

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

HOUSE BILL 4156

By: Hasenbeck

AS INTRODUCED

An Act relating to teachers; amending 70 O.S. 2021, Section 6-101.6, which relates to categories of employment contracts; creating a category for job description and duties; requiring a specific and clear description of duties; including contract hours; requiring a lunch period provision; prohibiting certain provisions in contracts for employment; prohibiting vague, unrestricted language in job description and duties; prohibiting required additional duties outside of contract hours; permitting contracts to provide for agreed upon additional duties outside of contract hours; requiring additional duties be compensated at a clear and reasonable rate; providing for codification; providing an effective date; and declaring an emergency.

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

SECTION 1. AMENDATORY 70 O.S. 2021, Section 6-101.6, is amended to read as follows:

Section 6-101.6. A. All contracts for employment of, or related employee information worksheets for, a teacher or administrator by a district board of education shall include the following categories in a clear and concise format:

1. Employee information including:

- a. employee's name,
- b. degree(s) employee holds,
- c. number of years of teaching credit for salary purposes, and
- d. step placement on salary schedule;

2. Job description and duties including:

- a. a specific and clear description of the duties of the employee,
- b. the contract hours of the employee, and
- c. a guaranteed uninterrupted, duty-free lunch period of at least thirty (30) minutes each school day.

3. Salary information including:

- a. pay based on state minimum salary schedule,
- b. district salary supplement,
- c. extra-duty or extracurricular salary amounts, itemized,
- d. other salary,
- e. total salary,
- f. dollar amount of salary paid in cash, and
- g. dollar amount of salary paid in fringe benefits, as defined and allowed by Section ~~18-114.14~~ 18-114.15 of this title, with an itemized list of each benefit and amount paid toward it; and

~~3.~~ 4. Benefits information including:

- a. state-paid flexible benefit allowance amount,
- b. district-paid retirement contributions (over any amount for retirement insurance paid as part of salary and excluding any amounts paid pursuant to Section 17-108.1 of this title),
- c. district-paid health insurance (over any amount paid as part of salary),
- d. other district-paid benefits, such as life, dental, disability, salary protection, vision, cancer, health supplemental insurance (over any amount paid as part of salary),
- e. other benefits, with an itemized list of each benefit and dollar amount paid toward it (not including any benefits paid as part of salary), and
- f. total district-paid benefits (not including any benefits paid as part of salary).

B. Beginning with the 2016-2017 school year, school districts shall annually provide to each teacher and administrator a copy of an employee information worksheet containing information for each teacher or administrator in the categories listed in subsection A of this section prior to the first payroll in November. School districts shall designate one or more persons to review the worksheet with any teacher or administrator upon request to answer any questions.

1 C. The State Department of Education shall require in its
2 annual personnel report the amounts paid in each category set out in
3 subparagraphs a through g of paragraph ~~2~~ 3 and subparagraphs a
4 through f of paragraph ~~3~~ 4 of subsection A of this section,
5 disaggregated by the categories of administrative personnel and
6 certified teaching personnel.

7 SECTION 2. NEW LAW A new section of law to be codified
8 in the Oklahoma Statutes as Section 6-101.6c of Title 70, unless
9 there is created a duplication in numbering, reads as follows:

10 A. Beginning with the 2026-2027 school year, contracts for
11 employment of, or related employee information worksheets for, a
12 teacher shall not:

13 1. Include vague, unrestricted language describing the job and
14 duties of an employee including, but not limited to, the phrase "all
15 other duties as assigned"; or

16 2. Require uncompensated duties outside of contractual hours.

17 B. Contracts for employment of, or related employee information
18 worksheets for, a teacher may include agreed upon specified
19 additional duties outside of contracted hours if duties are
20 compensated at a clear and reasonable hourly rate or stipend.

21 SECTION 3. This act shall become effective July 1, 2026.

22 SECTION 4. It being immediately necessary for the preservation
23 of the public peace, health or safety, an emergency is hereby
24

1 declared to exist, by reason whereof this act shall take effect and
2 be in full force from and after its passage and approval.

3

4 60-2-15479 AQH 12/18/25

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24