

SCHOOL DISTRICT OF MAYVILLE

533.1

CRIMINAL BACKGROUND CHECKS

A criminal background check shall be conducted for ALL persons recommended for employment. Any individual recommended for employment shall not be allowed to begin work with the district until a criminal background check is conducted.

Volunteers with district-approved access to students in unsupervised settings on or off school district property and/or overnight trips must also consent to a criminal background check before they will be allowed to come in contact with students. All volunteers are required to abide by all applicable laws, district policies and school procedures. If at any time, a volunteer's actions or presence interferes with the functioning of a student, a classroom, or a school as a whole, the administration reserves the right to reassign and/or remove the volunteer from the school setting.

If a criminal background check reveals a conviction or pending charge which the individual failed to disclose as required on the district application form, his/her application for employment or involvement with the school district may be rejected.

If the criminal background check confirms a conviction or pending charge which the individual acknowledged on the application form, a determination shall be made in consultation with legal counsel whether or not to reject the individual based upon a consideration of the circumstances of the conviction/pending charge and whether the circumstances substantially relate to the nature of the particular position or involvement with the school district for which the individual has applied.

LEGAL REF.: Sections 111.31 Wisconsin Statutes
 111.335
 120.12(2)
 121.02(1)(i)

CROSS REF.: 221, Recruitment/Appointment of District Administrator
 221.1, Recruitment/Appointment of Administrative Staff Members
 511, Equal Opportunity Employment
 533, Staff Recruitment and Hiring
 535.21, Volunteer Coaches/Advisors
 720, Safe and Healthful Facilities

APPROVED: March 17, 2008
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REVIEWED:
REVISED:

Signatures of School Board Members:
