

SENATE BILL 770

F1, O4

5lr2070
CF HB 1105

By: **Senator Gile**

Introduced and read first time: January 27, 2025

Assigned to: Education, Energy, and the Environment

Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: February 25, 2025

CHAPTER _____

1 AN ACT concerning

2 ~~**Applicants for Positions Involving Direct Contact With Minors – Required**~~
3 ~~**Information, Review Process, and Reporting – Alterations**~~
4 **Public Schools and Youth Services – Crisis Support and Assistance and**
5 **Workgroup Study**

6 FOR the purpose of ~~requiring child care centers and youth-serving organizations to require~~
7 ~~applicants for positions involving direct contact with minors to submit certain~~
8 ~~information; requiring county boards of education, nonpublic schools, and~~
9 ~~contracting agencies to require applicants for positions involving direct contact with~~
10 ~~minors to submit certain information relating to certain boundary-violating~~
11 ~~behavior; requiring child care centers and youth-serving organizations to follow~~
12 ~~certain procedures when hiring applicants for positions involving direct contact with~~
13 ~~minors; requiring each county board of education to report certain information to the~~
14 ~~State Department of Education each year and requiring the Department to compile~~
15 ~~the information and report to the General Assembly each year; and generally~~
16 ~~relating to applicants for positions involving direct contact with minors.~~ requiring
17 each local school system to provide crisis support and assistance to a certain public
18 school when a teacher or a certain other school employee is removed from the
19 classroom or school building under certain circumstances; requiring each county
20 board of education to establish a crisis response team and standardized crisis
21 response protocols for a certain purpose; requiring the State Department of
22 Education to convene a certain workgroup to examine the impact on the public school
23 system in the State of adding a certain requirement to the hiring process for certain
24 applicants and the impact on youth-serving organizations of adding certain hiring
25 and registration requirements; and generally relating to crisis support and

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 assistance for public schools and a workgroup to study hiring requirements for
 2 youth-serving entities and organizations.

3 ~~BY repealing and reenacting, with amendments,~~
 4 ~~Article – Education~~
 5 ~~Section 6-113.2~~
 6 ~~Annotated Code of Maryland~~
 7 ~~(2022 Replacement Volume and 2024 Supplement)~~

8 BY adding to
 9 Article – Education
 10 Section ~~6-113.3~~ 4-147
 11 Annotated Code of Maryland
 12 (2022 Replacement Volume and 2024 Supplement)

13 ~~BY repealing and reenacting, without amendments,~~
 14 ~~Article – Education~~
 15 ~~Section 9-5-401(a) and (c)~~
 16 ~~Annotated Code of Maryland~~
 17 ~~(2022 Replacement Volume and 2024 Supplement)~~

18 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
 19 That the Laws of Maryland read as follows:

20 **Article – Education**

21 **4-147.**

22 **(A) A LOCAL SCHOOL SYSTEM SHALL PROVIDE CRISIS SUPPORT AND**
 23 **ASSISTANCE TO A PUBLIC SCHOOL IN THE COUNTY WHEN A TEACHER OR OTHER**
 24 **SCHOOL EMPLOYEE WITH DIRECT CONTACT WITH MINORS IS REMOVED FROM THE**
 25 **CLASSROOM OR SCHOOL BUILDING DUE TO ALLEGED CRIMINAL ACTIVITY OR FOR**
 26 **STUDENT SAFETY.**

27 **(B) TO PROVIDE THE SUPPORT AND ASSISTANCE FOR AN EVENT UNDER**
 28 **SUBSECTION (A) OF THIS SECTION, EACH COUNTY BOARD SHALL ESTABLISH:**

29 **(1) A CRISIS RESPONSE TEAM; AND**

30 **(2) STANDARDIZED CRISIS RESPONSE PROTOCOLS.**

31 **(C) (1) A CRISIS RESPONSE TEAM ESTABLISHED UNDER SUBSECTION (B)**
 32 **OF THIS SECTION SHALL, AT MINIMUM, INCLUDE A TRAUMA-INFORMED COUNSELOR**
 33 **AND LEGAL COUNSEL.**

1 **(2) IT IS THE INTENT OF THE GENERAL ASSEMBLY THAT A CRISIS**
2 **RESPONSE TEAM BE ESTABLISHED USING THE EXISTING RESOURCES OF THE LOCAL**
3 **SCHOOL SYSTEM.**

4 **(D) THE STANDARDIZED CRISIS RESPONSE PROTOCOLS REQUIRED UNDER**
5 **SUBSECTION (B) OF THIS SECTION SHALL INCLUDE:**

6 **(1) A COMMUNICATIONS PLAN THAT PROVIDES ACCURATE**
7 **INFORMATION TO ALL STAKEHOLDERS IN A SCHOOL'S COMMUNITY, INCLUDING**
8 **STUDENTS, SCHOOL PERSONNEL, PARENTS AND GUARDIANS, AND ANY OTHERS, IN A**
9 **MANNER THAT IS:**

