



Stage 1 Business Analysis

California Department of Technology, SIMM 19A.3 (Ver. 3.0.9, 02/01/2022)

1.1 General Information

1. Agency or State Entity Name: 6360 - Teacher Credentialing, Commission on

If Agency/State entity is not in the list, enter here with the [organization code](#).

[Click or tap here to enter text.](#)

2. Proposal Name and Acronym: Pupil Safety, Child Abuse Prevention and School Employee Misconduct Statewide Data System

3. Proposal Description: (Provide a brief description of your proposal in 500 characters or less.)

California Senate Bill 848 authored by Senator Sasha Perez, is a comprehensive school safety bill designed to protect students from child abuse and misconduct by school employees and volunteers. It applies to public, charter, and private schools, as well as county offices of education and state special schools.

1. Expanded Definitions & Hiring Restrictions: Broadens the definition of “sex offenses” and prohibits hiring or retaining employees convicted of violent, serious, or sex offenses in certificated positions.
2. Mandatory Disclosure & Background Checks: Requires applicants for certificated and noncertificated positions to disclose prior employment history and mandates employers to check for past egregious misconduct.
3. Statewide Data System: Directs the Commission on Teacher Credentialing to create a secure statewide database by July 1, 2027, tracking investigations and substantiated reports of egregious misconduct for school and private employees.
4. Reporting & Transparency: Prohibits agreements that conceal misconduct or expunge records; mandates reporting of egregious misconduct to the Commission and sharing relevant information with prospective employers.

4. Project Planning Start Date: 7/1/2026

5. Proposed Project Execution Start Date: 7/1/2027

6. S1BA Version Number: Version 1

1.2 Submittal Information

1. Contact Information

Contact Name: [Andy Munguia](#)

Contact Email: amunguia@ctc.ca.gov

Contact Phone: (916) 322-0604

2. Submission Type: **New Submission**

If Withdraw, select Reason: [Choose an item.](#)

If Other, specify reason here: [Click or tap here to enter text.](#)

Sections Changed, if this is a Submission Update: (List all sections changed.)

[Click or tap here to enter text.](#)

Summary of Changes: (Summarize updates made.)

[Click or tap here to enter text.](#)

3. Attach [Project Approval Executive Transmittal](#) to your email submission.

4. Attach [Stage 1 Project Reportability Assessment](#) to your email submission.

1.3 Business Sponsorship

1. Executive Champion (Sponsor)

Title: [Executive Director](#)

Name: [Mary Sandy](#)

Business Program Area: [Click or tap here to enter text.](#)

2. Business Owner

Title: [Chief Deputy Director](#)

Name: [Adam Ebrahim](#)

Business Program Area:

3. Product Owner

Title: [Senior Director](#)

Name: [Erin Skubal](#)

Business Program Area: [Licensing Branch](#)

TIP: Copy and paste or click the + button in the lower right corner on any section to add additional Executive Champions, Business Owners, or Product Owners with their related Business Program Areas as needed.

1.4 Stakeholder Assessment

The Stakeholder Assessment is designed to give the project team an overview of communication channels that the state entity needs to manage throughout the project. More stakeholders may result in increased complexity to a project.

1. Indicate which of the following are interested in this proposal and/or the outcome of the project. (Select 'Yes' or 'No' for each.)

State Entity Only: **No**

Other Departments/State Entities: **Yes**

Public: **No**

Federal Entities: **No**

Governor's Office: **Yes**

Legislature: **Yes**

Media: **No**

Local Entities: **Yes**

Special Interest Groups: **No**

Other: **No**

2. Describe how each group marked 'Yes' will be involved in the planning process.

The Senate and the Governor signed the Senate Bill 848 that provided the scope of this project and will be interested in the successful outcome of this project.

The LEA's, districts, county offices of education, charter schools, state special schools and private schools will care of the outcome of this project because they will be using the Commissions statewide data system for egregious misconduct and to review the system for any future employers, verifying that they have not had any egregious misconduct as part of the hiring process.

1.5 Business Program

1. Business Program Name: Division of Licensure Enforcement (DLE)

2. Program Background and Context: Provide a brief overview of the entity's business program(s) current operations.

The Division of Licensure Enforcement's (DLE) role focuses on enforcing ethical conduct, investigating misconduct, and ensuring the moral fitness of educators licensed to teach in California meet high ethical and competency standards, protecting students and the integrity of the profession.

3. How will this proposed project impact the product or services supported by the state entity?

The Commission on Teacher Credentialing must develop, implement, and manage a Statewide Misconduct Database system by July 1, 2027, to track substantiated misconduct investigations. The substantiated misconduct investigations of employee misconduct include egregious misconduct such as sexual abuse or inappropriate behavior with students. The database must be accessible to all Local Educational Agencies for use during employment screening.

Imposes additional duties on local educational agencies and private schools that prohibit agreements that conceal misconduct or expunge records. Mandates reporting of egregious misconduct to the Commission. This proposal also broadens the definition of "sex offenses" and prohibits hiring or retaining employees convicted of violent, serious, or sex offenses in certificated positions.

TIP: Copy and paste or click the + button in the lower right corner to add Business Programs, with background and context and impact descriptions as needed.

1.6 Project Justification

1. Strategic Business Alignment

Enterprise Architect

Title: Systems Architect

Name: Mike Reagan

Strategic Plan Last Updated? 6/1/2023

Strategic Business Goal: Goal 6. Educators are of high moral character and act accordingly

Alignment: M. Set and communicate rigorous standards of professionalism for educators

N. Investigate allegations of misconduct and take appropriate disciplinary action in relation to the educator's credentials

TIP: Copy and paste or click the + button in the lower right corner to add Strategic Business Goals and Alignments as needed.

