

## **~~4042R EMPLOYMENT BACKGROUND CHECKS~~**

- ~~A. Normally an individual will not commence employment until the school district receives the results of the criminal history background check. The school district may conditionally hire an individual pending completion of the background check, but shall notify the individual that the individual's employment may be terminated based on the result of the background check. Background checks will be performed 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 individual who is offered employment must sign a criminal history consent form which provides permission for the school district to conduct a criminal history background check. If the individual fails to provide the school district with a signed Informed Consent Form at the time the individual receives a job offer, the individual will be considered to have voluntarily withdrawn the application for employment.~~
- ~~C. When required, candidates must provide fingerprints to assist in a criminal history background check. If the fingerprints provided by the candidate are unusable, the candidate will be required to submit another set of prints.~~
- ~~D. Copies of this policy shall be available in the school district's employment office and will be distributed to applicants for employment upon request. The need to submit to a criminal history background check may be included with the basic criteria for employment in the job posting and job advertisements.~~
- ~~E. The applicant 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 the school district, the individual will be so advised.~~
- ~~G. The school district may apply these procedures to volunteers as though they were applicants for employment.~~

### Criminal History Consent Form

~~A form to obtain consent for a criminal history background check is included with this regulation.~~

### *Legal References:*

~~Minn. Stat. 13.04, Subd. 4 (Inaccurate or incomplete data)~~

~~Minn. Stat. 120.1045 (Background checks)~~

~~Minn. Stat. 299C.60-299C.64 (Minnesota Child Protection Background Check Act)~~

~~Minn. Stat. 364.09(b) (Exception for School Districts)~~

~~Adopted: 01-23-1996 ISD 709~~