



General Assembly

February Session, 2026

Raised Bill No. 5327

LCO No. 2004



Referred to Committee on EDUCATION

Introduced by:
(ED)

AN ACT AUTHORIZING THE DISCLOSURE OF AN OPEN INVESTIGATION OF ABUSE OR NEGLECT OR SEXUAL MISCONDUCT IN THE HIRING PROCESS OF SCHOOL EMPLOYEES.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 10-222c of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective July 1, 2026*):

3 (a) No local or regional board of education, governing council of a
4 state or local charter school, interdistrict magnet school operator or
5 supervisory agent of a nonpublic school shall offer employment to an
6 applicant for a position, including any position which is contracted for,
7 if such applicant would have direct student contact, prior to such board,
8 council, operator or supervisory agent:

9 (1) Requiring of such applicant:

10 (A) To list the name, address and telephone number of each current
11 or former employer of the applicant, if such current or former employer
12 was a local or regional board of education, council, operator or
13 supervisory agent or if such employment otherwise caused the

14 applicant to have contact with children;

15 (B) A written authorization that (i) consents to and authorizes
16 disclosure by the employers listed under subparagraph (A) of this
17 subdivision of the information requested under subdivision (2) of this
18 subsection and the release of related records by such employers, (ii)
19 consents to and authorizes disclosure by the Department of Education
20 of the information requested under subdivision (3) of this subsection
21 and the release of related records by the department, and (iii) releases
22 those employers and the department from liability that may arise from
23 such disclosure or release of records pursuant to subdivision (2) or (3)
24 of this subsection; and

25 (C) A written statement of whether the applicant (i) has been or is the
26 subject of an abuse or neglect or sexual misconduct investigation by any
27 employer, state agency or municipal police department, unless the
28 investigation resulted in a finding that all allegations were
29 unsubstantiated, (ii) has ever been disciplined or asked to resign from
30 employment or resigned from or otherwise separated from any
31 employment while an allegation of abuse or neglect was pending or
32 under investigation by the Department of Children and Families or such
33 employer, state agency or municipal police department, or an allegation
34 of sexual misconduct was pending or under investigation by such
35 employer, state agency or municipal police department, or due to an
36 allegation substantiated pursuant to section 17a-101g of abuse or
37 neglect, or of sexual misconduct or a conviction for abuse or neglect or
38 sexual misconduct, or (iii) has ever had a professional or occupational
39 license or certificate suspended or revoked or has ever surrendered such
40 a license or certificate while an allegation of abuse or neglect was
41 pending or under investigation by the department or an investigation
42 of sexual misconduct was pending or under investigation, or due to an
43 allegation substantiated by the department of abuse or neglect or of
44 sexual misconduct or a conviction for abuse or neglect or sexual
45 misconduct;

46 (2) Conducting a review of the employment history of the applicant
47 by contacting those employers listed by the applicant under subdivision
48 (1) of this subsection. Such review shall be conducted using a form
49 developed by the Department of Education in accordance with section
50 3 of public act 16-67 that shall request (A) the dates of employment of
51 the applicant, and (B) a statement as to whether the employer has
52 knowledge that the applicant (i) was or is the subject of an allegation of
53 abuse or neglect or sexual misconduct for which there is an investigation
54 pending with any employer, state agency or municipal police
55 department or which has been substantiated, unless such substantiation
56 has been reversed as a result of an appeal conducted pursuant to section
57 17a-101k; (ii) was disciplined or asked to resign from employment or
58 resigned from or otherwise separated from any employment while an
59 allegation of abuse or neglect or sexual misconduct was or is pending or
60 under investigation, or due to a substantiation of abuse or neglect or
61 sexual misconduct, unless such substantiation has been reversed as a
62 result of an appeal conducted pursuant to section 17a-101k; or (iii) has
63 ever had a professional or occupational license, certificate, authorization
64 or permit suspended or revoked or has ever surrendered such a license,
65 certificate, authorization or permit while an allegation of abuse or
66 neglect or sexual misconduct was pending or under investigation, or
67 due to a substantiation of abuse or neglect or sexual misconduct, unless
68 such substantiation has been reversed as a result of an appeal conducted
69 pursuant to section 17a-101k. Such review may be conducted
70 telephonically or through written communication. Notwithstanding the
71 provisions of subsection (g) of section 31-51i, not later than five business
72 days after any such current or former employer of the applicant receives
73 a request for such information, such employer shall respond with and is
74 authorized to disclose such information. A local or regional board of
75 education, council, operator or supervisory agent may request more
76 information concerning any response made by a current or former
77 employer, and, notwithstanding the provisions of said subsection (g),
78 such employer shall respond not later than five business days after
79 receiving such request; and

