

STATE OF OKLAHOMA

2nd Session of the 59th Legislature (2024)

HOUSE BILL 3272

By: Baker

AS INTRODUCED

An Act relating to schools; amending Section 1, Chapter 291, O.S.L. 2023 (70 O.S. Supp. 2023, Section 6-104.8), which relates to paid maternity leave; modifying eligibility for certain technology center school district employees; providing paid maternity leave for employees adopting newborns; establishing timing for paid adoption maternity leave; updating statutory citations; 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 (70 O.S. Supp. 2023, Section 6-104.8), is amended to read as follows:

Section 6-104.8 A. As provided in this section:

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

1 2. ~~Persons employed full time as classroom instructional~~ Full-
2 time employees of technology center school districts supervised by
3 the State Board of Career and Technology Education who have been
4 employed by the technology center school district for at least one
5 year and have worked at least one thousand two hundred fifty (1,250)
6 hours during the preceding twelve-month period;

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

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

18 5. Persons employed full time as teachers by the Office of
19 Juvenile Affairs who have been employed by an Office of Juvenile
20 Affairs facility for at least one year and have worked at least one
21 thousand two hundred fifty (1,250) hours during the preceding
22 twelve-month period;ri

23 shall be entitled to six (6) weeks of paid maternity leave following
24 the birth or adoption of the employee's newborn child. The six (6)

1 weeks of paid maternity leave shall be used immediately following
2 the birth of the ~~school district~~ employee's child or immediately
3 following the legal placement of the newborn with the employee
4 adopting the child.

5 B. 1. Paid maternity leave provided pursuant to paragraphs 1,
6 2, and 3 of subsection A of this section shall be in addition to and
7 not in place of sick leave due to pregnancy, as authorized by
8 Section 6-104 of ~~Title 70 of the Oklahoma Statutes~~ this title.

9 2. Paid maternity leave provided pursuant to paragraph 4 of
10 subsection A of this section shall be in addition to and not in
11 place of sick leave due to pregnancy, as authorized by Section
12 510.6a of Title 57 of the Oklahoma Statutes.

13 3. Paid maternity leave provided pursuant to paragraph 5 of
14 subsection A of this section shall be in addition to and not in
15 place of sick leave due to pregnancy, as authorized by Section 2-7-
16 202 of Title 10A of the Oklahoma Statutes.

17 C. An employee who takes maternity leave pursuant to the
18 provisions of subsection A of this section shall not be deprived of
19 any compensation or other benefits to which the employee is
20 otherwise entitled.

21 D. Each fiscal year, the Legislature shall appropriate adequate
22 funding to the Public School Paid Maternity Leave Revolving Fund
23 created in Section 7 6-104.9 of this ~~act~~ title for the purpose of
24 providing paid maternity leave to eligible school district employees
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1 pursuant to paragraph 1 of subsection A of this section. If the
2 Legislature does not appropriate adequate funding specifically for
3 the purpose of providing paid maternity leave to school district
4 employees, the State Board of Education shall allocate from the
5 funds appropriated to the State Board of Education for the support
6 of public school activities an amount to fully fund paid maternity
7 leave.

8 E. The State Board of Education, the State Board of Career and
9 Technology Education, the Commission for Rehabilitation Services,
10 the State Board of Corrections, and the Board of Juvenile Affairs
11 may promulgate rules to implement the provisions of this section.

12 SECTION 2. This act shall become effective July 1, 2024.

13 SECTION 3. It being immediately necessary for the preservation
14 of the public peace, health or safety, an emergency is hereby
15 declared to exist, by reason whereof this act shall take effect and
16 be in full force from and after its passage and approval.

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