
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair
2025 - 2026 Regular Session

AB 1381 (Muratsuchi) - Education-related positions: previous employment disclosures: Commission on Teacher Credentialing: adverse actions

Version: July 2, 2026

Urgency: No

Hearing Date: August 10, 2026

Policy Vote: ED. 5 - 1, ED. 6 - 0

Mandate: Yes

Consultant: Lenin Del Castillo

Bill Summary: This bill would provide that failure by a certificated employee to provide employment history, as specified, constitutes unprofessional conduct that may be subject to adverse action by the Commission on Teacher Credentialing (CTC). This bill also prohibits a local educational agency (LEA) or private school from hiring a certificated or classified employee without completing the applicable employment background check, as specified.

Fiscal Impact: By creating new forms of “unprofessional conduct” applicable to certificated employees and school administrators which could subject credential holders to investigation and adverse action, the CTC estimates this bill would result in General Fund costs of \$330,000 in the first year and \$326,000 annually thereafter and 2.0 positions to handle the projected workload increase in misconduct cases before the Committee of Credentials (COC).

Background: Existing law establishes the COC within the CTC and authorizes the COC to investigate allegations of misconduct involving credential applicants and holders and recommend adverse credential action where appropriate.

Existing law requires school districts, county offices of education, charter schools, state special schools, and private schools to report specified allegations of misconduct involving credential holders to the CTC.

Existing law prohibits school employers from entering into agreements that prevent mandatory reporting of egregious misconduct to the CTC or that authorize the removal of credible complaints, substantiated investigations, or discipline related to egregious misconduct from personnel files.

Existing law requires applicants for certificated positions to disclose prior school employment and requires prospective employers to contact prior school employers regarding credible complaints, substantiated investigations, or discipline related to egregious misconduct.

Existing law requires the CTC to develop a statewide data system for classified employees and private school employees that includes records relating to substantiated investigations of egregious misconduct and employees who separate from employment during a pending investigation. The law requires local educational agencies (LEAs) and private schools, before hiring certain employees covered by the statewide data system,

to review the database and obtain information regarding prior substantiated misconduct investigations.

Proposed Law: This bill provides that the superintendent of a school district or county office of education, or the administrator of a charter or private school, shall not hire a certificated or classified employee without completing the employment background check outlined in existing law, as specified. The bill specifies that failure to complete an employment background check is unprofessional conduct and may subject the superintendent or administrator to adverse action by the CTC.

This bill provides that failure to provide specified information to a prospective employer regarding previous employment history by a person applying for a certificated position is unprofessional conduct and may subject that person to adverse action by the CTC.

Related Legislation: SB 1083 (Pérez, 2026) would make revisions to the statewide misconduct database framework established by SB 848 (Pérez, 2025), including the elimination of the requirement that all investigations be reflected as “pending” in the database, limiting notification requirements primarily to situations in which an employee separates from employment before an investigation is completed, and the establishment of additional procedural protections for employees whose information may be entered into the system.

SB 848 (Pérez, Chapter 460, Statutes of 2025) requires the CTC, contingent upon an appropriation, to develop a statewide data system for classified employees and private school employees. LEAs and private schools are required to report employee hiring and separation information, the initiation and disposition of investigations of egregious misconduct, and employees who separate from employment during an active investigation.

Staff Comments: Existing law requires applicants for certificated positions to provide prospective employers with a complete list of prior school employers. School employers considering a certificated applicant must contact prior school employers and inquire whether the applicant was the subject of credible complaints, substantiated investigations, or discipline related to egregious misconduct. Existing law also requires school employers that have reported egregious misconduct to the CTC to disclose that fact and provide supporting information upon inquiry from a prospective employer. This bill would prohibit employers from hiring a certificated or classified employee without completing the employment background check outlined in existing law and specifies that failure to do so is unprofessional conduct that may subject to adverse action by the CTC. This bill also provides that failure to provide employment history to a prospective employer is unprofessional conduct and may subject that person to adverse action by the CTC.

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