

AR 4112.5/4212.5/4312.5 SECURITY CHECK

All Personnel

- . No individual will be hired by the district until a background investigation has been completed. The Superintendent may waive this requirement to allow someone to work until the investigation is complete.
- . No person who has ever been convicted, or plead guilty or no contest (including forfeiture of bail) to a crime involving violence against a minor or sexual abuse will be hired by the district.
- . The district will utilize the most recent Barrier Crimes Matrix from the State of Alaska to determine if an individual's criminal background will bar them from hire permanently, or if they are eligible for hire per the BCM. The Superintendent will have discretion to hire despite the guidelines of the BCM, but the School Board must be notified before the individual begins employment.
- . Minor traffic violations may not exclude an individual from hire, but a recent history of DUIs may bar the individual from driving a district vehicle.
- . If charges are pending, no action will be taken on the individual's application until disposition of the charges.
- . These procedures will apply to all employees, volunteers and chaperones.

Revised 12/2024

Revised 06/2022

Adopted: December 10, 2024

Nome Public Schools