10 **(I) TIMELY;**

11 **(II) CLEAR AND INFORMATIVE;**

12 **(III) COMPLIANT WITH LEGAL ADVICE; AND**

13 **(IV) TRAUMA-INFORMED;**

14 **(2) RESOURCES FOR PARENTS AND GUARDIANS THAT PROVIDE**
15 **GUIDANCE ON:**

16 **(I) AGE-APPROPRIATE METHODS TO DISCUSS DIFFICULT**
17 **TOPICS WITH CHILDREN, INCLUDING BOOKS AND WEBSITES;**

18 **(II) AGE-APPROPRIATE SYMPTOMS AND BEHAVIORS OF**
19 **CHILDREN AFFECTED BY TRAUMATIC EVENTS; AND**

20 **(III) RELEVANT MEDICAL OR MENTAL HEALTH PROFESSIONALS**
21 **AND SERVICES;**

22 **(3) THE PROVISION OF OR REFERRAL TO TRAUMA-INFORMED**
23 **COUNSELING SERVICES FOR STUDENTS AND IMPACTED FAMILIES;**

24 **(4) RESOURCES FOR SCHOOL PERSONNEL THAT PROVIDE GUIDANCE**
25 **ON:**

26 **(I) LOCAL SCHOOL SYSTEM PROCEDURES AND PROTOCOLS;**

27 **(II) AGE-APPROPRIATE METHODS TO DISCUSS DIFFICULT**
28 **TOPICS WITH CHILDREN, INCLUDING BOOKS AND WEBSITES;**

1 (III) AGE-APPROPRIATE SYMPTOMS AND BEHAVIORS OF
2 CHILDREN AFFECTED BY TRAUMATIC EVENTS AND WHEN AND TO WHOM TO REFER
3 CHILDREN EXHIBITING RELEVANT SYMPTOMS AND BEHAVIORS; AND

4 (IV) RELEVANT MEDICAL OR MENTAL HEALTH PROFESSIONALS
5 AND SERVICES;

6 (5) THE PLACEMENT OF IMPACTED STUDENTS IN SPACES IN THE
7 SCHOOL THAT MINIMIZES TRAUMA;

8 (6) LEGAL GUIDANCE FROM THE LOCAL SCHOOL SYSTEM ATTORNEY;
9 AND

10 (7) ANY OTHER INFORMATION DETERMINED RELEVANT BY THE
11 COUNTY BOARD.

12 (E) A LOCAL SCHOOL SYSTEM SHALL:

13 (1) PROVIDE TO EACH PRINCIPAL AND AT LEAST ONE OTHER
14 DESIGNATED ADMINISTRATOR OF A SCHOOL IN THE COUNTY:

15 (I) A COPY OF AND TRAINING ON THE USE OF THE
16 STANDARDIZED CRISIS RESPONSE PROTOCOLS ESTABLISHED UNDER SUBSECTION
17 (B) OF THIS SECTION;

18 (II) CLEAR GUIDANCE ON WHEN AND HOW TO ACTIVATE THE
19 CRISIS RESPONSE TEAM; AND

20 (III) ANY OTHER ASSISTANCE CONSISTENT WITH THE INTENT OF
21 THE REQUIREMENTS OF SUBSECTION (A) OF THIS SECTION;

22 (2) ESTABLISH A METHOD FOR RECEIVING FEEDBACK FROM
23 PRINCIPALS AND OTHER LOCAL SCHOOL SYSTEM STAKEHOLDERS ON THE
24 EFFECTIVENESS OF THE STANDARDIZED CRISIS RESPONSE PROTOCOLS AND CRISIS
25 RESPONSE TEAM; AND

26 (3) CONTINUALLY UPDATE THE STANDARDIZED CRISIS RESPONSE
27 PROTOCOLS BASED ON:

28 (I) FEEDBACK FROM SCHOOL PRINCIPALS AND
29 STAKEHOLDERS;

30 (II) UPDATED BEST PRACTICES; AND

1 (III) A REVIEW BY THE LOCAL SCHOOL SYSTEM AFTER THE
 2 CONCLUSION OF AN EVENT UNDER SUBSECTION (A) OF THIS SECTION REQUIRING
 3 ACTIVATION OF THE STANDARDIZED CRISIS RESPONSE PROTOCOLS AND CRISIS
 4 RESPONSE TEAM.

