

Board Policy

The Shelley School District will implement a background investigation check policy and procedures compliant with Federal law, Idaho Code and the Idaho State Department of Education rules and procedures.

Suggested Implementation Guidelines

- A. Idaho Code 33-130 requires that all persons hired by Shelley School District undergo a background investigation before employment can begin. Persons applying for substitute teaching positions do not require a background investigation check if they are listed on the Statewide Substitute List.
1. The district may require any or all persons who have been employed continuously in the district for more than five (5) years to undergo a background investigation check.
 2. Those individuals employed by contracted services to service students on a regular basis are also required to undergo a background investigation check.
 3. Volunteers shall be required to submit to a background investigation check in compliance with the Volunteers for Children Act of 1998 and any other applicable regulations. For the purposes of this policy, a volunteer is defined as an adult individual who has regularly scheduled unsupervised access to students.
- B. The results of all background investigation checks shall be on file with the Idaho State Department of Education.
- C. Findings
1. If the background investigation check shows that the employee has been convicted of a felony crime enumerated in the Idaho Code 33-1208, it shall be grounds for immediate termination, dismissal or other personnel action of the district, except that it shall be the right of the school district to evaluate whether an individual convicted of one (1) of these crimes and having been incarcerated for that crime shall be hired.
 2. If the background investigation check shows that a contracted services employee has been convicted of a felony crime as stated above, the district will inform the company employing said employee of the investigation result. The district will determine whether this individual will continue to provide services.

BACKGROUND INVESTIGATION CHECK

3. In the case of volunteers, if the background investigation check reveals arrest or conviction for any offense other than a minor traffic violation, the superintendent or designee shall decide whether to accept the volunteer service of that individual.

Revised: October 16, 2008
 March 20, 2009
 October 28, 2010