

All Personnel

BP 4112.5
4212.5
4312.5

SECURITY CHECK

The School Board desires to hire personnel whose background and behavior exemplifies a standard deemed appropriate for individuals working with children. No individual will be hired by the district until a background investigation has been completed. This 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 AR 4112.5 for the appeal process.)
4. Any person with a conviction for a crime involving violence within ten years preceding the application (see AR 4112.5 for the appeal process.)
5. Applications from persons who have a 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.

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT

Revision Date: 10/9/02

Revision Date: 4/26/23