5 ~~6 113.2.~~

6 (a) (1) ~~In this section the following words have the meanings indicated:~~

7 (2) ~~“BOUNDARY VIOLATING BEHAVIOR” MEANS AN ADULT BEHAVING~~
 8 ~~IN A MANNER THAT:~~

9 (i) ~~COMPROMISES THE SAFETY AND WELL-BEING OF A MINOR;~~

10 (ii) ~~IS EXPLOITATIVE OR HARMFUL TO A MINOR; OR~~

11 (iii) ~~IS OTHERWISE INAPPROPRIATE, INCLUDING UNWANTED~~
 12 ~~PHYSICAL CONTACT, EMOTIONAL MANIPULATION OR ABUSE, OR SHARING~~
 13 ~~INAPPROPRIATE INFORMATION.~~

14 (3) ~~“CHILD CARE CENTER” HAS THE MEANING STATED IN § 9.5 401~~
 15 ~~OF THIS ARTICLE.~~

16 (2) (4) ~~“Child sexual abuse” has the meaning stated in § 6 113.1 of this~~
 17 ~~subtitle.~~

18 (3) (5) (i) ~~“Contracting agency” means an entity that contracts with~~
 19 ~~a county board or nonpublic school to provide a service to a school or the students of a~~
 20 ~~school.~~

21 (ii) ~~“Contracting agency” includes an entity that provides~~
 22 ~~transportation to and from a school using a vehicle other than a Type I or Type II school~~
 23 ~~vehicle, in accordance with § 7 801 of this article.~~

24 (4) (6) ~~“Direct contact with minors” means the care, supervision,~~
 25 ~~guidance, or control of, or routine interaction with, a minor.~~

26 (5) (7) ~~“Emergent employee” means an employee hired by a county~~
 27 ~~board or nonpublic school without completing the employment history review required~~
 28 ~~under this section.~~

29 (6) (8) ~~“School” means a public or nonpublic school.~~

30 (7) (9) ~~“Sexual misconduct” has the meaning stated in § 6 113.1 of this~~
 31 ~~subtitle.~~

~~(10) "YOUTH SERVING ORGANIZATION" MEANS AN ORGANIZATION, AN INSTITUTION, AN AGENCY, A GOVERNMENT PROGRAM, A COMMUNITY GROUP, OR ANY OTHER ENTITY THAT IS RESPONSIBLE FOR THE CARE, SUPERVISION, GUIDANCE, EDUCATION, DEVELOPMENT, OR TRAINING OF MINORS, INCLUDING AFTER SCHOOL PROGRAMS, MENTOR PROGRAMS, SUMMER CAMPS, AND RECREATIONAL SPORTS LEAGUES AND TEAMS.~~

~~(b) A county board, nonpublic school, CHILD CARE CENTER, YOUTH SERVING ORGANIZATION, or contracting agency shall require an applicant for a position involving direct contact with minors to submit:~~

~~(1) The contact information of the following employers:~~

~~(i) The current employer;~~

~~(ii) All former school employers, including employers for which the applicant was an emergent employee; and~~

~~(iii) All former employers of the applicant in which the applicant was employed in a position involving direct contact with minors within the previous 10 years;~~

~~(2) A written consent form, signed by the applicant, authorizing an employer listed under item (1) of this subsection to release all records relating to child sexual abuse [or], sexual misconduct, OR BOUNDARY VIOLATING BEHAVIOR; [and]~~

~~(3) A written statement of whether the applicant:~~

~~(i) Has been the subject of a child sexual abuse [or], sexual misconduct, OR BOUNDARY VIOLATING BEHAVIOR investigation by any employer, arbitrator, county board, State licensing agency, law enforcement agency, or child protective services agency, unless the investigation resulted in a finding by:~~

~~1. The employer that allegations that the applicant engaged in sexual misconduct OR BOUNDARY VIOLATING BEHAVIOR lacked sufficient evidence according to the policies of the county board [or], nonpublic school, CHILD CARE CENTER, OR YOUTH SERVING ORGANIZATION;~~

~~2. An arbitrator or a county board to reject any disciplinary action in response to allegations that the applicant engaged in sexual misconduct OR BOUNDARY VIOLATING BEHAVIOR;~~

~~3. A State licensing agency that allegations that the applicant engaged in sexual misconduct OR BOUNDARY VIOLATING BEHAVIOR lacked sufficient evidence according to:~~

1 A. ~~State law; or~~

2 B. ~~The policies of the county board [or], nonpublic school,~~
3 ~~CHILD CARE CENTER, OR YOUTH SERVING ORGANIZATION;~~

4 4. ~~A law enforcement agency that allegations that the~~
5 ~~applicant engaged in child sexual abuse were unfounded; or~~

6 5. ~~A child protective services agency that allegations that the~~
7 ~~applicant engaged in child sexual abuse were ruled out;~~

8 (ii) ~~Has ever been disciplined, discharged, nonrenewed, or asked to~~
9 ~~resign from employment, or has ever resigned from or otherwise separated from any~~
10 ~~employment while allegations of child sexual abuse [or], sexual misconduct, OR~~
11 ~~BOUNDARY VIOLATING BEHAVIOR were pending or were under investigation, or due to~~
12 ~~an adjudication or findings of child sexual abuse [or], sexual misconduct, OR~~
13 ~~BOUNDARY VIOLATING BEHAVIOR; or~~

