



OKLAHOMA STATE  
DEPARTMENT *of* EDUCATION

## **HB 1412 – Teacher Empowerment Program**

### ***Background:***

HB 4388 was passed during the 2022 Legislative Session. Written by Representatives Hilbert and Baker of the House and Senator Pugh of the Senate, this bill created the Teacher Empowerment Revolving Fund to provide progression incentive bonuses to eligible teachers in Oklahoma. This was amended 3A O.S. 2021, Section 713, relating to the Oklahoma Education Lottery Act.

SB 1256 was passed during the 2024 Legislative Session. Written by Senator Pugh, this bill allows the Oklahoma State Department of Education to establish *advanced*, *lead*, and *master* teacher certificates and to establish minimum salary increases for the corresponding certificate levels. The bill removed the barrier that districts must match funds when designating high-quality teachers for the program. Teachers will receive a pay increase of \$3,000 to \$10,000, depending on the designation level. Teachers employed at a school with economically disadvantaged students (40% or more), or at a district with enrollment below 1,000 students, will receive an additional one-time award of \$1,500 to \$5,000, depending on their designation.

HB 1412 was passed during the 2025 Legislative Session. Written by Representatives Johns, Pogemiller, Boles, McCane, Archer, and Senator Pugh, this bill allows for funds to be used as a stipend instead of a salary increase. Districts that receive Title I funds within the top quartile of individual student allotment amounts may designate an additional ten percent (10%) of teachers employed at school sites that receive Title I funds as *advanced*, *lead*, or *master* teachers.

The Teacher Empowerment Revolving Fund is supported and provided through the Oklahoma Lottery Commission. This is funded by all profit monies in excess of \$65 million, as the initial amount is allocated directly to the Oklahoma Education Lottery Trust, with specific allocations noted in the bill. As the 2025-2026 school year begins, approximately \$58 million is available for districts to designate as funds for highly qualified teachers.



OKLAHOMA STATE  
DEPARTMENT of EDUCATION

**Frequently Asked Questions:**

**Q: Who is eligible for this program?**

*A: Certified teachers employed in Oklahoma who meet their district's designation requirements.*

**Q: How to apply?**

*A: District superintendents or approved district administrators apply through the State GMS application system in Single Sign-On (SSO) after the district board has approved participation, the designation plan has been created, and teachers have been selected.*

**Q: How frequently can teachers be designated?**

*A: Teachers can be designated annually. Designations expire on June 30, 2026.*

**Q: What are the designation levels?**

*A: The designation levels are Advanced, Lead, and Master.*

**Q: What are the requirements for each designation level?**

*A: Districts will have local control and flexibility in determining how to evaluate teachers and assign designations, but all designation systems **must** include teacher observation, out-of-classroom time, and student performance. The Oklahoma State Department of Education will provide recommendations to provide consistency throughout the state.*

**Q: How much of a stipend could a teacher earn under these designations?**

*A: Advanced, Lead, and Master have set amounts at \$3,000, \$5,000, and \$10,000.*

**Q: How many additional contract days are designated teachers required to complete?**

*A: The number of additional contract days depends on the designation. Advanced 5 days, Lead 10 days, and Master 15 days.*

**Q: Is there a maximum number of teachers per district that can participate in the program?**

*A: Yes. Each district can nominate and approve no more than 10% of its eligible teachers for the program. Districts that receive Title I funds within the top quartile of individual student allotment amounts may designate an additional ten percent (10%) of teachers employed at school sites that receive Title I funds as advanced, lead, or master teachers.*

**Q: Will the designation need to be renewed annually?**

*A: Yes. The designation is valid for one school year.*



OKLAHOMA STATE  
DEPARTMENT *of* EDUCATION

**Q: How will this incentive increase be paid out?**

*A: The stipend shall be paid through the school district, with all applicable taxes and other deductions withheld. Stipends provided shall not be included in the calculation of the teacher's salary for purposes of meeting the district or statutory minimum salary schedule or for purposes of calculating Teachers' Retirement System of Oklahoma contributions or benefits.*

**Q: Are districts reimbursed for additional expenses?**

*A: No. Benefits are not covered under the program.*

**Q: If a teacher with an active program designation transfers to another district, will they retain the designation in the new district?**

*A: The new district will make this determination.*

**Q: Is the professional development OSDE provides required?**

*A: No. The OSDE offers optional professional development focused on strengthening teacher leadership. If designated teachers complete the courses provided by the OSDE, the hours will count toward the additional contract days.*