

1 STATE OF OKLAHOMA

2 1st Session of the 59th Legislature (2023)

3 SUBCOMMITTEE RECOMMENDATION  
4 FOR

5 HOUSE BILL NO. 2558

6 By: McBride and Baker

7 SUBCOMMITTEE RECOMMENDATION

8 An Act relating to teachers; amending 70 O.S. 2021,  
9 Sections 6-204.2 and 6-204.3, which relate to the  
10 Education Leadership Oklahoma Act; updating  
11 Commission name; modifying purposes of the Education  
12 Leadership Oklahoma program; providing financial  
13 assistance for teachers renewing their National Board  
14 certification; limiting applicants for renewal  
15 program; setting maximum award for each applicant;  
16 providing annual bonus for teachers with National  
17 Board certification; modifying term of years for the  
18 bonus; prohibiting inclusion of bonus in calculating  
19 salary; removing reference to additional salary  
20 increment; modifying verification process for  
21 eligible teachers; updating name of Commission with  
22 oversight of Fund; modifying authorized expenditures;  
23 amending 70 O.S. 2021, Section 18-114.14, which  
24 relates to the Minimum Salary Schedule; modifying  
effective date of schedule; deleting salary increment  
for certain teachers; 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. 2021, 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 a scholarship as provided in subsection D of this  
16 section;

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

20 ~~4.~~ 5. Provide recognition to National-Board-certified teachers.

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

24

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

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

10 D. The Commission shall select not more than one hundred (100)  
11 applicants to participate in the program each fiscal year for whom  
12 the Commission shall pay one-half (1/2) of the application  
13 processing charge and assessment fee for National Board  
14 certification. The total amount paid by the Commission shall not  
15 exceed One Thousand Three Hundred Dollars (\$1,300.00) per applicant.  
16 In addition the Commission shall also provide to the selected  
17 applicants a scholarship in the amount of Five Hundred Dollars  
18 (\$500.00) to cover other expenses associated with obtaining National  
19 Board certification.

20 E. The OEQA shall select not more than three hundred (300)  
21 applicants to participate in the renewal program each fiscal year  
22 for whom the OEQA shall pay a portion of the fee for National Board  
23 certification renewal. The total amount paid by the OEQA shall not  
24 exceed Seven Hundred Fifty Dollars (\$750.00) per applicant.

1        ~~E.~~ F. 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) per applicant.

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

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

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

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

11 ~~I.~~ J. 1. The State Board of Education shall provide to  
12 teachers who attained National Board certification prior to June 30,  
13 2013, a bonus in the amount of Five Thousand Dollars (\$5,000.00)  
14 annually over a ten-year period, to be paid no later than January 31  
15 each year. The Beginning July 1, 2023, the Board shall provide a  
16 bonus in the amount of Five Thousand Dollars (\$5,000.00) annually  
17 over a five-year period, to be paid not later than January 31 each  
18 year to any teacher who:

19 a. 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~~

1           ~~Professional Teaching Standards before June 30, 2013~~  
2           July 1, 2023, or

3           b. attained National Board certification before July 1,  
4           2023, and was receiving an additional salary increment  
5           pursuant to the Minimum Salary Schedule in Section 18-  
6           114.14 of this title, for the remaining time of the  
7           ten-year period.

8           2. The teachers eligible to receive the annual bonus as  
9 provided for in paragraph 1 of this subsection shall receive the  
10 annual bonus for the ~~ten-year~~ five-year duration of their National  
11 Board certification or for the remaining duration of their National  
12 Board certification if they attained National Board certification  
13 before July 1, 2023, and have less than ten (10) years remaining in  
14 their certification and so long as they are teaching in the  
15 classroom full-time in an Oklahoma public school. No school or  
16 school district shall be liable for payment of bonuses pursuant to  
17 this section.

18           3. The bonus shall not be included in the calculation of the  
19 teacher's salary for purposes of meeting the district or statutory  
20 ~~minimum salary schedule~~ Minimum Salary Schedule, including instances  
21 where the salary schedule of the district exceeds the statutory  
22 Minimum Salary Schedule, or for purposes of compensating Oklahoma  
23 Teachers' Retirement System contributions or benefits.

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

6       5. ~~Teachers who attain National Board certification after June~~  
7 ~~30, 2013, shall be eligible to receive the additional salary~~  
8 ~~increments for National Board certification as set forth in the~~  
9 ~~minimum salary schedule in Section 3 of this act.~~

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

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

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

22       SECTION 2.       AMENDATORY       70 O.S. 2021, Section 6-204.3, is  
23 amended to read as follows:

24

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

17 SECTION 3. AMENDATORY 70 O.S. 2021, Section 18-114.14,  
18 is amended to read as follows:

19 Section 18-114.14 A. Beginning with the ~~2018-2019~~ 2023-2024  
20 school year, certified personnel, as defined in Section 26-103 of  
21 this title, in the public schools of Oklahoma shall receive in  
22 salary and/or fringe benefits not less than the amounts specified in  
23 the following schedule:

