. AMENDATORY 70 O.S. 2021, Section 6-190, as  
10 amended by Section 3, Chapter 359, O.S.L. 2022 (70 O.S. Supp. 2023,  
11 Section 6-190), is amended to read as follows:

12 Section 6-190. A. The board of education of each school  
13 district shall employ and contract in writing, as required in  
14 Section 6-101 of this title, only with persons certified to teach by  
15 the State Board of Education in accordance with the Oklahoma Teacher  
16 Preparation Act, except as otherwise provided for by Section 6-101  
17 of this title and by other law.

18 B. The Board shall issue a certificate to teach to any person  
19 who:

20 1. Has successfully completed the teacher education program  
21 required by the Commission for Educational Quality and  
22 Accountability;

23 2. Has graduated from an accredited institution of higher  
24 education that has approval or accreditation for teacher education;

1           3. Has met all other requirements as may be established by the  
2 Board;

3           4. Has made the necessary application and paid the competency  
4 examination fee in an amount and as prescribed by the Commission;

5           5. Has successfully completed the competency examination  
6 required in Section 6-187 of this title; and

7           6. Beginning November 1, 2001, has on file with the Board a  
8 current Oklahoma criminal history record from the Oklahoma State  
9 Bureau of Investigation as well as a national criminal history  
10 record check as defined in Section 150.9 of Title 74 of the Oklahoma  
11 Statutes. Upon receipt of the Oklahoma criminal history record, the  
12 Board may issue a temporary certificate which shall be effective  
13 until receipt of the national fingerprint-based criminal history  
14 record. The person applying for a certificate shall be responsible  
15 for the cost of the criminal history records.

16           C. The Board shall issue a certificate to teach to any person  
17 who:

18           1. Holds an out-of-state certificate and meets the requirements  
19 set forth in subsection G of this section;

20           2. Holds certification from the National Board for Professional  
21 Teaching Standards;

22           3. Holds an out-of-country certificate and meets the  
23 requirements set forth in subsection F of this section; or  
24

1 4. Has successfully completed a competency examination used in  
2 the majority of other states or comparable customized exam and meets  
3 the requirements set forth in subsection H of this section.

4 D. Beginning July 1, 2004, any person applying for initial  
5 Oklahoma certification shall have on file with the Board a current  
6 Oklahoma criminal history record from the Oklahoma State Bureau of  
7 Investigation as well as a national criminal history record check as  
8 defined in Section 150.9 of Title 74 of the Oklahoma Statutes. Upon  
9 receipt of the Oklahoma criminal history record, the Board may issue  
10 a temporary certificate which shall be effective until receipt of  
11 the national fingerprint-based criminal history record. The person  
12 applying for a certificate shall be responsible for the cost of the  
13 criminal history records.

14 E. Any person holding a valid certificate, issued prior to  
15 January 1, 1997, shall be a certified teacher for purposes of the  
16 Oklahoma Teacher Preparation Act, subject to any professional  
17 development requirements prescribed by the Oklahoma Teacher  
18 Preparation Act or by the State Board of Education.

19 F. 1. The Board shall issue a certificate to teach to a person  
20 who holds a valid out-of-country certificate and meets any  
21 requirements established by the Board. The certificate to teach  
22 shall only be for those subject areas and grade levels most closely  
23 aligned to the subject areas and grade levels recognized on the out-  
24 of-country certificate.



1           2. A person who meets the requirements of paragraph 1 of this  
2 subsection shall not be required to take any competency examinations  
3 in those subject areas and grade levels most closely aligned to the  
4 subject areas and grade levels recognized on the out-of-country  
5 certificate.

6           3. A person who meets the requirements of paragraph 1 of this  
7 subsection shall have on file with the Board a current Oklahoma  
8 criminal history record check from the Oklahoma State Bureau of  
9 Investigation as well as a national criminal history record check as  
10 defined in Section 150.9 of Title 74 of the Oklahoma Statutes. Upon  
11 receipt of the Oklahoma criminal history record check, the Board may  
12 issue a temporary certificate which shall be effective until receipt  
13 of the national fingerprint-based criminal history record check.  
14 The person applying for a certificate shall be responsible for the  
15 cost of the criminal history record checks.

