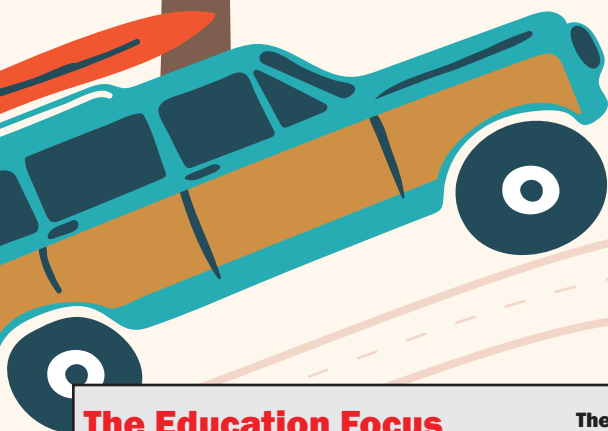


# Education Focus



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## The Education Focus

Volume 40, Issue 4

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# PRESIDENT'S LETTER



This past fall, I cherished the opportunity to pen my “Back to School” letter and since we are coming up on summer break, I can’t think of anything better than to write my “Reflection of 2022-23.” As I reflect on this past year, I think about all the outstanding educators we have in Oklahoma. Our own Rebecka Peterson, Union Classroom Teachers Association member, was named National Teacher of the Year. Traci Manuel, Tulsa Classroom Teachers Association member, was named Oklahoma Teacher of the Year. Jordann Hardin who was honored with the OEA Collective Bargaining and Glenn Snider Human Relations Award.

As well as two of our incredible Education Support Professionals Kathy Hale, Putnam City ESP member, and Dusty Livingston, Newcastle ESP member, who have set out to bring education support professionals from across our state to help develop our ESP Bill of Rights. We are so proud of their accomplishments at both the state and national level and know you will enjoy reading more about some of them in this and future issues. I know for certain that Oklahoma has the most outstanding educators. Rebecka, Traci, Jordann, Kathy, and Dusty are the faces of you, our members, across the state that work tirelessly to provide every student a great public school.

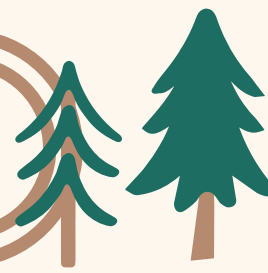
In my classroom, I would end the year on a different note than most because I didn’t count down until school was out; instead, I counted the days until I would see my students again. Teaching students with disabilities meant that I had many of my students from 1st grade to 5th grade – I was the ultimate looper and I loved it. Summer did not always mean fun for many of my students; they would be facing unstructured time and the unknown. So, instead, we ended the year with a summer calendar in hand where we could count “The Days Until I See You Again.” Each day of the month was numbered until we returned to school. I sent letters during the summer to see how they were doing and let them know how many days we had left. As educators, some of you might also struggle with the lack of structure in the summer months, but I want you to know that I’m counting the days until I get to see our members. In fact, it will be 18 days until our second annual EC Link and Emerging Leaders Training, 24 days until our first regional Summer Leadership Academy is scheduled for Tulsa Metro and Northeast Regions, 52 days until the July SLAs begin for Northwest, Southwest, OKC Metro, and Southeast, and last but not least, 35 days until the NEA Representative Assembly in Orlando. All of these events are scheduled to keep you connected and informed as association members.

As we close out this year, I want to say Thank You for all that you do and continue to do on behalf of our schools, profession, and students. May this summer provide you with the much-needed rest and rejuvenation. I can’t wait until I see you again!

*Katherine Bishop*



# OREA SPOTLIGHT



After an extensive career in education spanning 45 years, Paula Squires is currently serving in her first term as the President of the Oklahoma Retired Educators Association (OREA). If you know Paula, you would agree that she is a force to be reckoned with in the world of education advocacy. Formally

trained in Elementary Education, Reading Education, and Music Pedagogy, Squires' expertise does not stop there. She has seen it all through her prior roles as a classroom educator, administrator, superintendent, principal, and local association president. She

has served students all over Oklahoma from Alfalfa, Fort Cobb, Anadarko, Mountain View-Gotebo, to Boone-Apache.

Regardless of where her passions have led her, association membership has remained important to Squires throughout her career. If you ever run into her at OEA events or conferences, you will most definitely hear her mobilize early career educators by reminding them to "be concerned about your retirement starting the first day you teach!"

