

BP-4112.5
BP-4212.5
BP-4312.5

BACKGROUND CHECKS (ALL PERSONNEL)

The Board, while respecting its employees' right to be free from unwarranted intrusions into their personal lives, recognizes that a teacher's or administrator's conduct outside the classroom may affect the person's fitness to serve as an educator for our community's children. Therefore, the Board requires the conduct of a background check prior to initial placement of individuals in teaching or administrative positions with the District.

All applicants for employment, including applicants for substitute and temporary positions, shall respond on a form provided by the District to inquiries regarding their criminal records. Failure to disclose relevant information or falsification of information provided in connection with a criminal background check could be grounds for exclusion from consideration for a position or immediate dismissal from any position held with the District. The background check for any finalist for a position shall also include contact with at least two individuals whom the applicant has identified as knowledgeable concerning the applicant's character and competency to perform the duties of the position for which the applicant is being considered and a criminal records check conducted pursuant to AS 12.62.160. Since the Department of Education and Early Development requires submittal of fingerprint cards prior to becoming certified, Wrangell Public Schools will accept this in lieu of submitting separate fingerprint cards to the Department of Public Safety.

Conviction of a crime is not an automatic bar to employment. The District will take into account relevant factors including the nature and severity of the offense, the applicant's age at the time the offense was committed, the amount of time that has elapsed since commission of the offense, the relation between the offense and the position for which employment is sought and any demonstrated rehabilitation or failure to rehabilitate, in deciding whether to approve the individual's hire. In the absence of significant mitigating factors, however, individuals who have committed acts constituting violent crimes, sexual offenses, stalking, crimes against a child, other crimes involving moral turpitude or felony drug offenses shall not be employed in a teaching or administrative position or in any capacity in which they would come into contact with students.

The Superintendent may allow someone to work prior to receiving the results of a background check when a position must be filled immediately, and the applicant has already been submitted to a background check, but the results have not been received by the district.

Adoption Date: May 6, 2002
Revised & Renumbered: June 14, 2010
Revised: April 20, 2020
Reviewed: September 16, 2024
