

05/19/2023 11:26:11 AM

HOUSE OF REPRESENTATIVES  
CONFERENCE COMMITTEE REPORT

Mr. President:  
Mr. Speaker:

The Conference Committee, to which was referred

**HB2180**

By: Lowe (Dick) of the House and Thompson (Kristen) of the Senate

Title: School employees; entitling certain employees to certain amount of paid maternity leave;  
effective date; emergency.

Together with Engrossed Senate Amendments thereto, beg leave to report that we have had the same under consideration and herewith return the same with the following recommendations:

1. That the Senate recede from its amendment.

Respectfully submitted,

House Action \_\_\_\_\_ Date \_\_\_\_\_ Senate Action \_\_\_\_\_ Date \_\_\_\_\_

HB2180 CCR (A)  
**HOUSE CONFEREES**

Baker, Rhonda  Caldwell, Chad

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Johns, Ronny 

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 Lowe, Dick



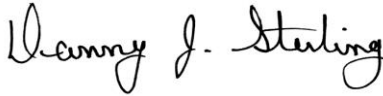
McBride, Mark  Provenzano, Melissa

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Rosecrants, Jacob 

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 Sterling, Danny



Tedford, Mark  Vancuren, Mark

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West, Tammy 

HB2180 CCR A

**SENATE CONFEREES**

Thompson



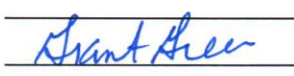
(Kristen)

Pugh

Bergstrom

Green

Hicks

  
  
  
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\_\_\_\_\_

House Action \_\_\_\_\_ Date \_\_\_\_\_ Senate Action \_\_\_\_\_ Date \_\_\_\_\_

House Action \_\_\_\_\_ Date \_\_\_\_\_ Senate Action \_\_\_\_\_ Date \_\_\_\_\_

**AUTHOR(s)/COAUTHOR(s)CURRENTLY IN THE QUEUE for HB2180**

**As of 5/19/2023 11:13:14 AM**

Add as coauthor Senator Stewart

1 ENGROSSED SENATE AMENDMENT  
TO  
2 ENGROSSED HOUSE  
BILL NO. 2180

By: Lowe (Dick) of the House

and

Thompson (Kristen) of the  
Senate

8 An Act relating to virtual charter schools; amending  
70 O.S. 2021, Section 3-145.8, which relates to  
9 virtual charter school attendance; modifying  
attendance requirements for virtual charter school  
10 alternative education programs; defining term;  
clarifying timing requirement for completion of  
11 instructional activities; authorizing virtual charter  
school alternative education program to request a  
12 certain student waiver; directing office of  
accreditation to review the request and make a  
13 determination; requiring continued attendance while  
waiver is being reviewed; updating internal  
14 references; and providing an effective date.

17 AUTHOR: Add the following Senate Coauthors: Stanley, Coleman,  
Garvin, Newhouse, Daniels, and Pugh

19 AMENDMENT NO. 1. Page 1, strike the title, enacting clause and  
entire bill and insert

21 "An Act relating to school employees; entitling full-  
time public school district employees who have worked  
22 for a certain amount of time to certain amount of  
paid maternity leave; directing maternity leave be in  
23 addition to certain sick leave; prohibiting employee  
on maternity leave from being deprived of certain  
24 compensation or benefits; directing the Legislature

1 to appropriate adequate funding to provide paid  
2 maternity leave to certain school employees;  
3 providing for allocation of funds if certain  
4 appropriation is not made; providing for promulgation  
5 of rules; amending 70 O.S. 2021, Section 6-104.1,  
6 which relates to leave without pay for teachers;  
7 updating statutory reference; allowing maternity  
8 leave in addition to certain sick leave and extended  
9 leave; updating statutory language; amending 70 O.S.  
10 2021, Section 6-104.5, which relates to pay  
11 deductions for certain leave; adding statutory  
12 reference; allowing certain deductions after  
13 exhausting certain sick leave and maternity leave;  
14 amending 70 O.S. 2021, Section 6-104.6, which relates  
15 to establishment of leave sharing programs; allowing  
16 certain district employees to participate in certain  
17 shared leave after exhausting maternity leave;  
18 requiring maternity leave and sick leave to be used  
19 prior to shared sick leave; making language gender  
20 neutral; providing for codification; providing an  
21 effective date; and declaring an emergency.

