

The Board of Trustees believes that the District must have ethical, effective, and efficient employees in order to serve and protect District students, employees, and the public. The Board of Trustees reserves the right to terminate the employment of an individual whose criminal background check reveals criminal convictions or withheld judgments, including, but not limited to, felonies and misdemeanors, which would potentially compromise his/her ability to meet the requirements of the job.

For this purpose, the Superintendent or designee shall conduct criminal background checks on all new employees with the Idaho State Department of Criminal Investigation.

The employee shall be responsible for the cost of the criminal history check which includes the following:

1. Statewide criminal identification bureau;
2. Federal Bureau of Investigation (FBI) criminal history check; and
3. Statewide and national sex offender registry.

A record of all background checks shall be maintained by the Idaho State Department of Education in a data bank for all employees of St. Maries Joint School District No. 41, with a copy provided to the employee. The outcome of each employee's background check shall be shared with the District by the Department of Education.

For the purpose of this policy, "employee" shall be defined as those individuals hired by St. Maries Joint School District No. 41 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 felony crime, it shall be grounds for immediate termination, dismissal, or other personnel action by the District. The District shall have the right to evaluate and determine whether an individual convicted of a crime, and having been incarcerated for that crime, shall be hired.

Policy Cross Reference:

Legal Reference:

Idaho Code §33-130	Criminal History Checks for School District Employees or Applicants for Certification
Idaho Code §33-1202	Eligibility for Certificate
Idaho Code §33-1204	Validity, Duration, Renewal and Lapse of Certificates
Idaho Code Title 18	Crimes and Punishments

Policy History:

Adopted:	11/18/1996
Reviewed:	02/13/2006
Amended:	03/13/2006