

Ashland School District 5

Code: **GCDA/GDDA**
Adopted: 4/12/04
Readopted: 5/08/17
Orig. Code(s): GCDA/GDDA

Criminal Records Checks/Fingerprinting

All newly hired employees shall be required to submit to a nationwide criminal records check and fingerprinting. Individuals contracting with the district and their employees, who have direct, unsupervised contact with students, shall also be required to submit to a nationwide criminal records check and fingerprinting.

The Board may require Oregon criminal history records checks for other individuals considered for volunteer service for the district who have direct, unsupervised contact with students.

The district will begin the employment of an individual or term of a district contractor on a probationary basis pending the return and disposition of such checks. The services of a volunteer [may][will not] begin pending the return and disposition of a criminal records check.

An individual who has failed to disclose the presence of criminal convictions that would not otherwise prevent his/her employment with the district as provided by law [may] [will not] be employed or contracted with, by the district. The district's use of criminal history must be relevant to the specific requirements of the position, services or employment.

Criminal records checks and/or fingerprinting fees as required by the Teacher Standards and Practices Commission, Department of Education or by the district will be paid by the individual unless he/she is a volunteer. In such cases, the fees will be paid by the district. Newly hired employees not requiring licensure and required to submit to fingerprinting may request that the required fees be withheld from the employee's paycheck.

The superintendent will develop administrative regulations to meet the requirements of applicable Oregon Revised Statutes and Oregon Administrative Rules.

END OF POLICY

Legal Reference(s):

[ORS 181A.230](#)
[ORS 326.603](#)
[ORS 326.607](#)
[ORS 336.631](#)

[ORS 342.143](#)
[ORS 342.223](#)

[OAR 414-061-0010](#)

[OAR 581-021-0500](#)
[OAR 581-022-1730](#)
[OAR 584-036-0062](#)

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, et. seq. (2012).

Cross Reference(s):

EEACA - School Bus Driver Examination and Training
IICC - Volunteers