Squires' unwavering dedication to the

education profession is evident. "I am driven to support our current and future teachers to secure retirement and pension benefits... because my retirement is pretty much intact," Squires said. "It is yours we are working on." This speaks to her genuine love and regard for the preservation of the teaching profession.

Advocacy in education requires a lot of relationship building and communication with Oklahoma lawmakers, which is something Squires has perfected. "Working with legislators, talking one on one in their offices and in their communities, helping with their campaigns, and giving to pro-education political action committees gets you in the door to listen and be listened to," Squires shared. "There is something to be said about Squires' ability to have open channels of communication with any lawmaker, whether they agree or disagree on the issues. She has numerous success stories under her belt of persuading leaders to vote in support of retired educators and she does so with genuine kindness. Squires often says that "anger and name calling never helps in lobbying."

When asked what she is most proud of, Squires spoke without hesitation, "I am very proud to have the experience and the health as a retiree to be able to contribute to the work that someone else did for me when I began teaching. I had many role models in the association, and I know they fought tirelessly for me. As we get older, our health changes and I am grateful to still be able to do this good work." If you ever have the pleasure of meeting Paula Squires, you will be sure to walk away with a smile and a lesson about the importance of joining OREA.

To learn more about joining OREA, visit <https://www.orea.org> or reach out to the wonderful OREA staff by phone at 1-800-310-2230.







# ESP SPOTLIGHT

Schoolhouse →

Upon first introduction, Kathy Hale and Dusty Livingston appear to be lifelong friends. Anyone would be surprised to learn that they have only been working together for a short time. They often ask people upon meeting, “Has anyone warned you about us?” For those that have not yet met Hale or Livingston, they are a powerful duo of education support professionals (ESPs) that work diligently to be part of “the glue that keeps the schools together.”

Kathy Hale has worked in Putnam City Schools for 26 years and has been a member of the OEA since 1999. She previously served as the president of Putnam City Education Support Professionals and is currently a member of the OEA ESP Committee and treasurer of her local association. Hale wants every ESP to feel important because they are all part of the same team and believes that “feeling connected to those that drive our students, feed them, and keep our schools clean is vital to fostering a healthy school community.”

Dusty Livingston has been serving as an ESP in Newcastle Schools for 12 years after working in Norman Public Schools for several years prior. She has been the president of her local association, Newcastle Education Support Professionals, for four years and has been using her leadership role to improve conditions for her colleagues. Livingston works

hard to empower her colleagues to advocate for their profession because “without teachers you don’t have a classroom, without support you don’t have a school.”

Hale and Livingston met at an association event for support professionals in Seattle, WA and quickly forged a meaningful working relationship. When asked what made them feel called to mobilize and organize ESP members, they both jumped to compliment one another’s strengths. “For me, it was meeting Kathy...” said Livingston, “... we immediately clicked and knew that together we were a force to be reckoned with. We complement each other very well and are equally passionate about this work.”

When the Putnam City ESP local association was first organizing, Hale learned that the district was considering outsourcing custodial services. This would have put her colleagues’ jobs, pensions, and benefits at stake. Through member organizing and advocacy, she was able to help dozens of ESPs keep their positions. Meanwhile, Livingston had been hard at work forging a united front in her local association and helping members connect with greater causes. After meeting, this ESP duo was able to conjure a bright and new vision for the future of support professionals.



Currently, the two are excitedly working on an Education Support Professional Bill of Rights. They have been meeting with ESPs from around the state to inform their work and connect through “common struggles and uplifting wins.” They recently helped prepare the OEA ESP Roundup event on June 10, 2023, to facilitate roundtable discussions about recruitment and collective bargaining.

Hale and Livingston both echo the concern that ESPs often do not feel as though they can speak up, but they want to encourage this group to exercise their collective power and advocate for themselves and for each other.



# WORTH IT!



## Your experiences as educators as told by YOU



### Substitute Shortage

**LeeAnne Jimenez** is the vice president of the Tulsa Classroom Teachers Association. During the beginning of the 2023-24 school year, she helped fill in a vacancy in the Tulsa School District. Jimenez had fun documenting her 2nd grade adventures on her Facebook page.

