

1 ENGROSSED HOUSE  
2 BILL NO. 2778

By: Caldwell (Trey) and Kane  
of the House

3 and

4 Hall and Haste of the  
5 Senate

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

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

20 SECTION 1. NEW LAW A new section of law to be codified

21 in the Oklahoma Statutes as Section 461 of Title 10, unless there is  
22 created a duplication in numbering, reads as follows:

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

1       2. The Department of Human Services shall promulgate rules as  
2 necessary to implement and enforce the provisions of this section,  
3 including verifying income eligibility, employment status, and  
4 administering subsidy benefits accordingly.

5           B. The Teacher Recruitment and Retention Program, administered  
6 through Oklahoma Partnership for School Readiness, shall ensure  
7 that:

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

- 12           a. total annual gross household income does not exceed  
13                  One Hundred Twenty Thousand Dollars (\$120,000.00) for  
14                  a two-parent household,
- 15           b. total annual gross household income does not exceed  
16                  Sixty Thousand Dollars (\$60,000.00) for a single-  
17                  parent household, or
- 18           c. children must attend a program participating in the  
19                  Department of Human Services' Child Care Subsidy  
20                  Program;

21       2. As used in this section, "child care employee" shall mean  
22 any individual who is employed for a minimum of twenty (20) hours  
23 per week, averaged monthly, who provides direct care, supervision or  
24 educational services to children or who performs duties on-site that

1 support the daily operation of the facility participating in the  
2 Child Care Subsidy Program and which is licensed pursuant to the  
3 Oklahoma Child Care Facilities Licensing Act;

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

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

15       4. When an employee who is employed by a licensed child care  
16 facility leaves employment of the licensed provider, the provider  
17 shall provide written notice within thirty (30) days to the  
18 Department of Human Services that the employee is no longer  
19 employed; and

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

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

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

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

Passed the House of Representatives the 20th day of May, 2025.

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Presiding Officer of the House  
of Representatives

Passed the Senate the \_\_\_\_\_ day of \_\_\_\_\_, 2025.

Presiding Officer of the Senate