



Board of Education

TO: Board of Education
FROM: Sarah Burnett, Assistant Superintendent of Human Resources
DATE: October 1, 2026
RE: Bushue Background Screening Services

This memo is:

- ☐ Information only.
☒ Information with a recommendation and a request for Board approval by vote.

Date by which a Board decision is needed: October 15, 2026

Previous memos on this topic can be found:

- ☐ in previous Board packet(s) dated. _____
☐ or attached to this memo

Basic information:

Bushue Background Screening (BBS) is a company that provides fingerprinting and background screening services for every kind of industry. In recent years, they have developed the capability to provide digital Faith's Law support for school districts. The process is easy for employees to use and the company has also developed a proprietary list of HR contacts for every school district in Illinois to assist employees with where to send the Faith's Law form(s).

Background or historical information:

Faith's Law is an Illinois statute designed to protect students in K-12 schools from educator sexual misconduct and grooming. It was implemented on July 1, 2023 and mandates comprehensive employment history reviews to prevent offenders from transferring between school districts. This process in District 33 is currently managed within the Human Resources Department and the required forms are paper-based. There are many benefits to partnering with BBS including, but not limited to:

- Eliminate email or phone tag by utilizing their system
- Decrease response times
- Ensures compliance with ISBE guidelines
- Automated reminders to candidates and employers for incomplete forms
- Increase efficiency and cost effectiveness
- High response rate from school districts
- Proprietary list of Faith's Law Contacts for Illinois school districts

BBS also offers a service to recheck all employees in the Sex Offender and Violent Offender Database. The benefits to this include, but are not limited to:

- Increased efficiency and cost effectiveness
- Easy upload of a spreadsheet rather than looking employees up individually
- Reduced room for human error

The contract can be found here .
Previous decisions, actions or parameters that relate to this topic or issue:
N/A
Recommendations:
It is the recommendation of the district administration to approve the contract between District 33 and Bushue Background Screenings.
Other questions? What else does the Board wish to know?:
N/A