



OKLAHOMA STATE
DEPARTMENT *of* EDUCATION

Oklahoma State Department of Education
2023-2024 Teacher Signing Bonus Agreement

This Agreement sets out the duties and responsibilities of _____ (“Teacher”) for participation in the 2023-2024 OSDE Teacher Signing Bonus Program (“Program”). Teacher will be employed at _____ (school site) in _____ (district) as a _____ (Teaching Assignment).

1. **General Conditions**

- A. That the Program generally provides a one-time monetary payment from OSDE to a certified teacher who signs a contract to teach for the 2023-2024 school year at an Oklahoma public school district in a critical shortage area.
- B. That the Program generally requires the teacher to commit to teaching for five years at an Oklahoma public school district.
- C. That the terms and conditions of the Program are as determined within the sole discretion of OSDE.

2. **Acknowledgments**

Teacher affirms and acknowledges as follows:

- A. That Teacher’s participation in the Program is voluntary.
- B. That Teacher is eligible to receive a bonus payment according to the terms and conditions of the Program.
- C. That all of the information provided by the Teacher as part of the bonus application process is true and correct.
- D. That in consideration of the bonus payment, Teacher commits to teaching in an Oklahoma public school district for five years beginning with the 2023-2024 school year, in a teaching position that qualifies for the bonus payment per the terms of the Program.
- E. That if Teacher completes five full school years in a teaching position that qualifies for the bonus payment per the terms of the Program, Teacher will have no obligation to repay any portion of the bonus payment. If Teacher fails to complete five full school years in a qualified teaching position, Teacher will be

obligated to repay a prorated amount of the bonus payment. Each completed full school year in a qualified teaching position will reduce the repayment obligation by twenty percent (20%). OSDE may, in its discretion, consider extraordinary circumstances that prevent Teacher from continuing to teach. The amount of any repayment will be determined solely by OSDE.

- F. That the amount of the bonus Teacher will receive is within the sole discretion of OSDE according to the terms and conditions of the Program.
- G. That in the event Teacher for any reason fails to qualify for participation in the Program prior to completion of five full school years of teaching in a qualified position, Teacher will be responsible to repay the prorated amount remaining of the bonus payment.
- H. That Teacher is responsible for any federal or state taxes on the bonus payment.
- I. That Teacher will promptly notify OSDE if there is a change in employment status at the Teacher's current school district, or if the Teacher accepts employment with a different school district.
- J. That the bonus payment will not be included in compensation Teacher receives for purposes of determining a benefit from the Oklahoma Teachers' Retirement System.

3. **Bonus Payment**

In consideration of Teacher's affirmation and acknowledgments set out herein, OSDE has determined that Teacher will receive a bonus payment of \$15,000.00 pursuant to the Program.

4. **Other**

Teacher agrees that any material misrepresentation in the bonus application process, or any failure to comply with the Program may, at the discretion of OSDE, entitle OSDE to repayment of all or part of the bonus payment.

Name of Teacher

Date

Signature