14 (iii) ~~Has ever had a license, professional license, or certificate~~
15 ~~suspended, surrendered, or revoked while allegations of child sexual abuse [or], sexual~~
16 ~~misconduct, OR BOUNDARY VIOLATING BEHAVIOR were pending or under investigation,~~
17 ~~or due to an adjudication or findings of child sexual abuse [or], sexual misconduct, OR~~
18 ~~BOUNDARY VIOLATING BEHAVIOR; AND~~

19 (4) ~~A CHILD PROTECTIVE SERVICES BACKGROUND CLEARANCE~~
20 ~~FORM, WHICH THE APPLICANT HAS NOTARIZED AND SUBMITS ELECTRONICALLY~~
21 ~~THROUGH THE DEPARTMENT OF HUMAN SERVICES' MYDHR WEB PORTAL.~~

22 (e) ~~Except as provided in subsection (g) of this section, before hiring an applicant~~
23 ~~for a position involving direct contact with minors, the county board, nonpublic school,~~
24 ~~CHILD CARE CENTER, YOUTH SERVING ORGANIZATION, or contracting agency shall:~~

25 (1) ~~Review an applicant's employment history by contacting the employers~~
26 ~~listed by the applicant under subsection (b)(1) of this section and requesting the following~~
27 ~~information:~~

28 (i) ~~The dates of employment of the applicant; and~~

29 (ii) ~~Answers to the questions regarding child sexual abuse [or],~~
30 ~~sexual misconduct, OR BOUNDARY VIOLATING BEHAVIOR required under subsection~~
31 ~~(b)(3) of this section; [and]~~

32 (2) ~~Request a report from the Department regarding the applicant's~~
33 ~~eligibility for employment or certification status to determine whether the applicant:~~

1 (i) ~~Holds a valid and active certification appropriate for the position~~
2 ~~and is otherwise eligible for employment; and~~

3 (ii) ~~Has been the subject of professional discipline related to child~~
4 ~~sexual abuse [or], sexual misconduct, OR BOUNDARY VIOLATING BEHAVIOR; AND~~

5 **~~(3) REQUEST A CHILD PROTECTIVE SERVICES BACKGROUND~~**
6 **~~CLEARANCE FROM THE DEPARTMENT OF HUMAN SERVICES TO DETERMINE IF THE~~**
7 **~~APPLICANT HAS BEEN IDENTIFIED AS RESPONSIBLE FOR THE ABUSE OR NEGLECT~~**
8 **~~OF A CHILD IN ANY RECORD MAINTAINED BY THE DEPARTMENT OF HUMAN~~**
9 **~~SERVICES, ANY LOCAL DEPARTMENT OF SOCIAL SERVICES, OR CHILD PROTECTIVE~~**
10 **~~SERVICES.~~**

11 (d) (1) ~~Not later than 20 days after receiving a request for information under~~
12 ~~subsection (e) of this section, an employer shall send to the county board, nonpublic school,~~
13 **~~CHILD CARE CENTER, YOUTH SERVING ORGANIZATION,~~** or contracting agency the
14 ~~information requested on the form prescribed by the Department.~~

15 (2) ~~If the information from an employer includes an affirmative response~~
16 ~~to the child sexual abuse [or], sexual misconduct, OR BOUNDARY VIOLATING BEHAVIOR~~
17 ~~questions under subsection (b)(3) of this section, and the county board, nonpublic school,~~
18 **~~CHILD CARE CENTER, YOUTH SERVING ORGANIZATION,~~** or contracting agency makes
19 ~~a determination to further consider the applicant for employment, the county board,~~
20 ~~nonpublic school, CHILD CARE CENTER, YOUTH SERVING ORGANIZATION,~~ or
21 ~~contracting agency shall request that the former employer provide additional information~~
22 ~~about the information provided, including all records related to child sexual abuse [or],~~
23 ~~sexual misconduct, OR BOUNDARY VIOLATING BEHAVIOR.~~

24 (3) ~~An employer that receives a request for additional information under~~
25 ~~paragraph (1) of this subsection shall provide the additional information within 60 days of~~
26 ~~the date of the prospective employer's request to:~~

27 (i) ~~The requesting county board, nonpublic school, CHILD CARE~~
28 **~~CENTER, YOUTH SERVING ORGANIZATION,~~** or contracting agency; and

29 (ii) ~~The applicant who is under consideration for employment.~~

30 (e) (1) ~~A county board [or], nonpublic school, CHILD CARE CENTER, OR~~
31 **~~YOUTH SERVING ORGANIZATION~~** may hire an applicant as an emergent employee for a
32 ~~period not to exceed 60 days pending the review of information and records required under~~
33 ~~this section only if:~~

34 (i) ~~The applicant has provided all the information and supporting~~
35 ~~documentation required under this section;~~

1 (ii) ~~An employer has no knowledge of information regarding the~~
2 ~~applicant that would disqualify the applicant from employment;~~

3 (iii) ~~The applicant swears or affirms that the applicant is not~~
4 ~~disqualified from employment; and~~

