

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2025

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HOUSE BILL 775  
Committee Substitute Favorable 6/10/25  
Committee Substitute #2 Favorable 6/17/25  
Committee Substitute #3 Favorable 6/24/25  
PROPOSED COMMITTEE SUBSTITUTE H775-PCS40620-BEf-24

Short Title: Criminal History Checks for School Positions.

(Public)

Sponsors:

Referred to:

April 7, 2025

1 A BILL TO BE ENTITLED  
2 AN ACT TO REQUIRE CRIMINAL HISTORY CHECKS FOR THE INITIAL MEMBERS OF  
3 A CHARTER SCHOOL BOARD OF DIRECTORS AND APPLICANTS FOR  
4 EMPLOYMENT WITH A PUBLIC SCHOOL UNIT; TO MODIFY REPORTING  
5 REQUIREMENTS FOR MISCONDUCT BY SCHOOL EMPLOYEES; TO  
6 STRENGTHEN REPORTING REQUIREMENTS FOR THREATS AND ASSAULTS ON  
7 TEACHERS; AND TO ENCOURAGE THE STATE BOARD OF EDUCATION TO  
8 ALIGN ITS LICENSURE SYSTEM WITH THE MULTISTATE EDUCATOR LOOKUP  
9 SYSTEM.

10 The General Assembly of North Carolina enacts:

11  
12 **PART I. REQUIRE CRIMINAL HISTORY CHECKS FOR THE INITIAL MEMBERS**  
13 **OF A CHARTER SCHOOL BOARD OF DIRECTORS**

14 **SECTION 1.(a)** G.S. 115C-218.1(b)(3) reads as rewritten:

15 "(3) The governance structure of the school including the names of the initial  
16 members of the board of directors of the nonprofit, tax-exempt corporation  
17 and the process to be followed by the school to ensure parental involvement.  
18 The initial members of the board of directors shall consent to a criminal  
19 history check as provided in G.S. 115C-218.4. A teacher employed by the  
20 board of directors to teach in the charter school may serve as a nonvoting  
21 member of the board of directors for the charter school."

22 **SECTION 1.(b)** Article 14A of Chapter 115C of the General Statutes is amended by  
23 adding a new section to read:

24 **"§ 115C-218.4. Charter board of directors criminal history checks.**

25 (a) The following definitions apply in this section:

26 (1) Consumer reporting agency. – As defined in G.S. 115C-77(a).

27 (2) Criminal history. – As defined in G.S. 115C-77(a).

28 (3) Member. – An individual who is a member of the board of directors of a  
29 nonprofit corporation seeking initial approval to establish a charter school.

30 (b) The Review Board shall require all members of the board of directors of a nonprofit  
31 corporation to be checked for a criminal history by either a consumer reporting agency, the State  
32 Bureau of Investigation, or both, before granting final approval of a charter application. The  
33 Review Board shall require a member to pay for the criminal history check authorized under this



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1 subsection, but the nonprofit corporation may pay for the criminal history check on behalf of the  
2 member. The Review Board shall not issue a charter to a nonprofit with a member who refuses  
3 to consent to a criminal history check.

4 (c) If the Review Board requires a criminal history check by the State Bureau of  
5 Investigation, all of the following apply:

6 (1) The State Bureau of Investigation shall provide to the Review Board the  
7 criminal history from the State and National Repositories of Criminal  
8 Histories of any member.

9 (2) The Review Board shall require the member to (i) be fingerprinted and to  
10 provide any additional information required by the State Bureau of  
11 Investigation to a person designated by the Review Board and (ii) sign a form  
12 consenting to the check of the criminal record and to the use of fingerprints  
13 and other identifying information required by the repositories.

14 (d) The Review Board shall review the criminal history it receives on a member and shall  
15 determine whether the results of the review indicate that the member (i) poses a threat to the  
16 physical safety of students or personnel or (ii) has demonstrated that he or she does not have the  
17 integrity or honesty to fulfill his or her duties as a member of the board of directors of a charter  
18 school. If the Review Board denies an application for a charter based on its review of the criminal  
19 history it receives on a member, the Review Board shall make written findings with regard to  
20 how it used the information when denying the application.

21 (e) All of the information received by the Review Board through the checking of the  
22 criminal history in accordance with this section is privileged information and is not a public  
23 record but is for the exclusive and confidential use of the Review Board. The Review Board may  
24 destroy the information after it is used for the purposes authorized by this section after one  
25 calendar year.