22  
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 6-104.8 of Title 70, unless  
there is created a duplication in numbering, reads as follows:

A. A full-time employee of a public school district in this  
state who has been employed by the school district for at least one  
year and has worked at least one thousand two hundred fifty (1,250)  
hours during the preceding twelve-month period shall be entitled to  
eight (8) weeks of paid maternity leave following the birth of the  
employee's child. The eight (8) weeks of paid maternity leave shall  
be used immediately following the birth of the school district  
employee's child.

1 B. Paid maternity leave provided pursuant to this section shall  
2 be in addition to and not in place of sick leave due to pregnancy,  
3 as provided for in Section 6-104 of Title 70 of the Oklahoma  
4 Statutes.

5 C. A school district employee who takes maternity leave  
6 pursuant to the provisions of this section shall not be deprived of  
7 any compensation or other benefits to which the employee is  
8 otherwise entitled.

9 D. Each fiscal year, the Legislature shall appropriate adequate  
10 funding to the State Board of Education for the purpose of providing  
11 paid maternity leave to eligible school district employees pursuant  
12 to this act. If the Legislature does not appropriate adequate  
13 funding specifically for the purpose of providing paid maternity  
14 leave to school district employees, the State Board of Education  
15 shall allocate from the funds appropriated to the State Board of  
16 Education for the support of public school activities an amount to  
17 fully fund paid maternity leave.

18 E. The State Board of Education may promulgate rules to  
19 implement the provisions of this section.

20 SECTION 2. AMENDATORY 70 O.S. 2021, Section 6-104.1, is  
21 amended to read as follows:

22 Section 6-104.1. After exhausting sick leave and extended leave  
23 pursuant to Sections 6-104 and 6-104.5 of ~~Title 70 of the Oklahoma~~  
24 ~~Statutes~~ this title and maternity leave pursuant to Section 1 of

1 this act, a full-time teacher who, with the proper approval of the  
2 district board of education, takes not more than ninety (90) school  
3 days of leave without pay to care for the teacher's child during the  
4 first year of the child's life, shall receive full credit for the  
5 days on leave without pay as though the teacher had been on leave  
6 with pay for purposes of computing experience for the minimum  
7 teacher salary schedule. A teacher on leave without pay pursuant to  
8 this section who pays the actuarial cost, as determined by the Board  
9 of Trustees of the Teachers' Retirement System of Oklahoma, shall  
10 have the period during which such leave without pay is taken,  
11 counted toward retirement service credit as though the teacher had  
12 been on leave with pay. The teacher shall notify ~~their~~ his or her  
13 employer and the System in writing within thirty (30) days from the  
14 date he or she returns to service that ~~they~~ he or she will pay such  
15 actuarial cost. The teacher shall have up to twelve (12) months  
16 from the date he or she returns to service to pay such actuarial  
17 cost.

18 SECTION 3. AMENDATORY 70 O.S. 2021, Section 6-104.5, is  
19 amended to read as follows:

20 Section 6-104.5. A. If, after exhausting all sick leave  
21 pursuant to Section 6-104 of this title and maternity leave pursuant  
22 to Section 1 of this act, a teacher is absent from his or her duties  
23 due to personal accidental injury, illness, or pregnancy, the  
24

1 teacher shall receive for a period of not to exceed twenty (20) days  
2 his or her full contract salary less the amount:

3 1. ~~actually~~ Actually paid a certified substitute teacher for  
4 his or her position if a certified substitute teacher is hired; or

5 2. ~~normally~~ Normally paid a certified substitute teacher for  
6 his or her position if a certified substitute teacher is not hired.

