

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

SENATE BILL 2120

By: Jett

AS INTRODUCED

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

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 163.1 of Title 51, unless there is created a duplication in numbering, reads as follows:

A. As used in this section:

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

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

3. "Wrongful termination claim" means any claim, cause of action, complaint, grievance, lawsuit, demand for monetary or

1 equitable relief, arising under state law alleging wrongful
2 termination of an employee.

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

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

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

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