26 (f) There shall be no liability for negligence on the part of the Review Board, or its  
27 employees, arising from any act taken or omission by any of them in carrying out the provisions  
28 of this section. The immunity established by this subsection shall not extend to gross negligence,  
29 wanton conduct, or intentional wrongdoing that would otherwise be actionable. The immunity  
30 established by this subsection shall be deemed to have been waived to the extent of  
31 indemnification by insurance, indemnification under Articles 31A and 31B of Chapter 143 of the  
32 General Statutes, and to the extent sovereign immunity is waived under the Tort Claims Act, as  
33 set forth in Article 31 of Chapter 143 of the General Statutes.

34 (g) Any member who willfully furnishes, supplies, or otherwise gives false information  
35 for a criminal history record check under this section is guilty of a Class A1 misdemeanor."

36 **SECTION 1.(c)** This section applies to applications for initial charters that are  
37 received on or after October 1, 2025.

## 39 **PART II. CRIMINAL HISTORY CHECKS FOR PUBLIC SCHOOL UNIT PERSONNEL**

40 **SECTION 2.(a)** There is established in Article 7B of Chapter 115C of the General  
41 Statutes a new Part to read "Part 7. Public School Unit Personnel."

42 **SECTION 2.(b)** G.S. 115C-332, as amended by S.L. 2025-47, is recodified into Part  
43 7 of Article 7B of Chapter 115C of the General Statutes, as established by this act, as  
44 G.S. 115C-77 and reads as rewritten:

### 45 **"§ 115C-77. School personnel criminal history checks.**

46 (a) ~~As used~~ The following definitions apply in this section:

47 (1) "Criminal history" means a Criminal history. – A county, state, or federal  
48 criminal history of conviction of a crime, whether a misdemeanor or a felony,  
49 that indicates the employee (i) poses a threat to the physical safety of students  
50 or personnel, or (ii) has demonstrated that he or she does not have the integrity  
51 or honesty to fulfill his or her duties as public school personnel. Such crimes

1 include the following North Carolina crimes contained in any of the following  
 2 Articles of Chapter 14 of the General Statutes: Article 5A, Endangering  
 3 ~~Executive and Legislative~~ Executive, Legislative, and Court Officers; Article  
 4 6, Homicide; Article 7B, Rape and ~~Kindred~~ Other Sex Offenses; Article 8,  
 5 Assaults; Article 10, Kidnapping and Abduction; Article 13, Malicious Injury  
 6 or Damage by Use of Explosive or Incendiary Device or Material; Article 14,  
 7 Burglary and Other Housebreakings; Article 15, Arson and Other Burnings;  
 8 Article 16, Larceny; Article 17, Robbery; Article 18, Embezzlement; Article  
 9 19, False Pretense and Cheats; Article 19A, Obtaining Property or Services  
 10 by False or Fraudulent Use of Credit Device or Other Means; Article 20,  
 11 Frauds; Article 21, Forgery; Article 26, Offenses Against Public Morality and  
 12 Decency; Article 26A, Adult Establishments; Article 27, Prostitution; Article  
 13 28, Perjury; Article 29, Bribery; Article 31, Misconduct in Public Office;  
 14 Article 35, Offenses Against the Public Peace; Article 36A, Riots, Civil  
 15 Disorders, and Emergencies; Article 39, Protection of Minors; and Article 60,  
 16 Computer-Related Crime. Such crimes also include possession or sale of  
 17 drugs in violation of the North Carolina Controlled Substances Act, Article 5  
 18 of Chapter 90 of the General Statutes, and alcohol-related offenses such as  
 19 sale to underage persons in violation of G.S. 18B-302 or driving while  
 20 impaired in violation of G.S. 20-138.1 through G.S. 20-138.5. In addition to  
 21 the North Carolina crimes listed in this subparagraph, such crimes also include  
 22 similar crimes under federal law or under the laws of other states.

23 (2) Consumer reporting agency. – An entity which, for monetary fees, dues, or on  
 24 a cooperative nonprofit basis, regularly engages in whole or in part in the  
 25 practice of assembling or evaluating consumer credit information or other  
 26 information on consumers, including criminal history checks, for the purpose  
 27 of furnishing consumer reports to third parties, and which uses any means or  
 28 facility of interstate commerce for the purpose of preparing or furnishing  
 29 consumer reports, and which is regulated as provided in 15 U.S.C. § 1681, et  
 30 seq. A criminal history check by a consumer reporting agency provided for  
 31 purposes of this section must include all of the following:

- 32 a. A search of the state criminal registry or repository in which the  
 33 applicant resides.  
 34 b. A multistate/multijurisdiction database search which includes a  
 35 follow-up search at the originating source for any information returned  
 36 by the database search and which confirms final disposition  
 37 information of the same.  
 38 c. A search of records obtained from county, state, and federal criminal  
 39 repositories where the individual resides and has previously resided.  
 40 d. A search of the National Sex Offender Registry established as  
 41 provided in 42 U.S.C. § 16919.

