

1 STATE OF OKLAHOMA

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

3 HOUSE BILL 2733

By: Rosecrants

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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. 2017, Section
10 6-204.2), which relates to National Board
11 certification; updating commission name; providing
12 one-time bonus for certain teachers with National
13 Board certification; increasing salary increments for
14 teachers with certification; providing high-needs
15 bonus for certain teachers with certification;
16 specifying bonus is in addition to increased salary
17 increment; defining term; amending Section 3, Chapter
18 394, O.S.L. 2013, as last amended by Section 1,
19 Chapter 26, O.S.L. 2017 (70 O.S. Supp. 2017, Section
20 18-114.14), which relates to the minimum salary
21 schedule; increasing salaries for teachers with
22 National Board certification; and declaring an
23 emergency.

24
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.
2017, Section 6-204.2), is amended to read as follows:

Section 6-204.2 A. The ~~Oklahoma~~ Commission for ~~Teacher~~
~~Preparation~~ Educational Quality and Accountability and the State

1 Board of Education are authorized to establish the Education
2 Leadership Oklahoma program.

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

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

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

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

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

16 C. To fulfill the objectives of the Education Leadership
17 Oklahoma Act, the ~~Oklahoma~~ Commission for ~~Teacher Preparation~~
18 Educational Quality and Accountability shall:

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

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

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

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

1 charge and assessment fee. The total amount of reimbursement paid
2 by the Commission shall not exceed One Thousand Three Hundred
3 Dollars (\$1,300.00).

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

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

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

23 I. 1. The State Board of Education shall provide to teachers
24 who attained National Board certification prior to June 30, 2013, a

1 bonus in the amount of Five Thousand Dollars (\$5,000.00) annually
2 over a ten-year period, to be paid no later than January 31 each
3 year. The Board shall provide a bonus to any teacher who attains
4 National Board certification after June 30, 2013, if the teacher was
5 selected for the Education Leadership Oklahoma program before June
6 30, 2013, or the teacher has submitted an application for National
7 Board certification to the National Board for Professional Teaching
8 Standards before June 30, 2013. Teachers who attained National
9 Board certification after June 30, 2013, and received a bonus in the
10 amount of One Thousand Dollars (\$1,000.00) annually shall be given a
11 one-time bonus to be paid no later than January 31, 2019, which
12 shall be the amount of money they would have received if the bonus
13 had been in the amount of Five Thousand Dollars (\$5,000.00) annually
14 for the years they only received a bonus in the amount of One
15 Thousand Dollars (\$1,000.00). Teachers who attained National Board
16 certification after June 30, 2013, but prior to June 30, 2018, shall
17 receive a bonus in the amount of Five Thousand Dollars (\$5,000.00)
18 annually for the remaining years of the ten-year period.

19 2. The teachers eligible to receive the annual bonus as
20 provided for in paragraph 1 of this subsection shall receive the
21 annual bonus for the ten-year duration of their National Board
22 certification and so long as they are teaching in the classroom
23 full-time in an Oklahoma public school. No school or school
24

1 district shall be liable for payment of bonuses pursuant to this
2 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 or for purposes of compensating Oklahoma
6 Teachers' Retirement System contributions or benefits.

7 4. Teachers eligible to receive the annual bonus as provided
8 for in paragraph 1 of this subsection shall not be eligible to
9 receive the additional salary increment for National Board
10 certification as set forth in the minimum salary schedule in Section
11 ~~3~~ 18-114.14 of this ~~act~~ title.

12 5. Teachers who attain National Board certification after ~~June~~
13 ~~30, 2013~~ June 30, 2018, shall be eligible to receive the additional
14 salary increments for National Board certification as set forth in
15 the minimum salary schedule in Section ~~3~~ 18-114.14 of this ~~act~~
16 title.

17 6. Teachers who work in high-needs schools and attain National
18 Board certification after June 30, 2018, shall be eligible to
19 receive a high-needs bonus in the amount of Two Thousand Five
20 Hundred Dollars (\$2,500.00) annually over a ten-year period, to be
21 paid no later than January 31 each year. The high-needs bonus shall
22 be in addition to the salary increments for National Board
23 certification as set forth in the minimum salary schedule in Section
24 18-114.14 of this title. As used in this paragraph, "high-needs

1 schools" means schools which are within the quartile of elementary
2 and secondary schools statewide, as ranked by the number of
3 unfilled, available teacher positions or are located in an area
4 where at least thirty percent (30%) of students come from families
5 with incomes below the poverty line.