As a full-time release officer of the association, I volunteered to fill a vacancy for the first six weeks of the school year, hopeful for a permanent teacher to be found. Our district started the year with multiple vacancies, and they sent out a call for help the day before school started. I started the year with 2nd graders at one of our Tulsa elementary sites. On the first day of school, I walked into a vacant

room 20 minutes before students were to arrive. The students were worth the time and effort that I put into their first several weeks of school. I provided them with a great start to the school year. Their teachers, our colleagues and members, were worth my effort as they were not overtaxed with the added stresses a teacher vacancy causes at the beginning of a school year. Preparing students with the routines and procedures of the building, establishing a consistent schedule, creating a culture in the classroom, and providing stability for the students were not something they had to worry about because I stepped in. I stayed through October, a few weeks beyond what my association had originally agreed upon. While a permanent teacher had still not been found at that time, the students were able to have a foundation for success that they would not have had. The other teachers in the building, and across the district, were also worth the time I provided them so that they were able to focus on their own classrooms and beginning the year rather than scrambling to provide coverage for the vacancy. As the summer months are upon us and we are looking toward the beginning of a new year, I reminisce about my second graders and hope their transition to third grade in the upcoming year is successful. And, if another school needs me at the beginning of the year, I will be happy to fill in.

Sep 23, 2022 · 🧑

Stories from second grade:

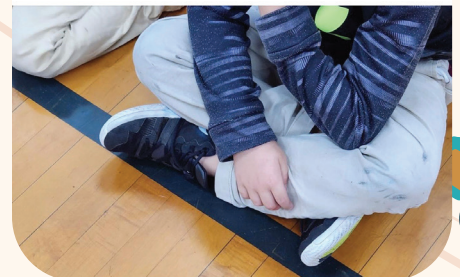
A 2nd grader thought it would be fun to tie his own shoes together. After he took a few steps, he changed his mind but couldn't get the knot untied. He asked me to help.

Me: Take your shoes off so I can get a better angle at untying them.

Him: okay (and then looks exasperated)... Someone forgot to give me socks today!

[#onthejoysofsecondgrade](#)  
[#secondgraderocks](#)

PS: still looking for an awesome human to come and teach the kiddos in 2nd grade. They're super precious and the team is awesome to work with! Also, I'll come back and read as often as I can.



### Professional Development

**Stephanie Vaughan** is an art teacher at Union High School in Tulsa, Oklahoma. During the pandemic, she learned how to evolve and adapt her teaching to make sure she reached her students through a screen. Vaughan proves that it is essential for everyone to continue to educate themselves and seek new ways to teach in an ever-evolving world.

Teaching visual arts from home during the pandemic challenged me to ask some difficult questions. Questions like: If I don't have supplies can I still make art? What resources do I have at my house to make art? How can I

teach my state standards with limited access to supplies? These questions ultimately led me on a mission to focus my professional development around studying art made from natural elements.

With my interest piqued, I sought after workshops and classes that would allow me to dive further into these questions that challenged me as a teacher. With a bit of luck and a lot of research, I found the perfect workshop: a maker's painting workshop in western Oklahoma teaching art educators how to make natural pigments out of Oklahoma red soil and charcoal from burned local wood.



I also had the privilege to study at the Kansas City Art Institute Educator's workshop and study the history of local prairie lands. I learned that pigments could be provided from nature from native plants such as coreopsis, sweetgum, acorns, and walnut trees. Through process and experimentation, we were able to turn these native plants into ink. After close observation of each individual plant, I was able to finally put these natural inks to paper creating original works of art in every aspect of the word.

Through my curiosity to make art from nature and materials on hand, I have formed a unique curriculum for my students. A curriculum that allows students to discover, explore, and experiment with techniques such as paper making, book binding, and mixing of their own paint and inks, giving each student an authentic experience into the world of making art.

## NEA MEMBER BENEFITS

Are you thinking about taking an amazing trip, visiting your favorite theme park, going to that awesome concert, or seeing that summer movie you've been looking forward to? By visiting [www.neamb.com/start](http://www.neamb.com/start) you can register and begin accessing discounts for all these things! Once you register, simply click on the Benefits and Discounts tab then scroll over to the Travel section. Every OEA member has access to \$500 Travel Dollars that help lower the costs associated with booking a cruise, renting a car, or a hotel/resort stay. Once you activate your Travel Dollars, you'll have 12 months to use them; the \$500 will renew on the anniversary date of your activation each year. In the Everyday Savings column, click on the Discount Tickets Program and be provided with discounts to national concerts and sporting events. and you can save up to 40% off of tickets to movie theaters like AMC, Regal, Cinemark, and others! For any of you that enjoy a great theme park, you can take advantage of discounted tickets to Six Flags, Disney parks, and more. All these discounts and more are a click away. Utilizing this program will enable you to save money and take advantage of several opportunities for you and your family while also putting dues dollars back into your pocket. If you experience any challenges, you can contact Member Benefits Advocacy team at 1-800-637-4636 to assist. David Glenn can also provide Member Benefits overviews for your local. Simply email him at [dglenn@neamb.com](mailto:dglenn@neamb.com).