42 (3) Governing body. – The governing body of a public school unit.

43 (2)(4) "School personnel" means any:

- 44 a. ~~Employee of a local board of education whether full-time or part-time,~~  
 45 ~~or~~  
 46 ~~Independent contractor or employee of an independent contractor of a~~  
 47 ~~local board of education, if the independent contractor carries out~~  
 48 ~~duties customarily performed by school personnel,~~  
 49 ~~whether paid with federal, State, local, or other funds, who has significant~~  
 50 ~~access to students. School personnel includes substitute teachers, driver~~  
 51 ~~training teachers, bus drivers, clerical staff, and custodians.~~ School personnel.

1                   – Any individual who meets all of the following, regardless of whether the  
2                   individual is paid with federal, State, local, or other funds:

3                   a.       Meets one of the following:

4                   1.       Is an employee of the governing body of a public school unit  
5                   whether full time or part time.

6                   2.       Is an independent contractor or employee of an independent  
7                   contractor of the governing body of a public school unit, if the  
8                   independent contractor carries out duties customarily  
9                   performed by school personnel.

10                  b.       Has significant access to students, including substitute teachers, driver  
11                  training teachers, bus drivers, clerical staff, or custodians.

12                  (b)       Criminal History Checks Required. – Except as provided in subsection (j) of this  
13                  section, each ~~local board of education governing body~~ shall adopt a policy ~~on whether and under~~  
14                  ~~what circumstances that requires~~ an applicant for a school personnel position shall be required to  
15                  be checked for a criminal history by either a consumer reporting agency, the State Bureau of  
16                  Investigation, or both, before the applicant is offered an unconditional job. Each ~~local board of~~  
17                  ~~education governing body~~ shall apply its policy uniformly in requiring applicants for school  
18                  personnel positions to be checked for a criminal history. A ~~local board of education that requires~~  
19                  ~~a criminal history check for an applicant governing body~~ may employ an applicant conditionally  
20                  while the ~~board governing body~~ is checking the person's criminal history and making a decision  
21                  based on the results of the check. The governing body shall not employ or contract with an  
22                  applicant who refuses to consent to a criminal history check.

23                  A ~~local board of education shall not governing body may~~ require an applicant to pay for the  
24                  criminal history check authorized under this subsection.

25                  (c)       Criminal History Check by the State Bureau of Investigation. – If the governing body  
26                  requires a criminal history check by the State Bureau of Investigation, all of the following apply:

27                   (1)       The State Bureau of Investigation shall provide to the ~~local board of education~~  
28                   ~~governing body~~ the criminal history from the State and National Repositories  
29                   of Criminal Histories of any applicant for a school personnel position in the  
30                   ~~local school administrative unit for which a local board of education requires~~  
31                   ~~a criminal history check.~~ The local board of education public school unit.

32                   (2)       The governing body shall require the person to be checked by the State Bureau  
33                   of Investigation applicant to (i) be fingerprinted and to provide any additional  
34                   information required by the State Bureau of Investigation to a person  
35                   designated by the ~~local board, governing body,~~ or to the local sheriff or the  
36                   municipal police, whichever is more convenient for the person, and (ii) sign a  
37                   form consenting to the check of the criminal record and to the use of  
38                   fingerprints and other identifying information required by the repositories.  
39                   ~~The local board of education shall consider refusal to consent when making~~  
40                   ~~employment decisions and decisions with regard to independent contractors.~~

41                   (3)       ~~The local board of education shall not governing body may~~ require an  
42                   applicant to pay for being fingerprinted.

