



J. Kevin Stitt  
Office of the Governor  
State of Oklahoma

**FILED**  
January 18, 2022  
OKLAHOMA SECRETARY  
OF STATE

**EXECUTIVE DEPARTMENT  
EXECUTIVE ORDER 2022-01**

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Recent staffing shortages are affecting many Oklahoma public schools' ability to remain open or otherwise to provide adequate numbers of teachers to impart the best education possible to students in our state. As I have repeatedly made clear, students deserve and need the right to an in-person education, and the state has a responsibility to ensure that right remains intact. The alternatives—closure of schools and/or virtual classrooms in lieu of in-person teaching—adversely impact our children's futures, parents' ability to work and provide for their families, and our economy that has thrived as Oklahoma has remained open for business. In light of these issues and having heard from concerned Oklahomans, I find it necessary to immediately implement a creative strategy to utilize our state agencies dedicated and talented workforce to fill a critical gap.

Therefore, I, J. Kevin Stitt, Governor of the State of Oklahoma, pursuant to the power and authority vested in me by Sections 1 and 2 of Article VI of the Oklahoma Constitution, and to the fullest extent permitted under Oklahoma law, hereby direct as follows:

1. Executive directors of all state agencies shall immediately create mechanisms by which employees of state agencies whose salary is funded by the state may, without risk of adverse impact to employment, leave, or other benefits, serve as substitute teachers in Oklahoma, for an appropriate and necessary duration and throughout such times that critical work of an employee's respective agency will not be negatively impacted.
2. Employing all available means and to the extent necessary, the executive director of the Oklahoma Office of Management and Enterprise Services shall implement polices necessary to facilitate the mandate(s) in this Executive Order.
3. The State Secretary of Education shall coordinate with pertinent public school officials to expeditiously facilitate the implementation of this Executive Order.
4. To the extent allowed by Oklahoma law, any state employee who serves as a substitute teacher as authorized herein shall be permitted to receive all

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compensation and benefits the employee would otherwise be due in the ordinary course of business while in the employ of the state.

*This Order shall be effective until the end of 120 days after the filing of this Order.*

Copies of this Executive Order shall be distributed to the State Department of Education, all directors of state agencies, and all cabinet secretaries, who shall cause the provisions of this Executive Order to be implemented.

IN WITNESS WHEREOF, I have set my hand and caused the Great Seal of the State of Oklahoma to be affixed at Oklahoma City, Oklahoma this 18<sup>th</sup> day of January, 2022.

BY THE GOVERNOR OF THE STATE OF OKLAHOMA



J. KEVIN STITT

ATTEST:



BRIAN BINGMAN, SECRETARY OF STATE

