

1                   **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2                               STATE OF OKLAHOMA

3                               2nd Session of the 60th Legislature (2026)

4 COMMITTEE SUBSTITUTE  
5 FOR  
6 HOUSE BILL NO. 3467

By: Boles of the House

and

**Pugh** and **Mann** of the Senate

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10                               COMMITTEE SUBSTITUTE

11           An Act relating to education employees; amending  
12           Section 1, Chapter 291, O.S.L. 2023, as amended by  
13           Section 3, Chapter 57, O.S.L. 2025 (70 O.S. Supp.  
14           2025, Section 6-104.8), which relates to maternity  
15           leave; entitling certain full-time employees to paid  
16           maternity leave following the adoption of a child;  
17           specifying when leave must be used; clarifying  
18           purpose for which sick leave may be used; and  
19           providing an effective date.

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

21           SECTION 1.           AMENDATORY           Section 1, Chapter 291, O.S.L.  
22           2023, as amended by Section 3, Chapter 57, O.S.L. 2025 (70 O.S.  
23           Supp. 2025, Section 6-104.8), is amended to read as follows:

24           Section 6-104.8.   A.   1.   Full-time employees of a public school  
district in this state who have been employed by the school district  
for at least one year and have worked at least one thousand two

1 hundred fifty (1,250) hours during the preceding twelve-month  
2 period;

3 2. Persons employed full time as classroom instructional  
4 employees of technology center school districts supervised by the  
5 State Board of Career and Technology Education who have been  
6 employed by the technology center school district for at least one  
7 year and have worked at least one thousand two hundred fifty (1,250)  
8 hours during the preceding twelve-month period;

9 3. Persons employed as teachers by the State Department of  
10 Rehabilitation Services who have been employed by the State  
11 Department of Rehabilitation Services for at least one year and have  
12 worked at least one thousand two hundred fifty (1,250) hours during  
13 the preceding twelve-month period;

14 4. Persons employed full time as correctional teachers or  
15 vocational instructors by the Department of Corrections pursuant to  
16 Section 510.6a of Title 57 of the Oklahoma Statutes who have been  
17 employed by a Department of Corrections facility for at least one  
18 year and have worked at least one thousand two hundred fifty (1,250)  
19 hours during the preceding twelve-month period; and

20 5. Persons employed full time as teachers by the Office of  
21 Juvenile Affairs who have been employed by an Office of Juvenile  
22 Affairs facility for at least one year and have worked at least one  
23 thousand two hundred fifty (1,250) hours during the preceding  
24 twelve-month period,

1 shall be entitled to six (6) weeks of paid maternity leave following  
2 the birth or adoption of the employee's child, provided that the  
3 child is under four (4) years of age. The six (6) weeks of paid  
4 maternity leave shall be used immediately following the birth or  
5 adoption of the school district employee's child.

6 B. 1. Paid maternity leave provided pursuant to paragraphs 1,  
7 2, and 3 of subsection A of this section shall be in addition to and  
8 not in place of sick leave due to pregnancy, as authorized by  
9 Section 6-104 of this title.

10 2. Paid maternity leave provided pursuant to paragraph 4 of  
11 subsection A of this section shall be in addition to and not in  
12 place of sick leave due to pregnancy, as authorized by Section  
13 510.6a of Title 57 of the Oklahoma Statutes.

14 3. Paid maternity leave provided pursuant to paragraph 5 of  
15 subsection A of this section shall be in addition to and not in  
16 place of sick leave due to pregnancy, as authorized by Section 2-7-  
17 202 of Title 10A of the Oklahoma Statutes.

18 C. 1. Employees described in subsection A of this section  
19 shall have the right to utilize accrued sick leave to extend the  
20 duration of their maternity leave beyond the six (6) weeks provided  
21 by this section. Such sick leave may be used for recovery from  
22 childbirth, bonding with a newborn or infant, or caring for a  
23 newborn or infant, and shall not require additional approval from a  
24 school board or employer, provided the employee has sufficient sick

1 leave to cover the extended duration. Sick leave used pursuant to  
2 this subsection shall not exceed six (6) weeks, unless a licensed  
3 medical professional provides written certification recommending  
4 additional leave for medical necessity related to the employee's  
5 recovery from child birth, or for the care of the newborn, to  
6 achieve a combined twelve (12) weeks of FMLA leave in accordance  
7 with paragraph 2 of this subsection.

8       2. An employee seeking to use sick leave to extend the duration  
9 of their maternity leave shall notify their employer in accordance  
10 with the Family and Medical Leave Act of 1993 (FMLA). FMLA leave  
11 shall run concurrently with the paid sick leave extended duration.

12       D. An employee who takes maternity leave pursuant to the  
13 provisions of subsection A of this section shall not be deprived of  
14 any compensation or other benefits to which the employee is  
15 otherwise entitled.

16       E. Each fiscal year, the Legislature shall appropriate adequate  
17 funding to the Public School Paid Maternity Leave Revolving Fund  
18 created in Section 6-104.9 of this title for the purpose of  
19 providing paid maternity leave to eligible school district employees  
20 pursuant to paragraph 1 of subsection A of this section. If the  
21 Legislature does not appropriate adequate funding specifically for  
22 the purpose of providing paid maternity leave to school district  
23 employees, the State Board of Education shall allocate from the  
24 funds appropriated to the State Board of Education for the support

1 of public school activities an amount to fully fund paid maternity  
2 leave.

3 F. The State Board of Education, the State Board of Career and  
4 Technology Education, the Commission for Rehabilitation Services,  
5 the State Board of Corrections, and the Board of Juvenile Affairs  
6 may promulgate rules to implement the provisions of this section.

7 SECTION 2. This act shall become effective November 1, 2026.  
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9 COMMITTEE REPORT BY: COMMITTEE ON EDUCATION OVERSIGHT, dated  
10 03/03/2026 - DO PASS, As Amended and Coauthored.  
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