43                  (d)       ~~The local board of education~~ Criminal History Review. – A governing body shall  
44                  review the criminal history it receives on a person. The ~~local board governing body~~ shall  
45                  determine whether the results of the review indicate that the applicant or employee (i) poses a  
46                  threat to the physical safety of students or personnel, or (ii) has demonstrated that he or she does  
47                  not have the integrity or honesty to fulfill his or her duties as public school personnel and shall  
48                  use the information when making employment decisions and decisions with regard to  
49                  independent contractors. The ~~local board governing body~~ shall make written findings with regard  
50                  to how it used the information when making employment decisions and decisions with regard to

1 independent contractors. ~~The local board may delegate any of the duties in this subsection to the~~  
2 ~~superintendent.~~

3 (e) State Board of Education to Receive Copy. – ~~The local board of education, or the~~  
4 ~~superintendent if designated by the local board of education, governing body shall provide to the~~  
5 State Board of Education the criminal history it receives on a person who is certificated, certified,  
6 or licensed by the State Board of Education. The State Board of Education shall review the  
7 criminal history and determine whether the person's certificate or license should be revoked in  
8 accordance with State laws and rules regarding revocation.

9 (e1) Authority to Delegate Duties. – Except for the governing body of a charter school, a  
10 governing body may delegate any of the duties in subsection (d) or (e) of this section to the  
11 superintendent or equivalent authority.

12 (f) Criminal History Check Documents Not Public Records. – All the information  
13 received by the local board of education through the checking of the criminal history or by a  
14 governing body or the State Board of Education in accordance with this section is privileged  
15 information and is not a public record but is for the exclusive use of the local board of education  
16 governing body or the State Board of Education. The local board of education governing body  
17 or the State Board of Education may destroy the information after it is used for the purposes  
18 authorized by this section after one calendar year.

19 (g) Liability. – There shall be no liability for negligence on the part of a local board of  
20 education, governing body or its employees, or the State Board of Education, the Superintendent  
21 of Public Instruction, or any of their members or employees, individually or collectively, arising  
22 from any act taken or omission by any of them in carrying out the provisions of this section. The  
23 immunity established by this subsection shall not extend to gross negligence, wanton conduct, or  
24 intentional wrongdoing that would otherwise be actionable. The immunity established by this  
25 subsection shall be deemed to have been waived to the extent of indemnification by insurance,  
26 indemnification under Articles 31A and 31B of Chapter 143 of the General Statutes, and to the  
27 extent sovereign immunity is waived under the Tort Claims Act, as set forth in Chapter 31 of  
28 Chapter 143 of the General Statutes.

29 (h) Penalty for False Information. – Any applicant for employment who willfully  
30 furnishes, supplies, or otherwise gives false information on an employment application that is the  
31 basis for a criminal history record check under this section shall be is guilty of a Class A1  
32 misdemeanor.

33 (i) ~~The local board of education~~ Additional Criminal History Checks. – A governing  
34 body may adopt a policy providing for periodic checks of criminal history of employees. Local  
35 ~~boards of education~~ Governing bodies shall not require employees to pay for the criminal history  
36 check authorized under this subsection. A local board of education governing body shall indicate,  
37 upon inquiry by any other local board of education, charter school, or regional school governing  
38 body in the State as to the reason for an employee's resignation or dismissal, if an employee's  
39 criminal history was relevant to the employee's resignation or dismissal.

40 (j) Transportation Services. – Notwithstanding any provision of this section to the  
41 contrary, the following provisions apply to a local board of education governing body that  
42 contracts with a person under G.S. 115C-253 to provide transportation services to students:

43 (1) ~~The local board of education governing body~~ shall require an individual to  
44 submit to a criminal history check before allowing that individual to act as a  
45 driver pursuant to a contract under G.S. 115C-253. ~~The local board of~~  
46 ~~education governing body~~ may satisfy this requirement by requesting and  
47 receiving a previously completed criminal history check from another local  
48 board of education governing body as provided in subsection (k) of this  
49 section.

50 (2) ~~The local board of education governing body~~ shall share the results of the  
51 criminal history check with another local board of education governing body

