

1                   **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2                                   STATE OF OKLAHOMA

3                                   2nd Session of the 59th Legislature (2024)

4 COMMITTEE SUBSTITUTE  
5 FOR  
6 HOUSE BILL NO. 4017

By: McBride and **Baker** of the  
House

and

**Pugh** of the Senate

7  
8  
9  
10                                   COMMITTEE SUBSTITUTE

11                   An Act relating to teachers; creating the Return to  
12                   Teach Signing Bonus Act; establishing a signing bonus  
13                   program for certain teachers; subjecting program to  
14                   availability of funds; listing requirements for  
15                   program participants; prescribing installment  
16                   payments for bonus; setting maximum amount of bonus  
17                   per teacher; describing process for bonus payments;  
18                   directing State Department of Education to verify  
19                   applicant information; excluding bonus from being  
20                   included in certain calculations; providing for  
21                   promulgation of rules; providing for codification;  
22                   and declaring an emergency.

23 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

24                   SECTION 1.           NEW LAW           A new section of law to be codified  
in the Oklahoma Statutes as Section 6-401 of Title 70, unless there  
is created a duplication in numbering, reads as follows:

1       A. This act shall be known and may be cited as the "Return to  
2 Teach Signing Bonus Act".

3       B. Beginning with the 2024-2025 school year and subject to the  
4 availability of funding, the State Department of Education shall  
5 establish and administer a signing bonus program for teachers who  
6 return to teaching in Oklahoma public schools.

7       C. To participate in the signing bonus program, the applicant  
8 shall:

9       1. Be a teacher with at least three (3) years of prior teaching  
10 experience and a valid or expired teaching certificate issued by:

11           a. the State Board of Education,

12           b. the education certification entity of another state,

13           c. the National Board for Professional Teaching  
14 Standards, or

15           d. the education certification entity of another country;

16       2. Have not been employed by an Oklahoma public school district  
17 within the past five (5) years at the time of applying;

18       3. Agree to be a full-time public school teacher in the state  
19 for a minimum of five (5) years;

20       4. Submit proof of his or her most recent teaching employment  
21 which may include a paystub or letter from the school district  
22 superintendent or board of education;

23       5. Submit proof provided by the school district where the  
24 applicant will be employed as a full-time teacher; and

1       6. Any additional requirements established by the State Board  
2 of Education.

3       D. The signing bonus shall be paid in five (5) equal annual  
4 installments of Seven Thousand Dollars (\$7,000.00) per year for a  
5 period of five (5) years. The total amount of the signing bonus  
6 shall not exceed Thirty-five Thousand Dollars (\$35,000.00) per  
7 participant. Upon verification required by subsection E of this  
8 section, each installment of the signing bonus shall be paid to  
9 participants no later than September 1 of each year or within thirty  
10 (30) days of the first day of school, whichever is earlier. If an  
11 applicant is approved to participate in the signing bonus program  
12 after the school year has started, the signing bonus shall be  
13 prorated for the first year based on the percentage of days the  
14 participating teacher is contracted to work.

15       E. 1. Prior to payment of any signing bonuses, the Department  
16 shall verify all of the information submitted by the applicant  
17 pursuant to subsection C of this section is accurate and confirm the  
18 applicant is eligible to participate in the signing bonus program.

19       2. Prior to the beginning of each school year after the  
20 teacher's first year participating in the signing bonus program, the  
21 teacher shall provide verification to the Department that the  
22 teacher continues to be eligible for the signing bonus program,  
23 including documentation from the Oklahoma school district where the  
24 teacher is employed full time.

1 F. Any signing bonus paid pursuant to the Return to Teach  
2 Signing Bonus Act shall not be included in the calculation of salary  
3 for purposes of meeting the district or statutory minimum salary  
4 schedule or for purposes of calculating Teachers' Retirement System  
5 of Oklahoma contributions or benefits.

6 G. The State Board of Education shall adopt rules to implement  
7 the provisions of the Return to Teach Signing Bonus Act.

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

12

13 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS AND BUDGET, dated  
14 02/29/2024 - DO PASS, As Amended and Coauthored.

15

16

17

18

19

20

21

22

23

24