5 (iv) ~~The applicant is not authorized to work alone with minors unless~~
6 ~~the applicant:~~

7 1. ~~Works in the immediate vicinity of a permanent employee;~~
8 ~~or~~

9 2. ~~If the applicant is a school vehicle driver, is subject to~~
10 ~~audio and video monitoring and recording, which is promptly reviewed by school~~
11 ~~administrators.~~

12 (2) ~~Based on the employment history review required under subsection (c)~~
13 ~~of this section, at any time within 60 days after hiring an applicant as an emergent~~
14 ~~employee, the county board [or], nonpublic school, CHILD CARE CENTER, OR~~
15 ~~YOUTH SERVING ORGANIZATION may:~~

16 (i) ~~Rescind the offer of employment; or~~

17 (ii) ~~Complete the emergent employee's hiring process, in accordance~~
18 ~~with the provisions of this title, with any executed contract reflecting the first day worked~~
19 ~~as an emergent employee.~~

20 (3) ~~Within 60 days after hiring an applicant as an emergent employee, a~~
21 ~~county board's decision to dismiss the emergent employee, for any reason other than child~~
22 ~~sexual abuse [or], sexual misconduct, OR BOUNDARY VIOLATING BEHAVIOR, may be~~
23 ~~appealed:~~

24 (i) ~~In accordance with § 4-205 of this article;~~

25 (ii) ~~In accordance with the collective bargaining agreement~~
26 ~~applicable to the emergent employee; or~~

27 (iii) ~~If applicable, in accordance with § 6-202 of this title.~~

28 (f) (1) ~~A county board [or], nonpublic school, CHILD CARE CENTER, OR~~
29 ~~YOUTH SERVING ORGANIZATION is authorized to share an employment history review~~
30 ~~required under subsection (c) of this section with other county boards [and], nonpublic~~
31 ~~schools, CHILD CARE CENTERS, AND YOUTH SERVING ORGANIZATIONS.~~

32 (2) ~~A contracting agency is authorized to share an employment history~~
33 ~~review required under subsection (c) of this section with other contracting agencies.~~

1 ~~(g) (1) A county board [or], nonpublic school, CHILD CARE CENTER, OR~~
2 ~~YOUTH SERVING ORGANIZATION may use an employment history review completed by~~
3 ~~a current or former employer in the manner required under subsection (e) of this section if~~
4 ~~the employer is a county board [or], nonpublic school, CHILD CARE CENTER, OR~~
5 ~~YOUTH SERVING ORGANIZATION and the applicant:~~

6 ~~(i) Swears or affirms that the completed employment history review~~
7 ~~includes all prior employment required to be reported under this section; and~~

8 ~~(ii) Provides information about any employment subsequent to the~~
9 ~~previous employment history review by the current or former county board [or], nonpublic~~
10 ~~school, CHILD CARE CENTER, OR YOUTH SERVING ORGANIZATION.~~

11 ~~(2) A contracting agency may use an employment history review completed~~
12 ~~by a current or former employer in the manner required under subsection (e) of this section~~
13 ~~if the employer is a contracting agency and the applicant:~~

14 ~~(i) Swears or affirms that the completed employment history review~~
15 ~~includes all prior employment required to be reported under this section; and~~

16 ~~(ii) Provides information about any employment subsequent to the~~
17 ~~previous employment history review by the contracting agency.~~

18 ~~(h) (1) (i) A county board, nonpublic school, CHILD CARE CENTER,~~
19 ~~YOUTH SERVING ORGANIZATION, or contracting agency shall conduct an employment~~
20 ~~history review of an applicant for a substitute position involving direct contact with minors~~
21 ~~as required under subsection (e) of this section before the initial hiring of the substitute~~
22 ~~employee or placement on the approved substitute employee list of the county board,~~
23 ~~nonpublic school, CHILD CARE CENTER, YOUTH SERVING ORGANIZATION, or~~
24 ~~contracting agency.~~

25 ~~(ii) An employment history review of a substitute employee shall~~
26 ~~remain valid as long as the substitute employee continues to be employed by the same~~
27 ~~county board or remains on the approved substitute employee list of the nonpublic school,~~
28 ~~CHILD CARE CENTER, YOUTH SERVING ORGANIZATION, or contracting agency.~~

29 ~~(2) If a substitute employee is seeking to be added to the substitute~~
30 ~~employee list of another county board, nonpublic school, CHILD CARE CENTER,~~
31 ~~YOUTH SERVING ORGANIZATION, or contracting agency, a new employment history~~
32 ~~review in accordance with subsection (e) of this section is required.~~

33 ~~(3) The appearance of a substitute employee on the substitute employee~~
34 ~~list of one county board, nonpublic school, CHILD CARE CENTER, YOUTH SERVING~~
35 ~~ORGANIZATION, or contracting agency does not relieve another county board, nonpublic~~

