

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT BOARD OF EDUCATION  
AGENDA STATEMENT

No. 8 b.

MEETING OF: April 12, 2023

ITEM TITLE:

**PUBLIC HEARING - POLICY**

Motion to approve revisions to Board Policy  
4112.5 Security Check, in first reading.

REVIEWED BY:

Policy Committee

Superintendent

SUBMITTED BY:

School Board Policy Committee

APPROVED FOR SUBMITTAL:

\_\_\_\_\_  
Superintendent

SUMMARY STATEMENT:

Revisions to BP 4112.5 are being proposed for board approval.

ISSUE:

Board Bylaw 9300 states that "The formulation and adoption of written Board policies shall constitute the basic method by which the Board shall govern the school district." Board Policy 0500 and Board Bylaw 9311 both address the ongoing review of district policies and programs by the School Board.

BACKGROUND:

The Policy Committee and Superintendent are proposing an update to current BP 4112.5 and the Superintendent intends to draft a new AR to detail the exception and appeal process. The Policy Committee consulted Borough Attorney Brown on the proposed revisions.

ATTACHMENTS:

- Proposed replacement policy – BP 4112.5 Security Check
- Current BP 4112.5

RECOMMENDED ACTION:

"I move that the Board of Education **approve revisions to policy Board Policy 4112.5 Security Check, in first reading.**"

## SECURITY CHECK

The School Board desires to hire personnel whose background and behavior exemplifies a standard deemed appropriate for individuals working with children. ~~Effort will be made to investigate the background of applicants prior to hire in the district.~~ No individual will be hired by the district until a background investigation has been completed. The investigation will include questions related to an applicant's background and criminal history and may include a fingerprint check. ~~References will be contacted prior to any hire.~~

~~All employees are required to have a security check. For certificated staff required to have a security check through the state licensure process, no additional security check is required.~~

~~All applicants for hire by the Ketchikan Gateway Borough School District are ineligible for hire under the following conditions:~~

- ~~1. Any person with a conviction for a crime involving sexual abuse.~~
- ~~2. Any person with a conviction for a crime against a minor.~~
- ~~3. Any person with a felony conviction, within ten years preceding the application, except by waiver granted by the Superintendent (see the AR for appeal process).~~
- ~~4. Any person with a conviction for a crime involving violence within ten years preceding the application, except by waiver granted by the Superintendent (see the AR for appeal process).~~
- ~~5. Applications from persons who have been conviction for any crime or violation not covered in (1), (2) or (3) will be considered by the Superintendent on a case by case basis.~~

~~Under emergency circumstances, the Superintendent can waive this requirement to allow someone to work until the investigation is complete.~~

Falsification of information during the interview or on the application shall be grounds for immediate removal from consideration for a position or dismissal from a currently held position.