BP-4112.5
BP-4212.5
BP-4312.5

ALL PERSONNEL - SECURITY CHECKS

The School Board, desires to hire personnel whose background, conduct, and behavior reflect the highest standards of integrity and professionalism and are deemed appropriate for work with children. The District will investigate the background of all applicants (including volunteers) prior to hire in the district. This investigation will include questions related to an applicant's background and criminal history, including a background check and may include a fingerprint check.

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. 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, or crimes against a child shall not be employed in a teaching or administrative position or in any capacity in which they would come into contact with students. Other crimes involving moral turpitude or felony drug offenses will be reviewed on a case-by-case basis.

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.

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