16           4. The Board shall promulgate rules establishing a process by  
17 which out-of-country certificates will be reviewed and evaluated for  
18 purposes of awarding a certificate to teach pursuant to this  
19 subsection.

20           G. 1. The Board shall issue a certificate to teach to a person  
21 who holds a valid out-of-state certificate. The certificate to  
22 teach shall only be for those subject areas and grade levels most  
23 closely aligned to the subject areas and grade levels recognized on  
24 the out-of-state certificate.

1           2. A person who meets the requirements of paragraph 1 of this  
2 subsection shall not be required to take any competency examinations  
3 in those subject areas and grade levels most closely aligned to the  
4 subject areas and grade levels recognized on the out-of-state  
5 certificate.

6           3. A person who meets the requirements of this subsection shall  
7 have on file with the Board a current Oklahoma criminal history  
8 record check from the Oklahoma State Bureau of Investigation as well  
9 as a national criminal history record check as defined in Section  
10 150.9 of Title 74 of the Oklahoma Statutes. Upon receipt of the  
11 Oklahoma criminal history record check, the Board may issue a  
12 temporary certificate which shall be effective until receipt of the  
13 national fingerprint-based criminal history record check. The  
14 person applying for a certificate shall be responsible for the cost  
15 of the criminal history record checks.

16           H. 1. The Board shall issue a certificate to teach to a person  
17 who has successfully completed a competency exam used in a majority  
18 of the other states. The certificate to teach shall only be for  
19 those subject areas and grade levels that correspond with a  
20 certification area used in Oklahoma.

21           2. A person who meets the requirements of paragraph 1 of this  
22 subsection shall have on file with the Board a current Oklahoma  
23 criminal history record check from the Oklahoma State Bureau of  
24 Investigation as well as a national criminal history record check as

1 defined in Section 150.9 of Title 74 of the Oklahoma Statutes. Upon  
2 receipt of the Oklahoma criminal history record check, the Board may  
3 issue a temporary certificate which shall be effective until receipt  
4 of the national fingerprint-based criminal history record check.  
5 The person applying for a certificate shall be responsible for the  
6 cost of the criminal history record checks.

7 I. 1. The Board may establish new levels of teacher  
8 certificates: advanced, lead, and master. Each level shall have a  
9 minimum salary increase requirement paid by the school district and  
10 matched with state dollars from the lottery funds as provided in  
11 Section 713 of Title 3A of the Oklahoma Statutes. The advanced  
12 certificate shall include a minimum salary increase of Three  
13 Thousand Dollars (\$3,000.00), the lead certificate shall include a  
14 minimum salary increase of Five Thousand Dollars (\$5,000.00), and  
15 the master certificate shall include a minimum salary increase of  
16 Ten Thousand Dollars (\$10,000.00) and maximum salary increase of  
17 Forty Thousand Dollars (\$40,000.00).

18 2. A teacher who works in a school with an enrollment of forty  
19 percent (40%) or more of students who are economically disadvantaged  
20 as defined in Section 18-109.5 of this title or a school district  
21 with an enrollment of fewer than one thousand students shall be paid  
22 a one-time award in addition to the salary increases provided in  
23 paragraph 1 of this subsection:  
24

- a. One Thousand Five Hundred Dollars (\$1,500.00) for an advanced certificate,
- b. Two Thousand Five Hundred Dollars (\$2,500.00) for a lead certificate, and
- c. Five Thousand Dollars (\$5,000.00) for a master certificate.

3. School districts may identify and designate the highest quality teachers for advanced, lead, and master certificates.

Participating districts shall submit designation plans to the State Department of Education for evaluation and approval. Districts shall have local control and flexibility in determining how to evaluate teachers and assign designations, but, at a minimum, the designation system shall include a teacher observation, out-of-classroom time, and a student performance component.