# OKLAHOMA TEACHER SHOCKS N



After years of negative headlines surrounding Oklahoma education – ranking lowest in the nation, controversies surrounding educator licenses, historical highs of emergency certified teachers, an ongoing educator shortage, hateful rhetoric from state leaders, etc. – Oklahomans finally saw hope when they read: “Rebecka Peterson named National Teacher of the Year”. Peterson, a Union Public Schools teacher, was a reminder that Oklahoma education is thriving. It showed the community, and the nation, that Oklahoma was not an anti-education state, but a place where teachers love their students and plant hope in them for a bright future.

Peterson’s journey to becoming the 2022-2023 Oklahoma teacher of the year began when she was struggling to stay in the profession. She was a college math teacher and started teaching at Union High School after leading concurrent classes and falling in love with the school. Her love and passion were challenged as she faced the hardships of being a public school teacher. Just before she was going to give up, she realized that she needed to document positivity every day to keep her going. For 10 years, she contributed 1400 posts for the blog “One Good Thing.” Through this practice, her love was renewed and she found her purpose again. Peterson applied this concept to her classroom and her Oklahoma Teacher of the Year Campaign where she visited schools across the state and had fellow teachers share their stories.

## Rebecka Peterson is named th



“The blog had just shaped me professionally and personally very, very deeply,” Peterson said. “The other practice that I cling very tightly to is learning my students’ stories every year. They’d sign up for a time slot just to come and chat and get to know each other before having to tackle the hefty calculus. I was trying to build that trust because a lot of trust must be earned in order for me to push them academically as hard as we need to. So, I intercepted those two practices and launched Teachers of Oklahoma.”

Peterson recognized through all the media buzz that it was important for teachers to establish the narrative of their experiences and what is really happening in Oklahoma schools.

“I really wanted to create a space where teacher’s voices are elevated and where their stories are valued because teachers are told story after story year after year, and it makes me wonder, ‘Who’s holding teacher’s stories?’”, Peterson explained. “I wanted to use my spotlight for the year to shine a light on the good and important work happening all across our state and also make teachers feel not so siloed.”



# ATION AND DEFEATS THE ODDS

## the 2023 National Teacher of the Year

by Monica Royer

After being named the 2023 National Teacher of the Year, Peterson had to take these lessons with her as she traveled across the nation.

“Meeting other teachers in different areas has been so empowering because I realize that other states are dealing with pay issues, retention and recruitment issues,” Peterson said. “I get to have these conversations with other teachers and ask them, ‘What all are you doing?’”

She found that many were developing “grow your own programs” which focused on uplifting students and staff to become quality educators in their own buildings.

“I think that would be so powerful, particularly for districts like my own where we are incredibly diverse and culturally rich,” Peterson, a Swedish-Iranian immigrant, explained. “We want our teacher workforce to mirror our students. I think representation matters.”

Peterson also believes that relationships within schools are vital to keeping teachers in the classroom.

Continued on page 8





# "This is an organization that through helping us understand

"I had a really powerful principal, Mrs. Witcher, who read all of my blog posts and checked in with me when there wasn't a new one," Peterson explained. "She was such an advocate and a cheerleader. She pushed me as a teacher and would challenge me, but then she would also elevate me."

For Peterson, this relationship was an expansion of what she did in the classroom for her own students.

"We have to teach the whole child and I feel like that was modeled for me with Mrs. Witcher," Peterson explained. "She helped me develop best practice and lean into pedagogy, but she also nurtured me as whole person and I feel like that is sometimes lacking for teachers."

Unfortunately, some educators do not feel like they have a support system or feel overwhelmed by the workload and the cultural wars. Peterson reminds educators that they have power even when they feel powerless. She believes in being active in organizations like OEA.

