

## • CALIFORNIA SB 848 · SCHOOL EMPLOYEE MISCONDUCT: CHILD ABUSE PREVENTION ACT

# How SafeTeam maps to the new law.

SB 848 (signed October 7, 2025) places enforceable child-safety obligations on every private and religious K-12 school in California. The most operationally demanding requirements take effect **July 1, 2026**. SafeTeam was built around the same principles the statute now codifies — parent-inclusive communication, two-deep adult presence, a complete audit trail. Each requirement below is mapped to the SafeTeam capability that satisfies it.

## Provision-by-provision

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SB 848 REQUIREMENT	CODE	EFFECTIVE	SAFETEAM CAPABILITY
Written policy limiting staff-to-student communication via social media, text, and channels that exclude the parent or guardian.	EC §32100	• Jul 1, 2026	Parent-inclusive messaging by default. Two-deep connections enforced. Adults cannot privately message minors.
Written policy on professional boundaries between students and adults.	EC §32100	• Jul 1, 2026	Platform structure encodes the policy: every conversation has a parent and second adult present. Enforcement is operational, not aspirational.
Mandated reporter expansion to volunteers, contractors, and board members.	PC §11165.7	• Jan 1, 2026	Volunteer module: onboarding, acknowledgement tracking, and access controls for the expanded reporter pool.
Annual mandated reporter, abuse prevention, and professional boundaries training.	EC §44691	• Jul 1, 2026	Compliance dashboard tracks completion across employees, volunteers, contractors, and board members; generates audit-ready reports.
Comprehensive school safety plan: supervision and protection procedures.	EC §32282	• Jul 1, 2026	Safety Center: flagging, incident reporting, supervision audit trail — the documented enforcement layer.
Documentation of child abuse reporting procedures.	EC §32282	• Jul 1, 2026	Every message, flag, and incident logged with timestamp; one-click compliance reports for board, insurer, or investigator.
Coordinate with insurance providers and JPAs on best practices.	EC §32282	• Jul 1, 2026	Recognized loss-control tool with insurers serving Christian and private schools. Ask about active insurer partnerships.
<i>Employment history disclosure and prior-employer inquiry for new hires.</i>	EC §44051	• Jan 1, 2026 • Jul 1, 2027	<i>Not directly addressed — HR / background-check territory. Integrates with the HR systems most schools use.</i>
<i>Statewide noncertificated employee misconduct database.</i>	EC §44052	• Jul 1, 2027*	<i>Not directly addressed. Documentation in SafeTeam supports any future reporting workflow. *Contingent on funding.</i>

### Most schools will satisfy SB 848 by writing policy. Few will be able to prove it's being followed.

Written policy without enforcement and documentation is the exact failure mode SB 848 was passed to address — and the exact exposure schools face when an incident leads to litigation, an insurance audit, or a state inquiry. **SafeTeam is the operational layer that makes a school's §32100 policy real.** Two-deep messaging means a coach physically cannot send a private DM to a student. The audit trail means that on July 2, 2026, and any day after, the school can demonstrate with timestamped evidence that its written policy is functioning as designed.

#### THE HONEST PART

#### What SafeTeam doesn't solve.

- **Background checks** and criminal history vetting.
- **Drafting your §32100 policy** — your attorney does this; we provide template language.
- **Employment-history reference calls** to prior schools.
- **The §44052 statewide database** reporting workflow (not yet active).

For these, we work with school attorneys, HR systems, and risk-management partners. [Ask us for an introduction.](#)

## Free 30-minute SB 848 Gap Audit.

A structured call with a SafeTeam team member across communication, training tracking, volunteer screening, and documentation. You leave with a **one-page Gap Report mapping every finding to the relevant Education Code section** — yours to take to your board. No demo required. No commitment.

BOOK YOUR AUDIT  
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 Or reply to the email this came in.  
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