- a. Teacher observation shall be based on the district's selected Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE) evaluation tool or an alternate method of evaluation; provided, the method is evidenced-based. Alternate methods of evaluation shall not replace the requirements of Section 6-101.16 of this title.
- b. Each school district that elects to participate in assigning advanced, lead, and master teacher certificates shall include an out-of-classroom

1 component for its assigned teachers to allow for  
2 professional growth opportunities while staying in the  
3 classroom. How out-of-classroom time is allotted and  
4 managed shall be determined by the school district and  
5 submitted as part of its designation plan to the State  
6 Department of Education for review and approval.

7 c. Student performance measures may be determined by the  
8 district and may include, but shall not be limited to,  
9 pre- and post-tests, summative or formative, and  
10 portfolios. The school district application shall  
11 show evidence of validity and reliability of the  
12 measures.

13 Districts may use additional factors in determining which  
14 teachers are eligible to receive a designation, such as student  
15 surveys, teacher leadership responsibilities, teacher mentorship  
16 responsibilities, family surveys, demonstration of district core  
17 values, teacher peer surveys, and contributions to the broader  
18 school community. No more than ten percent (10%) of each school  
19 district's teachers may be designated as an advanced, lead, or  
20 master teacher in any given school year.

21 4. If a school district chooses to participate in this program,  
22 the state shall match the amount the district pays above the base  
23 pay, up to Forty Thousand Dollars (\$40,000.00) per teacher.  
24

1           5. School districts that designate teachers for advanced, lead,  
2 and master certificates do not have to participate in annual TLE  
3 evaluations for the designated teachers.

4           6. School districts may designate teachers for advanced, lead,  
5 or master certificates two times per year, once prior to the  
6 beginning of the school year, and once prior to the beginning of the  
7 second semester. Teachers statewide who receive these designations  
8 shall be placed in professional development cohorts and provided  
9 additional training opportunities from the State Department of  
10 Education.

11           7. After initial approval by the State Department of Education,  
12 the Department shall review and validate each participating school  
13 district's teacher evaluation system biennially.

14           8. The State Department of Education shall annually report the  
15 school districts participating in the program, the number of  
16 advanced, lead, and master certificates awarded, and the total  
17 amount in state match funding that was distributed to teachers.

18           J. The State Board of Education shall adopt rules to implement  
19 a renewal schedule and associated fees for advanced, lead, and  
20 master teaching certificates. The rules shall allow a teacher that  
21 no longer meets the requirements of an advanced, lead, or master  
22 teaching certificate to make application for the standard teaching  
23 certificate.

1 K. The terms of the contracts issued to those holding advanced,  
2 lead, and master teaching certificates shall include the following:

3 1. Advanced: an additional five (5) days to be used to  
4 strengthen instructional leadership. A person with an advanced  
5 teaching certificate shall receive an annual salary increase of at  
6 least Three Thousand Dollars (\$3,000.00) or the district's daily  
7 rate of pay, whichever is higher, in addition to the salary for  
8 which the teacher qualifies pursuant to ~~Section 18-114.14~~ the  
9 minimum salary schedule adopted by the school district board of  
10 education pursuant to Section 5-141 of this title. This increase  
11 shall be matched by state dollars from the lottery funds as provided  
12 in Section 713 of Title 3A of the Oklahoma Statutes and shall be  
13 paid as regular annual compensation directly to teachers through  
14 school districts;

15 2. Lead: an additional ten (10) days to be used to strengthen  
16 instructional leadership. A person with a lead teaching certificate  
17 shall receive an annual salary increase of at least Five Thousand  
18 Dollars (\$5,000.00) or the district's daily rate of pay, whichever  
19 is higher, in addition to the salary for which the teacher qualifies  
20 pursuant to ~~Section 18-114.14~~ the minimum salary schedule adopted by  
21 the school district board of education pursuant to Section 5-141 of  
22 this title. This increase shall be matched by state dollars from  
23 the lottery funds as provided in Section 713 of Title 3A of the  
24