"This is an organization that supports teachers and students, largely through helping us understand policy – educational policy," she reflected. "I hear a lot of people who are like 'I'm just not political' but you know we are all political – having clean water, having safe roads, having good schools, those are all policy issues. What is so beautiful about this country is we get to have a voice in these decisions."

Peterson believes that being an advocate for change does not have to be all-consuming or burdensome.

"Maybe start with one avenue," she advised. "Maybe you choose one newsletter to read or subscribe to the OEA podcast. Or maybe you just find another teacher in your building and together decide, 'How are we going to get more involved and make sure that we are telling our story – so that ultimately we are telling our students' stories because most of them are not old enough to vote



yet.' Pick one thing and try to do it consistently. When we do things consistently, and the math will back me up, we do them well."

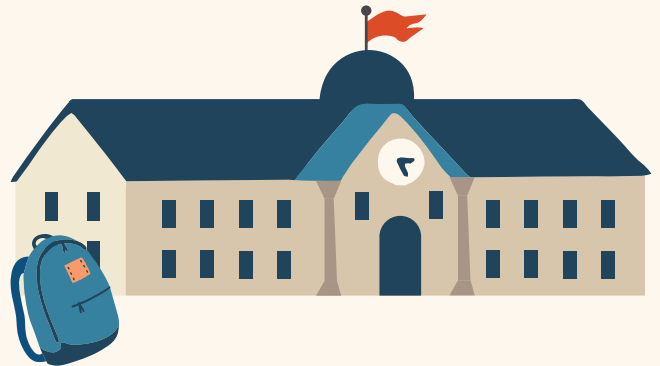
As educators entered summer break, Peterson wanted to share some thoughts.

"Thank you, not just as a colleague, but as a mom. If you think about how much learning your students just did in 9-10 months, where you started, vs. where you ended –you moved mountains. I hope that you'll take this summer to

# supports teachers and students, largely and policy – educational policy”

relax but also reflect on how important your work is and what kinds of strides you helped your students make. You just inched your students closer and closer to their callings. You shine a light on your students’ potential, and I can’t think of a more impactful profession.”

Peterson will serve as an ambassador for Oklahoma educators for the next year. With her, she carries stories of her students and fellow educators and will be the narrator of Oklahoma’s true story of hope and perseverance.



# TIME TO GRIEVE

by Joe DuVall

## How one Oklahoma educator's bereavement leave con

Jordann Hardin stood on the floor of the assembly hall, tears rushing down her face, as she shared her story with a teacher from New Jersey she just met.

It was a moment that propelled Hardin, a 3rd grade teacher in her 11th year at Northridge Elementary School in Putnam City, to become a national trailblazer.

Last year, in May, Hardin and her husband found out they were pregnant after three years of infertility. Then, on June 29th, they received devastating news.

"We went in for our nine-week ultrasound and found out that our baby had no heartbeat. And then I miscarried later that day," Hardin shared. "This was two days before I flew out to Chicago for NEA Representative Assembly (NEA RA). I really wrestled with whether I was going to go or not go, but ultimately, I decided the distraction of it would be nice."

So, Hardin, in the midst of her sorrow, set out for Chicago for a sense of respite. The NEA RA is the largest democratic gathering in the world. Educators from across the country could share their ideas to their peers and have them voted on as New Business Items (NBIs). Hardin casually perused the notebook that contained all the different NBIs until she ran across one from an educator in New Jersey that made her heart stop.

A teacher, as an expectant parent, spouse, who suffers a pregnancy loss, including but not limited to chemical pregnancy, ectopic pregnancy, muller pregnancy, miscarriage, terminated for medical reasons, stillbirth, neonatal loss shall be eligible for bereavement leave.

"I saw the word 'miscarriage,'" Hardin remembered, "Obviously, I was still going through the grief of my own, so it caught my eye."

She immediately texted OEA Vice President Cari Elledge and asked, "Is it weird if I go talk to the maker of this motion?"


Elledge responded, "Absolutely not. You know who could help you out with that? Zach Grimm. He's got connections in New Jersey as the NEA Director."

Grimm walked Hardin over to the New Jersey caucus and introduced her to the group.

"I was able to talk to Jackie Mancinelli, whose NBI at RA had the miscarriage bereavement language in it," Hardin said.

And this was the beginning of a friendship, a journey of advocacy, and a good old fashioned cry session.

"We shared our stories with one another, both in tears, on the RA floor," Hardin said.

