Procedure 5100-P(1): Hiring Process and Criteria - Procedures for Obtaining Personnel Records for Applicants

Status: ADOPTED

Original Adopted Date: 08/03/2012 | Last Revised Date: 06/24/2026 | Last Reviewed Date: 06/24/2026

1. Before hiring an applicant for employment in a certificated or non-certificated position the District shall have the applicant sign the statement/release (Form 5100F1) and provide a list of their previous employers and a disclosure of past resignations, investigations, and disciplinary action (5100F4). The list may be obtained via resume or application. The District will not hire an applicant who refuses or fails to sign these forms.

2. The signed statement/release will then be sent by the District to all of the applicant's current or past, in state or out of state, school district employers along with a request for information relating to job performance and/or job related conduct (Form 5100F2).

   Note: The District does not have to request the information for all applicants. The District only has to request the information for the applicant(s) the District is considering offering the position to. However, in the interests of timeliness, as it may take up to 20 days to receive such information, the District may request the information of every applicant who has sent a signed statement/release.

3. The District may follow up with current or past school district employers if the information requested has not been received within 25 days from the date the request was sent. The District may hire non-certificated applicants on a conditional basis pending receipt of the information requested. Applicants shall not be prevented from being hired if an out of state current or past school district employer refuses to comply with the request. The District will attempt to obtain a written refusal along with the reason for the refusal from the non-compliant out of state school district employer. The written refusal shall be kept as a part of the applicant's file. The Board directs the Superintendent to establish steps to be taken in confirming prior work experience and checking references of new employees whose former employers refuse to release documentation, and for those with no prior public school work experience.

4. The District shall also request State Department of Education verification of certification status as well as any past or pending violations of the Professional Code of Ethics and information related to the job performance of the applicants for any certificated position (form 5100F3).

5. When such information and documentation is not received prior to screening or interviews, the District will review such information no less than 30 days after it has been received. If an applicant has been offered provisional employment pursuant to IC 33-1210(7), the District should review the documentation within ten days of receipt. If a written statement of non-employment is to be provided to the provisional employee, it shall be provided before the end of 30 days after the receipt of the documents. If the provisional employee is to be employed by the District, a written contract should be provided prior to the end of the 30 day period. It is the goal of the District to avoid any situation where an applicant or

provisional employee is employed by default or without a written contract.

6. The District shall use information received from applicant's current or past employers only for the purposes of evaluating an applicant's qualifications for employment in the position for which the applicant has applied. No Board member or District employee shall disclose the information received to any person, other than the applicant, who is not directly involved in the process of evaluating the applicant's qualifications for employment.

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Legal References	Description
IC § 33-1210	Information on Past Job Performance
IC § 33-130	Criminal History Checks for School District Employees or Applicants for Certificates
IC § 33-512	District Trustees - Governance of Schools
IC § 33-513	Professional Personnel
IC § 74-206	Executive Sessions – When Authorized
IC 33-145	Idaho Student Safety and Educator Disclosure Act
IC.§ 65-501, et seq.	Rights and Privileges of Veterans
IDAPA 08.02.02.015.02	Standard Pupil Service Staff Certificate
IDAPA 21.01.06	Rules for the Enforcement of the Veteran's Preference in Public Employment

Other References	Description
ISBA Policy Services	https://www.idsba.org/member-services/policy/

Cross References

Code	Description
5110	Criminal History/Background Checks
5120	Equal Employment Opportunity and Non-Discrimination
5500	Personnel Records
5500	Personnel Records
5740	Reduction in Force

5740	**Reduction in Force**
5740	**Reduction in Force**
5750	**Employing Retired Teachers and Administrators**
5751	**Employing Retired School Resource Officers and Bus Drivers**