

Criminal Records Checks/Fingerprinting

In a continuing effort to further ensure the safety and welfare of students and staff, the district shall require criminal records checks and fingerprinting of all newly hired full-time and part-time employees and others having direct, unsupervised contact with students shall also have criminal records checks and fingerprinting, as required by law.

Direct, unsupervised contact means contact with students that provides the person opportunity and probability for personal communication or touch

In addition to the newly hired employees, such checks shall be required of the following:

1. All district contractors and/or their employees, whether employed part-time or full-time;
2. All contractors and/or their employees who provide early childhood special education or early intervention services in accordance with rules established by the Employment Department;
3. An individual who is an employee of a public charter school.

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 be employed or contracted with by the district.

The district shall begin the employment of an individual, or volunteer or terms of a district contractor on a probationary basis pending the return and disposition of such checks. Individuals refusing consent for a criminal records check and/or fingerprinting shall not be considered for employment or contract.

All those subject to criminal records checks and fingerprinting shall be notified in writing. Notice will include a statement that all offers of employment are contingent upon the results of such checks and that any resulting action taken by the district may be appealed to the Oregon Department of Education.

Criminal records checks and fingerprinting fees shall be paid by the district.

The superintendent shall develop administrative regulations as necessary to meet the requirements of law.

END OF POLICY

Legal Reference(s):

[ORS 181.525](#)
[ORS 181.555](#)
[ORS 183.413 - 183.470](#)
[ORS 326.603](#)
[ORS 326.607](#)

[ORS 336.631](#)
[ORS 338.115](#)
[ORS 342.127](#)
[ORS 342.143](#)
[ORS 342.223 to-342.232](#)

[OAR 414-061-0010](#)
[OAR 581-021-0500](#)
[OAR 581-022-1730](#)
[OAR 584-036-0062](#)
SB 46 (2009)

Cross Reference(s):

EEACA - School Bus Driver Examination and Training
ICC - Volunteers