Policy Title: District Hiring Practices Criminal History Checks	Revised Date 8/14/07 Policy Number 402.7

POLICY TITLE: Employees

All persons hired for the first time by this District shall undergo a criminal history check.

All individuals employed or volunteering in athletics as coaches or otherwise, and any other individual the District requests, shall undergo a history check prior to working with students. The District shall be responsible for the cost of the criminal check, which shall include the following:

1. Statewide criminal identification bureau;
2. Federal Bureau of Investigation (FBI) criminal history check;
3. National crime information center; and,
4. Nationwide sex offender register.

A record of all background checks shall be maintained by the Idaho State Department of Education in a data bank for all employees of this School District with a copy going to the employee. The Department shall share the outcome of each employee's background check with this District.

For purposes of this policy, "employee" shall be defined as those individuals hired by this District and paid a salary or wages from which federal and state income taxes are withheld.

If it is determined that an employee has been convicted of a crime, it shall be grounds for immediate termination, or other personnel action by this District.

LEGAL REFERENCE:
Idaho Code Section 33-130