1 Oklahoma Statutes and shall be paid as regular annual compensation  
2 directly to teachers through school districts; and

3 3. Master: an additional fifteen (15) days to be used to  
4 strengthen leadership. A person with a master teaching certificate  
5 shall receive an annual salary increase of at least Ten Thousand  
6 Dollars (\$10,000.00) or the district's daily rate of pay, whichever  
7 is higher, in addition to the salary for which the teacher qualifies  
8 pursuant to ~~Section 18-114.14~~ the minimum salary schedule adopted by  
9 the school district board of education pursuant to Section 5-141 of  
10 this title. This increase, up to Forty Thousand Dollars  
11 (\$40,000.00), shall be matched by state dollars from the lottery  
12 funds as provided in Section 713 of Title 3A of the Oklahoma  
13 Statutes and shall be paid as regular annual compensation directly  
14 to teachers through school districts.

15 If a person with an advanced, lead, or master teaching  
16 certificate changes school districts during the life of the  
17 certificate, the terms of the contracts required in this subsection  
18 shall be subject to approval by the new employing school district.

19 L. Beginning in the 2022-2023 school year, the Department shall  
20 make the teaching certificates provided for in this section  
21 available for any person who has received a recommendation from his  
22 or her school district and who meets the eligibility criteria as  
23 outlined in each school district's teacher evaluation system  
24 provided for in subsection I of this section.



1 M. The funding necessary for the administration of this section  
2 shall be provided from the Teacher Empowerment Revolving Fund  
3 created in Section ~~2~~ 6-190.2 of this ~~act~~ title. If funding for the  
4 administration of the teaching certificates listed in subsection I  
5 is not available, the Department shall not be required to fulfill  
6 the requirements listed in subsections I, K, and L of this section.

7 N. The State Board of Education shall promulgate rules to  
8 implement the provisions of Section 6-180 et seq. of this title.

9 SECTION 12. AMENDATORY 70 O.S. 2021, Section 6-204.2, is  
10 amended to read as follows:

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

15 B. The purposes of the Education Leadership Oklahoma program  
16 are to:

17 1. Provide teachers throughout the state information about  
18 National Board certification and the Education Leadership Oklahoma  
19 program services;

20 2. Provide technical assistance and National-Board-certified  
21 mentors to all teachers seeking National Board certification upon  
22 request;

23 3. Reward teachers who are seeking National Board certification  
24 by awarding them a portion of the application processing charge and  
25

1 assessment fee and scholarship as provided in subsection D of this  
2 section; and

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

4 C. To fulfill the objectives of the Education Leadership  
5 Oklahoma Act, the ~~Oklahoma Commission for Teacher Preparation~~  
6 Commission for Educational Quality and Accountability shall:

7 1. Inform teachers of the Education Leadership Oklahoma program  
8 and services it provides to teachers seeking National Board  
9 certification, emphasizing recruiting efforts toward teachers at  
10 high-poverty schools, schools identified as in need of improvement,  
11 and in counties with the lowest percentage of teachers who have  
12 achieved National Board certification; and

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

16 D. The Commission shall select not more than one hundred  
17 applicants to participate in the program each fiscal year for whom  
18 the Commission shall pay one-half (1/2) of the application  
19 processing charge and assessment fee for National Board  
20 certification. The total amount paid by the Commission shall not  
21 exceed One Thousand Three Hundred Dollars (\$1,300.00). In addition  
22 the Commission shall also provide to the selected applicants a  
23 scholarship in the amount of Five Hundred Dollars (\$500.00) to cover  
24

1 other expenses associated with obtaining National Board  
2 certification.

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

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

1 G. All teachers seeking National Board certification shall be  
2 eligible to participate in Education Leadership Oklahoma program  
3 training to assist them in meeting the requirements of the National  
4 Board certification process, free of charge.

