

# STATE OF NEW YORK

710

2021-2022 Regular Sessions

## IN ASSEMBLY

(Prefiled)

January 6, 2021

Introduced by M. of A. ROZIC -- read once and referred to the Committee on Education

AN ACT to amend the education law, in relation to requiring nonpublic and private elementary and secondary schools to apply to the commissioner of education for criminal history record checks on prospective employees

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Paragraph (a) of subdivision 30 of section 305 of the  
2 education law, as amended by chapter 630 of the laws of 2006, is amended  
3 to read as follows:

4 (a) The commissioner, in cooperation with the division of criminal  
5 justice services and in accordance with all applicable provisions of  
6 law, shall promulgate rules and regulations to require the fingerprint-  
7 ing of prospective employees, as defined in section eleven hundred twen-  
8 ty-five of this chapter, of school districts, charter schools and boards  
9 of cooperative educational services and [~~authorizing~~] **requiring** the  
10 fingerprinting of prospective employees of nonpublic and private elemen-  
11 tary and secondary schools, and for the use of information derived from  
12 searches of the records of the division of criminal justice services and  
13 the federal bureau of investigation based on the use of such finger-  
14 prints. The commissioner shall also develop a form for use by school  
15 districts, charter schools, boards of cooperative educational services,  
16 and nonpublic and private elementary and secondary schools in connection  
17 with the submission of fingerprints that contains the specific job title  
18 sought and any other information that may be relevant to consideration  
19 of the applicant. The commissioner shall also establish a form for the  
20 recordation of allegations of child abuse in an educational setting, as  
21 required pursuant to section eleven hundred twenty-six of this chapter.  
22 No person who has been fingerprinted pursuant to section three thousand

EXPLANATION--Matter in **italics** (underscored) is new; matter in brackets  
[-] is old law to be omitted.

LBD01026-01-1

1 four-b of this chapter or pursuant to section five hundred nine-cc or  
2 twelve hundred twenty-nine-d of the vehicle and traffic law and whose  
3 fingerprints remain on file with the division of criminal justice  
4 services shall be required to undergo fingerprinting for purposes of a  
5 new criminal history record check. This subdivision and the rules and  
6 regulations promulgated pursuant thereto shall not apply to a school  
7 district within a city with a population of one million or more.

8 § 2. The opening paragraph and subparagraph (i) of paragraph (b) of  
9 subdivision 30 of section 305 of the education law, as amended by chap-  
10 ter 630 of the laws of 2006, are amended to read as follows:

11 The commissioner, in cooperation with the division of criminal justice  
12 services, shall promulgate a form to be provided to all such prospective  
13 employees of school districts, charter schools, boards of cooperative  
14 educational services, and nonpublic and private elementary and secondary  
15 schools [~~that elect to fingerprint and seek clearance for prospective~~  
16 ~~employees~~] that shall:

17 (i) inform the prospective employee that the commissioner is required  
18 [~~or authorized~~] to request his or her criminal history information from  
19 the division of criminal justice services and the federal bureau of  
20 investigation and review such information pursuant to this section, and  
21 provide a description of the manner in which his or her fingerprint  
22 cards will be used upon submission to the division of criminal justice  
23 services;

24 § 3. Paragraph (d) of subdivision 30 of section 305 of the education  
25 law, as amended by chapter 630 of the laws of 2006, is amended to read  
26 as follows:

27 (d) The commissioner shall develop forms to be provided to all school  
28 districts, charter schools, boards of cooperative educational services,  
29 and [~~to~~] all nonpublic and private elementary and secondary schools  
30 [~~that elect to fingerprint their prospective employees~~], to be completed  
31 and signed by prospective employees when conditional appointment or  
32 emergency conditional appointment is offered.

33 § 4. Subdivision 20 of section 2590-h of the education law, as amended  
34 by chapter 345 of the laws of 2009, is amended to read as follows:

35 20. Ensure compliance with qualifications established for all person-  
36 nel employed in the city district, including **requiring** the taking of  
37 fingerprints as a prerequisite for licensure and/or employment of such  
38 personnel. Every set of fingerprints taken pursuant to this subdivision  
39 shall be promptly submitted to the division of criminal justice services  
40 where it shall be appropriately processed. Furthermore, the division of  
41 criminal justice services is authorized to submit the fingerprints to  
42 the federal bureau of investigation for a national criminal history  
43 record check.

44 § 5. Subdivision 20 of section 2590-h of the education law, as amended  
45 by chapter 100 of the laws of 2003, is amended to read as follows:

46 20. Ensure compliance with qualifications established for all person-  
47 nel employed in the city district, including **requiring** the taking of  
48 fingerprints as a prerequisite for licensure and/or employment of such  
49 personnel. Every set of fingerprints taken pursuant to this subdivision  
50 shall be promptly submitted to the division of criminal justice services  
51 where it shall be appropriately processed. Furthermore, the division of  
52 criminal justice services is authorized to submit the fingerprints to  
53 the federal bureau of investigation for a national criminal history  
54 record check.