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

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

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

18 SECTION 2. AMENDATORY Section 3, Chapter 394, O.S.L.
19 2013, as last amended by Section 1, Chapter 26, O.S.L. 2017 (70 O.S.
20 Supp. 2017, Section 18-114.14), is amended to read as follows:

21 Section 18-114.14 A. Beginning with the ~~2013-2014~~ 2018-2019
22 school year, teachers in the public schools of Oklahoma shall
23 receive in salary and/or fringe benefits not less than the amounts
24 specified in the following schedule:

MINIMUM SALARY SCHEDULE

National

Years of Experience	Bachelor's Degree	Board Certification	Master's Degree	Doctor's Degree
0	\$31,600	\$32,600 <u>\$36,600</u>	\$32,800	\$34,000
1	\$31,975	\$32,975 <u>\$36,975</u>	\$33,175	\$34,375
2	\$32,350	\$33,350 <u>\$37,350</u>	\$33,550	\$34,750
3	\$32,725	\$33,725 <u>\$37,725</u>	\$33,925	\$35,125
4	\$33,100	\$34,100 <u>\$38,100</u>	\$34,300	\$35,500
5	\$33,500	\$34,500 <u>\$38,500</u>	\$34,700	\$35,900
6	\$33,900	\$34,900 <u>\$38,900</u>	\$35,100	\$36,300
7	\$34,300	\$35,300 <u>\$39,300</u>	\$35,500	\$36,700
8	\$34,700	\$35,700 <u>\$39,700</u>	\$35,900	\$37,100
9	\$35,100	\$36,100 <u>\$40,100</u>	\$36,300	\$37,500
10	\$35,950	\$36,950 <u>\$40,950</u>	\$37,575	\$39,625
11	\$36,375	\$37,375 <u>\$41,375</u>	\$38,000	\$40,050
12	\$36,800	\$37,800 <u>\$41,800</u>	\$38,425	\$40,475
13	\$37,225	\$38,225 <u>\$42,225</u>	\$38,850	\$40,900
14	\$37,650	\$38,650 <u>\$42,650</u>	\$39,275	\$41,325
15	\$38,075	\$39,075 <u>\$43,075</u>	\$39,700	\$41,750
16	\$38,500	\$39,500 <u>\$43,500</u>	\$40,125	\$42,175
17	\$38,925	\$39,925 <u>\$43,925</u>	\$40,550	\$42,600
18	\$39,350	\$40,350 <u>\$44,350</u>	\$40,975	\$43,025
19	\$39,775	\$40,775 <u>\$44,775</u>	\$41,400	\$43,450

1	20	\$40,200	\$41,200	<u>\$45,200</u>	\$41,825	\$43,875
2	21	\$40,625	\$41,625	<u>\$45,625</u>	\$42,250	\$44,300
3	22	\$41,050	\$42,050	<u>\$46,050</u>	\$42,675	\$44,725
4	23	\$41,475	\$42,475	<u>\$46,475</u>	\$43,100	\$45,150
5	24	\$41,900	\$42,900	<u>\$46,900</u>	\$43,525	\$45,575
6	25	\$42,325	\$43,325	<u>\$47,325</u>	\$43,950	\$46,000
7		Master's Degree +				
8	Years of	National Board				
9	Experience	Certification				
10	0	\$33,800	<u>\$37,800</u>			
11	1	\$34,175	<u>\$38,175</u>			
12	2	\$34,550	<u>\$38,550</u>			
13	3	\$34,925	<u>\$38,925</u>			
14	4	\$35,300	<u>\$39,300</u>			
15	5	\$35,700	<u>\$39,700</u>			
16	6	\$36,100	<u>\$40,100</u>			
17	7	\$36,500	<u>\$40,500</u>			
18	8	\$36,900	<u>\$40,900</u>			
19	9	\$37,300	<u>\$41,300</u>			
20	10	\$38,575	<u>\$42,575</u>			
21	11	\$39,000	<u>\$43,000</u>			
22	12	\$39,425	<u>\$43,425</u>			
23	13	\$39,850	<u>\$43,850</u>			
24	14	\$40,275	<u>\$44,275</u>			

1	15	\$40,700	<u>\$44,700</u>
2	16	\$41,125	<u>\$45,125</u>
3	17	\$41,550	<u>\$45,550</u>
4	18	\$41,975	<u>\$45,975</u>
5	19	\$42,400	<u>\$46,400</u>
6	20	\$42,825	<u>\$46,825</u>
7	21	\$43,250	<u>\$47,250</u>
8	22	\$43,675	<u>\$47,675</u>
9	23	\$44,100	<u>\$48,100</u>
10	24	\$44,525	<u>\$48,525</u>
11	25	\$44,950	<u>\$48,950</u>

12 B. 1. When determining the Minimum Salary Schedule, "fringe
13 benefits" shall mean all or part of retirement benefits, excluding
14 the contributions made pursuant to subsection A of Section 17-108.1
15 of Title 70 of the Oklahoma Statutes and the flexible benefit
16 allowance pursuant to Section 26-105 of this title from the flexible
17 benefit allowance funds disbursed by the State Board of Education
18 and the State Board of Career and Technology Education pursuant to
19 Section 26-104 of this title.

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

1 employment, or if already employed by the district, no later than
2 thirty (30) days prior to the date the district elects to provide
3 retirement benefits such that the teacher's salary would be less
4 than the 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 approved by the
15 National Association of Credential Evaluation Services (NACES). The
16 person seeking to have credit granted for out-of-country teaching
17 experience shall be responsible for all costs of the analysis by a
18 credential evaluation service. The Board shall accept teaching
19 experience from primary and secondary schools that are operated by
20 the United States Department of Defense or are affiliated with the
21 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 Department of Human Services Child Study Center at University
22 Hospital, if the teacher 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 SECTION 3. It being immediately necessary for the preservation
10 of the public peace, health or safety, an emergency is hereby
11 declared to exist, by reason whereof this act shall take effect and
12 be in full force from and after its passage and approval.

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