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

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

23 2. The teachers eligible to receive the annual bonus as  
24 provided for in paragraph 1 of this subsection shall receive the

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

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

10 4. ~~Teachers eligible to receive the annual bonus as provided~~  
11 ~~for in paragraph 1 of this subsection shall not be eligible to~~  
12 ~~receive the additional salary increment for National Board~~  
13 ~~certification as set forth in the minimum salary schedule in Section~~  
14 ~~3 of this act.~~

15 5. Teachers who attain National Board certification after ~~June~~  
16 ~~30, 2013~~ July 1, 2024, shall be eligible to receive the additional  
17 salary increments for National Board certification as set forth in  
18 the minimum salary schedule ~~in Section 3~~ adopted by the school  
19 district board of education pursuant to Section 5-141 of this act  
20 title.

21 ~~6.~~ 5. The State Board of Education shall promulgate rules for a  
22 process by which a National-Board-certified teacher will verify  
23 that:

24 a. the National Board certification has not lapsed,

- 1           b. the teacher is still a full-time teacher, and  
2           c. for teachers eligible for the bonus, the teacher has  
3           not exceeded the limit of annual bonus payments as  
4           provided for in paragraph 1 of this subsection.

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

9           SECTION 13.        AMENDATORY        70 O.S. 2021, Section 6-206, is  
10 amended to read as follows:

11           Section 6-206. A. Subject to the availability of funds, the  
12 State Board of Education shall provide an annual salary bonus in the  
13 amount of Five Thousand Dollars (\$5,000.00) no later than January 31  
14 of each year to the following employees of public school districts:

15           1. Any school psychologist who has been designated as a  
16 Nationally Certified School Psychologist by the National School  
17 Psychology Certification Board; and

18           2. Any speech-language pathologist or audiologist who holds a  
19 Certificate of Clinical Competence awarded by the American Speech-  
20 Language Hearing Association.

21           B. The State Board of Education shall adopt rules for the  
22 provision of the bonus pursuant to this section to include, but not  
23 be limited to, a process by which a nationally certified school  
24

1 psychologist, speech-language pathologist, and audiologist may  
2 verify that:

3 1. The individual is still employed by a school district;

4 2. The certification required in subsection A of this section  
5 has been attained and has not lapsed; and

6 3. The individual is licensed to practice in this state.

7 C. An individual who qualifies for the bonus pursuant to this  
8 section and who is employed by a school district on less than a  
9 full-time basis, shall receive a pro-rated bonus based on the  
10 proportionate equivalency to full-time employment.

11 D. No school or school district shall be liable for payment of  
12 bonuses pursuant to this section. The bonus shall not be included  
13 in the calculation of salary for purposes of meeting the district or  
14 statutory minimum salary schedule or for purposes of calculating  
15 Teachers' Retirement System of Oklahoma contributions or benefits.

16 ~~E. The amount of the salary bonus pursuant to subsection A of~~  
17 ~~this section shall be increased to Seven Thousand Dollars~~  
18 ~~(\$7,000.00) upon implementation of subsection N of Section 6-204.2~~  
19 ~~of this title.~~

20 SECTION 14. AMENDATORY 70 O.S. 2021, Section 6-207, is  
21 amended to read as follows:

22 Section 6-207. A. The State Board of Education shall establish  
23 the Oklahoma Mathematics Improvement Program. The purpose of the  
24 program is to improve student mastery of the subject matter

1 standards adopted by the State Board of Education for sixth-grade  
2 mathematics through Algebra I by enhancing sixth-, seventh-, and  
3 eighth-grade public school teachers' mastery of the subject matter  
4 content and process skills.

5 B. For purposes of this section, "middle-level mathematics"  
6 means the subject matter standards for sixth- through eighth-grade  
7 mathematics and Algebra I.