7 B. The district's plan may provide that the teacher is entitled  
8 to payment for accrued but unused sick leave upon termination of  
9 employment.

10 SECTION 4. AMENDATORY 70 O.S. 2021, Section 6-104.6, is  
11 amended to read as follows:

12 Section 6-104.6. A. The board of education of each school  
13 district may establish a leave sharing program for all district  
14 employees. The program shall permit district employees to donate  
15 sick leave to a fellow district employee who is pregnant or  
16 recovering from childbirth or who is suffering from or has a  
17 relative or household member suffering from an extraordinary or  
18 severe illness, injury, impairment, or physical or mental condition  
19 which has caused or is likely to cause the employee to take leave  
20 without pay or to terminate employment.

21 B. As used in this section:

22 1. "Relative of the employee" means a spouse, child, stepchild,  
23 grandchild, grandparent, stepparent, or parent of the employee;

1        2. "Household members" means those persons who reside in the  
2 same home, who have reciprocal duties to and do provide financial  
3 support for one another. This term shall include foster children  
4 and legal wards even if they do not live in the household. The term  
5 does not include persons sharing the same general house, when the  
6 living style is primarily that of a dormitory or commune;

7        3. "Severe" or "extraordinary" means serious, extreme, or life-  
8 threatening including temporary disability resulting from pregnancy,  
9 miscarriage, childbirth, and recovery therefrom; and

10       4. "District employee" means a teacher or any full-time  
11 employee of the school district.

12       C. A district employee may be eligible to receive shared leave  
13 pursuant to the following conditions:

14       1. The board of education determines that the employee meets  
15 the criteria described in this section; and

16       2. The employee has abided by district policies regarding the  
17 use of sick leave.

18       D. A district employee may donate annual leave to another  
19 district employee only pursuant to the following conditions:

20       1. The receiving employee has exhausted, or will exhaust, ~~only~~  
21 maternity leave granted pursuant to Section 1 of this act or sick  
22 leave earned pursuant to Section 6-104 of this title due to  
23 pregnancy, miscarriage, childbirth and recovery therefrom, an  
24 illness, injury, impairment, or physical or mental condition, which

1 is of an extraordinary or severe nature, and involves the employee,  
2 a relative of the employee, or household member;

3 2. The condition has caused, or is likely to cause, the  
4 employee to go on leave without pay or to terminate employment;

5 3. The board of education of the district permits the leave to  
6 be shared with an eligible employee;

7 4. The amount of leave to be donated is within the limits set  
8 by the board of education of the district; and

9 5. District employees may not donate excess sick leave that the  
10 donor would not be able to otherwise take.

11 E. The board of education of each school district shall  
12 determine the amount of donated leave an employee may receive.

13 F. The board of education shall require the employee to submit,  
14 prior to approval or disapproval, a medical certificate from a  
15 licensed physician or health care practitioner verifying the severe  
16 or extraordinary nature and expected duration of the condition.

17 G. Donated sick leave is transferable between employees of  
18 different school districts in the state with the agreement of both  
19 boards of education of each school district.

20 H. The receiving employee shall be paid the regular rate of pay  
21 of the employee. The sick leave received will be designated as  
22 shared sick leave and be maintained separately from all other sick  
23 leave balances.

1 I. Any donated sick leave may only be used by the recipient for  
2 the purposes specified in this section.

3 J. ~~Only~~ Maternity leave granted pursuant to Section 1 of this  
4 act and sick leave earned pursuant to Section 6-104 of this title  
5 available for use by the recipient ~~must~~ shall be used prior to using  
6 shared sick leave.

7 K. Any shared sick leave not used by the recipient during each  
8 occurrence as determined by the board of education shall be returned  
9 to the donor. The shared sick leave remaining will be divided among  
10 the donors on a prorated basis based on the original donated value  
11 and returned at its original donor value and reinstated to the  
12 annual leave balance of each donor.

