

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

COMMITTEE SUBSTITUTE  
FOR ENGROSSED  
HOUSE BILL 1075

By: Hildebrant and Caldwell  
(Chad) of the House

and

Seifried of the Senate

COMMITTEE SUBSTITUTE

[ teachers - recommendations for teacher dismissal -  
investigation - resignation - expungement - effective  
date -  
emergency ]

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

SECTION 1. AMENDATORY 70 O.S. 2021, Section 6-101.25, as  
amended by Section 1, Chapter 5, O.S.L. 2024 (70 O.S. Supp. 2024,  
Section 6-101.25), is amended to read as follows:

Section 6-101.25. A. Whenever a superintendent decides to  
recommend that a teacher or administrator employed within the school  
district be dismissed or not reemployed, the superintendent shall  
state the recommendation in writing, setting forth the basis for the  
recommendation, and shall submit such recommendation to the board of  
education.

1 If the teacher subject to such recommendation is a career  
2 teacher, the recommendation shall specify the statutory grounds for  
3 which the recommendation is based.

4 If the teacher subject to such recommendation is a probationary  
5 teacher, the recommendation shall specify the cause for which the  
6 recommendation is based.

7 The superintendent shall also specify the underlying facts  
8 supporting the recommendation.

9 B. 1. If the recommendation includes grounds that could form  
10 the basis of criminal charges sufficient to result in the denial or  
11 revocation of a certificate for a reason set forth in subparagraph a  
12 of paragraph 6 of subsection A of Section 3-104 of this title, or if  
13 the recommendation includes a reason set forth in subparagraph a of  
14 paragraph 6 of subsection A of Section 3-104 of this title and is  
15 based on an agreement between the teacher or administrator and  
16 school district to avoid civil litigation or a settlement of a civil  
17 action unless the court orders the terms of such settlement to be  
18 kept confidential, a copy of the recommendation shall also be  
19 forwarded to the State Board of Education ~~after the completion of~~  
20 when the recommendation is made pursuant to the due process  
21 procedures pursuant to provided for in Section 6-101.26 of this  
22 title ~~or after the teacher resigns,~~ regardless of whether the  
23 teacher or administrator resigns before or after a termination  
24 recommendation is made, provided that the resignation occurs while

1 the teacher or administrator is under investigation for conduct that  
2 could form the basis for criminal charges or certificate revocation.  
3 A report of such resignation including any investigatory findings to  
4 date shall be forwarded to the State Board of Education. Failure to  
5 forward a copy of the recommendation to the State Board of Education  
6 shall not be the basis for any claim or action against a public  
7 school, its board of education, employees, agents, or other  
8 representatives. If the school district forwards a copy of the  
9 recommendation to the State Board of Education, the school district  
10 shall contemporaneously forward a copy to the teacher or  
11 administrator subject to such recommendation. The teacher or  
12 administrator may provide supplementary information to the State  
13 Board of Education.

14 2. If the investigation into the conduct of the teacher or  
15 administrator concludes without findings to support criminal  
16 charges, certificate revocation, or termination, the individual's  
17 report shall be expunged from State Board of Education records and  
18 written notification of the clearance shall be sent to all affected  
19 parties. Expungement may only occur upon sufficient evidence of no  
20 wrongdoing.

21 C. Only school districts may request a copy of the  
22 recommendation from the State Board of Education, and only if a  
23 teacher or administrator is being considered for new employment or a  
24 teacher or administrator is currently employed by the requesting

1 school district. The State Board of Education shall notify the  
2 teacher or administrator subject to the recommendation if such a  
3 request is made and provide the identity of the school district that  
4 made such request. The teacher or administrator subject to the  
5 recommendation shall retain the right to provide supplementary  
6 information to the State Board of Education to accompany any  
7 documents requested. The State Board of Education shall provide the  
8 requesting school district documents related to the recommendation  
9 as well as any supplementary information provided by the teacher or  
10 administrator subject to the recommendation, and copies shall be  
11 contemporaneously forwarded to the teacher or administrator subject  
12 to the recommendation. Records provided to a requesting school  
13 district pursuant to this subsection shall be kept confidential.

14 D. Except as provided for in subsection C of this section, the  
15 State Board of Education shall keep recommendations submitted  
16 pursuant to subsection B of this section confidential. Records  
17 created pursuant to this section shall not be subject to disclosure  
18 under the Oklahoma Open Records Act.

19 E. If the State Board of Education or a school district that  
20 generated or received documents pursuant to subsection C of this  
21 section is served a subpoena requesting disclosure of the documents,  
22 the teacher or administrator subject to the recommendation shall  
23 immediately be notified and be provided the opportunity to object to  
24 the subpoena.

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

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

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7       60-1-1973       EB       4/22/2025 11:56:33 AM