

STATE OF OKLAHOMA

1st Session of the 59th Legislature (2023)

COMMITTEE SUBSTITUTE  
FOR

HOUSE BILL NO. 2558

By: McBride and Baker

COMMITTEE SUBSTITUTE

[ teachers - Education Leadership Oklahoma Act -

National Board - bonus - Minimum Salary Schedule -

effective date -

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~~ Educational Quality and Accountability and the State Board of Education are authorized to establish the Education 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;

11 4. Reward teachers who are renewing their National Board  
12 certification by awarding them a portion of the renewal application  
13 fee as provided in subsection E of this subsection; and

14 ~~4.~~ 5. Provide recognition to National-Board-certified teachers.

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

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

24

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 (100)  
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) per applicant.  
10 In addition the Commission shall also provide to the selected  
11 applicants a scholarship in the amount of Five Hundred Dollars  
12 (\$500.00) to cover other expenses associated with obtaining National  
13 Board certification.

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

19        ~~E.~~ F. The Commission shall promulgate rules establishing a  
20 process for accepting applications for the Education Leadership  
21 Oklahoma program and for providing to applicants selected for the  
22 program up-front payment of the application processing charge and  
23 assessment fee and scholarship. If a selected applicant who  
24 receives the up-front payment does not complete National Board

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

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

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

20 ~~H.~~ I. Subject to district board of education policy or  
21 collective bargaining agreement, additional professional leave days  
22 may be granted to teachers seeking National Board certification for  
23 National Board certification portfolio development. During the two  
24 (2) days of the additional professional days granted to teachers for

1 National Board certification portfolio development, a substitute  
2 teacher shall be provided by the school district at no cost to the  
3 teacher.

4 ~~F.~~ J. 1. The State Board of Education shall provide to  
5 teachers who attained National Board certification prior to June 30,  
6 2013, a bonus in the amount of Five Thousand Dollars (\$5,000.00)  
7 annually over a ten-year period, to be paid no later than January 31  
8 each year. ~~The~~ Beginning July 1, 2023, the Board shall provide a  
9 bonus in the amount of Five Thousand Dollars (\$5,000.00) annually  
10 over a five-year period, to be paid not later than January 31 each  
11 year to any teacher who:

12 a. attains National Board certification after ~~June 30,~~  
13 ~~2013, if the teacher was selected for the Education~~  
14 ~~Leadership Oklahoma program before June 30, 2013, or~~  
15 ~~the teacher has submitted an application for National~~  
16 ~~Board certification to the National Board for~~  
17 ~~Professional Teaching Standards before June 30, 2013~~  
18 July 1, 2023, or

19 b. attained National Board certification before July 1,  
20 2023, and was receiving an additional salary increment  
21 pursuant to the Minimum Salary Schedule in Section 18-  
22 114.14 of this title, for the remaining time of the  
23 ten-year period.

24

1           2. The teachers eligible to receive the annual bonus as  
2 provided for in paragraph 1 of this subsection shall receive the  
3 annual bonus for the ~~ten-year~~ five-year duration of their National  
4 Board certification or for the remaining duration of their National  
5 Board certification if they attained National Board certification  
6 before July 1, 2023, and have less than ten (10) years remaining in  
7 their certification and so long as they are teaching in the  
8 classroom full-time in an Oklahoma public school. No school or  
9 school district shall be liable for payment of bonuses pursuant to  
10 this section.

11           3. The bonus shall not be included in the calculation of the  
12 teacher's salary for purposes of meeting the district or statutory  
13 ~~minimum salary schedule~~ Minimum Salary Schedule, including instances  
14 where the salary schedule of the district exceeds the statutory  
15 Minimum Salary Schedule, or for purposes of compensating Oklahoma  
16 Teachers' Retirement System contributions or benefits.