80 (3) Requesting information from the Department of Education
81 concerning (A) the eligibility status for employment of any applicant for
82 a position requiring a certificate, authorization or permit issued
83 pursuant to chapter 166, (B) whether the department has knowledge
84 that an investigation is pending or a finding has been substantiated by
85 the Department of Children and Families pursuant to section 17a-101g
86 of abuse or neglect or of sexual misconduct against the applicant and
87 any information concerning such [a] investigation or finding, and (C)
88 whether the department has received notification that the applicant has
89 been convicted of a crime or of criminal charges pending against the
90 applicant and any information concerning such charges.

91 (b) Notwithstanding the provisions of subsection (g) of section 31-51i,
92 any local or regional board of education, council, operator or
93 supervisory agent that receives information that an applicant for a
94 position with or an employee of the board is under investigation or has
95 been disciplined for a finding of abuse or neglect or sexual misconduct
96 shall notify the Department of Education of such information.

97 (c) No local or regional board of education, council, operator or
98 supervisory agent shall employ an applicant for a position involving
99 direct student contact who does not comply with the provisions of
100 subdivision (1) of subsection (a) of this section.

101 (d) A local or regional board of education, council, operator or
102 supervisory agent may employ or contract with an applicant on a
103 temporary basis for a period not to exceed ninety days, pending the
104 review of information received under this section by such board,
105 council, operator or supervisory agent, provided:

106 (1) The applicant complied with subdivision (1) of subsection (a) of
107 this section;

108 (2) The board, council, operator or supervisory agent has no
109 knowledge of information pertaining to the applicant that would
110 disqualify the applicant from employment with the board, council,

111 operator or supervisory agent; and

112 (3) The applicant affirms that the applicant is not disqualified from
113 employment with such board, council, operator or supervisory agent.

114 (e) No local or regional board of education, council, operator or
115 supervisory agent shall enter into a collective bargaining agreement, an
116 employment contract, an agreement for resignation or termination, a
117 severance agreement or any other contract or agreement or take any
118 action that:

119 (1) Has the effect of suppressing or requiring the nondisclosure of
120 information relating to [an] a pending investigation of a report of
121 suspected abuse or neglect or sexual misconduct by a current or former
122 employee;

123 (2) Affects the ability of the local or regional board of education,
124 council, operator or supervisory agent to report suspected abuse or
125 neglect or sexual misconduct to appropriate authorities; or

126 (3) Requires the local or regional board of education, council,
127 operator or supervisory agent to expunge information about an
128 allegation or a finding of suspected abuse or neglect or sexual
129 misconduct from any documents maintained by the board, unless after
130 investigation such allegation is [dismissed or] found to be false.

131 (f) No local or regional board of education, council, operator or
132 supervisory agent shall offer employment to a person as a substitute
133 teacher, unless such person and such board, council, operator or
134 supervisory agent comply with the provisions of subsection (a) of this
135 section. The board, council, operator or supervisory agent shall
136 determine which such persons are employable as substitute teachers
137 and maintain a list of such persons. No board, council, operator or
138 supervisory agent shall hire any person as a substitute teacher who is
139 not on such list. Such person shall remain on such list as long as such
140 person is continuously employed by the board, council, operator or

141 supervisory agent as a substitute teacher, as described in subsection (c)
142 of section 10-221d, provided the board, council, operator or supervisory
143 agent does not have any knowledge of a reason that such person should
144 be removed from such list.