1 § 6. Subdivisions 1, 2 and 3 of section 3001-d of the education law,  
2 as added by chapter 630 of the laws of 2006, are amended to read as  
3 follows:

4 1. a. "Employee" shall mean any prospective employee of a nonpublic or  
5 private elementary or secondary school [~~which requires the fingerprint-~~  
6 ~~ing of prospective employees pursuant to this section~~], or employee of a  
7 contracted service provider or worker placed within such school under a  
8 public assistance employment program, pursuant to title nine-B of arti-  
9 cle five of the social services law, and consistent with the provisions  
10 of such title for the provision of services to such school, its students  
11 or employees, directly or through contract, whereby such services  
12 performed by such person involve direct student contact. [~~Any~~ **Every**  
13 nonpublic or private elementary or secondary school [~~which elects to~~  
14 **shall** submit for review criminal history information concerning prospec-  
15 tive employees [~~must do so with respect to each such prospective employ-~~  
16 ~~ee~~], as defined in this paragraph, in accordance with this section.

17 b. "Volunteer" shall mean any person, other than an employee, who  
18 provides services to a nonpublic or private elementary or secondary  
19 school [~~which elects to require the fingerprinting of prospective~~  
20 ~~employees pursuant to this section~~], which involve direct student  
21 contact.

22 2. [~~Any~~ **Every** nonpublic or private elementary or secondary school  
23 [~~may~~ **shall** require, for the purposes of a criminal history record  
24 check, the fingerprinting of all prospective employees pursuant to  
25 section three thousand thirty-five of this article, who do not hold  
26 valid clearance pursuant to such section or pursuant to section three  
27 thousand four-b of this article or section five hundred nine-cc or  
28 twelve hundred twenty-nine-d of the vehicle and traffic law. Prior to  
29 initiating the fingerprinting process, the prospective employer shall  
30 furnish the applicant with the form described in paragraph (c) of subdi-  
31 vision thirty of section three hundred five of this chapter and shall  
32 obtain the applicant's consent to the criminal history record search.  
33 Every set of fingerprints taken pursuant to this section shall be  
34 promptly submitted to the commissioner for the purposes of clearance for  
35 employment.

36 3. (a) Any nonpublic or private elementary or secondary school may  
37 conditionally appoint a prospective employee. A request for conditional  
38 clearance [~~may~~ **shall** be forwarded to the commissioner along with the  
39 prospective employee's fingerprints. Such appointment may be delayed  
40 until notification by the commissioner that the prospective employee has  
41 been conditionally cleared for employment and shall terminate when the  
42 prospective employer is notified of a determination by the commissioner  
43 to grant or deny clearance, provided that if clearance is granted, the  
44 appointment shall continue and the conditional status shall be removed.  
45 Prior to commencement of such conditional appointment, the prospective  
46 employer shall obtain a signed statement for conditional appointment  
47 from the prospective employee, indicating whether, to the best of his or  
48 her knowledge, he or she has a pending criminal charge or criminal  
49 conviction in any jurisdiction outside the state.

50 (b) Any nonpublic or private elementary or secondary school may make  
51 an emergency conditional appointment when an unforeseen emergency vacan-  
52 cy has occurred. When such appointment is made, the process for condi-  
53 tional appointment pursuant to paragraph (a) of this subdivision [~~may~~  
54 **shall** also be initiated. Emergency conditional appointment may commence  
55 prior to notification from the commissioner on conditional clearance and  
56 shall terminate when the prospective employer is notified by the commis-

1 sioner regarding conditional clearance, provided that if conditional  
2 clearance is granted, the appointment may continue as a conditional  
3 appointment. Prior to the commencement of such appointment, the  
4 prospective employer must obtain a signed statement for emergency condi-  
5 tional appointment from the prospective employee, indicating whether, to  
6 the best of his or her knowledge, he or she has a pending criminal  
7 charge or criminal conviction in any jurisdiction. An "unforeseen emer-  
8 gency vacancy" shall be defined as: (i) a vacancy that occurred less  
9 than ten business days before the start of any school session, including  
10 summer school, or during any school session, including summer school,  
11 without sufficient notice to allow for clearance or conditional clear-  
12 ance; (ii) when no other qualified person is available to fill the  
13 vacancy temporarily; and (iii) when emergency conditional appointment is  
14 necessary to maintain services which the school is legally required to  
15 provide or services necessary to protect the health, education or safety  
16 of students or staff.

17 (c) Each nonpublic or private elementary or secondary school[~~which~~  
18 ~~elects to fingerprint prospective employees pursuant to subdivision two~~  
19 ~~of this section,~~] shall develop a policy for the safety of the children  
20 who have contact with an employee holding conditional appointment or  
21 emergency conditional appointment.

22 § 7. This act shall take effect immediately; provided that the amend-  
23 ments to paragraph (d) of subdivision 30 of section 305 of the education  
24 law made by section three of this act shall not affect the expiration  
25 and repeal of such paragraph and shall expire and be deemed repealed  
26 therewith; provided further, however, that the amendments to subdivision  
27 20 of section 2590-h of the education law made by section four of this  
28 act shall not affect the expiration and repeal of such section and shall  
29 expire therewith, when upon such date section five of this act shall  
30 take effect.