

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

COMMITTEE SUBSTITUTE
FOR

HOUSE BILL NO. 2778

By: Caldwell (Trey) and Kane
of the House

and

Hall and Haste of the
Senate

COMMITTEE SUBSTITUTE

An Act relating to children; providing sunset;
creating the Teacher Recruitment and Retention
Program; directing that Program be administered by
Oklahoma Partnership for School Readiness; directing
promulgation of rules; providing income exemption for
certain individuals when determining eligibility for
child care subsidy program; directing provider to
provide certain notice to the Department of Human
Services; providing that all other conditions for
eligibility apply; directing the Department to waive
certain co-payment; providing for codification; and
providing an effective date.

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

SECTION 1. NEW LAW A new section of law to be codified
in the Oklahoma Statutes as Section 461 of Title 10, unless there is
created a duplication in numbering, reads as follows:

A. 1. There is hereby created, until November 1, 2028, in
accordance with the Oklahoma Sunset Law, the Teacher Recruitment and

1 Retention Program to be administered by Oklahoma Partnership for
2 School Readiness under the direction of the Department of Human
3 Services.

4 2. The Department of Human Services shall promulgate rules as
5 necessary to implement and enforce the provisions of this section,
6 including verifying income eligibility, employment status, and
7 administering subsidy benefits accordingly; and

8 B. The Teacher Recruitment and Retention Program, administered
9 through Oklahoma Partnership for School Readiness, shall ensure
10 that:

11 1. A child care employee working at a child care facility
12 licensed pursuant to the Oklahoma Child Care Facilities Licensing
13 Act shall be eligible for the Teacher Recruitment and Retention
14 Program, provided that:

15 a. total annual gross household income does not exceed
16 One Hundred Twenty Thousand Dollars (\$120,000.00) for
17 a two-parent household,

18 b. total annual gross household income does not exceed
19 Sixty Thousand Dollars (\$60,000.00) for a single-
20 parent household, or

21 c. children must attend a program participating in the
22 Department of Human Services' Child Care Subsidy
23 Program;
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1 2. As used in this section, child care employee shall mean any
2 individual who is employed for a minimum of twenty (20) hours per
3 week, averaged monthly, who provides direct care, supervision or
4 educational services to children or who performs duties onsite that
5 support the daily operation of the facility participating in the
6 Child Care Subsidy Program and which is licensed pursuant to the
7 Oklahoma Child Care Facilities Licensing Act;

8 3. An employee who qualifies under the household income
9 limitations in paragraph 1 of this subsection:

- 10 a. shall have household income exempted from
11 consideration solely for purposes of calculating cost-
12 sharing or co-payment responsibilities,
- 13 b. shall have co-payments waived if eligible under the
14 Department's Child Care Subsidy Program, and
- 15 c. shall be eligible to participate in the Teacher
16 Recruitment and Retention Program, even if his or her
17 income exceeds the Child Care Subsidy Program
18 requirements;

19 4. When an employee who is employed by a licensed child care
20 facility leaves employment of the licensed provider, the provider
21 shall provide written notice within thirty (30) days to the
22 Department of Human Services that the employee is no longer
23 employed; and
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1 5. Other than the income exemption pursuant to paragraph 1 of
2 this subsection and the reporting requirements established pursuant
3 to this subsection, all other conditions of eligibility for the
4 Child Care Subsidy Program located in Oklahoma Administrative Code
5 (OAC) 340:40-7-1 shall be followed.

6 C. Subsection B of this section shall not apply to employees
7 who are employed by a child care facility licensed pursuant to the
8 Oklahoma Child Care Facilities Licensing Act and who are eligible
9 for the Child Care Subsidy Program without household income being
10 exempted.

11 D. The Department of Human Services shall waive co-payments for
12 employees who are employed by a licensed child care facility and who
13 qualify under income eligibility requirements of the Child Care
14 Subsidy Program.

15 SECTION 2. This act shall become effective November 1, 2025.

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