

1 STATE OF OKLAHOMA

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

3 HOUSE BILL 1009

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. 2018, 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 10, 2nd Extraordinary Session, O.S.L. 2018
20 (70 O.S. Supp. 2018, Section 18-114.14), which
21 relates to the minimum salary schedule; increasing
22 salaries for teachers with National Board
23 certification; and declaring an 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.
2018, 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, 2020, 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, 2019, 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
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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, 2019, 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, 2019, 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 unfilled
3 available teacher positions, or are located in an area where at
4 least thirty percent (30%) of students come from families with
5 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 10, 2nd Extraordinary
20 Session, O.S.L. 2018 (70 O.S. Supp. 2018, Section 18-114.14), is
21 amended to read as follows:

22 Section 18-114.14 A. Beginning with the ~~2018-2019~~ 2019-2020
23 school year, certified personnel, as defined in Section 26-103 of
24 this title, in the public schools of Oklahoma shall receive in

1 salary and/or fringe benefits not less than the amounts specified in
 2 the following schedule:

3 MINIMUM SALARY SCHEDULE

4 National

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

1	18	\$45,646	\$46,806	<u>\$50,646</u>	\$47,531	\$49,909
2	19	\$46,139	\$47,299	<u>\$51,139</u>	\$48,024	\$50,402
3	20	\$46,652	\$47,813	<u>\$51,652</u>	\$48,538	\$50,917
4	21	\$47,145	\$48,306	<u>\$52,145</u>	\$49,031	\$51,410
5	22	\$47,639	\$48,799	<u>\$52,639</u>	\$49,524	\$51,903
6	23	\$48,132	\$49,292	<u>\$53,132</u>	\$50,018	\$52,397
7	24	\$48,625	\$49,785	<u>\$53,625</u>	\$50,511	\$52,890
8	25	\$50,049	\$51,232	<u>\$55,049</u>	\$51,971	\$54,395

9 Master's Degree +
10 Years of National Board
11 Experience Certification

12	0	\$39,149	<u>\$44,149</u>
13	1	\$39,583	<u>\$44,583</u>
14	2	\$40,018	<u>\$45,018</u>
15	3	\$40,452	<u>\$45,452</u>
16	4	\$40,886	<u>\$45,886</u>
17	5	\$41,358	<u>\$46,358</u>
18	6	\$41,822	<u>\$46,822</u>
19	7	\$42,285	<u>\$47,285</u>
20	8	\$42,749	<u>\$47,749</u>
21	9	\$43,212	<u>\$48,212</u>
22	10	\$44,728	<u>\$49,728</u>
23	11	\$45,221	<u>\$50,221</u>
24	12	\$45,713	<u>\$50,713</u>

1	13	\$46,206	<u>\$51,206</u>
2	14	\$46,699	<u>\$51,699</u>
3	15	\$47,212	<u>\$52,212</u>
4	16	\$47,705	<u>\$52,705</u>
5	17	\$48,198	<u>\$53,198</u>
6	18	\$48,691	<u>\$53,691</u>
7	19	\$49,184	<u>\$54,184</u>
8	20	\$49,698	<u>\$54,698</u>
9	21	\$50,192	<u>\$55,192</u>
10	22	\$50,685	<u>\$55,685</u>
11	23	\$51,178	<u>\$56,178</u>
12	24	\$51,671	<u>\$56,671</u>
13	25	\$53,153	<u>\$58,153</u>

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

22 2. If a school district intends to provide retirement benefits
23 to a teacher such that the teacher's salary would be less than the
24 amounts set forth in the minimum salary schedule specified in

1 subsection A of this section, the district shall be required to
2 provide written notification to the teacher prior to his or her
3 employment or, if already employed by the district, no later than
4 thirty (30) days prior to the date the district elects to provide
5 retirement benefits such that the teacher's salary would be less
6 than the minimum salary schedule.

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

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

8 E. The State Board of Education shall recognize, for purposes
9 of certification and salary increments, all the years of experience
10 of a:

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

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

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

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

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

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

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

23 SECTION 3. It being immediately necessary for the preservation
24 of the public peace, health or safety, an emergency is hereby

1 declared to exist, by reason whereof this act shall take effect and
2 be in full force from and after its passage and approval.

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