Mandate(s): State

Bill Number/Code, if applicable: [SB 848](#)

Add the Bill language that includes system-relevant requirements:

[Directs the Commission on Teacher Credentialing to create a secure statewide database by July 1, 2027, tracking investigations and substantiated reports of egregious misconduct for school and private employees.](#)

TIP: Copy and paste or click the + button in the lower right corner to add Bill Numbers/Codes and relevant language as needed.

2. Business Driver(s)

Financial Benefit: [No](#)

Increased Revenue: [No](#)

Cost Savings: [No](#)

Cost Avoidance: [No](#)

Cost Recovery: [No](#)

Will the state incur a financial penalty or sanction if this proposal is not implemented? [No](#)

If the answer to the above question is "Yes," please explain:

[Click or tap here to enter text.](#)

Improvement

Better Services to the People of California: [No](#)

Efficiencies to Program Operations: [No](#)

Improved Equity, Diversity, and/or Inclusivity: [No](#)

Improved Health and/or Human Safety: [Yes](#)

Improved Information Security: [No](#)

Improved Business Continuity: [No](#)

Improved Technology Recovery: [No](#)

Technology Refresh: [No](#)

Technology End of Life: [No](#)

1.7 Business Outcomes Desired

Executive Summary of the Business Problem or Opportunity:

The current framework for ensuring pupil safety in California schools lacks comprehensive mechanisms to prevent school employee misconduct and child abuse. Existing laws prohibit hiring individuals convicted of certain offenses, but gaps remain in tracking egregious misconduct, enforcing transparency, and ensuring safe learning environments. SB 848 addresses these deficiencies by introducing stricter hiring restrictions, mandatory disclosure requirements, and a statewide data system to track investigations and substantiated reports of misconduct. This initiative represents an opportunity to significantly enhance student protection, reduce liability for educational institutions, and build public trust through improved accountability and preventive measures.

Objective ID: 1.1

Objective: To track statewide investigations and substantiated reports of egregious misconduct for noncertificated positions for all school districts, county office of education, charter schools, state special schools and private schools.

Metric: A statewide solution that allows tracking of misconducts for noncertificated employees.

Baseline: There is no statewide reporting of misconduct for noncertificated employees.

Target Result: A statewide solution that allows tracking of misconduct online.

Objective ID: 1.2

Objective: Review the statewide data system before hiring for noncertificated positions; for all school districts, county office of education, charter schools, state special schools and private schools.

Metric: Ability to search a statewide online system that allows you to verify if a noncertificated future employee has done any misconduct in the state of California..

Baseline: There is no statewide reporting of misconduct for noncertificated positions.

Target Result: A statewide solution that informs you if a noncertificated person that you are about to hire does not have any misconduct in the state of California.

TIP: Copy and paste or click the + button in the lower right corner to add Objectives as needed. Please number for reference.

TIP: Objectives should identify WHAT needs to be achieved or solved. Each objective should identify HOW the problem statement can be solved and must have a target result that is specific, measurable, attainable, realistic, and time-bound. Objective must cover the specific. Metric and Baseline must detail how the objective is measurable. Target Result needs to support the attainable, realistic, and time-bound requirements.

1.8 Project Management

1. Project Management Risk Score: 0.3

Follow the instructions in [Statewide Information Management Manual \(SIMM\) Section 45 Appendix B Project Management Risk Assessment Preparation Instructions](#).

Attach a completed [Statewide Information Management Manual \(SIMM\) Section 45 Appendix A Project Management Risk Assessment Template](#) to the email submission.

2. Project Approval Lifecycle Completion and Project Execution Capacity Assessment

Does the proposal development or project execution anticipate sharing resources (state staff, vendors, consultants, or financial) with other priorities within the Agency/state entity (projects, PALs, or programmatic/technology workload)?

Answer: No

Does the Agency/state entity anticipate this proposal will result in the creation of new business processes or changes to existing business processes?

Answer (No, New, Existing, or Both): Both New and Existing Processes

1.9 Initial Complexity Assessment

1.10 Funding

Planning

1. Does the Agency/state entity anticipate requesting additional resources through a budget action to **complete planning** through the project approval lifecycle framework? No

If Yes, when will a budget action be submitted to your Agency/DOF for planning dollars?

[Click or tap to enter a date.](#)

2. Please provide the Funding Source(s) and dates funds for planning will be made available:

[Click or tap here to enter text.](#)

Project Implementation Funding

1. Has the funding source(s) been identified for **project implementation**? No

If known, please provide the Funding Source(s) and dates funds for implementation will be made available:

[Click or tap here to enter text.](#)

Will a budget action be submitted to your Agency/DOF? [Choose Yes or No.](#)

If “Yes” is selected, specify when this BCP will be submitted: [Click or tap here to enter text.](#)

2. Please provide a rough order of magnitude (ROM) estimate as to the total cost of the project: [Less than \\$10 Million](#)

End of agency/state entity document.

Please ensure ADA compliance before submitting this document to CDT.

When ready, submit Stage 1 and all attachments in an email to ProjectOversight@state.ca.gov.

Department of Technology Use Only

Original "New Submission" Date: [4/1/2026](#)

Form Received Date: [4/1/2026](#)

Form Accepted Date: [4/1/2026](#)

Form Status: [Completed](#)

Form Status Date: [5/20/2026](#)

Form Disposition: [Approved](#)

If Other, specify: [Click or tap here to enter text.](#)

Form Disposition Date: [5/20/2026](#)

Department of Technology Project Number (0000-000): [6360-100](#)