- 1 upon request of the other ~~local board of education governing body~~ as provided  
2 in subsection (k) of this section.
- 3 (3) If allowed under federal law, the ~~local board of education governing body~~ may  
4 delegate any of the duties under subsection (d) of this section to another  
5 person.
- 6 (4) The ~~local board of education governing body~~ may require the individual to  
7 pay for a criminal history check or fingerprinting authorized under this  
8 section.
- 9 (k) Governing Bodies to Confirm Identified Disqualifying Offenses. – Upon request of a  
10 ~~local board of education governing body~~, another ~~local board of education governing body~~ that  
11 previously conducted a criminal history check under this section shall confirm, on a form  
12 developed by the State Bureau of Investigation, whether any disqualifying offenses were reported  
13 in the results of the criminal history check, provided all of the following conditions are satisfied:
- 14 (1) The previous criminal history check was conducted no more than three years  
15 prior to the date of the request under this subsection.
- 16 (2) The individual who is the subject of the criminal history check has provided  
17 written consent for the release of information on a form provided by the State  
18 Bureau of Investigation that includes language that authorizes the disclosure  
19 of criminal history results between ~~local school boards governing bodies~~ for  
20 the purpose of complying with employment or contracting requirements in a  
21 public school unit.
- 22 (3) The ~~local board of education governing body~~ requesting the results of the  
23 criminal history check under this subsection submits its request using a form  
24 provided by the State Bureau of Investigation that identifies the individual  
25 who is the subject of the criminal history check and confirms that the  
26 information is being sought for the purpose of meeting employment or  
27 contracting requirements in a public school unit."
- 28 **SECTION 2.(c)** G.S. 14-202.4(d)(3) reads as rewritten:  
29 "(3) School personnel. – Any person included in the definition contained in  
30 ~~G.S. 115C-332(a)(2)~~, G.S. 115C-77(a), including those employed by a  
31 nonpublic, charter, or regional school, and any person who volunteers at a  
32 school or a school-sponsored activity."
- 33 **SECTION 2.(d)** G.S. 115C-157.1(b)(2) reads as rewritten:  
34 "(2) An adjunct instructor shall be subject to a criminal history check, to ensure  
35 that the person has not been convicted of any crime listed in ~~G.S. 115C-~~  
36 ~~332-G.S. 115C-77.~~"
- 37 **SECTION 2.(e)** G.S. 115C-218.90(b) is repealed.
- 38 **SECTION 2.(f)** G.S. 115C-238.73 is repealed.
- 39 **SECTION 2.(g)** G.S. 115C-298.5(b)(2) reads as rewritten:  
40 "(2) An adjunct instructor shall be subject to a criminal history check, to ensure  
41 that the person has not been convicted of any crime listed in ~~G.S. 115C-~~  
42 ~~332-G.S. 115C-77.~~"
- 43 **SECTION 2.(h)** G.S. 115C-332.1(a) reads as rewritten:  
44 "(a) For purposes of this section, the term "contractual personnel" includes any individual  
45 or entity under contract with the local board of education whose contractual job involves direct  
46 interaction with students as part of the job. For purposes of this section, the term "contractual  
47 personnel" does not include any person covered under ~~G.S. 115C-332-G.S. 115C-77.~~"
- 48 **SECTION 2.(i)** G.S. 115C-562.5(d) reads as rewritten:  
49 "(d) If the Authority determines that a nonpublic school is not in compliance with the  
50 requirements of this section, the nonpublic school shall be ineligible to receive future scholarship  
51 funds. The nonpublic school shall notify the parent or guardian of any enrolled student receiving

1 a scholarship grant that the nonpublic school is no longer eligible to receive future scholarship  
2 grants. The Authority shall establish by rule a process for a nonpublic school to appeal for  
3 reconsideration of eligibility after one year. To ensure compliance, the Board of Directors of the  
4 Authority shall review the criminal history provided under subdivision (2) of subsection (a) of  
5 this section to ensure that the person has not been convicted of any crime listed in ~~G.S. 115C-~~  
6 ~~332-G.S. 115C-77~~. The Board shall determine through this review whether the nonpublic school  
7 is noncompliant with this section. The Board shall make written findings with regard to how the  
8 criminal history information was used when making the compliance determination. The Board  
9 of Directors may delegate any of the duties in this subsection to the Executive Director of the  
10 Authority. As part of its review, the Board shall determine whether the results indicate that the  
11 staff member has any of the following disqualifying characteristics:

12 ...."

13 **SECTION 2.(j)** G.S. 116-239.12 is repealed.

14 **SECTION 2.(k)** G.S. 143B-1209.11 reads as rewritten:

15 **"§ 143B-1209.11. Criminal record checks of school personnel.**

16 (a) The State Bureau of Investigation may provide a criminal record check to the ~~local~~  
17 ~~board of education governing body of a public school unit~~ of a person who is employed in a  
18 ~~public school in that local school district that public school unit~~ or of a person who has applied  
19 for employment in a ~~public school in that local school district, that public school unit,~~ if the  
20 employee or applicant consents to the record check. The Bureau may also provide a criminal  
21 record check of school personnel as defined in ~~G.S. 115C-332-G.S. 115C-77~~ by fingerprint card  
22 to the ~~local board of education governing body of the public school unit~~ from National  
23 Repositories of Criminal Histories, in accordance with ~~G.S. 115C-332-G.S. 115C-77~~. The  
24 information shall be kept confidential by the ~~local board of education governing body of the~~  
25 ~~public school unit~~ as provided in ~~G.S. 115C-77~~ and Article 21A of Chapter 115C of the General  
26 Statutes.

