All Personnel

SECURITY CHECK

BACKGROUND CHECK ON PERSONNEL

The School Board believes that it is vital to the successful operation of the district that positions created by the Board be filled with highly qualified and competent employees. It shall be the policy of the Sitka School District to hire personnel whose background and behavior exemplify a standard deemed appropriate for individuals working with children. Effort will be made to investigate the background of applicants prior to hire in the Sitka School District. A candidate’s hire shall be contingent upon satisfactory completion of a background check. The background check for any finalist for a position shall include contact with at least two knowledgeable persons concerning the applicant’s character and competency to perform the duties of the position for which the applicant is being considered, and a criminal records check using fingerprints conducted pursuant to AS 12.62.160.

All applicants for employment, including applicants for substitute and temporary positions, shall respond on a form provided by the District to inquiries regarding their education, experience and criminal records. Failure to disclose relevant information or falsification of information provided in connection with an application for employment shall be grounds for exclusion from consideration for a position or immediate dismissal from any position held with the District.

Conviction of a crime is not an automatic bar to employment. The District will take into account relevant factors including the nature and severity of the offense, the person’s age at the time the offense was committed, the amount of time that has elapsed since commission of the offense, the relation between the offense and the position for which employment is sought, and any demonstrated rehabilitation or failure to rehabilitate, in deciding whether to approve the individual’s hire. In the absence of significant mitigating factors, however, individuals who have committed acts constituting violent crimes, sexual offenses, other crimes involving moral turpitude or felony drug offenses shall not be employed in a teaching or administrative position, or in any capacity in which they would come into contact with students.

The Superintendent or designee may exempt Community Schools instructors who work with only adults from the fingerprint requirement.

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. This investigation will include questions related to an applicant’s fingerprint information in accordance with law.
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.

SITKA SCHOOL DISTRICT
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