

1 STATE OF OKLAHOMA

2 1st Session of the 57th Legislature (2019)

3 SENATE BILL 314

By: Dossett

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5  
6 AS INTRODUCED

7 An Act relating to teachers; amending 70 O.S. 2011,  
8 Section 6-204.2, as last amended by Section 2,  
9 Chapter 394, O.S.L. 2013 (70 O.S. Supp. 2018, Section  
10 6-204.2), which relates to the Education Leadership  
11 Oklahoma program; updating references; directing the  
12 Commission for Educational Quality and Accountability  
13 to begin selecting certain applicants beginning on  
14 certain date; providing for certain applicants to  
15 receive certain payments; directing the State Board  
16 of Education to provide certain bonuses to teachers  
17 who attain certain certification after certain date;  
18 providing for continuing payment of certain bonuses  
19 if certain criteria are met; providing for teachers  
20 who renew certain certification after certain date to  
21 receive certain bonuses; amending Section 3, Chapter  
22 394, O.S.L. 2013, as last amended by Section 1,  
23 Chapter 10, 2nd Extraordinary Session, O.S.L. 2018  
24 (70 O.S. Supp. 2018, Section 18-114.14), which  
relates to the minimum salary schedule for teachers;  
amending minimum salary schedule to remove certain  
classification; prohibiting teachers who attain or  
renew certain certification after certain date from  
receiving certain salary increments; providing an  
effective date; and declaring an emergency.

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

SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-204.2, as  
last amended by Section 2, Chapter 394, O.S.L. 2013 (70 O.S. Supp.  
2018, Section 6-204.2), is amended to read as follows:

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

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

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

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

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

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

18 C. To fulfill the objectives of the Education Leadership  
19 Oklahoma Act, the ~~Oklahoma~~ Commission for ~~Teacher Preparation~~ shall:

20 1. Inform teachers of the Education Leadership Oklahoma program  
21 and services it provides to teachers seeking National Board  
22 certification, emphasizing recruiting efforts toward teachers at  
23 high-poverty schools, schools identified as in need of improvement  
24  
25

1 and in counties with the lowest percentage of teachers who have  
2 achieved National Board certification; and

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

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

16 2. Beginning July 1, 2019, the Commission shall select  
17 applicants to participate in the program each fiscal year for whom  
18 the Commission shall provide an up-front payment of one-half (1/2)  
19 of the application processing charge and assessment fee for National  
20 Board certification, not to exceed One Thousand Three Hundred  
21 Dollars (\$1,300.00). Upon successful completion of National Board  
22 certification, the applicant shall receive one-half (1/2) of the  
23 application processing fee, not to exceed One Thousand Three Hundred  
24 Dollars (\$1,300.00).

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

15 2. Beginning July 1, 2019, all selected applicants who do not  
16 receive an up-front payment and successfully complete National Board  
17 certification shall be reimbursed by the Commission for the full  
18 amount of the application processing charge and assessment fee.

19 F. It is the intent of the Legislature that the ~~Oklahoma~~  
20 ~~Commission for Teacher Preparation~~ contract with Southeastern  
21 Oklahoma State University to establish Education Leadership Oklahoma  
22 program training in higher education teacher preparation programs in  
23 the state to assist teachers in meeting the requirements to obtain  
24 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. a. The State Board of Education shall provide to  
14 teachers who attained National Board certification  
15 prior to June 30, 2013, a bonus in the amount of Five  
16 Thousand Dollars (\$5,000.00) annually ~~over a ten-year~~  
17 ~~period~~, to be paid no later than January 31 each year.  
18 The Board shall provide a bonus to any teacher who  
19 attains National Board certification after June 30,  
20 2013, if the teacher was selected for the Education  
21 Leadership Oklahoma program before June 30, 2013, or  
22 the teacher has submitted an application for National  
23 Board certification to the National Board for  
24 Professional Teaching Standards before June 30, 2013.

1           b. Beginning July 1, 2019, the State Board of Education  
2           shall provide to teachers who attain National Board  
3           certification after July 1, 2019, a bonus in the  
4           amount of Five Thousand Dollars (\$5,000.00) annually,  
5           to be paid no later than January 31 each year.

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

19           3. The bonus shall not be included in the calculation of the  
20 teacher's salary for purposes of meeting the district or statutory  
21 minimum salary schedule or for purposes of compensating Oklahoma  
22 Teachers' Retirement System contributions or benefits.

23           4. ~~Teachers eligible to receive the annual bonus as provided~~  
24 ~~for in paragraph 1 of this subsection shall not be eligible to~~  
25

1 ~~receive the additional salary increment for National Board~~  
2 ~~certification as set forth in the minimum salary schedule in Section~~  
3 ~~3 of this act.~~

4 ~~5. Teachers who attain National Board certification after June~~  
5 ~~30, 2013, shall be eligible to receive the additional salary~~  
6 ~~increments for National Board certification as set forth in the~~  
7 ~~minimum salary schedule in Section 3 of this act~~ Teachers who renew  
8 their National Board certification after July 1, 2019, shall be  
9 eligible to receive the annual bonus as provided for in subparagraph  
10 b of paragraph 1 of this subsection.