27 (a1) The State Bureau of Investigation may provide a criminal record check to the Charter  
28 Schools Review Board of a member of a board of directors of a nonprofit corporation seeking  
29 initial approval to establish a charter school under Article 14A of Chapter 115C of the General  
30 Statutes, if the member consents to the record check. The Bureau may also provide a criminal  
31 record check of a member, as defined in G.S. 115C-218.4(a), by fingerprint card to the Charter  
32 Schools Review Board from the National Repositories of Criminal Histories, in accordance with  
33 G.S. 115C-218.4. The information shall be kept confidential by the Charter Schools Review  
34 Board as provided in G.S. 115C-218.4(e).

35 (b) ~~The Bureau may provide a criminal history record check to the board of directors of~~  
36 ~~a regional school of a person who is employed at a regional school or of a person who has applied~~  
37 ~~for employment at a regional school if the employee or applicant consents to the record check.~~  
38 ~~The Bureau may also provide a criminal history record check of school personnel as defined in~~  
39 ~~G.S. 115C-238.73 by fingerprint card to the board of directors of the regional school from the~~  
40 ~~National Repositories of Criminal Histories, in accordance with G.S. 115C-238.73. The~~  
41 ~~information shall be kept confidential by the board of directors of the regional school as provided~~  
42 ~~in G.S. 115C-238.73.~~

43 (c) ~~The Bureau may provide a criminal history record check to the chancellor operating~~  
44 ~~a University of North Carolina laboratory school of a person who is employed at a laboratory~~  
45 ~~school or of a person who has applied for employment at a laboratory school if the employee or~~  
46 ~~applicant consents to the record check. The Bureau may also provide a criminal history record~~  
47 ~~check of school personnel, as defined in G.S. 116-239.12, by fingerprint card to the chancellor~~  
48 ~~operating the laboratory school from the National Repositories of Criminal Histories, in~~  
49 ~~accordance with G.S. 116-239.12. The information shall be kept confidential by the chancellor~~  
50 ~~operating the laboratory school as provided in G.S. 116-239.12.~~

1 (d) The Bureau may provide a criminal record check to the employer of a person who is  
 2 employed in a nonpublic school or of a person who has applied for employment in a nonpublic  
 3 school, if the employee or applicant consents to the record check. For purposes of this subsection,  
 4 the term nonpublic school is one that is subject to the provisions of Article 39 of Chapter 115C  
 5 of the General Statutes, but does not include a home school as defined in that Article.

6 (e) The Bureau shall charge a reasonable fee for conducting a criminal record check  
 7 under this section. The fee shall not exceed the actual cost of locating, editing, researching, and  
 8 retrieving the information.

9 (f) The Bureau may provide a criminal record check to the schools within the Department  
 10 of Health and Human Services of a person who is employed, applies for employment, or applies  
 11 to be selected as a volunteer, if the employee or applicant consents to the record check. The  
 12 Department of Health and Human Services shall keep all information pursuant to this subsection  
 13 confidential, as provided in Article 7 of Chapter 126 of the General Statutes.

14 (g) The Bureau shall adopt rules to implement this section."

15 **SECTION 2.(l)** Section 7.72(c) of S.L. 2021-180 reads as rewritten:

16 **"SECTION 7.72.(c)** Flexibility for Teachers. – Notwithstanding any other provision of law,  
 17 in addition to the authority provided to a local board of education to employ adjunct instructors  
 18 in career and technical education career clusters pursuant to G.S. 115C-157.1, the local school  
 19 administrative unit shall have the flexibility to contract with individuals who have education and  
 20 training related to the specific skills and career pathways that are the focus of a signature career  
 21 academy. Any individual who has direct contact with students pursuant to the authority provided  
 22 by this subsection shall be subject to a criminal history check to ensure that the person has not  
 23 been convicted of any crime listed in ~~G.S. 115C-332~~.G.S. 115C-77."

24 **SECTION 2.(m)** This section applies to applications for school personnel positions  
 25 that are received on or after January 1, 2026.