17           4. ~~Teachers eligible to receive the annual bonus as provided~~  
18 ~~for in paragraph 1 of this subsection shall not be eligible to~~  
19 ~~receive the additional salary increment for National Board~~  
20 ~~certification as set forth in the minimum salary schedule in Section~~  
21 ~~3 of this act.~~

22           5. ~~Teachers who attain National Board certification after June~~  
23 ~~30, 2013, shall be eligible to receive the additional salary~~  
24

1 ~~increments for National Board certification as set forth in the~~  
2 ~~minimum salary schedule in Section 3 of this act.~~

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

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

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

15 SECTION 2. AMENDATORY 70 O.S. 2021, Section 6-204.3, is  
16 amended to read as follows:

17 Section 6-204.3 There is hereby created in the State Treasury a  
18 revolving fund for the ~~Oklahoma Commission for Teacher Preparation~~  
19 Educational Quality and Accountability to be designated the  
20 "Education Leadership Oklahoma Revolving Fund". The fund shall be a  
21 continuing fund, not subject to fiscal year limitations, and shall  
22 consist of all monies appropriated or transferred to the fund by the  
23 Legislature. All monies accruing to the credit of the fund are  
24 hereby appropriated and may be budgeted and expended by the ~~Oklahoma~~

1 Commission ~~for Teacher Preparation~~ to provide assistance and  
 2 scholarships for candidates seeking National Board certification and  
 3 renewal and to provide annual bonuses to qualified teachers pursuant  
 4 to the requirements of Section 6-204.2 of this title. Expenditures  
 5 from the fund shall be made upon warrants issued by the State  
 6 Treasurer against claims filed as prescribed by law with the  
 7 Director of the Office of Management and Enterprise Services for  
 8 approval and payment

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

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

16 MINIMUM SALARY SCHEDULE

17 ~~National~~

18 Years of	Bachelor's	<del>Board</del>	Master's	Doctor's
19 Experience	Degree	<del>Certification</del>	Degree	Degree
20 0	\$36,601	<del>\$37,759</del>	\$37,991	\$39,381
21 1	\$37,035	<del>\$38,193</del>	\$38,425	\$39,815
22 2	\$37,469	<del>\$38,628</del>	\$38,859	\$40,249
23 3	\$37,904	<del>\$39,062</del>	\$39,294	\$40,684
24 4	\$38,338	<del>\$39,496</del>	\$39,728	\$41,118

1	5	\$38,810	<del>\$39,968</del>	\$40,200	\$41,590
2	6	\$39,273	<del>\$40,432</del>	\$40,663	\$42,054
3	7	\$39,737	<del>\$40,895</del>	\$41,127	\$42,517
4	8	\$40,200	<del>\$41,358</del>	\$41,590	\$42,980
5	9	\$40,663	<del>\$41,822</del>	\$42,054	\$43,444
6	10	\$41,684	<del>\$42,844</del>	\$43,568	\$45,945
7	11	\$42,177	<del>\$43,336</del>	\$44,061	\$46,438
8	12	\$42,670	<del>\$43,829</del>	\$44,554	\$46,931
9	13	\$43,162	<del>\$44,322</del>	\$45,047	\$47,424
10	14	\$43,655	<del>\$44,815</del>	\$45,539	\$47,916
11	15	\$44,167	<del>\$45,327</del>	\$46,052	\$48,430
12	16	\$44,660	<del>\$45,820</del>	\$46,545	\$48,923
13	17	\$45,153	<del>\$46,313</del>	\$47,038	\$49,416
14	18	\$45,646	<del>\$46,806</del>	\$47,531	\$49,909
15	19	\$46,139	<del>\$47,299</del>	\$48,024	\$50,402
16	20	\$46,652	<del>\$47,813</del>	\$48,538	\$50,917
17	21	\$47,145	<del>\$48,306</del>	\$49,031	\$51,410
18	22	\$47,639	<del>\$48,799</del>	\$49,524	\$51,903
19	23	\$48,132	<del>\$49,292</del>	\$50,018	\$52,397
20	24	\$48,625	<del>\$49,785</del>	\$50,511	\$52,890
21	25	\$50,049	<del>\$51,232</del>	\$51,971	\$54,395
22		<del>Master's Degree +</del>			
23	<del>Years of</del>	<del>National Board</del>			
24	<del>Experience</del>	<del>Certification</del>			