11 ~~6.~~ 5. The State Board of Education shall promulgate rules for a  
12 process by which a National-Board-certified teacher will verify  
13 that:

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

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

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

5 Section 18-114.14. A. Beginning with the ~~2018-2019~~ 2019-2020  
 6 school year, certified personnel, as defined in Section 26-103 of  
 7 this title, in the public schools of Oklahoma shall receive in  
 8 salary and/or fringe benefits not less than the amounts specified in  
 9 the following schedule:

10 MINIMUM SALARY SCHEDULE

11 ~~National~~

12 Years of	Bachelor's	<del>Board</del>	Master's	Doctor's
13 Experience	Degree	<del>Certification</del>	Degree	Degree
14 0	\$36,601	<del>\$37,759</del>	\$37,991	\$39,381
15 1	\$37,035	<del>\$38,193</del>	\$38,425	\$39,815
16 2	\$37,469	<del>\$38,628</del>	\$38,859	\$40,249
17 3	\$37,904	<del>\$39,062</del>	\$39,294	\$40,684
18 4	\$38,338	<del>\$39,496</del>	\$39,728	\$41,118
19 5	\$38,810	<del>\$39,968</del>	\$40,200	\$41,590
20 6	\$39,273	<del>\$40,432</del>	\$40,663	\$42,054
21 7	\$39,737	<del>\$40,895</del>	\$41,127	\$42,517
22 8	\$40,200	<del>\$41,358</del>	\$41,590	\$42,980
23 9	\$40,663	<del>\$41,822</del>	\$42,054	\$43,444
24 10	\$41,684	<del>\$42,844</del>	\$43,568	\$45,945

1	11	\$42,177	<del>\$43,336</del>	\$44,061	\$46,438
2	12	\$42,670	<del>\$43,829</del>	\$44,554	\$46,931
3	13	\$43,162	<del>\$44,322</del>	\$45,047	\$47,424
4	14	\$43,655	<del>\$44,815</del>	\$45,539	\$47,916
5	15	\$44,167	<del>\$45,327</del>	\$46,052	\$48,430
6	16	\$44,660	<del>\$45,820</del>	\$46,545	\$48,923
7	17	\$45,153	<del>\$46,313</del>	\$47,038	\$49,416
8	18	\$45,646	<del>\$46,806</del>	\$47,531	\$49,909
9	19	\$46,139	<del>\$47,299</del>	\$48,024	\$50,402
10	20	\$46,652	<del>\$47,813</del>	\$48,538	\$50,917
11	21	\$47,145	<del>\$48,306</del>	\$49,031	\$51,410
12	22	\$47,639	<del>\$48,799</del>	\$49,524	\$51,903
13	23	\$48,132	<del>\$49,292</del>	\$50,018	\$52,397
14	24	\$48,625	<del>\$49,785</del>	\$50,511	\$52,890
15	25	\$50,049	<del>\$51,232</del>	\$51,971	\$54,395
16		<del>Master's Degree +</del>			
17		<del>Years of National Board</del>			
18		<del>Experience Certification</del>			
19	0	<del>\$39,149</del>			
20	1	<del>\$39,583</del>			
21	2	<del>\$40,018</del>			
22	3	<del>\$40,452</del>			
23	4	<del>\$40,886</del>			
24	5	<del>\$41,358</del>			

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

21 B. 1. When determining the Minimum Salary Schedule, "fringe  
22 benefits" shall mean all or part of retirement benefits, excluding  
23 the contributions made pursuant to subsection A of Section 17-108.1  
24 of this title and the flexible benefit allowance pursuant to Section

1 26-105 of this title from the flexible benefit allowance funds  
2 disbursed by the State Board of Education and the State Board of  
3 Career and Technology Education pursuant to Section 26-104 of this  
4 title.

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

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

1 Department of Education. The person seeking to have credit granted  
2 for out-of-country teaching experience shall be responsible for all  
3 costs of the analysis by a credential evaluation service. The Board  
4 shall accept teaching experience from primary and secondary schools  
5 that are operated by the United States Department of Defense or are  
6 affiliated with the United States Department of State.

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

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

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

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

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

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

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

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

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

1 unless the hours or the duties of the certified personnel are  
2 reduced proportionately.

3 SECTION 3. This act shall become effective July 1, 2019.

4 SECTION 4. It being immediately necessary for the preservation  
5 of the public peace, health or safety, an emergency is hereby  
6 declared to exist, by reason whereof this act shall take effect and  
7 be in full force from and after its passage and approval.

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