

POLICY 404
EMPLOYMENT BACKGROUND CHECKS

Adopted: December 2006
Revised: February 12, 2019 (MSBA / District)

I. PURPOSE

The purpose of this policy is to maintain a safe and healthful environment Independent School District No. 2752 in order to promote the physical, social, and psychological well-being of its students. To that end, Fairmont Area Schools will seek a criminal history background check for applicants who receive an offer of employment with the school district and on individuals 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. Fairmont Area Schools 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. Fairmont Area Schools shall require that applicants for school district positions who receive an offer of employment and all individuals 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 individual's criminal history does not preclude the individual from employment with, or provision of services to, the school district.
- B. Fairmont Area Schools specifically reserves any and all rights it may have to conduct background checks regarding current employees, applicants, or service providers without the consent of such individuals.
- C. Background checks are required for all volunteer coaches. The District will pay for these background checks.
- D. Adherence to this policy by Fairmont Area Schools 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 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