

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

HOUSE BILL 4146

By: Hasenbeck

AS INTRODUCED

An Act relating to school employees; amending Section 1, Chapter 291, O.S.L. 2023, as amended by Section 3, Chapter 57, O.S.L. 2025 (70 O.S. Supp. 2025, Section 6-104.8), which relates to paid maternity leave; expanding eligibility of paid maternity leave to employment at any school district or technology center school district in this state for at least a year; providing an effective date; and declaring an emergency.

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

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

Section 6-104.8. A. 1. Full-time employees of a public school district in this state who have been employed by ~~the~~ a school district in this state for at least one year and have worked at least one thousand two hundred fifty (1,250) hours during the preceding twelve-month period;

2. Persons employed full time as classroom instructional employees of technology center school districts supervised by the

1 State Board of Career and Technology Education who have been
2 employed by ~~the~~ a technology center school district in this state
3 for at least one year and have worked at least one thousand two
4 hundred fifty (1,250) hours during the preceding twelve-month
5 period;

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

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

17 5. Persons employed full time as teachers by the Office of
18 Juvenile Affairs who have been employed by an Office of Juvenile
19 Affairs facility for at least one year and have worked at least one
20 thousand two hundred fifty (1,250) hours during the preceding
21 twelve-month period,
22 shall be entitled to six (6) weeks of paid maternity leave following
23 the birth of the employee's child. The six (6) weeks of paid
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1 maternity leave shall be used immediately following the birth of the
2 school district employee's child.

3 B. 1. Paid maternity leave provided pursuant to paragraphs 1,
4 2, and 3 of subsection A of this section shall be in addition to and
5 not in place of sick leave due to pregnancy, as authorized by
6 Section 6-104 of this title.

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

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

15 C. 1. Employees described in subsection A of this section
16 shall have the right to utilize accrued sick leave to extend the
17 duration of their maternity leave beyond the six (6) weeks provided
18 by this section. Such sick leave may be used for recovery from
19 childbirth, bonding with a newborn, or caring for a newborn, and
20 shall not require additional approval from a school board or
21 employer, provided the employee has sufficient sick leave to cover
22 the extended duration. Sick leave used pursuant to this subsection
23 shall not exceed six (6) weeks, unless a licensed medical
24 professional provides written certification recommending additional

1 leave for medical necessity related to the employee's recovery from
2 child birth, or for the care of the newborn, to achieve a combined
3 twelve (12) weeks of FMLA leave in accordance with paragraph 2 of
4 this subsection.

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

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

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

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

5 SECTION 2. This act shall become effective July 1, 2026.

6 SECTION 3. 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.

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