13 L. All donated sick leave ~~must~~ shall be given voluntarily. No  
14 employee shall be coerced, threatened, intimidated, or financially  
15 induced into donating sick leave for purposes of the leave sharing  
16 program.

17 M. In addition to the sick leave sharing program provided for  
18 in this section, the board of education of each school district may  
19 establish a sick leave sharing bank for all district employees. A  
20 district employee may donate sick leave to a common fund which may  
21 be used by any district employee who is eligible to receive shared  
22 leave as set forth in subsection A of this section. The terms and  
23 conditions for donation and use of sick leave to a leave sharing  
24 bank shall be subject to the provisions of this section, unless

1 negotiations, entered into pursuant to Section 509.1 et seq. of this  
2 title, between district employees and the school district establish  
3 terms and conditions for a sick leave sharing bank in excess of  
4 those provided for in this section.

5 SECTION 5. This act shall become effective July 1, 2023.

6 SECTION 6. It being immediately necessary for the preservation  
7 of the public peace, health, or safety, an emergency is hereby  
8 declared to exist, by reason whereof this act shall take effect and  
9 be in full force from and after its passage and approval.”  
10

11 Passed the Senate the 27th day of April, 2023.  
12

13 \_\_\_\_\_  
14 Presiding Officer of the Senate

15 Passed the House of Representatives the \_\_\_\_ day of \_\_\_\_\_,  
16 2023.  
17

18 \_\_\_\_\_  
19 Presiding Officer of the House  
20 of Representatives  
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1 ENGROSSED HOUSE  
2 BILL NO. 2180

By: Lowe (Dick) of the House

and

Thompson (Kristen) of the  
Senate

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6  
7 An Act relating to virtual charter schools; amending  
8 70 O.S. 2021, Section 3-145.8, which relates to  
9 virtual charter school attendance; modifying  
10 attendance requirements for virtual charter school  
11 alternative education programs; defining term;  
12 clarifying timing requirement for completion of  
13 instructional activities; authorizing virtual charter  
14 school alternative education program to request a  
15 certain student waiver; directing office of  
16 accreditation to review the request and make a  
17 determination; requiring continued attendance while  
18 waiver is being reviewed; updating internal  
19 references; and providing an effective date.

20  
21  
22 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

23 SECTION 7. AMENDATORY 70 O.S. 2021, Section 3-145.8, is  
24 amended to read as follows:

Section 3-145.8 A. It shall be the duty of each virtual  
charter school approved and sponsored by the Statewide Virtual  
Charter School Board pursuant to the provisions of Section 3-145.3  
of ~~Title 70 of the Oklahoma Statutes~~ this title to keep a full and  
complete record of the attendance of all students enrolled in the  
virtual charter school in one of the student information systems

1 approved by the State Department of Education and locally selected  
2 by the virtual school from the approved list.

3 B. By July 1, 2020, the governing body of each virtual charter  
4 school shall adopt an attendance policy. The policy may allow  
5 attendance to be a proportional amount of the required attendance  
6 policy provisions based upon the date of enrollment of the student.  
7 The attendance policy shall include the following provisions:

8 1. The first date of attendance and membership shall be the  
9 first date the student completes an instructional activity.

10 2. A student who attends a virtual charter school shall be  
11 considered in attendance for a quarter if the student:

12 a. completes instructional activities on no less than

13 ninety percent (90%) of the days within the quarter,

14 b. is on pace for on-time completion of the course as

15 defined by the governing board of the virtual charter  
16 school, or

17 c. completes no less than seventy-two instructional

18 activities within the quarter of the academic year.

19 3. For a student who does not meet any of the criteria set  
20 forth in paragraph 1 or 2 of this subsection, the amount of  
21 attendance recorded shall be the greater of:

22 a. the number of school days during which the student

23 completed the instructional activities during the

24 quarter,

- 1           b.    the number of school days proportional to the  
2               percentage of the course that has been completed, or  
3           c.    the number of school days proportional to the  
4               percentage of the required minimum number of completed  
5               instructional activities during the quarter.

