

1 STATE OF OKLAHOMA

2 2nd Session of the 59th Legislature (2024)

3 HOUSE BILL 3771

By: Cantrell

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6 AS INTRODUCED

7 An Act relating to schools; amending 70 O.S. 2021,
8 Section 5-142, which relates to criminal history
9 record checks for school employment; exempting
10 certain employees from fingerprint requirements;
11 providing certain persons an exception from obtaining
12 additional criminal history record check; deleting
13 criminal history record check process for substitute
14 teachers; providing an effective date; and declaring
15 an emergency.

16 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

17 SECTION 1. AMENDATORY 70 O.S. 2021, Section 5-142, is
18 amended to read as follows:

19 Section 5-142. A. Except as otherwise provided for in
20 subsection F of this section, for purposes of employment, a board of
21 education may request in writing to the State Board of Education
22 that a national criminal history record check be conducted of any
23 employee of the school and shall request such information for any
24 person seeking employment with the school; provided that a board of
25 education shall not be required to obtain a new criminal history
26 record check for an individual who has obtained certification from

1 the State Department of Education within the previous twelve (12)
2 months. The State Department of Education shall not be required to
3 obtain fingerprints of an employee or prospective employee of the
4 Department if that person's fingerprints are already on file for
5 other state education certification or state education employment
6 processes. The Oklahoma State Bureau of Investigation (OSBI) shall
7 obtain fingerprints of the employee or prospective employee and
8 require that the person pay a search fee not to exceed Fifty Dollars
9 (\$50.00) or the cost of the search, whichever is the lesser amount.
10 The fee shall be deposited in the OSBI Revolving Fund. School
11 districts may reimburse employees for the cost of the search. The
12 State Board of Education shall contact the Oklahoma State Bureau of
13 Investigation for any national criminal history record check of the
14 person within fourteen (14) working days of receiving a written
15 request from the board of education.

16 B. The Oklahoma State Bureau of Investigation shall provide the
17 national criminal history record check requested by the State Board
18 of Education within fourteen (14) working days from the receipt of
19 the request. The Bureau may contact the Federal Bureau of
20 Investigation to obtain the information requested.

21 C. The State Board of Education shall provide the information
22 received from the Oklahoma State Bureau of Investigation to the
23 board of education within fourteen (14) days from the receipt of the
24 information. The State Board of Education shall provide any follow-

1 up information received from the OSBI concerning a person for which
2 a national criminal history record check was requested to the
3 employing board of education.

4 D. For the purpose of this section:

5 1. "Board of education" includes both public and private boards
6 of education within or outside this state;

7 2. "Employing agency" means a political subdivision or law
8 enforcement agency in this state;

9 3. "Law enforcement officer" means a peace or police officer
10 who is certified by the Council on Law Enforcement Education and
11 Training;

12 4. "National criminal history record check" means a national
13 criminal history record check as defined in Section 150.9 of Title
14 74 of the Oklahoma Statutes; and

15 5. "Prospective employee" means an individual who has received
16 an offer of temporary employment from a school district pending the
17 results of the national criminal history record check.

18 E. Each public board of education within this state shall
19 promulgate a statement regarding the felony record search policy for
20 that school district. The policy may permit temporary employment of
21 prospective employees for a maximum of sixty (60) days pending
22 receipt of results of national criminal history record check
23 requests. The temporary employment of the prospective employee
24 shall terminate after sixty (60) days unless the school district
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1 receives the results of the national criminal history record check.
2 The sixty-day temporary employment period shall begin on the first
3 day the prospective employee reports for duty at the employing
4 school district. Prospective employees shall be notified of the
5 requirement, the fee and the reimbursement policy when first
6 interviewed concerning employment. The school district's
7 reimbursement policy shall provide, at a minimum, that employees
8 shall be promptly reimbursed in full for the fee if employed by the
9 district at the time the national criminal history record check
10 request is made unless the person was employed pending receipt of
11 results as set forth above.

12 F. ~~1.~~ Any person who has ~~been employed as a full-time teacher~~
13 ~~by a school district in this state and applies for employment as a~~
14 ~~full-time teacher in another school district in this state may not~~
15 ~~be required to have a~~ obtained an Oklahoma criminal history record
16 check from the OSBI or national criminal history record check for
17 certification, as required by Section 6-190 of this title, or for
18 employment with a school, as required by this section, in the
19 immediately preceding five (5) years shall be exempt from any
20 additional Oklahoma criminal history record check from the OSBI or
21 national criminal history record check ~~if the teacher produces a~~
22 ~~copy of a national criminal history record check completed within~~
23 ~~the preceding five (5) years and a letter from the school district~~

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1 ~~in which the teacher was employed stating the teacher left in good~~
2 ~~standing required for those same purposes.~~

