



Senate Education Committee

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BRIEF SUMMARY **Senate Bill 1381, Printer's No. 1890** **Prime Sponsor: Williams**

- Amends the Public School Code by adding a new section, "Section 111.1 Employment History Review"
- Requires an applicant for employment at a school entity to provide the school with a list of all prior employers and written permission for the school to contact the employers.
- Requires the disclosure of whether or not the applicant:
 - Was the subject of any investigation by an employer or child protective services for abuse or sexual misconduct
 - Was the subject of any investigation by the employer not related to abuse or sexual misconduct
 - Has resigned or otherwise separated from employment while the subject of investigation
 - Has been disciplined, discharged or ask to resign from employment due to an investigation
 - Has ever had a license or certificate revoked or suspended
- Requires the school entity to conduct a thorough review of the information provided, including contacting the current and former employers and seeking verification (documentation where available) as to the specifics of the applicant's employment as well as information related to any investigation during the time of employment.
- A school entity may not enter into a collective bargaining agreement, an employment contract, an agreement for resignation or termination, a severance agreement or any other contract or agreement or take any action that:
 - has the effect of suppressing information relating to an investigation related to a report of suspect abuse, sexual misconduct or other misconduct by a current or former employee;
 - affects the duties of the school entity to report suspected abuse, sexual misconduct or other misconduct to the appropriate authorities;
 - impairs the responsibility or ability of the school entity to discipline an employee for abuse, sexual misconduct or other misconduct; or
 - requires the school entity to expunge information about allegations or findings of abuse, sexual misconduct or other misconduct from any documents maintained by a school entity.
- Applies to all school employees that have direct contact with children (i.e., bus drivers, janitors, etc)