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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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SENATE BILL

No. 1326 Session of  
2026

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INTRODUCED BY COLEMAN AND VOGEL, MAY 7, 2026

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REFERRED TO EDUCATION, MAY 7, 2026

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AN ACT

1 Amending the act of March 10, 1949 (P.L.30, No.14), entitled "An  
2 act relating to the public school system, including certain  
3 provisions applicable as well to private and parochial  
4 schools; amending, revising, consolidating and changing the  
5 laws relating thereto," in preliminary provisions, further  
6 providing for criminal history of employees and prospective  
7 employees and conviction of certain offenses and for  
8 employment history review.

9 The General Assembly of the Commonwealth of Pennsylvania  
10 hereby enacts as follows:

11 Section 1. Sections 111(a.1) introductory paragraph and (e)  
12 introductory paragraph and 111.1(a), (b) introductory paragraph  
13 and (3), (e)(1) and (i) of the act of March 10, 1949 (P.L.30,  
14 No.14), known as the Public School Code of 1949, are amended to  
15 read:

16 Section 111. Criminal History of Employes and Prospective  
17 Employes; Conviction of Certain Offenses.

18 (a.1) [Beginning April 1, 2007, this section shall apply to  
19 all current and prospective employes of public and private  
20 schools, intermediate units and area career and technical  
21 schools, including, but not limited to, teachers, substitutes,

1 janitors, cafeteria workers, independent contractors and their  
2 employes, except those employes and independent contractors and  
3 their employes who have no direct contact with children.]

4 Beginning July 1, 2026, this section shall apply to all current  
5 and prospective employes of public and private schools,  
6 intermediate units and area career and technical schools,  
7 including, but not limited to, teachers, substitutes, janitors,  
8 cafeteria workers, independent contractors and their employes,  
9 except those employes and independent contractors and their  
10 employes who have no direct contact with children and do not  
11 perform work on the premises of a school entity.

12 \* \* \*

13 (e) No person subject to this act and having direct contact  
14 with children shall be employed or remain employed in a public  
15 or private school, intermediate unit or area career and  
16 technical school where a report of criminal history record  
17 information or a form submitted by an employe under subsection  
18 (j) indicates the person has been convicted of any of the  
19 following offenses:

20 \* \* \*

21 Section 111.1. Employment History Review.--(a) This section  
22 shall apply to all positions for employment at school entities  
23 and independent contractors of school entities involving direct  
24 contact with children or the performance of work on the premises  
25 of a school entity.

26 (b) In addition to fulfilling the requirements of section  
27 111 and 23 Pa.C.S. § 6344.2 (relating to information relating to  
28 other persons having contact with children), before a school  
29 entity or independent contractor may offer employment to an  
30 applicant who would be employed by or in a school entity in a

1 position involving direct contact with children or the  
2 performance of work on the premises of a school entity, the  
3 school entity or independent contractor shall:

4 \* \* \*

5 (3) Check the eligibility for employment or certification  
6 status of any applicant for a position involving direct contact  
7 with children or the performance of work on the premises of a  
8 school entity to determine whether the applicant holds valid and  
9 active certification appropriate for the position and is  
10 otherwise eligible for employment and whether the applicant has  
11 been the subject of public professional discipline.

12 \* \* \*

13 (e) (1) A school entity or independent contractor may not  
14 hire an applicant who does not provide the information required  
15 under subsection (b) for a position involving direct contact  
16 with children or the performance of work on the premises of a  
17 school entity.

18 \* \* \*

19 (i) (1) For employes of independent contractors, the  
20 employment history review required by this section shall be  
21 performed, either at the time of the initial hiring of the  
22 employe or prior to the assignment of an existing employe to  
23 perform work for a school entity in a position involving direct  
24 contact with children or the performance of work on the premises  
25 of a school entity. The review shall remain valid as long as the  
26 employe remains employed by the same independent contractor,  
27 even if assigned to perform work for other school entities.

28 (2) An independent contractor shall maintain records  
29 documenting employment history reviews for all employes as  
30 required by this section and, upon request, shall provide a

1 school entity for whom an employe is assigned to perform work  
2 access to the records pertaining to that employe.

3 (3) Prior to assigning an employe to perform work for a  
4 school entity in a position involving direct contact with  
5 children or the performance of work on the premises of the  
6 school entity, the independent contractor shall inform the  
7 school entity of any instance known to the independent  
8 contractor in which the employe:

9 (i) was the subject of any abuse or sexual misconduct  
10 investigation by any employer, State licensing agency, law  
11 enforcement authority or child protective services agency,  
12 unless such investigation resulted in a finding that allegations  
13 are false;

14 (ii) has ever been disciplined, discharged, nonrenewed,  
15 removed from a substitute list, asked to resign from employment,  
16 resigned from or otherwise separated from any employment while  
17 allegations of abuse or sexual misconduct as described in  
18 subparagraph (i) were pending or under investigation, or due to  
19 an adjudication or findings of abuse or sexual misconduct as  
20 described in subparagraph (i); or

21 (iii) has ever had a license, professional license or  
22 certificate suspended, surrendered or revoked while allegations  
23 of abuse or sexual misconduct as described in subparagraph (i)  
24 were pending or under investigation, or due to an adjudication  
25 or findings of abuse or sexual misconduct as described in  
26 subparagraph (i).

27 (4) The independent contractor may not assign the employe to  
28 perform work for the school entity in a position involving  
29 direct contact with children or the performance of work on the  
30 premises of the school entity where the school entity objects to

1 the assignment after being informed of an instance listed in  
2 paragraph (3).

3 \* \* \*

4 Section 2. This act shall take effect July 1, 2026, or  
5 immediately, whichever is later.