6           C.   For the purposes of this section, "instructional activities"  
7 shall include instructional meetings with a teacher, completed  
8 assignments that are used to record a grade for a student that is  
9 factored into the student's grade for the semester during which the  
10 assignment is completed, testing and school-sanctioned field trips,  
11 and orientation.

12           D.   A student enrolled in a virtual charter school alternative  
13 education program designated by the State Department of Education  
14 who attends a full abbreviated school day shall be counted in full  
15 attendance for purposes of computing the average daily attendance  
16 and average daily membership of the virtual charter school. For  
17 purposes of this subsection, "full abbreviated school day" shall  
18 mean one hundred eighty-nine (189) hours per quarter or seven  
19 hundred fifty-six (756) hours per school year.

20           E.   Each statewide virtual charter school approved and sponsored  
21 by the Statewide Virtual Charter School Board pursuant to the  
22 provisions of Section 3-145.3 of this title shall offer a student  
23 orientation, notify the parent or legal guardian and each student  
24 who enrolls in that school of the requirement to participate in the

1 student orientation, and require all students enrolled to complete  
2 the student orientation prior to completing any other instructional  
3 activity. The Statewide Virtual Charter School Board shall  
4 promulgate rules to develop materials for orientation.

5 ~~E. F.~~ Any student ~~that~~ who is behind pace and does not complete  
6 an instructional activity for ~~a fifteen-school-day period~~ fifteen  
7 (15) consecutive days, including weekends, shall be withdrawn for  
8 truancy. The virtual charter school shall submit a notification to  
9 the parent or legal guardian of a student who has been withdrawn for  
10 truancy or is approaching truancy.

11 ~~F. A~~

12 G. 1. Except as provided in paragraph 2 of this subsection, a  
13 student who is reported for truancy two times in the same school  
14 year shall be withdrawn and prohibited from enrolling in the same  
15 virtual charter school for the remainder of the school year.

16 2. If a student is enrolled in a virtual charter school  
17 alternative education program designated by the State Department of  
18 Education, the virtual charter school may request a waiver of the  
19 enrollment prohibition from the Department on behalf of a student  
20 enrolled at the virtual charter school who is reported for truancy  
21 two times in the same school year. The office of accreditation  
22 shall review the waiver request and determine whether the student  
23 should be allowed to continue attending the virtual charter school.  
24 The student shall continue attending the virtual charter school

1 while the waiver is being reviewed and until a final determination  
2 is made.

3 ~~G.~~ H. The governing body of each statewide virtual charter  
4 school shall develop, adopt and post on the school's website a  
5 policy regarding consequences for a student's failure to attend  
6 school and complete instructional activities. The policy shall  
7 state, at a minimum, that if a student fails to consistently attend  
8 school and complete instructional activities after receiving a  
9 notification pursuant to subsection ~~E~~ F of this section and  
10 reasonable intervention strategies have been implemented, a student  
11 shall be subject to certain consequences including withdrawal from  
12 the school for truancy.

13 ~~H.~~ I. If a statewide virtual charter school withdraws a student  
14 pursuant to subsections ~~F~~ and G and H of this section, the virtual  
15 charter school shall immediately notify the student's resident  
16 district in writing of the student's disenrollment.

17 ~~I.~~ J. The provisions of subsections ~~F~~, G, H, and ~~H~~ I of this  
18 section shall not be in effect until the implementation of  
19 subsection H of Section 3-145.3 of this title.

20 ~~J.~~ K. The Statewide Virtual Charter School Board may promulgate  
21 rules to implement the provisions of this section.

22 SECTION 8. This act shall become effective November 1, 2023.  
23  
24

1 Passed the House of Representatives the 8th day of March, 2023.

2  
3 \_\_\_\_\_  
4 Presiding Officer of the House  
5 of Representatives

6 Passed the Senate the \_\_\_\_ day of \_\_\_\_\_, 2023.

7  
8 \_\_\_\_\_  
9 Presiding Officer of the Senate