AR-4112.5
AR-4212.5
AR-4312.5

BACKGROUND CHECKS (ALL PERSONNEL)

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 plead guilty or no contest (including forfeiture of 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.

3) Applications from personnel who have been convicted or plead guilty or no contest (including forfeiture of bail) to any crime or violation (excluding minor traffic violations) not covered in (2) or (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.

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

Adoption Date: April 20, 2020
Reviewed: September 16, 2024
Reviewed: June 19, 2026