

HB 1418: Public and Nonpublic Schools - Employing Individuals Charged With Crimes
- Prohibition: Please vote to **SUPPORT** this bill.

Dear Ways & Means Committee:

I am writing to strongly urge you to **SUPPORT HB 1418** during committee consideration or floor votes.

Our schools are places where children must be safe above all else. **Allowing individuals charged with serious crimes—especially those involving violence, sexual misconduct, or harm to minors—to continue working in or around students creates an unacceptable risk.** Current background check laws focus primarily on convictions, leaving a dangerous gap when credible charges are pending. **HB 1418** closes that gap with a commonsense, narrowly tailored prohibition that protects students without broadly denying employment to innocent individuals (charges that are later dismissed or result in acquittal would not trigger permanent consequences).

This bill prioritizes child safety, gives schools clear authority to act swiftly when serious allegations arise, and aligns with the fundamental duty to maintain safe learning environments. Maryland families deserve to know that every adult in our schools has cleared the highest reasonable safety threshold.

For these reasons, I respectfully ask you to **vote in favor of HB 1418** and help ensure that individuals charged with serious crimes are not employed in or around Maryland's public and nonpublic schools.

Thank you for your time and thoughtful consideration of this critical child protection and school safety legislation.

Sincerely,

Trudy Tibbals