8 C. Each sixth-, seventh-, or eighth-grade public school teacher  
9 of a middle-level mathematics course who completes a professional  
10 development program approved by the State Board of Education, as  
11 authorized in subsection E of this section, shall receive a stipend  
12 in the amount of One Thousand Dollars (\$1,000.00) if, prior or  
13 subsequent to completion of the professional development program,  
14 the teacher successfully completes the middle-level/intermediate  
15 mathematics ~~Oklahoma Subject Area Test~~ subject area competency  
16 examination administered by the ~~Oklahoma Commission for Teacher~~  
17 ~~Preparation~~ Commission for Educational Quality and Accountability.

18 The State Board of Education shall provide the stipend to qualifying  
19 teachers who meet the requirements of this section. The stipend  
20 shall not be included in the calculation of the teacher's salary for  
21 purposes of meeting the district ~~or statutory~~ minimum salary  
22 schedule or for purposes of calculating Teachers' Retirement System  
23 of Oklahoma contributions or benefits.



1 D. The State Department of Education shall issue a request for  
2 proposals on or before October 1, 2005, seeking applications for the  
3 Oklahoma Mathematics Improvement Program. The State Department of  
4 Education shall review the applications for compliance with the  
5 established requirements.

6 E. The State Board of Education may approve programs that meet  
7 the requirements set forth in this subsection. Each participating  
8 teacher shall take a preassessment to establish current subject  
9 matter knowledge, and, based on the results of the preassessment,  
10 the teacher ~~will~~ shall participate in one of the three programs  
11 listed below:

12 1. Mathematics academies consisting of a minimum of forty (40)  
13 contact hours of training and twenty (20) contact hours of follow-up  
14 training through lesson study with identified mathematics  
15 specialists on-site and through ~~videe~~ virtual technology.

16 The mathematics academies shall incorporate both content  
17 knowledge and process knowledge that shall be modeled for teachers  
18 in the areas of problem-solving, reasoning, and critical thinking as  
19 applied to the mathematical concepts in the subject matter  
20 standards. The ultimate goal of the mathematics academies shall be  
21 to significantly increase the number of children becoming proficient  
22 in mathematics as demonstrated on assessments administered pursuant  
23 to the Oklahoma School Testing Program Act. The mathematics  
24 academies shall be accepted for professional development purposes

1 and shall be defined as continuing education experiences that  
2 consist of a minimum of forty (40) clock hours. The mathematics  
3 academies shall be designed to provide instruction that includes  
4 peer coaching;

5 2. Other programs including customized higher education courses  
6 and/or ~~en-line~~ online courses similar in scope and nature to those  
7 described in this subsection designed to improve middle school  
8 mathematics knowledge including Algebra I, as approved by the State  
9 Board of Education; and

10 3. Small learning community lesson studies facilitated by a  
11 mathematics coach and utilizing the ~~Internet and video~~ virtual  
12 technology, as approved by the State Board of Education.

13 F. On or before December 15, 2005, the State Department of  
14 Education shall forward applications that the Department has  
15 determined meet the requirements of this section to the State Board  
16 of Education. On or before February 1, 2006, the Board shall award,  
17 through a competitive bid process, one or more grants for  
18 professional development programs approved by the Department.

19 G. The State Board of Education shall contract for independent  
20 evaluations of programs funded pursuant to this section.

21 H. Beginning June 30, 2006, and each year thereafter for which  
22 the Oklahoma Mathematics Improvement Program is funded, the State  
23 Board of Education shall prepare and submit a report to the  
24 Legislature and the Governor containing:

- 1 1. Descriptions of professional development programs approved
- 2 and funded through the Oklahoma Mathematics Improvement Program;
- 3 2. Number and amount of grants awarded;
- 4 3. Number of teachers completing approved programs;
- 5 4. Number of teachers successfully completing the ~~Oklahoma~~
- 6 ~~Subject Area Test~~ subject area competency examination for middle
- 7 level/intermediate mathematics after completion of a program created
- 8 pursuant to this section;
- 9 5. Amount of stipends paid to teachers pursuant to this
- 10 section; and
- 11 6. Student achievement data for students in classes taught by
- 12 teachers completing one of the program options authorized pursuant
- 13 to this section.

