

1 STATE OF OKLAHOMA

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

3 HOUSE BILL 2558

By: McBride and Baker

4  
5  
6 AS INTRODUCED

7 An Act relating to teachers; amending 70 O.S. 2021,  
8 Section 6-204.2, which relates to National Board  
9 certification; updating Commission name; providing  
10 annual bonus for certain teachers with National Board  
11 certification; modifying duration of bonus; removing  
12 reference to additional salary increment; amending 70  
13 O.S. 2021, Section 18-114.14, which relates to the  
14 Minimum Salary Schedule; deleting salary increment  
15 for certain teachers with National Board  
16 certification; providing an effective date; and  
17 declaring an emergency.

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

19 SECTION 1. AMENDATORY 70 O.S. 2021, Section 6-204.2, is  
20 amended to read as follows:

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

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

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

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

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

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

12 C. To fulfill the objectives of the Education Leadership  
13 Oklahoma Act, the ~~Oklahoma~~ Commission for ~~Teacher Preparation~~  
14 Educational Quality and Accountability shall:

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

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

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

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

1 F. It is the intent of the Legislature that the ~~Oklahoma~~  
2 Commission for ~~Teacher Preparation~~ Educational Quality and  
3 Accountability contract with Southeastern Oklahoma State University  
4 to establish Education Leadership Oklahoma program training in  
5 higher education teacher preparation programs in the state to assist  
6 teachers in meeting the requirements to obtain National Board  
7 certification.

8 G. All teachers seeking National Board certification shall be  
9 eligible to participate in Education Leadership Oklahoma program  
10 training to assist them in meeting the requirements of the National  
11 Board certification process, free of charge.

12 H. Subject to district board of education policy or collective  
13 bargaining agreement, additional professional leave days may be  
14 granted to teachers seeking National Board certification for  
15 National Board certification portfolio development. During the two  
16 (2) days of the additional professional days granted to teachers for  
17 National Board certification portfolio development, a substitute  
18 teacher shall be provided by the school district at no cost to the  
19 teacher.

20 I. 1. The State Board of Education shall provide to teachers  
21 who attained National Board certification prior to June 30, 2013, a  
22 bonus in the amount of Five Thousand Dollars (\$5,000.00) annually  
23 over a ten-year period, to be paid no later than January 31 each  
24 year. ~~The~~ Beginning July 1, 2023, the Board shall provide a bonus

1 in the amount of Three Thousand Dollars (\$3,000.00) annually over a  
2 five-year period, to be paid not later than January 31 each year to  
3 any teacher who:

4 a. attains National Board certification after June 30,  
5 2013, if the teacher was selected for the Education  
6 Leadership Oklahoma program before June 30, 2013, or  
7 the teacher has submitted an application for National  
8 Board certification to the National Board for  
9 Professional Teaching Standards before June 30, 2013  
10 July 1, 2023, or

11 b. attained National Board certification before July 1,  
12 2023, and was receiving an additional salary increment  
13 pursuant to the Minimum Salary Schedule in Section 18-  
14 114.14 of this title, for the remaining time of the  
15 ten-year period.

16 2. The teachers eligible to receive the annual bonus as  
17 provided for in paragraph 1 of this subsection shall receive the  
18 annual bonus for the ~~ten-year~~ five-year duration of their National  
19 Board certification or for the remaining duration of their National  
20 Board certification if they attained National Board certification  
21 before July 1, 2023, and have less than ten (10) years remaining in  
22 their certification and so long as they are teaching in the  
23 classroom full-time in an Oklahoma public school. No school or  
24

1 school district shall be liable for payment of bonuses pursuant to  
2 this section.

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

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

13 5. ~~Teachers who attain National Board certification after June~~  
14 ~~30, 2013, shall be eligible to receive the additional salary~~  
15 ~~increments for National Board certification as set forth in the~~  
16 ~~minimum salary schedule in Section 3 of this act.~~

17 6. The State Board of Education shall promulgate rules for a  
18 process by which a National-Board-certified teacher will verify  
19 that:

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

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

5 SECTION 2. AMENDATORY 70 O.S. 2021, Section 18-114.14,  
 6 is amended to read as follows:

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

12 MINIMUM SALARY SCHEDULE

13 ~~National~~

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

1	9	\$40,663	<del>\$41,822</del>	\$42,054	\$43,444
2	10	\$41,684	<del>\$42,844</del>	\$43,568	\$45,945
3	11	\$42,177	<del>\$43,336</del>	\$44,061	\$46,438
4	12	\$42,670	<del>\$43,829</del>	\$44,554	\$46,931
5	13	\$43,162	<del>\$44,322</del>	\$45,047	\$47,424
6	14	\$43,655	<del>\$44,815</del>	\$45,539	\$47,916
7	15	\$44,167	<del>\$45,327</del>	\$46,052	\$48,430
8	16	\$44,660	<del>\$45,820</del>	\$46,545	\$48,923
9	17	\$45,153	<del>\$46,313</del>	\$47,038	\$49,416
10	18	\$45,646	<del>\$46,806</del>	\$47,531	\$49,909
11	19	\$46,139	<del>\$47,299</del>	\$48,024	\$50,402
12	20	\$46,652	<del>\$47,813</del>	\$48,538	\$50,917
13	21	\$47,145	<del>\$48,306</del>	\$49,031	\$51,410
14	22	\$47,639	<del>\$48,799</del>	\$49,524	\$51,903
15	23	\$48,132	<del>\$49,292</del>	\$50,018	\$52,397
16	24	\$48,625	<del>\$49,785</del>	\$50,511	\$52,890
17	25	\$50,049	<del>\$51,232</del>	\$51,971	\$54,395
18		<del>Master's Degree +</del>			
19	<del>Years of</del>	<del>National Board</del>			
20	<del>Experience</del>	<del>Certification</del>			
21	0	\$39,149			
22	1	\$39,583			
23	2	\$40,018			
24	3	\$40,452			



1	4	\$40,886
2	5	\$41,358
3	6	\$41,822
4	7	\$42,285
5	8	\$42,749
6	9	\$43,212
7	10	\$44,728
8	11	\$45,221
9	12	\$45,713
10	13	\$46,206
11	14	\$46,699
12	15	\$47,212
13	16	\$47,705
14	17	\$48,198
15	18	\$48,691
16	19	\$49,184
17	20	\$49,698
18	21	\$50,192
19	22	\$50,685
20	23	\$51,178
21	24	\$51,671
22	25	\$53,153

23 B. 1. When determining the Minimum Salary Schedule, "fringe  
24 benefits" shall mean all or part of retirement benefits, excluding

1 the contributions made pursuant to subsection A of Section 17-108.1  
2 of this title and the flexible benefit allowance pursuant to Section  
3 26-105 of this title from the flexible benefit allowance funds  
4 disbursed by the State Board of Education and the State Board of  
5 Career and Technology Education pursuant to Section 26-104 of this  
6 title.

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

17 C. Any of the degrees referred to in this section shall be from  
18 a college recognized by the State Board of Education. The Board  
19 shall accept teaching experience from out-of-state school districts  
20 that are accredited by the state board of education or appropriate  
21 state accrediting agency for the districts. The Board shall accept  
22 teaching experience from out-of-country schools that are accredited  
23 or otherwise endorsed by the appropriate national or regional  
24 accrediting or endorsement authority. Out-of-country certification

1 documentation in a language other than English shall be analyzed by  
2 an educational credential evaluation service in accordance with  
3 industry standards and guidelines and approved by the State  
4 Department of Education. The person seeking to have credit granted  
5 for out-of-country teaching experience shall be responsible for all  
6 costs of the analysis by a credential evaluation service. The Board  
7 shall accept teaching experience from primary and secondary schools  
8 that are operated by the United States Department of Defense or are  
9 affiliated with the United States Department of State.

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

17 E. The State Board of Education shall recognize, for purposes  
18 of certification and salary increments, all the years of experience  
19 of a:

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

22 2. Vocational rehabilitation counselor under the Department of  
23 Human Services if the counselor was employed as a certified teacher  
24 by the State Department of Education when the Division of Vocational

1 Rehabilitation was transferred from the State Board of Career and  
2 Technology Education or the State Board of Education to the Oklahoma  
3 Public Welfare Commission on July 1, 1968;

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

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

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

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

21 G. If a person employed as certified personnel, as defined in  
22 Section 26-103 of this title, by a school district during the 2017-  
23 2018 school year was receiving a salary above the step level  
24 indicated by the ~~State~~ state Minimum Salary Schedule for the 2017-

1 2018 school year, the person shall receive a salary increase amount  
2 equal to the amount indicated in subsection A of this section for  
3 the step level indicated for the person, provided they remain  
4 employed by the same district, unless the hours or the duties of the  
5 certified personnel are reduced proportionately.

6 SECTION 3. This act shall become effective July 1, 2023.

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

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