1 ~~school, CHILD CARE CENTER, YOUTH SERVING ORGANIZATION, or contracting agency~~
2 ~~of the duty of compliance with this section.~~

3 ~~(4) An employment history review conducted on the initial hiring of a~~
4 ~~substitute employee by a contracting agency, an intermediate unit, or any other entity that~~
5 ~~provides substitute staffing services to a county board [or a], nonpublic school, CHILD~~
6 ~~CARE CENTER, OR YOUTH SERVING ORGANIZATION shall satisfy the requirements of~~
7 ~~this section for all school entities using the services of that contracting agency, intermediate~~
8 ~~unit, or other entity.~~

9 ~~(5) A contracting agency, an intermediate unit, or any other entity~~
10 ~~providing substitute staffing services to a school entity shall comply with the provisions of~~
11 ~~this section.~~

12 ~~(i) (1) (i) A contracting agency shall conduct an employment history~~
13 ~~review of an applicant for employment with the contracting agency as required under~~
14 ~~subsection (c) of this section:~~

15 ~~1. At the time of the initial hiring of the employee; or~~

16 ~~2. Before the employee is assigned to work for a school entity~~
17 ~~in a position involving direct contact with minors.~~

18 ~~(ii) The employment history review under subparagraph (i) of this~~
19 ~~paragraph shall remain valid as long as the employee continues to be employed by the~~
20 ~~hiring contracting agency.~~

21 ~~(iii) A contracting agency shall:~~

22 ~~1. Maintain a record of each employee's employment history~~
23 ~~review required under this subsection; and~~

24 ~~2. On request of the school entity to which an employee is~~
25 ~~assigned, provide access to the contracting agency's records of that employee.~~

26 ~~(2) (i) Before assigning an employee to perform work for a school entity~~
27 ~~in a position involving direct contact with minors, a contracting agency shall provide notice~~
28 ~~to the school entity of any affirmative responses to the child sexual abuse [or], sexual~~
29 ~~misconduct, OR BOUNDARY VIOLATING BEHAVIOR questions required under subsection~~
30 ~~(b)(3) of this section.~~

31 ~~(ii) A contracting agency may not assign an employee to perform~~
32 ~~work for a school entity in a position involving direct contact with minors if the school entity~~
33 ~~objects to the assignment after receiving the notice required under subparagraph (i) of this~~
34 ~~paragraph.~~

~~(j) (1) Information and records about an applicant received by a county board, nonpublic school, CHILD CARE CENTER, YOUTH SERVING ORGANIZATION, or contracting agency under this section are not a public record for the purposes of the Maryland Public Information Act.~~

~~(2) A county board, nonpublic school, CHILD CARE CENTER, YOUTH SERVING ORGANIZATION, or contracting agency that receives information and records from an employer about an applicant under this section may:~~

~~(i) Use the information and records for the purpose of evaluating the applicant's fitness to be hired or for continued employment; and~~

~~(ii) Report the information to the Department, a State licensing agency, a law enforcement agency, a child protective services agency, another school entity, or any other prospective employer, as appropriate.~~

~~(k) (1) A county board, nonpublic school, CHILD CARE CENTER, YOUTH SERVING ORGANIZATION, or contracting agency 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 that:~~

~~(i) Has the effect of suppressing information relating to an investigation or disciplinary action in response to a report of suspected child sexual abuse [or], sexual misconduct, OR BOUNDARY VIOLATING BEHAVIOR by a current or former employee;~~

~~(ii) Affects the ability of the county board, nonpublic school, CHILD CARE CENTER, YOUTH SERVING ORGANIZATION, or contracting agency to report suspected child sexual abuse [or], sexual misconduct, OR BOUNDARY VIOLATING BEHAVIOR to the appropriate authorities; or~~

~~(iii) Requires the county board, nonpublic school, CHILD CARE CENTER, YOUTH SERVING ORGANIZATION, or contracting agency to expunge information about allegations or findings of suspected child sexual abuse [or], sexual misconduct, OR BOUNDARY VIOLATING BEHAVIOR from any document maintained by the employer unless the investigation resulted in a finding by:~~

~~1. The employer that allegations that the applicant engaged in sexual misconduct OR BOUNDARY VIOLATING BEHAVIOR lacked sufficient evidence according to the policies of the county board [or], nonpublic school, CHILD CARE CENTER, OR YOUTH SERVING ORGANIZATION;~~

~~2. An arbitrator or a county board to reject any disciplinary action in response to allegations that the applicant engaged in sexual misconduct OR BOUNDARY VIOLATING BEHAVIOR;~~

~~3. A State licensing agency that allegations that the applicant engaged in sexual misconduct OR BOUNDARY VIOLATING BEHAVIOR lacked sufficient evidence according to:~~

~~A. State law; or~~

~~B. The policies of the county board [or], nonpublic school, CHILD CARE CENTER, OR YOUTH SERVING ORGANIZATION;~~

~~4. A law enforcement agency that allegations that the applicant engaged in child sexual abuse were unfounded; or~~

