

1 **SENATE FLOOR VERSION**

2 February 17, 2026

3 SENATE BILL NO. 2084

By: Paxton and Jett

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6 An Act relating to The Governmental Tort Claims Act;
7 defining terms; limiting settlement awards for
8 wrongful termination claims; providing for inclusion
9 of certain damages; providing for exclusion of
certain contributions or wages; construing
provisions; providing for codification; and providing
an effective date.

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

13 SECTION 1. NEW LAW A new section of law to be codified
14 in the Oklahoma Statutes as Section 163.1 of Title 51, unless there
15 is created a duplication in numbering, reads as follows:

16 A. As used in this section:

17 1. "Employee" means any individual employed by an institution;

18 2. "Institution" means any public institution of higher
19 education within the Oklahoma State Regents for Higher Education;
20 and

21 3. "Wrongful termination claim" means any claim, cause of
22 action, complaint, grievance, lawsuit, demand for monetary or
23 equitable relief, arising under state law alleging wrongful
24 termination of an employee.

1 B. Notwithstanding any provision of law to the contrary, the
2 total amount paid by an institution to an employee to resolve a
3 wrongful termination claim under state law, whether by voluntary
4 settlement between the institution and the employee, arbitration
5 award, or court judgment, shall not exceed an amount equal to two
6 (2) years of the employee's base salary, compensation, or
7 contractual benefit, as of the date of termination. Such limitation
8 shall include, but not be limited to, back pay, compensatory
9 damages, liquidated damages, and any other monetary relief, but
10 shall not include retirement contributions already earned by the
11 employee or accrued unpaid wages or leave accrued by the employee.

12 C. The provisions of this section shall not apply to wrongful
13 termination claims arising out of federal law and shall not be
14 construed to limit the remedies available under the such claims
15 where such limitation is preempted or prohibited.

16 SECTION 2. This act shall become effective November 1, 2026.

17 COMMITTEE REPORT BY: COMMITTEE ON JUDICIARY
18 February 17, 2026 - DO PASS
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