14 SECTION 15. AMENDATORY 70 O.S. 2021, Section 11-103.7,  
15 is amended to read as follows:

16 Section 11-103.7. A. Each school district may offer to four-  
17 year-old children the opportunity to participate in an early  
18 childhood education program.

19 B. The State Board of Education shall promulgate standards for  
20 early childhood education programs for children who are at least  
21 four (4) years of age on or before September 1 of the ensuing school  
22 year. The standards shall include both half-day programs consisting  
23 of not less than two and one-half (2 1/2) hours per school day, and  
24 full-day programs of six (6) hours. The standards for all early

1 childhood education programs shall require a certified teacher, as  
2 specified in this section, to be present in the classroom for the  
3 length of the school day. Such program shall:

4 1. Be directed toward developmentally appropriate objectives  
5 for such children, rather than toward academic objectives suitable  
6 for older children;

7 2. Accommodate the needs of all children and families  
8 regardless of socioeconomic circumstances; and

9 3. Require that any teacher employed by a public school to  
10 teach in such early childhood education program shall be certified  
11 in early childhood education.

12 C. The superintendent of any school district providing  
13 classroom space or other school facilities for a federally sponsored  
14 Head Start program that is planning to make a material change in the  
15 arrangement, shall give notice to the director of the Head Start  
16 program at least seven (7) days prior to a school district board of  
17 education hearing on the matter.

18 D. A school district may offer such early childhood education  
19 program within the district, in cooperation with other districts,  
20 through the use of transfers as specified by law, ~~or~~ by contracting  
21 with a private or public provider of early childhood education  
22 programs, or by contracting for classroom space with a licensed  
23 public or private child care provider based upon selection criteria  
24 established by the district. If the program is provided through

1 contract with a private or public provider other than a school  
2 district, the contract may only be continued if each teacher serving  
3 the school on and after January 1, 1993, is certified in early  
4 childhood education, except that all teachers, without such  
5 certification, hired by such provider prior to January 1, 1993, and  
6 serving in the school as an early childhood education teacher shall  
7 be required to obtain certification on or before the beginning of  
8 the 1996-97 school year. Any person who has been employed as an  
9 early childhood educator with the Head Start Program, has a child  
10 development associate degree (CDA), and has at least five (5) years  
11 of experience in such employment shall be certified in early  
12 childhood education for purposes of employment in the public schools  
13 of this state to teach in early childhood education for children  
14 four (4) years of age and younger; if such person is recertified in  
15 child development by the Council for Early Childhood Professional  
16 Recognition within five (5) years prior to the expiration of the  
17 person's early childhood certificate that was issued by the State  
18 Board of Education, such person shall be granted a renewal  
19 certificate in early childhood education by the State Board of  
20 Education upon expiration of the early childhood certificate.  
21 Provided, private or public providers shall meet such other  
22 standards required by law and by the State Board of Education.

23 E. If an early childhood program is provided by a private or  
24 public provider pursuant to a contract as authorized in this

1 section, the contract shall address the requirements for  
2 implementing the induction program as required in Section 6-195 of  
3 this title. Teachers employed by a private or public provider in an  
4 early childhood education program provided through contract with a  
5 public school district shall receive in salary and/or fringe  
6 benefits amounts not less than the amounts specified in the minimum  
7 salary schedule adopted by the contracting school district board of  
8 education as set forth in ~~Section 18-114.14~~ Section 5-141 of this  
9 title.

10 F. The State Board of Education shall promulgate rules to  
11 provide for the implementation of such program.

12 G. An early childhood education program may be offered jointly  
13 by school districts that have formed interlocal cooperative  
14 agreements pursuant to Section 5-117b of this title.

15 H. The term "prekindergarten" shall mean early childhood  
16 education for purposes of this title.

17 I. The State Board of Education shall ensure that the standards  
18 for early childhood education are aligned with any new subject  
19 matter standards adopted pursuant to Section 11-103.6a of this  
20 title.

