BP 4112.5/4212.5/ 4312.5 Security Check

The School Board desires to conduct reasonable background and fingerprint checks on personnel and volunteers at the District. The Superintendent shall adopt procedures that require reasonable background and fingerprint checks for all individuals offered employment in a classified position, as a substitute teacher, coach, activity sponsor, non-compensated position or any other position as determined by the Superintendent.

Falsification of information during the interview or on the application shall be grounds for immediate removal from consideration for a position or dismissal from a currently held position.

1. No individual will be hired by the District until a background investigation has been completed. Under emergency circumstances, the Superintendent can waive this requirement to allow someone to work until the investigation is complete.

2. No person who has ever been convicted, or pled guilty or no contest (including forfeiture of bail) to a crime involving violence or sexual abuse will be hired by the district.

3. No person who has been convicted, or pled guilty or no contest (including forfeiture or bail) to (1) a felony or (2) a crime or other violation involving a controlled substance within the five years preceding the application, will be hired by the district. If more than five years have elapsed since the crime or violation, a person may apply pursuant to the following paragraph.

4. Applications from persons who have been convicted, or pled guilty or no contest (including forfeiture or bail) to any crime or violation (excluding minor traffic violations) not covered in (2) nor (3) will be considered by the Superintendent on a case by case basis and notice given to the School Board prior to hire or being hired by the District.

5. If charges are pending, no action will be taken on the individual's application until disposition of the charges.

The following administrative regulations shall apply to the employment of classified staff, compensated and non-compensated coaches and selected volunteers.

Revised 9/01

ADOPTED: JUNE 2005

Valdez City Schools