

STATUTORY REQUIREMENTS

POLICY TITLE	POLICY NUMBER	ADOPTED	REVIEW FREQUENCY
Criminal Background Checks	SR 1.8	Adopted: 6-9-94 Revised: 11-02-2015	Three year cycle

1. Maintaining safe and healthful environments in order to promote the physical, social and psychological well-being of District 834 students is a priority of the Board.
2. The School District will seek a criminal history background check for applicants who receive an offer of employment with the School District (including temporary and substitute positions) and on all individuals who are offered the opportunity to volunteer (except enrolled student volunteers), provide athletic coaching services, or other extracurricular academic coaching services to the School District, regardless of whether any compensation is paid.
3. Criminal background checks on bus drivers employed through contracted services will be conducted by the contractor.
4. The School District may also elect to do background checks of service providers, independent contractors and student employees in the School District.
5. Employees (including temporary and substitute positions)
 - 5.1. An offer of employment shall be conditioned upon a determination by I.S.D. 834 that an applicant's criminal history does not preclude the applicant from employment with I.S.D. 834.
6. Volunteers and Other Non-Employees
 - 6.1. Volunteers and other non-employees will be required to complete a background check prior to being eligible to volunteer in District 834 buildings and programs.
 - 6.2. After initial approval, a volunteer/non-employee must complete an updated background check at least once every four years to be eligible to continue volunteering.
7. Adherence to this policy shall not limit I.S.D. 834's right to require additional information or to use procedures currently in place or other procedures to gain information concerning criminal activities of employees, applicants, volunteers, service providers, and independent contractors.
8. The School District specifically reserves any and all rights it may have to conduct background checks regarding current employees, applicants, volunteers/non-employees, or service providers without the consent of such individuals.

Legal References: Minn. Stat. § 123B.03 (Background Check)
Minn. Stat. §§ 299C.60-299C.64 (Minnesota Child Protection Background
Check Act)
Minn. Stat. § 364.09(b) (Exception for School Districts)