

1 STATE OF OKLAHOMA

2 1st Session of the 60th Legislature (2025)

3 HOUSE BILL 1601

By: Gise

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5  
6 AS INTRODUCED

7 An Act relating to schools; amending Section 1,  
8 Chapter 291, O.S.L. 2023 (70 O.S. Supp. 2024, Section  
9 6-104.8), which relates to paid maternity leave;  
10 allowing sick leave use to extend maternity leave for  
11 certain employees; specifying uses; requiring  
12 sufficient leave accrual; requiring notification and  
13 concurrent use with the Family and Medical Leave Act;  
14 and providing an effective date.

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

16 SECTION 1. AMENDATORY Section 1, Chapter 291, O.S.L.  
17 2023 (70 O.S. Supp. 2024, Section 6-104.8), is amended to read as  
18 follows:

19 Section 6-104.8. A. 1. Full-time employees of a public school  
20 district in this state who have been employed by the school district  
21 for at least one year and have worked at least one thousand two  
22 hundred fifty (1,250) hours during the preceding twelve-month  
23 period;

24 2. Persons employed full time as classroom instructional  
employees of technology center school districts supervised by the  
State Board of Career and Technology Education who have been

1 employed by the technology center school district for at least one  
2 year and have worked at least one thousand two hundred fifty (1,250)  
3 hours during the preceding twelve-month period;

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

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

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

20 shall be entitled to six (6) weeks of paid maternity leave following  
21 the birth of the employee's child. The six (6) weeks of paid  
22 maternity leave shall be used immediately following the birth of the  
23 school district employee's child.

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

5 2. Paid maternity leave provided pursuant to paragraph 4 of  
6 subsection A of this section shall be in addition to and not in  
7 place of sick leave due to pregnancy, as authorized by Section  
8 510.6a of Title 57 of the Oklahoma Statutes.

9 3. Paid maternity leave provided pursuant to paragraph 5 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 2-7-  
12 202 of Title 10A of the Oklahoma Statutes.

13 C. 1. Employees described in subsection A of this section  
14 shall have the right to utilize accrued sick leave to extend the  
15 duration of their maternity leave beyond the six (6) weeks provided  
16 by this section. Such sick leave may be used for recovery from  
17 childbirth, bonding with a newborn, or caring for a newborn, and  
18 shall not require additional approval from a school board or  
19 employer, provided the employee has sufficient sick leave to cover  
20 the extended duration.

21 2. An employee seeking to use sick leave to extend the duration  
22 of their maternity leave shall notify their employer in accordance  
23 with the Family and Medical Leave Act of 1993 (FMLA). FMLA leave  
24 shall run concurrently with the paid sick leave extended duration.

1        D. An employee who takes maternity leave pursuant to the  
2 provisions of subsection A of this section shall not be deprived of  
3 any compensation or other benefits to which the employee is  
4 otherwise entitled.

5        ~~D.~~ E. Each fiscal year, the Legislature shall appropriate  
6 adequate funding to the Public School Paid Maternity Leave Revolving  
7 Fund created in Section 7 6-104.9 of this ~~act~~ title for the purpose  
8 of providing paid maternity leave to eligible school district  
9 employees pursuant to paragraph 1 of subsection A of this section.

10 If the Legislature does not appropriate adequate funding  
11 specifically for the purpose of providing paid maternity leave to  
12 school district employees, the State Board of Education shall  
13 allocate from the funds appropriated to the State Board of Education  
14 for the support of public school activities an amount to fully fund  
15 paid maternity leave.

16        ~~E.~~ F. The State Board of Education, the State Board of Career  
17 and Technology Education, the Commission for Rehabilitation  
18 Services, the State Board of Corrections, and the Board of Juvenile  
19 Affairs may promulgate rules to implement the provisions of this  
20 section.

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

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23        60-1-11203        SW        01/06/25

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