

1 STATE OF OKLAHOMA

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

3 HOUSE BILL 1428

By: Vancuren

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5
6 AS INTRODUCED

7 An Act relating to teachers; amending 70 O.S. 2021,
8 Section 6-204.2 and 6-204.3, which relate to the
9 Education Leadership Oklahoma Act; transferring
10 duties to Office of Educational Quality and
11 Accountability; 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 establishing bonuses for teachers with National Board
17 certification; modifying term of years for the bonus;
18 prohibiting inclusion of bonus in calculating salary;
19 deleting reference to certain salary increment
20 category; modifying verification process for eligible
21 teachers; transferring oversight of Fund; modifying
22 authorized expenditures; amending 70 O.S. 2021,
23 Section 18-114.14, which relates to the Minimum
24 Salary Schedule; modifying effective date of
schedule; removing certain schedule categories;
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:

Section 6-204.2 A. ~~The Oklahoma Commission for Teacher~~
~~Preparation~~ Office of Educational Quality and Accountability (OEQA)

1 and the State Board of Education are authorized to establish the
2 Education 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. Reward teachers who are renewing their National Board
16 certification by awarding them a portion of the renewal application
17 fee as provided in subsection E of this section; and

18 5. Provide recognition to National-Board-certified teachers.

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

22 1. Inform teachers of the Education Leadership Oklahoma program
23 and services it provides to teachers seeking National Board
24 certification, emphasizing recruiting efforts toward teachers at

1 high-poverty schools, schools identified as in need of improvement
2 and in counties with the lowest percentage of teachers who have
3 achieved National Board certification; and

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

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

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

22 F. The ~~Commission~~ OEQA shall promulgate rules establishing a
23 process for accepting applications for the Education Leadership
24 Oklahoma program and for providing to applicants selected for the

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

12 ~~F. G.~~ It is the intent of the Legislature that the ~~Oklahoma~~
13 ~~Commission for Teacher Preparation contract with Southeastern~~
14 ~~Oklahoma State University to~~ OEQA establish Education Leadership
15 Oklahoma program training in higher education teacher preparation
16 programs in the state to assist teachers in meeting the requirements
17 to obtain National Board certification.

18 ~~G. H.~~ All teachers seeking National Board certification shall
19 be eligible to participate in Education Leadership Oklahoma program
20 training to assist them in meeting the requirements of the National
21 Board certification process, free of charge.

22 ~~H. I.~~ Subject to district board of education policy or
23 collective bargaining agreement, additional professional leave days
24 may be granted to teachers seeking National Board certification for

1 National Board certification portfolio development. During the two
2 (2) days of the additional professional days granted to teachers for
3 National Board certification portfolio development, a substitute
4 teacher shall be provided by the school district at no cost to the
5 teacher.

6 ~~I. J.~~ 1. The ~~State Board of Education~~ OEQA shall provide to
7 teachers who ~~attained~~ attain National Board certification ~~prior to~~
8 ~~June 30, 2013,~~ a bonus in the amount of Five Thousand Dollars
9 (\$5,000.00) annually over a ten-year or five-year period, ~~to be paid~~
10 ~~no later than January 31 each year. The Board shall provide a bonus~~
11 ~~to any teacher who attains National Board certification after June~~
12 ~~30, 2013, if the teacher was selected for the Education Leadership~~
13 ~~Oklahoma program before June 30, 2013, or the teacher has submitted~~
14 ~~an application for National Board certification to the National~~
15 ~~Board for Professional Teaching Standards before June 30, 2013~~
16 depending on the duration of the certification.

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

24

1 3. The bonus shall not be included in the calculation of the
2 teacher's salary for purposes of meeting the district or statutory
3 Minimum Salary Schedule, including instances where the salary
4 schedule of the district exceeds the statutory Minimum Salary
5 Schedule, or for purposes of compensating Oklahoma Teachers'
6 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 of this act.~~

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

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

- 19 a. the National Board certification has not lapsed,
- 20 b. the teacher is still ~~a full-time teacher~~ employed in a
21 public school, 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.~~ K. It is the intent of the Legislature that the Oklahoma
2 State 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 6-204.3, is
6 amended to read as follows:

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

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

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

6 MINIMUM SALARY SCHEDULE

7 ~~National~~

8 Years of	Bachelor's	Board	Master's	Doctor's
9 Experience	Degree	Certification	Degree	Degree
10 0	\$36,601	\$37,759	\$37,991	\$39,381
11 1	\$37,035	\$38,193	\$38,425	\$39,815
12 2	\$37,469	\$38,628	\$38,859	\$40,249
13 3	\$37,904	\$39,062	\$39,294	\$40,684
14 4	\$38,338	\$39,496	\$39,728	\$41,118
15 5	\$38,810	\$39,968	\$40,200	\$41,590
16 6	\$39,273	\$40,432	\$40,663	\$42,054
17 7	\$39,737	\$40,895	\$41,127	\$42,517
18 8	\$40,200	\$41,358	\$41,590	\$42,980
19 9	\$40,663	\$41,822	\$42,054	\$43,444
20 10	\$41,684	\$42,844	\$43,568	\$45,945
21 11	\$42,177	\$43,336	\$44,061	\$46,438
22 12	\$42,670	\$43,829	\$44,554	\$46,931
23 13	\$43,162	\$44,322	\$45,047	\$47,424
24 14	\$43,655	\$44,815	\$45,539	\$47,916

1	15	\$44,167	\$45,327	\$46,052	\$48,430
2	16	\$44,660	\$45,820	\$46,545	\$48,923
3	17	\$45,153	\$46,313	\$47,038	\$49,416
4	18	\$45,646	\$46,806	\$47,531	\$49,909
5	19	\$46,139	\$47,299	\$48,024	\$50,402
6	20	\$46,652	\$47,813	\$48,538	\$50,917
7	21	\$47,145	\$48,306	\$49,031	\$51,410
8	22	\$47,639	\$48,799	\$49,524	\$51,903
9	23	\$48,132	\$49,292	\$50,018	\$52,397
10	24	\$48,625	\$49,785	\$50,511	\$52,890
11	25	\$50,049	\$51,232	\$51,971	\$54,395

12 ~~Master's Degree +~~

13 ~~Years of National Board~~
14 ~~Experience Certification~~

15	0	\$39,149
16	1	\$39,583
17	2	\$40,018
18	3	\$40,452
19	4	\$40,886
20	5	\$41,358
21	6	\$41,822
22	7	\$42,285
23	8	\$42,749
24	9	\$43,212

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

17 B. 1. When determining the Minimum Salary Schedule, "fringe
18 benefits" shall mean all or part of retirement benefits, excluding
19 the contributions made pursuant to subsection A of Section 17-108.1
20 of this title and the flexible benefit allowance pursuant to Section
21 26-105 of this title from the flexible benefit allowance funds
22 disbursed by the State Board of Education and the State Board of
23 Career and Technology Education pursuant to Section 26-104 of this
24 title.

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

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

1 shall accept teaching experience from primary and secondary schools
2 that are operated by the United States Department of Defense or are
3 affiliated with the United States Department of State.

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

11 E. The State Board of Education shall recognize, for purposes
12 of certification and salary increments, all the years of experience
13 of a:

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

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

22 3. Vocational rehabilitation counselor which were completed
23 while employed by the Department of Human Services if such counselor
24

1 was certified as a teacher or was eligible for certification as a
2 teacher in Oklahoma;

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

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

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

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

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

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

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