~~5. A child protective services agency that allegations that the applicant engaged in child sexual abuse were ruled out.~~

~~(2) A provision of an employment contract, an agreement for resignation or termination, or a severance agreement that is executed, amended, or entered into on or after July 1, 2019, and that is contrary to this section is void and unenforceable.~~

~~(4) If there is a lapse in the operation of or the Department suspends the use of a system or database that the Department uses to check an applicant's eligibility for employment or certification status, the Department shall notify the county boards, nonpublic schools, CHILD CARE CENTERS, YOUTH SERVING ORGANIZATIONS, and any contracting agencies within 48 hours of the lapse or the suspension of the use of the system or database.~~

~~(m) (1) A person acting in good faith may not be held liable for disclosing any information or records related to child sexual abuse [or], sexual misconduct, OR BOUNDARY VIOLATING BEHAVIOR about a current or former employee's professional conduct or reason for termination of employment to a county board, a nonpublic school, A CHILD CARE CENTER, A YOUTH SERVING ORGANIZATION, a contracting agency, the Department, or any other potential employer in accordance with this section unless the person:~~

~~(i) Acted with actual malice toward the employee or former employee; or~~

~~(ii) Intentionally or recklessly disclosed false information about the employee or former employee.~~

~~(2) The immunity from liability under paragraph (1) of this subsection shall be in addition to, and not a limitation of, any other immunity provided by law or any absolute or conditional privilege applicable to the disclosure of information or records or the applicant's consent to the disclosure.~~

1 ~~(n) (1) An applicant who provides false information or willfully fails to disclose~~
2 ~~material information required under this section shall be subject to professional discipline,~~
3 ~~including termination or denial of employment, and may be subject to professional~~
4 ~~discipline in accordance with the regulations of the Department.~~

5 ~~(2) (i) Subject to subparagraph (ii) of this paragraph, the willful failure~~
6 ~~of an employer or former employer to respond to or provide the information and records~~
7 ~~requested by a county board, nonpublic school, CHILD CARE CENTER, YOUTH SERVING~~
8 ~~ORGANIZATION, or contracting agency under this section may result in civil penalties or~~
9 ~~professional discipline, if appropriate.~~

10 ~~(ii) An employer or a former employer may not be held liable for~~
11 ~~failure to respond to a request for information about an applicant under this section if:~~

12 ~~1. The laws of the state in which the employer or former~~
13 ~~employer is located prohibit the release of the information or records requested; or~~

14 ~~2. The disclosure of the information and records requested is~~
15 ~~restricted by the terms of a contract entered into on or before June 30, 2019.~~

16 ~~(3) (i) Notwithstanding any other provision of law, the Department~~
17 ~~may initiate disciplinary action before a hearing officer in accordance with the~~
18 ~~Department's regulations against an applicant, an employee, a contracting agency, or a~~
19 ~~school administrator for willful violations of this section.~~

20 ~~(ii) The Department may adopt regulations establishing procedures~~
21 ~~for disciplinary proceedings and the assessment of penalties in accordance with this section.~~

22 ~~(e) Nothing in this section shall be construed:~~

23 ~~(1) To prevent a county board, nonpublic school, CHILD CARE CENTER,~~
24 ~~YOUTH SERVING ORGANIZATION, or contracting agency from:~~

25 ~~(i) Conducting further investigations of prospective employees;~~

26 ~~(ii) Requesting applicants to provide additional background~~
27 ~~information or authorizations beyond the information or authorizations required under this~~
28 ~~section; or~~

29 ~~(iii) Requesting that an employer or a former employer provide more~~
30 ~~information than is required under this section;~~

31 ~~(2) To relieve a county board, a nonpublic school, A CHILD CARE CENTER,~~
32 ~~A YOUTH SERVING ORGANIZATION, a contracting agency, or any other mandated~~
33 ~~reporter of the legal responsibility to report suspected incidents of child sexual abuse or~~

1 ~~sexual misconduct in accordance with State law or the reporting requirements of the~~
2 ~~Department; or~~

3 ~~(3) To prohibit the right of an exclusive representative under a collective~~
4 ~~bargaining agreement to grieve and arbitrate the validity of an employee's termination or~~
5 ~~discipline for just cause or for the causes set forth in this section.~~

6 ~~6-113.3.~~

7 ~~(A) ON OR BEFORE SEPTEMBER 1, 2025, AND EACH SEPTEMBER 1~~
8 ~~THEREAFTER, EACH COUNTY BOARD SHALL REPORT TO THE DEPARTMENT:~~

9 ~~(1) THE TRAINING PROGRAM AND INSTRUCTION DEVELOPED AND~~
10 ~~IMPLEMENTED UNDER § 6-113.1 OF THIS SUBTITLE;~~

11 ~~(2) THE POLICIES AND PROCEDURES FOR SCREENING APPLICANTS~~
12 ~~FOR POSITIONS INVOLVING DIRECT CONTACT WITH MINORS UNDER § 6-113.2 OF~~
13 ~~THIS SUBTITLE; AND~~

