



Adopted: June 4, 1996

EMID 6067 Board Policy 404

Revised: September 2004; December, 2014; February 17, 2016

404 EMPLOYMENT BACKGROUND CHECKS

I. PURPOSE

The purpose of this policy is to maintain a safe and healthful environment in EMID and its integration programs in order to promote the physical, social, and psychological well-being of its students. To that end, EMID will seek a criminal history background check for applicants who receive an offer of employment with the district or such other background checks as provided by this policy. EMID may also elect to do background checks of volunteers, student teachers, independent contractors, and student employees.

II. GENERAL STATEMENT OF POLICY

- A. EMID shall require that applicants for positions who receive an offer of employment submit to a criminal history background check. The offer of employment shall be conditioned upon a determination by EMID that an applicant's criminal history does not preclude the applicant from employment with the school district.
- B. EMID specifically reserves any and all rights it may have to conduct background checks regarding current employees or applicants without the consent of such individuals.
- C. Adherence to this policy shall in no way limit EMID's right to require additional information, or to use procedures currently in place or other procedures to gain additional background information concerning employees, applicants, volunteers, independent contractors and student employees.
- D. EMID integration programs shall develop procedures for background checks of volunteers, student teachers, independent contractors and student employees.

III. CRIMINAL HISTORY CONSENT FORM

A form to obtain consent for a criminal history background check is available in the district office.

Legal References: Minn. Stat. § 13.04, Subd. 4 (Inaccurate or Incomplete Data)
Minn. Stat. § 13.87, Subd. 1 (Criminal History Data)
Minn. Stat. § 123B.03 (Background Checks)



Minn. Stat. §§ 299C.60-299C.64 (Minnesota Child Protection Background Check Act)
Minn. Stat. § 364.09(b) (Exception for School Districts)