3 ~~2. For any person applying for employment as a substitute~~
4 ~~teacher, a national criminal history record check shall be required~~
5 ~~for the school year; provided, however, a board of education may~~
6 ~~choose whether to require a national criminal history record check~~
7 ~~from a prospective substitute teacher who has been employed by the~~
8 ~~school district in the last year. Any person applying for~~
9 ~~employment as a substitute teacher in more than one school district~~
10 ~~shall only be required to have one national criminal history record~~
11 ~~check, and, upon the request of the substitute teacher, that record~~
12 ~~check shall be sent to all other school districts in which the~~
13 ~~substitute teacher is applying to teach.~~

14 ~~3. Any person employed as a full-time teacher by a school~~
15 ~~district in this state in the five (5) years immediately preceding~~
16 ~~an application for employment as a substitute teacher may not be~~
17 ~~required to have a national criminal history record check, if the~~
18 ~~teacher produces a copy of a national criminal history record check~~
19 ~~completed within the preceding five (5) years and a letter from the~~
20 ~~school district in which the teacher was last employed stating the~~
21 ~~teacher left in good standing.~~

22 ~~4. Any person employed as a substitute teacher by a school~~
23 ~~district in this state for a minimum of five (5) years immediately~~
24 ~~preceding an application for employment as a full-time teacher in a~~
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1 ~~school district in this state may not be required to have a national~~
2 ~~criminal history record check if the teacher produces a copy of a~~
3 ~~national criminal history record check completed within the~~
4 ~~preceding five (5) years and a letter from the school district in~~
5 ~~which the teacher was employed as a substitute teacher stating the~~
6 ~~teacher left in good standing.~~

7 ~~5. Any person employed as a full-time teacher by a school~~
8 ~~district in this state for ten (10) or more consecutive years~~
9 ~~immediately preceding an application for employment as a substitute~~
10 ~~teacher in the same school district may not be required to have a~~
11 ~~national criminal history record check for as long as the person~~
12 ~~remains employed for consecutive years by that school district as a~~
13 ~~substitute teacher, if the teacher left full-time employment in good~~
14 ~~standing. If the teacher applies for employment as a substitute~~
15 ~~teacher in another school district, a national criminal history~~
16 ~~record check shall be required.~~

17 G. 1. Except as otherwise provided by this subsection, any
18 teacher employed by an Oklahoma school district prior to the
19 effective date of this act who does not have an Oklahoma criminal
20 history record check from the Oklahoma State Bureau of Investigation
21 as well as a national criminal history record check, as defined in
22 Section 150.9 of Title 74 of the Oklahoma Statutes, on file with his
23 or her employing district as required by this section shall complete
24 the criminal history record checks upon the next renewal of his or

1 her Standard Teaching Certificate as required by Section 6-154.1 of
2 this title or State Board of Education administrative rules
3 promulgated thereto.

4 2. Except as otherwise provided by this subsection, any other
5 person employed by an Oklahoma school district prior to the
6 effective date of this act who does not have an Oklahoma criminal
7 history record check from the Oklahoma State Bureau of Investigation
8 as well as a national criminal history record check, as defined in
9 Section 150.9 of Title 74 of the Oklahoma Statutes, on file with his
10 or her employing district as required by this section shall have
11 until July 1, 2022, to complete the criminal history record checks.

12 3. Any teacher eligible to retire from the Teachers' Retirement
13 System of Oklahoma who does not have an Oklahoma criminal history
14 record check from the Oklahoma State Bureau of Investigation as well
15 as a national criminal history record check, as defined in Section
16 150.9 of Title 74 of the Oklahoma Statutes, on file with his or her
17 employing district as required by this section shall complete the
18 criminal history record checks by the earlier of the following
19 dates:

- 20 a. July 1, 2022, or
- 21 b. at the next renewal of his or her Standard Teaching
22 Certificate as required by Section 6-154.1 of this
23 title or State Board of Education administrative rules
24 promulgated thereto.

1 H. The provisions of this section shall not apply to technology
2 center employees hired on a part-time or temporary basis for the
3 instruction of adult students only.

4 I. The provisions of this section shall not apply to law
5 enforcement officers who are employed by an employing agency at the
6 time of application for employment at a public school district.

7 J. Nothing in this section shall be construed to impose
8 liability on school districts, except in negligence, for employing
9 prospective employees within the sixty-day temporary employment
10 window pending the results of the national criminal history record
11 check.

12 SECTION 2. This act shall become effective July 1, 2024.

13 SECTION 3. It being immediately necessary for the preservation
14 of the public peace, health or safety, an emergency is hereby
15 declared to exist, by reason whereof this act shall take effect and
16 be in full force from and after its passage and approval.

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