145 (g) In the case of an applicant who is a contractor, the contractor shall
146 require any employee with such contractor who would be in a position
147 involving direct student contact to supply to such contractor all
148 information required of an applicant under subparagraphs (A) and (C)
149 of subdivision (1) of subsection (a) of this section and a written
150 authorization under subparagraph (B) of said subdivision. Such
151 contractor shall contact any current or former employer of such
152 employee that was a local or regional board of education, council,
153 operator or supervisory agent or if such employment caused the
154 employee to have contact with children, and request, either
155 telephonically or through written communication, any information
156 concerning whether there is a pending or open investigation or was a
157 finding of abuse or neglect or sexual misconduct against such employee.
158 Notwithstanding the provisions of subsection (g) of section 31-51i, such
159 employer shall report to the contractor any such investigation or
160 finding, either telephonically or through written communication. If the
161 contractor receives any information indicating such [a] investigation or
162 finding or otherwise has knowledge of such [a] investigation or finding,
163 the contractor shall, notwithstanding the provisions of said subsection
164 (g), immediately forward such information to any local or regional
165 board of education, council, operator or supervisory agent with which
166 the contractor is under contract, either telephonically or through written
167 communication. Any local or regional board of education, council,
168 operator or supervisory agent that receives such information shall
169 determine whether such employee may work in a position involving
170 direct student contact at any school under the jurisdiction or control of
171 such board, council, operator or supervisory agent. No determination
172 by a local or regional board of education, council, operator or
173 supervisory agent that any such employee shall not work under any

174 such contract in any such position shall constitute a breach of such
175 contract.

176 (h) Any applicant who knowingly provides false information or
177 knowingly fails to disclose information required in subdivision (1) of
178 subsection (a) of this section shall be subject to discipline by the
179 employing local or regional board of education, council, operator or
180 supervisory agent that may include (1) denial of employment, or (2)
181 termination of the contract of a certified employee, in accordance with
182 the provisions of section 10-151.

183 (i) Any employer who provides information in accordance with
184 subdivision (2) of subsection (a) of this section or subsection (g) of this
185 section and the Department of Education for the provision of
186 information requested in accordance with subdivision (3) of said
187 subsection (a) shall be immune from criminal and civil liability,
188 provided the employer or department did not knowingly supply false
189 information.

190 (j) Notwithstanding the provisions of section 10-151c and subsection
191 (g) of section 31-51i, a local or regional board of education, council,
192 operator or supervisory agent shall provide upon request by any other
193 local or regional board of education, council, operator or supervisory
194 agent for the purposes of an inquiry pursuant to subdivision (2) of
195 subsection (a) of this section or subsection (g) of this section or to the
196 Commissioner of Education pursuant to subsection (b) of this section
197 any information that the board, council, operator or supervisory agent
198 has concerning [a] an investigation or finding of abuse or neglect or
199 sexual misconduct by a subject of any such inquiry.

200 (k) For purposes of this section and section 10-221d, as amended by
201 this act, (1) "sexual misconduct" means any verbal, nonverbal, written
202 or electronic communication, or any other act directed toward or with a
203 student that is designed to establish a sexual relationship with the
204 student, including a sexual invitation, dating or soliciting a date,

205 engaging in sexual dialog, making sexually suggestive comments, self-
206 disclosure or physical exposure of a sexual or erotic nature and any
207 other sexual, indecent or erotic contact with a student; (2) "abuse or
208 neglect" means abuse or neglect as described in section 46b-120, and
209 includes any violation of section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-
210 72b or 53a-73a; and (3) "former employer" means any local or regional
211 board of education, governing council of a state or local charter school
212 or interdistrict magnet school operator, person, firm, business,
213 educational institution, nonprofit agency, corporation, limited liability
214 company, the state, any political subdivision of the state, any
215 governmental agency, or any other entity that such applicant was
216 employed by during any of the previous twenty years prior to applying
217 for a position with a local or regional board of education, governing
218 council of a state or local charter school or interdistrict magnet school
219 operator.

220 (l) Prior to offering employment to an applicant, a local or regional
221 board of education, council, operator or supervisory agent shall make a
222 documented good faith effort to contact each current and any former
223 employer that was a local or regional board of education, council,
224 operator or supervisory agent or if such employment otherwise caused
225 the applicant to have contact with children of the applicant in order to
226 obtain information and recommendations which may be relevant to the
227 applicant's fitness for employment, including whether there is a
228 pending investigation of the applicant for allegations of abuse or neglect
229 or sexual misconduct conducted by such former employer, provided
230 such effort shall not be construed to require more than three telephonic
231 requests made on three separate days.