The image shows a portion of a white and red banner for the Oklahoma Education Association (OEA). The text "OKLAHOMA EDUCATION ASSOCIATION" is in black, and "OEA" is in large red letters with a stylized red eye icon. A person's arm in a dark suit is visible on the right side of the banner.

OKLAHOMA  
EDUCATION  
ASSOCIATION  
OEA

*Katherine Bishop & Jordann Hardin*

# or ratified the first ever miscarriage tract language in the country



“Through tears, we hugged each other, and I learned how much this bereavement leave language meant to her,” Mancinelli recalled.

In that moment, an association of professional educators provided Hardin with community, support,

and the realization that she was not alone. It provided a moment of clarity of exactly what Hardin needed to do next.

“As soon as I left that conversation with her, I knew when I got back to Oklahoma that I needed to bring that language to Putnam City,” Hardin said. “I was the sixth teacher in two years in my building to have a miscarriage and teachers were using their sick days to grieve the

loss of a baby. Miscarriages occur in one in four pregnancies.”

Grimm was also moved by this interaction and was glad to be there to help Hardin make these connections.

“Jordann’s actions that day, and the many days since, have shown me that she is a visionary leader and truly wants what is best for not just herself, but for all educators,” Grimm reflected.

Hardin saw the language as a solution to a very real problem too many new educators were facing in the shadows.

“When you look at most of the teachers who are actively trying to get pregnant, they’re younger teachers. They don’t have a huge bank of sick leave. One of the teachers at my school only took one day after a miscarriage because it was the middle of the year, she had already been sick, and she wanted to save her days in case she was able to get pregnant again.”

Hardin credits the roots of her path to leadership to former PCACT President Eric Winkle, who invited Hardin to become more involved as an OEA member during the 2018 walkout.

Continued on page 12



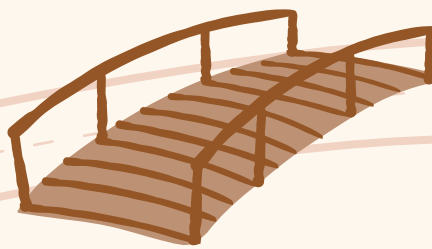
Jordann Hardin at Delegate Assembly 2023



Jordann Hardin at Representative Assembly 2022







“Being at the teacher walkout was kind of a turning point,” Hardin remembered. “I had always been a member since my first day of teaching, but after seeing everybody come together for that, I realized I couldn’t just be a bystander anymore.”

Hardin became a building representative at Northridge and is now PCACT’s Vice President and lead negotiator. Having years of leadership under her belt, she immediately began the process of change.

“I met with my side of the negotiations team and brought it to them. They were instantly like, ‘Yes, of course we’re bringing in that language. Why don’t we already have that?’”

The Putnam City Public Schools administration was also instantly receptive. Patty Balenseifen, the district’s chief human capital officer, responded immediately, “Yes, we are putting that in.”

Hardin was thrilled to share the news with her friend Jackie from New Jersey. When she told her about the about big win, Hardin did not realize just how big it was.

“I found out we were the first district in the entire country to ratify that language,” said Hardin. “I thought it was just missing from Putnam City’s language, and then I find out no, it’s missing from everybody’s language.”

For her efforts, Hardin was presented with two awards at the OEA Delegate Assembly last April – the 2023 OEA Collective Bargaining Award and the 2023 OEA Glenn Snider Human Relations Award. She received a standing ovation from every member in attendance.



OEA Members Samantha VanOsdol (Putnam City), Brandy Sargent (Mid-Del), and Jordann Hardin at Representative Assembly



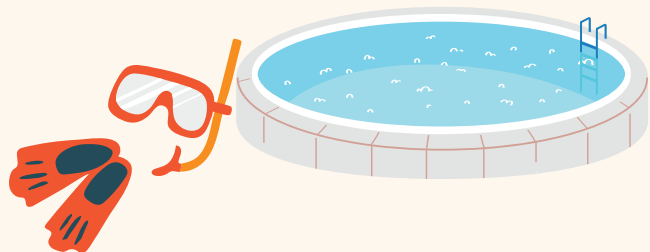




Hardin also had two NBIs passed at OEA's Delegate Assembly encouraging locals to adopt this language and another recognizing National Pregnancy Loss Month in October.

"I didn't realize that sharing this story and doing these two NBIs would cause people to have conversations with me about it," a surprised Hardin shared. "Just today, somebody reached out to me from Crooked Oak asking for the language, so, it's really been moving to feel like my story is going to impact so many other people."