1	<del>0</del>	<del>\$39,149</del>
2	<del>1</del>	<del>\$39,583</del>
3	<del>2</del>	<del>\$40,018</del>
4	<del>3</del>	<del>\$40,452</del>
5	<del>4</del>	<del>\$40,886</del>
6	<del>5</del>	<del>\$41,358</del>
7	<del>6</del>	<del>\$41,822</del>
8	<del>7</del>	<del>\$42,285</del>
9	<del>8</del>	<del>\$42,749</del>
10	<del>9</del>	<del>\$43,212</del>
11	<del>10</del>	<del>\$44,728</del>
12	<del>11</del>	<del>\$45,221</del>
13	<del>12</del>	<del>\$45,713</del>
14	<del>13</del>	<del>\$46,206</del>
15	<del>14</del>	<del>\$46,699</del>
16	<del>15</del>	<del>\$47,212</del>
17	<del>16</del>	<del>\$47,705</del>
18	<del>17</del>	<del>\$48,198</del>
19	<del>18</del>	<del>\$48,691</del>
20	<del>19</del>	<del>\$49,184</del>
21	<del>20</del>	<del>\$49,698</del>
22	<del>21</del>	<del>\$50,192</del>
23	<del>22</del>	<del>\$50,685</del>
24	<del>23</del>	<del>\$51,178</del>

1           24           ~~\$51,671~~

2           25           ~~\$53,153~~

3           B. 1. When determining the Minimum Salary Schedule, "fringe  
4 benefits" shall mean all or part of retirement benefits, excluding  
5 the contributions made pursuant to subsection A of Section 17-108.1  
6 of this title and the flexible benefit allowance pursuant to Section  
7 26-105 of this title from the flexible benefit allowance funds  
8 disbursed by the State Board of Education and the State Board of  
9 Career and Technology Education pursuant to Section 26-104 of this  
10 title.

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

21           C. Any of the degrees referred to in this section shall be from  
22 a college recognized by the State Board of Education. The Board  
23 shall accept teaching experience from out-of-state school districts  
24 that are accredited by the state board of education or appropriate

1 state accrediting agency for the districts. The Board shall accept  
2 teaching experience from out-of-country schools that are accredited  
3 or otherwise endorsed by the appropriate national or regional  
4 accrediting or endorsement authority. Out-of-country certification  
5 documentation in a language other than English shall be analyzed by  
6 an educational credential evaluation service in accordance with  
7 industry standards and guidelines and approved by the State  
8 Department of Education. The person seeking to have credit granted  
9 for out-of-country teaching experience shall be responsible for all  
10 costs of the analysis by a credential evaluation service. The Board  
11 shall accept teaching experience from primary and secondary schools  
12 that are operated by the United States Department of Defense or are  
13 affiliated with the United States Department of State.

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

21 E. The State Board of Education shall recognize, for purposes  
22 of certification and salary increments, all the years of experience  
23 of a:

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

3 2. Vocational rehabilitation counselor under the Department of  
4 Human Services if the counselor was employed as a certified teacher  
5 by the State Department of Education when the Division of Vocational  
6 Rehabilitation was transferred from the State Board of Career and  
7 Technology Education or the State Board of Education to the Oklahoma  
8 Public Welfare Commission on July 1, 1968;

9 3. Vocational rehabilitation counselor which were completed  
10 while employed by the Department of Human Services if such counselor  
11 was certified as a teacher or was eligible for certification as a  
12 teacher in Oklahoma;

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

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

23  
24

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

4 G. If a person employed as certified personnel, as defined in  
5 Section 26-103 of this title, by a school district during the 2017-  
6 2018 school year was receiving a salary above the step level  
7 indicated by the ~~State~~ state Minimum Salary Schedule for the 2017-  
8 2018 school year, the person shall receive a salary increase amount  
9 equal to the amount indicated in subsection A of this section for  
10 the step level indicated for the person, provided they remain  
11 employed by the same district, unless the hours or the duties of the  
12 certified personnel are reduced proportionately.

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

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

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19 59-1-7905 JM 03/02/23

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