

**Department of Planning and Budget**  
**2026 General Assembly Session**  
**State Fiscal Impact Statement**

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**ORIGINAL**

**Bill Number:** HB1195

**Patron:** Scott, P.A.

**Bill Title:** School boards and independent contractors; applicants for employment involving direct contact with children in public schools; employment history review.

**Bill Summary:** Requires each school board and each independent contractor that provides services in any public elementary or secondary school in the Commonwealth to (i) require each applicant for employment whose position will involve direct contact with children, as that term is defined in the bill, in a public elementary or secondary school in the Commonwealth to provide (a) the address and telephone number of and other any other relevant contact information for the applicant's current employer and any former employer that employed the applicant in a position that involved direct contact with children and (b) a written, signed statement as to whether the applicant has (1) been the subject of an investigation and finding or adjudication of abuse or sexual misconduct, as that term is defined in the bill, by any employer, state licensing agency, law-enforcement agency, or child protective services agency or (2) been disciplined, discharged, nonrenewed, asked to resign, or otherwise separated from employment or had a professional license or certificate suspended, surrendered, or revoked while such an investigation was pending or due to such a finding or adjudication and (ii) request, from each such employer, confirmation of the dates of the applicant's employment and a written statement as to the veracity of the applicant's abovementioned statement, to the best of such employer's knowledge. The bill requires each such employer to respond no later than 20 days after receipt of such a request. The bill permits any school board or independent contractor to use any information received pursuant to clauses (i) and (ii) to evaluate an applicant's fitness to be hired and to consider an applicant's provision of false information or willful failure to disclose information to be grounds for declining to further consider such applicant for employment.

**Budget Amendment Necessary:** Yes

**Items Impacted:** 123

**Explanation:** The Department of Education would require funding for an additional position in order to meet the requirements of this bill. Any impact to local school division is indeterminate.

**Fiscal Summary:** The Department of Education would require one position at estimated cost of \$141,604 general fund beginning in FY27 to meet the requirements of this bill.

**General Fund Expenditure Impact:**

<u>Agency</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2028</u>	<u>FY2029</u>	<u>FY2030</u>	<u>FY2031</u>
201 (DOE)	\$0	\$141,604	\$141,604	\$141,604	\$141,604	\$141,604
<b>TOTAL</b>	<b>\$0</b>	<b>\$141,604</b>	<b>\$141,604</b>	<b>\$141,604</b>	<b>\$141,604</b>	<b>\$141,604</b>

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**Position Impact:**

<u>Agency</u>	<u>FY2026</u>	<u>FY2027</u>	<u>FY2028</u>	<u>FY2029</u>	<u>FY2030</u>	<u>FY2031</u>
201 (DOE)	0	1	1	1	1	1
<b>TOTAL</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>

**Fiscal Analysis:** This bill expands the Department of Education’s (DOE) oversight role in educator discipline and reporting. The bill requires local school boards to notify the State Board of Education within 10 business days when licensed personnel are dismissed or resign due to certain criminal convictions or findings of abuse or sexual misconduct, which the bill defines. DOE will need to track these reports, ensure timely compliance, and initiate any necessary licensure actions. DOE does not currently have staff available to complete the additional work and will require one additional position. DOE estimates a cost of \$141,604 general fund per year beginning in FY27, including salary, benefits, and technology.

Any impact to local school divisions is indeterminate.

**Other:** None