21 SECTION 16. AMENDATORY 70 O.S. 2021, Section 26-104, is  
22 amended to read as follows:

23 Section 26-104. A. Each fiscal year, the Legislature shall  
24 appropriate adequate funding to the State Board of Education and the  
25

1 State Board of Career and Technology Education for the purpose of  
2 providing a flexible benefit allowance to school district employees  
3 pursuant to this act. Unless the Legislature appropriates adequate  
4 funding specifically for the purpose of providing a flexible benefit  
5 allowance to school district employees, the Oklahoma State Board of  
6 Education shall allocate from the funds appropriated to the Oklahoma  
7 State Board of Education for the support of public school activities  
8 an amount to fully fund the flexible benefit allowance, which shall  
9 occur first prior to allocating the funds for any other purpose.

10 The amount appropriated for funding and disbursed to school  
11 districts shall be calculated by multiplying the number of eligible  
12 school district employees employed by school districts which are  
13 participating in the health insurance plan offered by the State and  
14 Education Employees Group Insurance Board or are self-insured as  
15 counted in February of each year by the amount of the flexible  
16 benefit allowance credited to the eligible school employees as  
17 established in Section 26-105 of this title. Each Board shall  
18 disburse the total amount appropriated for funding the flexible  
19 benefit allowance to school districts during the fiscal year. From  
20 the total amount appropriated, each Board shall disburse the  
21 appropriate amounts, based on the number of eligible school district  
22 employees employed by that school district, to each school district.

23 B. Every school district shall establish or make available to  
24 school district employees a cafeteria plan pursuant to 26 U.S.C.

1 Section 125 of the United States Code. The plan shall offer, as a  
2 benefit, major medical health care plan coverage.

3 C. The flexible benefit allowance amount established pursuant  
4 to Section 26-105 of this title shall be credited to each eligible  
5 school district employee. School district employees shall elect  
6 whether to use the flexible benefit allowance to pay for coverage in  
7 the health insurance plan offered by the State and Education  
8 Employees Group Insurance Board or the self-insured plan offered by  
9 the school district and may receive the excess flexible benefit  
10 allowance as taxable compensation as provided in Section 26-105 of  
11 this title.

12 D. The administrator of the cafeteria plan shall maintain a  
13 separate account for each participating school district employee.  
14 School districts shall forward the school district employee flexible  
15 benefit allowance amounts to the administrator for elected purchases  
16 of cafeteria plan benefits.

17 E. Expenses included in an employee's salary adjustment  
18 agreement pursuant to the cafeteria plan shall be limited to  
19 expenses for:

20 1. Premiums for any health insurance, health maintenance  
21 organization, life insurance, long term disability insurance, dental  
22 insurance, or high deductible health benefit plan offered to  
23 employees and their dependents; and  
24



1 2. All other eligible benefit programs offered under 26 U.S.C.  
2 Section 125 of the United States Code.

3 F. The flexible benefit allowance amount established in Section  
4 26-105 of this title shall not be included as income in computation  
5 of state retirement contributions and benefits or as part of the  
6 ~~Minimum Salary Schedule~~ minimum salary schedule for teachers  
7 ~~established in Section 18-114.12~~ adopted by a school district board  
8 of education pursuant to Section 5-141 of this title. School  
9 districts shall not consider the flexible benefit allowance amount  
10 as income for eligible support employees and thereby shall not  
11 reduce the salary of an eligible support employee.

12 SECTION 17. REPEALER 70 O.S. 2021, Section 18-114.1 and  
13 Section 1, Chapter 289, O.S.L. 2023 (70 O.S. Supp. 2023, Section 18-  
14 114.15), are hereby repealed.

15 SECTION 18. This act shall become effective July 1, 2024.

16 SECTION 19. It being immediately necessary for the preservation  
17 of the public peace, health, or safety, an emergency is hereby  
18 declared to exist, by reason whereof this act shall take effect and  
19 be in full force from and after its passage and approval.

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