

1 STATE OF OKLAHOMA

2 1st Session of the 60th Legislature (2025)

3 SENATE BILL 411

By: Jett

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5
6 AS INTRODUCED

7 An Act relating to school employees; defining term;
8 requiring certain notification if an individual
9 employed by certain school is being investigated for,
10 has been arrested in relation to, or has been charged
11 with certain offenses; requiring certain board of
12 education to suspend the employee pending certain
13 outcome; prohibiting employee from submitting
14 resignation during suspension term; prohibiting
15 suspension from depriving certain employee of certain
16 compensation and benefits; prohibiting the employee
17 from being on school premises during suspension term;
18 providing for extension of suspension under certain
19 circumstances; requiring certain superintendent to
20 provide certain notification; requiring notification
21 to include certain statement; providing for
22 promulgation of rules; providing for codification;
23 providing an effective date; and declaring an
24 emergency.

18 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

19 SECTION 1. NEW LAW A new section of law to be codified
20 in the Oklahoma Statutes as Section 5-144.1 of Title 70, unless
21 there is created a duplication in numbering, reads as follows:

22 A. As used in this section, "offenses against students" means
23 crimes or attempts to commit crimes provided for in Section 843.5 of
24 Title 21 of the Oklahoma Statutes if the offense involved sexual

1 abuse or sexual exploitation as those terms are defined in Section
2 1-1-105 of Title 10A of the Oklahoma Statutes, Section 741, 843.1,
3 if the offense included sexual abuse or sexual exploitation, 865 et
4 seq., 885, 888, 891, 1021, 1021.2, 1021.3, 1040.13a, 1087, 1088,
5 1111.1, 1114, or 1123 of Title 21 of the Oklahoma Statutes.

6 B. If an individual employed by a public school district,
7 public charter school, or public virtual charter school in this
8 state:

9 1. Is being investigated for or has been arrested in relation
10 to offenses against students; or

11 2. Has been charged with offenses against students,
12 the law enforcement agency involved in the investigation, arrest, or
13 charging shall notify the superintendent of the employing school
14 district, public charter school, or public virtual charter school
15 and the members of the board of education of the employing school
16 district or the members of the governing board of the employing
17 public charter school or public virtual charter school.

18 C. 1. Upon receiving a notification as provided for in
19 subsection B of this section, the board of education of the
20 employing school district or the governing board of the employing
21 public charter school or public virtual charter school shall suspend
22 the school employee without notice or hearing pending the outcome of
23 the law enforcement investigation. The suspension shall not deprive
24 the employee of any compensation or other benefits to which he or

1 she is otherwise entitled. The employee shall not be allowed on
2 school premises during the term of suspension.

3 2. In a case involving a criminal charge or indictment, the
4 suspension may extend until the case for the employee is adjudicated
5 at trial. The extension shall not include any appeal process.

6 3. During the term of suspension, the employee shall be
7 prohibited from submitting his or her resignation.

8 D. Upon receiving a notification as provided for in subsection
9 B of this section, the superintendent of the employing school
10 district, public charter school, or public virtual charter school
11 shall notify the parents and legal guardians of students enrolled in
12 the school district, public charter school, or public virtual
13 charter school. The notification shall include a statement
14 explaining that the school employee is presumed innocent until and
15 unless proven guilty.

16 E. The State Board of Education shall promulgate rules to
17 implement the provisions of this section.

18 SECTION 2. This act shall become effective July 1, 2025.

19 SECTION 3. It being immediately necessary for the preservation
20 of the public peace, health, or safety, an emergency is hereby
21 declared to exist, by reason whereof this act shall take effect and
22 be in full force from and after its passage and approval.

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