

**Bill Summary**  
2<sup>nd</sup> Session of the 57<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>SB 1127</b>
<b>Version:</b>	<b>CS</b>
<b>Request No.:</b>	<b>3793</b>
<b>Author:</b>	<b>Sen. Standridge</b>
<b>Date:</b>	<b>03/03/2020</b>

**Committee Substitute (CS)**

The CS for SB 1127 creates the Teacher Retention Act of 2020. The measure directs the State Board of Education to provide an annual bonus to teachers that meet certain qualifications beginning July 1, 2020. Teachers that possess a National Board certification, are teaching in the classroom full-time in an Oklahoma public school, received a district evaluation rating of “superior” or “highly effective” under the Oklahoma Teacher and Leader Effectiveness Evaluation System, have been appointed as a mentor teacher or are participating in a mentoring program as part of a National Board program or another school district-approved mentoring program and have been recommended for the bonus by the district superintendent and school principal and approved by the district board of education.

The bonus provided for in this measure shall be \$1,500.00 in the 2020-2021 school year. If the amount appropriated for the financial support of public schools increases by 0.005% in the 2021-22 school year and by 1% in the 2022-23 school year, the State Board of Education may increase the bonus at its discretion, provided the bonus is not less than \$1,500.00 and not more than \$5,000.00 when combined with the additional salary increment for National Board certified teachers. The measure also clarifies that receiving the bonus does not preclude the teacher from receiving the designated amount in the minimum salary schedule for National Board certification.

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**Fiscal Analysis**

FY’21 Impact: \$0 to \$1,744,960.00

Full Year Impact: \$0 to \$1,744,960.00

This bill directs the State Board of Education to provide an annual bonus to a teacher who has national board certification and teaching full time in an Oklahoma public school, received a "superior" or "highly effective" rating under the TLE evaluation system, has been appointed as a mentor teacher or participating in a mentor program and recommended for a bonus by the school principal and the district superintendent and approved by the school district board of education. The bill requires that the amount of the bonus provided during the 2020-2021 school year be \$1500. The bonus amount for school years 2021-2022 and 2022-2023 shall be increased by an amount determined by the State Board of Education if there is an increase in funding for financial support of schools as specified in the bill; the annual bonus amount shall not be less

than \$1500. Bill further provides that teachers eligible to receive bonus under this provision shall be eligible to receive the additional salary increment for national board certification as set forth in the minimum salary schedule but shall not be eligible to receive the \$5000 provided for those that received the national board certification prior to June 2013. Amount of the bonus and the salary increment should be no more than \$5000.

Fiscal impact is estimated based on the number of national board teachers eligible for \$5000 bonus in 2019-2020 school year and the number of national board-certified teachers who are paid the additional salary increment set forth in the minimum salary schedule. Fiscal impact is calculated only for 2020-2021 school year; cannot be determined for subsequent years because the bonus amount is tied to future funding increases and State Board determination.

Number of national board-certified teachers eligible for \$5000 bonus in 2019-22 school year - 501.

Number of national board-certified teachers who are paid the additional salary increment set forth in the minimum salary schedule - 155.

Total number of teachers - 656.

Estimated cost for the state for 2020-2021 if ALL 656 teachers meet the requirements - \$984,000.

Costs for the additional salary increment will be incurred at the district level. The maximum cost for school year 2020-2021 (state and district combined) will be \$2660 per teacher for a total cost of \$1,744,960.