24 MINIMUM SALARY SCHEDULE



1			National		
2	Years of	Bachelor's	Board	Master's	Doctor's
3	Experience	Degree	<del>Certification</del>	Degree	Degree
4	0	\$36,601	<del>\$37,759</del>	\$37,991	\$39,381
5	1	\$37,035	<del>\$38,193</del>	\$38,425	\$39,815
6	2	\$37,469	<del>\$38,628</del>	\$38,859	\$40,249
7	3	\$37,904	<del>\$39,062</del>	\$39,294	\$40,684
8	4	\$38,338	<del>\$39,496</del>	\$39,728	\$41,118
9	5	\$38,810	<del>\$39,968</del>	\$40,200	\$41,590
10	6	\$39,273	<del>\$40,432</del>	\$40,663	\$42,054
11	7	\$39,737	<del>\$40,895</del>	\$41,127	\$42,517
12	8	\$40,200	<del>\$41,358</del>	\$41,590	\$42,980
13	9	\$40,663	<del>\$41,822</del>	\$42,054	\$43,444
14	10	\$41,684	<del>\$42,844</del>	\$43,568	\$45,945
15	11	\$42,177	<del>\$43,336</del>	\$44,061	\$46,438
16	12	\$42,670	<del>\$43,829</del>	\$44,554	\$46,931
17	13	\$43,162	<del>\$44,322</del>	\$45,047	\$47,424
18	14	\$43,655	<del>\$44,815</del>	\$45,539	\$47,916
19	15	\$44,167	<del>\$45,327</del>	\$46,052	\$48,430
20	16	\$44,660	<del>\$45,820</del>	\$46,545	\$48,923
21	17	\$45,153	<del>\$46,313</del>	\$47,038	\$49,416
22	18	\$45,646	<del>\$46,806</del>	\$47,531	\$49,909
23	19	\$46,139	<del>\$47,299</del>	\$48,024	\$50,402
24	20	\$46,652	<del>\$47,813</del>	\$48,538	\$50,917

1	21	\$47,145	<del>\$48,306</del>	\$49,031	\$51,410
2	22	\$47,639	<del>\$48,799</del>	\$49,524	\$51,903
3	23	\$48,132	<del>\$49,292</del>	\$50,018	\$52,397
4	24	\$48,625	<del>\$49,785</del>	\$50,511	\$52,890
5	25	\$50,049	<del>\$51,232</del>	\$51,971	\$54,395
6		Master's Degree +			
7	Years of	National Board			
8	Experience	Certification			
9	0	\$39,149			
10	1	\$39,583			
11	2	\$40,018			
12	3	\$40,452			
13	4	\$40,886			
14	5	\$41,358			
15	6	\$41,822			
16	7	\$42,285			
17	8	\$42,749			
18	9	\$43,212			
19	10	\$44,728			
20	11	\$45,221			
21	12	\$45,713			
22	13	\$46,206			
23	14	\$46,699			
24	15	\$47,212			

1	<del>16</del>	<del>\$47,705</del>
2	<del>17</del>	<del>\$48,198</del>
3	<del>18</del>	<del>\$48,691</del>
4	<del>19</del>	<del>\$49,184</del>
5	<del>20</del>	<del>\$49,698</del>
6	<del>21</del>	<del>\$50,192</del>
7	<del>22</del>	<del>\$50,685</del>
8	<del>23</del>	<del>\$51,178</del>
9	<del>24</del>	<del>\$51,671</del>
10	<del>25</del>	<del>\$53,153</del>

11 B. 1. When determining the Minimum Salary Schedule, "fringe  
12 benefits" shall mean all or part of retirement benefits, excluding  
13 the contributions made pursuant to subsection A of Section 17-108.1  
14 of this title and the flexible benefit allowance pursuant to Section  
15 26-105 of this title from the flexible benefit allowance funds  
16 disbursed by the State Board of Education and the State Board of  
17 Career and Technology Education pursuant to Section 26-104 of this  
18 title.

19 2. If a school district intends to provide retirement benefits  
20 to a teacher such that the teacher's salary would be less than the  
21 amounts set forth in the ~~minimum salary schedule~~ Minimum Salary  
22 Schedule specified in subsection A of this section, the district  
23 shall be required to provide written notification to the teacher  
24 prior to his or her employment or, if already employed by the

1 district, no later than thirty (30) days prior to the date the  
2 district elects to provide retirement benefits such that the  
3 teacher's salary would be less than the ~~minimum salary schedule~~  
4 Minimum Salary Schedule.

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

22 D. For the purpose of state salary increments and retirement,  
23 no teacher shall be granted credit for more than five (5) years of  
24 active duty in the military service or out-of-state or out-of-

1 country teaching experience as a certified teacher or its  
2 equivalent. Nothing in this section shall prohibit boards of  
3 education from crediting more years of experience on district salary  
4 schedules than those allowed for state purposes.

5 E. The State Board of Education shall recognize, for purposes  
6 of certification and salary increments, all the years of experience  
7 of a:

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

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

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

20 4. Certified teacher which were completed while employed by the  
21 Child Study Center located at University Hospital, if the teacher  
22 was certified as a teacher in Oklahoma; and

23 5. Certified school psychologist or psychometrist which were  
24 completed while employed as a doctoral intern, psychological

1 assistant, or psychologist with any agency of the State of Oklahoma  
2 if the experience primarily involved work with persons of school- or  
3 preschool-age and if the person was, at the time the experience was  
4 acquired, certified as, or eligible for certification as, a school  
5 psychologist or psychometrist.

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

9 G. If a person employed as certified personnel, as defined in  
10 Section 26-103 of this title, by a school district during the 2017-  
11 2018 school year was receiving a salary above the step level  
12 indicated by the ~~State~~ state Minimum Salary Schedule for the 2017-  
13 2018 school year, the person shall receive a salary increase amount  
14 equal to the amount indicated in subsection A of this section for  
15 the step level indicated for the person, provided they remain  
16 employed by the same district, unless the hours or the duties of the  
17 certified personnel are reduced proportionately.

18 SECTION 4. This act shall become effective July 1, 2023.

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

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