Hardin hopes other districts are able to follow suit to provide educators with the dignity and support they deserve.



"After hearing that we were the first people in the country to pass it, I realized I needed to do some more advocacy in Oklahoma for it," said Hardin. "Miscarriage, it's a very lonely feeling. It's a very isolating feeling. I want teachers to feel like they're supported as they're going through this loss, because most miscarriages happen before eight weeks of pregnancy. Most of them haven't even told their principals or their teams they're even pregnant. I want them to know their district, their local has their back and will support them through this."

A trip meant to distract and allow Hardin to not focus on her own pain has evolved into a legacy of vulnerability and healing that will endure for thousands of educators beyond herself.

"I have learned through this that the more people are open about their experiences, the more people who are impacted by their experiences."

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NETWORK

SCAN BELOW FOR MORE INFORMATION AND CURRENT EVENTS



## BEYOND TRAUMA INFORMED PRESENTATIONS

While many Oklahoma educators have attended professional development on the theory of trauma exposure and how it impacts children, OEA's cadre presentations focus on in-the-moment and curricular



**Beyond Trauma Informed**  
OEA Trauma Cadre



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# LEGISLATIVE ROUNDUP

Visit [okea.org/stay-informed](https://okea.org/stay-informed) for more info on specific bills

Scan Me



Creates an Education Employee Assistance Program (EAP) within the Dept of Mental Health and Substance Abuse Services (MHSAS).

**HB  
1424**

**HB  
2902**

**SB  
1121**

Full-time employees of a public school district, who have been employed for at least 1,250 hours during the preceding 12 month period, shall be entitled to 6 weeks of paid maternity leave following the birth of the employee's child immediately following the birth of the child.

Creates an Education Employee Assistance Program (EAP) within the Dept of Mental Health and Substance Abuse Services (MHSAS).

Appropriates \$150m to the School Security Revolving Fund and it will provide approximately \$96,000 to each district.

**HB  
2904**

Allows public, charter, and tech students to wear tribal regalia at school's graduation ceremonies.



**SB  
358**

Expands the Lindsey Nicole Henry Scholarship for Students with Disabilities Program by removing the requirement that a student must be enrolled the prior year in a public school.

**HB  
2171**

Increases retirement benefit for the Retirement System for those who have been retired for two or more years to \$1500 and \$3200.



**SB  
329**

Creates a merit pay program called the "Rewarding Excellent Educators" program, allocated \$50 mil and directed SD to create the grant program. Bonuses will not exceed \$5k.

**SB  
1119**

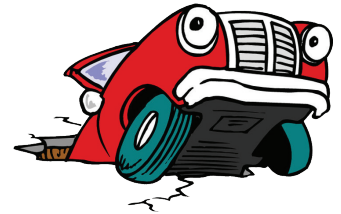
\$3k-\$6k certified personnel pay raise, based on experience. \$3k - Years 0-4, \$4k - Years 5-9, \$5k - Years 10-14, \$6k - Years 15+.

## Map Key

**Ed Bills that  
Passed in  
Favor.**

**Ed Bills  
that Passed  
Against.**

**Missed  
Opportunities**



**Close Calls**

Increases the transportation supplement from 1.39 to 2.0. Increases the Economically disadvantaged weighted pupil category calculation from .25 to .3. Increases the small school district formula threshold from 529 to 550.



**SB  
99**

Anti OEA payroll deduct bill.

**HB  
424**

**HB  
1441**

Modifies frequency of various required PD. No more than a total of 150 hours of PD shall be required during any five-year period.

Technology center during the S.

**SB  
429**

**HB  
1397**

SDE shall develop and make available a curriculum studying the events of the Civil Rights Movement from 1954 to 1968 which highlights nonviolent resistance.

s from Teacher e who have years between

Appropriates \$10m to establish a 3-year pilot program to employ a literacy instructional team to support districts in implementation of the Reading Sufficiency Act.

**SB  
1118**

**HB  
1934**

Creates the Oklahoma Parental Choice Tax Credit Act. It is a sliding scale refundable tax credit voucher based on income.

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**SB  
516**

Creates the Statewide Charter School Board (dissolves the Statewide Virtual Board) on July 1, 2024



Requires each school district to provide a wage increase of 6% to every support employee.

**HB  
2412**





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