

INDEPENDENT SCHOOL DISTRICT #877 POLICY

Buffalo-Hanover-Montrose

INDEX TITLE Personnel **SERIES NO.** 400

POLICY TITLE Employment Background Checks **CODE NO.** 404

I. PURPOSE

The purpose of this policy is to maintain a safe and healthful environment in the school district in order to promote the physical, social, and psychological well-being of its students. To that end, the school district will seek a criminal history background check for applicants who receive an offer of employment with the school district **and on all individuals, except enrolled student volunteers, who are offered the opportunity to provide athletic coaching services or other extracurricular academic coaching services to the school district, regardless of whether any compensation is paid,** or such other background checks as provided by this policy. The school district may also elect to do background checks of other volunteers, independent contractors and student employees in the school district.

II. GENERAL STATEMENT OF POLICY

- A. The school district shall require that applicants for school district positions who receive an offer of employment **and all individuals, except enrolled student volunteers, who are offered the opportunity to provide athletic coaching services or other extracurricular academic coaching services to the school district, regardless of whether any compensation is paid,** submit to a criminal history background check. The offer of employment **or the opportunity to provide services** shall be conditioned upon a determination by the school district that an applicant's **individual's** criminal history does not preclude the **applicant individual** from employment with, **or providing services to,** the school district.

- B. The school district specifically reserves any and all rights it may have to conduct background checks regarding current employees, ~~or~~ applicants, **or service providers** without the consent of such individuals.

**Administrative Offices
Buffalo, Minnesota 55313**

DATE OF ADOPTION March 20, 2008

DATE OF REVIEW ~~February 25, 2008~~ October 26, 2009

DATE OF APPROVAL March 20, 2008

- C. Adherence to this policy by the school district shall in no way limit the school district's right to require additional information, or to use procedures currently in place or other procedures to gain additional background information concerning employees, applicants, volunteers, **service providers**, independent contractors and student employees.

III. PROCEDURES

- A. Normally an applicant **individual** will not commence employment **or provide services** until the school district receives the results of the criminal history background check. The school district may conditionally hire an applicant **or allow an individual to provide services** pending completion of the background check, but shall notify the applicant **individual** that the applicant's **individual's** employment **or opportunity to provide services** may be terminated based on the result of the background check. Background checks will include a check conducted by the Minnesota Bureau of Criminal Apprehension (hereinafter "the BCA"). The school district reserves the right to also have criminal history background checks conducted by other organizations or agencies.
- B. ~~An applicant who is offered employment~~ **In order for an individual to be eligible for employment or to provide athletic coaching services or other extracurricular academic coaching services to the school district, except for an enrolled student volunteer, the individual** must sign a criminal history consent form, which provides permission for the school district to conduct a criminal history background check, and provide a money order or check payable to the school district, ~~at the election of the school district,~~ in an amount equal to the actual cost of conducting the criminal history background check. If the applicant **individual** fails to provide the school district with a signed Informed Consent Form and fee at the time the applicant **individual** receives a job offer, **or permission to provide services**, the applicant **individual** will be considered to have voluntarily withdrawn the application for employment **or request to provide services**.
- C. When required, individuals must provide fingerprints to assist in a criminal history background check. If the fingerprints provided by the applicant individual are unusable, the individual will be required to submit another set of prints.

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- D. Copies of this policy shall be available in the school district's employment office and will be distributed to applicants for employment **and individuals who are offered the opportunity to provide athletic coaching services or other extracurricular academic coaching services** upon request. **The need to submit to a criminal history background check may be included with the basic criteria for employment or providing services** in the job position posting and job position advertisements.
- E. The applicant **individual** will be informed of the results of the criminal background check(s) to the extent required by law.
- F. If the criminal history background check precludes employment with, **or providing services to**, the school district, the applicant **individual** will be so advised.
- G. The school district may apply these procedures to **other** volunteers, independent contractors or student employees ~~as though they were applicants for employment.~~
- H. At the beginning of each school year or when a student enrolls, the school district will notify parents and guardians about this policy and identify those positions subject to a background check and the extent of the school district's discretion in requiring a background check. The school district may include this notice in its student handbook, a school policy guide, or other similar communication.**

Legal References: Minn. Stat. § 13.04, Subd. 4 (Inaccurate or Incomplete Data)
Minn. Stat. § 123B.03 (Background Check)
Minn. Stat. §§ 299C.60-299C.64 (Minnesota Child Protection Background Check Act)
Minn. Stat. § 364.09(b) (Exception for School Districts)

Cross References: None