## 26 27 **PART II-A. MODIFY REPORTING REQUIREMENTS FOR MISCONDUCT BY** 28 **SCHOOL EMPLOYEES**

29 **SECTION 2A.(a)** G.S. 115C-326.20 reads as rewritten:

30 **"§ 115C-326.20. Reporting misconduct of licensed school employees.**

31 (a) For the purposes of this section, "misconduct" includes any of the following:

32 (1) Conduct that justifies automatic revocation of a license under  
 33 G.S. 115C-270.35(b).

34 (2) The infliction of a physical injury against a child other than by accident or in  
 35 self-defense.

36 (3) The intentional infliction of emotional distress against a child.

37 (b) Any superintendent, assistant superintendent, associate superintendent, personnel  
 38 administrator, or principal who knows, has reason to believe, or has actual notice of a complaint  
 39 or criminal allegation that an employee licensed under Article 17E of this Chapter has engaged  
 40 in misconduct resulting in ~~dismissal, disciplinary action, or resignation~~ dismissal or disciplinary  
 41 action shall report the misconduct to the State Board of Education within five days of ~~dismissal,~~  
 42 ~~determination of disciplinary action, or acceptance of resignation.~~ If the employee resigns within  
 43 30 days of a complaint for misconduct or during an ongoing investigation of a complaint, the  
 44 misconduct is presumed to have resulted in the resignation. Failure to report misconduct pursuant  
 45 to this section is a Class I felony. ~~dismissal or determination of disciplinary action.~~

46 (b1) Any superintendent, assistant superintendent, associate superintendent, personnel  
 47 administrator, or principal who knows, has reason to believe, or has actual notice of a complaint  
 48 or criminal allegation that an employee licensed under Article 17E of this Chapter has engaged  
 49 in misconduct resulting in resignation shall report the misconduct to the State Board of Education  
 50 within five days of (i) acceptance of the resignation or (ii) notice of the complaint or criminal



1 allegation, whichever is later. The misconduct is presumed to have resulted in the resignation if  
2 any of the following apply:

3 (1) The employee resigns within 30 days prior to or following a complaint or  
4 criminal allegation of misconduct.

5 (2) The employee resigns during an ongoing investigation of a complaint or  
6 criminal allegation.

7 (b2) Failure to report misconduct pursuant to subsections (b) and (b1) of this section is a  
8 Class I felony.

9 (c) School personnel shall not threaten, harass, or retaliate against any other person for  
10 making a report as required by this section.

11 (d) Except as provided in subsection (e) of this section, a law enforcement agency shall  
12 report alleged misconduct to the superintendent or equivalent authority of a public school unit  
13 within 30 days of receipt of a report that an employee of the governing body of the public school  
14 unit has engaged in misconduct that meets at least one of the following:

15 (1) The misconduct is alleged to have been committed against a student of the  
16 public school unit.

17 (2) The misconduct is alleged to have been committed on the educational  
18 property, as defined in G.S. 14-269.2(a), of the public school unit.

19 (e) For any misconduct reported to a law enforcement agency that (i) would be required  
20 to be reported to the superintendent or equivalent authority of a public school unit pursuant to  
21 subsection (d) of this section and (ii) is alleged to have been committed by the superintendent or  
22 equivalent authority of the public school unit, the law enforcement agency shall report the alleged  
23 misconduct to the Superintendent of Public Instruction."

24 **SECTION 2A.(b)** This section becomes effective December 1, 2025, and applies to  
25 offenses committed on or after that date.

## 26 27 **PART II-B. STRENGTHEN REPORTING REQUIREMENTS FOR THREATS AND** 28 **ASSAULTS ON TEACHERS**

29 **SECTION 2B.(a)** G.S. 115C-288(g) reads as rewritten:

30 "(g) To Report Certain Acts to Law Enforcement and the Superintendent. – When the  
31 principal has personal knowledge or actual notice from school personnel that an act has occurred  
32 on school property involving ~~assault resulting in serious personal injury, a threat directed at a~~  
33 teacher, assault, sexual assault, sexual offense, rape, kidnapping, indecent liberties with a minor,  
34 assault involving the use of a weapon, possession of a firearm in violation of the law, possession  
35 of a weapon in violation of the law, or possession of a controlled substance in violation of the  
36 law, the principal shall immediately report the act to the appropriate local law enforcement  
37 agency.

