

1                   **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2                               STATE OF OKLAHOMA

3                               1st Session of the 60th Legislature (2025)

4 COMMITTEE SUBSTITUTE  
5 FOR  
6 HOUSE BILL NO. 2778

By: Caldwell (Trey) and Kane  
of the House

and

Hall and Haste of the  
Senate

11                               COMMITTEE SUBSTITUTE

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

24 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:

1       A. 1. There is hereby created, until November 1, 2028, in  
2 accordance with the Oklahoma Sunset Law, the Teacher Recruitment and  
3 Retention Program to be administered by Oklahoma Partnership for  
4 School Readiness under the direction of the Department of Human  
5 Services.

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

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

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

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

20           b. total annual gross household income does not exceed  
21           Sixty Thousand Dollars (\$60,000.00) for a single-  
22           parent household, or  
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1           c.    children must attend a program participating in the  
2               Department of Human Services' Child Care Subsidy  
3               Program;

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

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

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

22          4.   When an employee who is employed by a licensed child care  
23 facility leaves employment of the licensed provider, the provider  
24 shall provide written notice within thirty (30) days to the

1 Department of Human Services that the employee is no longer  
2 employed; and

3 5. Other than the income exemption pursuant to paragraph 1 of  
4 this subsection and the reporting requirements established pursuant  
5 to this subsection, all other conditions of eligibility for the  
6 Child Care Subsidy Program located in Oklahoma Administrative Code  
7 (OAC) 340:40-7-1 shall be followed.

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

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

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

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19 COMMITTEE REPORT BY: COMMITTEE ON JOINT COMMITTEE ON APPROPRIATIONS  
20 AND BUDGET, dated 05/19/2025 - DO PASS, As Amended.

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