232 (m) No local or regional board of education, council, operator or
233 supervisory agent shall offer employment to any applicant who had any
234 previous employment contract terminated by a board, council, operator
235 or supervisory agent or who resigned from such employment, if such
236 [person] applicant (1) has been convicted of a violation of section 17a-
237 101o, [when] (2) has had an allegation of abuse or neglect or sexual

238 [assault has been] misconduct substantiated, or (3) is being investigated
239 or has a pending investigation for abuse or neglect or sexual
240 misconduct.

241 Sec. 2. Subsection (f) of section 10-221d of the general statutes is
242 repealed and the following is substituted in lieu thereof (*Effective July 1,*
243 *2026*):

244 (f) Notwithstanding the provisions of subsection (g) of section 31-51i,
245 and to the extent permissible under state and federal laws regarding the
246 dissemination of criminal history records, the State Board of Education
247 shall, upon request of an eligible school operator, make available to such
248 eligible school operator requesting information concerning an applicant
249 for a position with such eligible school operator (1) any information
250 concerning the applicant's eligibility for employment in a position with
251 such eligible school operator requiring a certificate, authorization or
252 permit issued pursuant to chapter 166, (2) whether the department has
253 knowledge that the applicant has been disciplined for a finding of abuse
254 or neglect or sexual misconduct, as defined in section 10-222c, as
255 amended by this act, and any information concerning such a finding,
256 [and] (3) whether the department has received notification that the
257 applicant has been convicted of a crime or of criminal charges pending
258 against the applicant and any information concerning such charges, and
259 (4) whether the department has been notified pursuant to subsection (b)
260 of section 10-222c, as amended by this act, that the applicant is under
261 investigation or has been disciplined for a finding of abuse or neglect or
262 sexual misconduct by a former employer, as defined in section 10-222c,
263 as amended by this act, unless the investigation resulted in a finding
264 that all allegations were false or unsubstantiated. The provisions of this
265 subsection shall not be construed to cause the state board to investigate
266 any such request or disseminate the results of any national criminal
267 history records check.

268 Sec. 3. Subsection (f) of section 10-232a of the 2026 supplement to the
269 general statutes is repealed and the following is substituted in lieu

270 thereof (*Effective July 1, 2026*):

271 (f) Notwithstanding the provisions of subsection (g) of section 31-51i,
272 and to the extent permissible under state and federal laws regarding the
273 dissemination of criminal history records, the State Board of Education
274 shall, upon request of a nongovernmental school operator, make
275 available to such nongovernmental school operator requesting
276 information concerning an applicant for a position with such
277 nongovernmental school operator, (1) any information concerning the
278 applicant's eligibility for employment in a position with such
279 nongovernmental school operator requiring a certificate, authorization
280 or permit issued pursuant to chapter 166, (2) whether the department
281 has knowledge that the applicant has been disciplined for a finding of
282 abuse or neglect or sexual misconduct, as defined in section 10-222c, as
283 amended by this act, and any information concerning such a finding,
284 [and] (3) whether the department has received notification that the
285 applicant has been convicted of a crime or of criminal charges pending
286 against the applicant and any information concerning such charges, and
287 (4) whether the department has been notified pursuant to subsection (b)
288 of section 10-222c, as amended by this act, that the applicant is under
289 investigation or has been disciplined for a finding of abuse or neglect or
290 sexual misconduct by a former employer, as defined in section 10-222c,
291 as amended by this act, unless the investigation resulted in a finding
292 that all allegations were false or unsubstantiated. The provisions of this
293 subsection shall not be construed to cause the state board to investigate
294 any such request or disseminate the results of any national criminal
295 history records check.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2026</i>	10-222c
Sec. 2	<i>July 1, 2026</i>	10-221d(f)
Sec. 3	<i>July 1, 2026</i>	10-232a(f)

Statement of Purpose:

To authorize a former employer to disclose to a hiring school district any open or pending investigation of abuse or neglect or sexual misconduct of an applicant for a position with such hiring school district.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]