14 ~~(3) THE EMPLOYEE CODE OF CONDUCT FOR THE COUNTY BOARD AND~~
15 ~~EACH NONPUBLIC SCHOOL AND CONTRACTING AGENCY IN THE COUNTY.~~

16 ~~(B) ON OR BEFORE DECEMBER 1, 2025, AND EACH DECEMBER 1~~
17 ~~THEREAFTER, THE DEPARTMENT SHALL COMPILE AND REPORT THE INFORMATION~~
18 ~~RECEIVED UNDER SUBSECTION (A) OF THIS SECTION TO THE GENERAL ASSEMBLY,~~
19 ~~IN ACCORDANCE WITH § 2-1257 OF THE STATE GOVERNMENT ARTICLE.~~

20 ~~9.5-401.~~

21 ~~(a) In this subtitle the following words have the meanings indicated.~~

22 ~~(e) (1) "Child care center" means an agency, institution, or establishment that,~~
23 ~~for part or all of a day, or on a 24-hour basis on a regular schedule, and at least twice a~~
24 ~~week, offers or provides child care to children who do not have the same parentage except~~
25 ~~as otherwise provided for in law or regulation.~~

26 ~~(2) "Child care center" shall include a nonpublic nursery school in which~~
27 ~~an instructional program is offered or provided for children who are under the age of 5~~
28 ~~years.~~

29 ~~(3) "Child care center" does not include:~~

30 ~~(i) A nonpublic kindergarten in which an instructional program is~~
31 ~~offered or provided for children who are at least 5 years old;~~

1 (c) (1) In this subsection, “boundary–violating behavior” means an adult
2 behaving in a manner that:

3 (i) compromises the safety and well–being of a minor;

4 (ii) is exploitative or harmful to a minor; or

5 (iii) is otherwise inappropriate, including unwanted physical contact,
6 emotional manipulation or abuse, or sharing inappropriate information.

7 (2) The workgroup shall review the definition of boundary–violating
8 behavior to determine whether it is sufficiently precise, specific, and unambiguous to be
9 clearly understood by employers to describe a specific set of behaviors and actions that are
10 harmful to minors and distinct from existing criminal behaviors.

11 (3) If the workgroup does not find that the definition of boundary–violating
12 behavior set forth in paragraph (1) of this subsection is sufficiently precise, specific, and
13 unambiguous, the workgroup shall recommend a definition of boundary–violating behavior
14 that meets the criteria in paragraph (1) of this subsection, if possible.

15 (4) The workgroup shall examine the impact on the public school system in
16 Maryland of implementing a change to the hiring process requiring an applicant for a
17 position involving direct contact with minors to include information regarding the
18 applicant’s history of boundary–violating behavior, as defined under paragraph (1) or (3) of
19 this subsection, in the following areas for cost, administrative burden, and timeliness:

20 (i) hiring process;

21 (ii) licensing;

22 (iii) training and professional development; and

23 (iv) enforcement.

24 (d) (1) In this subsection, “youth–serving organization” means an
25 organization, an institution, an agency, a government program, a community group, or any
26 other entity that is responsible for the care, supervision, guidance, education, development,
27 or training of minors, including after school programs, mentor programs, summer camps,
28 and recreational sports leagues and teams.

29 (2) The workgroup shall review the definition of youth–serving
30 organization to determine whether it is sufficiently precise, specific, and unambiguous to
31 be clearly understood by an organization that would be subject to potential hiring and
32 registration requirements that the organization is subject to those requirements.

33 (3) If the workgroup does not find that the definition of youth–serving
34 organization set forth in paragraph (1) of this subsection is sufficiently precise, specific, and

1 unambiguous, the workgroup shall recommend a definition of youth-serving organization
 2 that meets the criteria in paragraph (1) of this subsection, if possible.

3 (4) The workgroup shall examine the impact on youth-serving
 4 organizations in the State by implementing a change to the hiring process requiring an
 5 applicant for a position involving direct contact with minors to include information
 6 regarding the applicant's history of boundary-violating behavior, as defined under
 7 subsection (c)(1) or (3) of this section, in the following areas for cost, administrative burden,
 8 and timeliness:

9 (i) hiring process;

10 (ii) licensing, if applicable;

11 (iii) training; and

12 (iv) enforcement.

13 (5) The workgroup shall discuss and recommend an appropriate State
 14 government agency to administer a registration process and provide oversight for any
 15 hiring requirements for youth-serving organizations.

16 (e) On or before December 1, 2025, the State Department of Education shall
 17 submit a report on the findings and recommendations of the workgroup established under
 18 this section to the General Assembly, in accordance with § 2-1257 of the State Government
 19 Article.

20 SECTION ~~2~~ 3. AND BE IT FURTHER ENACTED, That this Act shall take effect
 21 July 1, 2025.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.