38 Notwithstanding any other provision of law, the State Board of Education shall not require  
39 the principal to report to law enforcement acts in addition to those required to be reported by law.

40 For purposes of this subsection, "school property" shall include any public school building,  
41 bus, public school campus, grounds, recreational area, or athletic field, in the charge of the  
42 principal.

43 The principal or the principal's designee shall notify the superintendent or the  
44 superintendent's designee in writing or by electronic mail regarding any report made to law  
45 enforcement under this subsection. This notification shall occur by the end of the workday in  
46 which the incident occurred when reasonably possible but not later than the end of the following  
47 workday. The superintendent shall provide the information to the local board of education.

48 Nothing in this subsection shall be interpreted to interfere with the due process rights of  
49 school employees or the privacy rights of students. For a child with a relevant disability, the  
50 principal has the discretion to determine whether (i) a threat or (ii) assault that does not result in  
51 personal injury is reported to law enforcement. For the purposes of this subsection, a child with

1 a relevant disability is a child with an individualized education program, as defined in  
2 G.S. 115C-106.3, who is identified as having one or more of the following:

- 3 (1) Intellectual disability.
- 4 (2) Serious emotional disturbance.
- 5 (3) Developmental delay."

6 **SECTION 2B.(b)** G.S. 115C-289.1(a) reads as rewritten:

7 "(a) When a supervisor of a school employee has actual notice that the school employee  
8 has received a threat from a student or has been the victim of an assault by a student in violation  
9 of G.S. 14-33(c)(6) resulting in physical injury, as that term is defined in G.S. 14-34.7,  
10 G.S. 14-33(c)(6), the supervisor shall immediately report to the principal the threat or assault  
11 against the school employee. For the purpose of this subsection, the term "supervisor of a school  
12 employee" does not include the principal or superintendent."

13 **SECTION 2B.(c)** G.S. 115C-150.12C(29) reads as rewritten:

- 14 "(29) ~~Parental notification of certain acts~~ Acts reported to law enforcement. – A  
15 board of trustees shall adopt a rule on the notification rules for the following:  
16 a. Notification to parents of any students alleged to be victims of any act  
17 that is required to be reported to law enforcement and the  
18 superintendent under G.S. 115C-288(g).  
19 b. Requiring a principal, or equivalent authority, to report acts to law  
20 enforcement in accordance with G.S. 115C-288(g).  
21 c. Requiring school employee supervisors to report acts to the principal,  
22 or equivalent authority, in accordance with G.S. 115C-289.1(a)."

23 **SECTION 2B.(d)** G.S. 115C-218.75 is amended by adding a new subsection to read:

24 "(p) Acts Reported to Law Enforcement. – A charter school shall require a principal, or  
25 equivalent authority, to report acts to law enforcement in accordance with G.S. 115C-288(g) and  
26 shall require school employee supervisors to report acts to the principal, or equivalent authority,  
27 in accordance with G.S. 115C-289.1(a)."

28 **SECTION 2B.(e)** G.S. 115C-238.66 is amended by adding a new subdivision to  
29 read:

- 30 "(23) Acts reported to law enforcement. – A regional school shall require a  
31 principal, or equivalent authority, to report acts to law enforcement in  
32 accordance with G.S. 115C-288(g) and shall require school employee  
33 supervisors to report acts to the principal, or equivalent authority, in  
34 accordance with G.S. 115C-289.1(a)."

35 **SECTION 2B.(f)** G.S. 116-239.8(b) is amended by adding a new subdivision to  
36 read:

- 37 "(26) A laboratory school shall require a principal, or equivalent authority, to report  
38 acts to law enforcement in accordance with G.S. 115C-288(g) and shall  
39 require school employee supervisors to report acts to the principal, or  
40 equivalent authority, in accordance with G.S. 115C-289.1(a)."

41 **SECTION 2B.(g)** This section is effective when it becomes law and applies to  
42 incidents or reports occurring on or after that date.

### 43 44 **PART III. ALIGN LICENSURE SYSTEM WITH MULTISTATE EDUCATOR** 45 **LOOKUP SYSTEM**

46 **SECTION 3.** The State Board of Education is encouraged to work toward  
47 programming the licensure system to align with the Multistate Educator Lookup System  
48 established by the National Association of State Directors of Teacher Education and Certification  
49 to enable electronic validation of out-of-state credentials and related information.

### 50 51 **PART IV. EFFECTIVE DATE**

1                   **SECTION 4.** Except as otherwise provided, this act is effective when it becomes  
2 law.