

Date of adoption: July 30, 2019

Education Service Provider (ESP) as of the date above: Pearson Virtual Schools

BACKGROUND CLEARANCE FOR BOARD MEMBERS

Purpose

The Board is committed to providing a safe environment for its students and the School community, and to protecting the School's funds, property, and other assets. This policy promotes these goals by permitting the Board to make informed choices when recruiting new Board members and protecting the School from potential liability that might result from recruiting Board members without any background screening.

Policy

In addition to any required fingerprinting or other requirements under state law for Board members, the School will conduct background checks prior to a new Board member being appointed and every three (3) years thereafter.

Procedure

The Board will use Connections Academy's contracted background check vendor or another Board approved vendor to conduct the following checks:

- State criminal checks for addresses over the last seven (7) years
- Educational credentials check
- Sex offender check or U.S. criminal indicator search
- State Child Abuse Clearance Check

Board members and Board member candidates (prior to official Board approval) shall complete the Background Check Clearance Form to authorize performance of the background check and cooperate as may be necessary to obtain any clearances. The background check will be performed at the expense of the School. Failure or refusal by Board candidates to complete the Background Check Clearance Form shall constitute grounds for denial of approval. All background checks are required to report that there are no findings that would prevent the individual screened from performing the duties of a Board member and that the candidate or Board member meets the required qualifications set forth for members of the Board. Where there is a finding that would indicate a candidate or Board member may not meet these standards, the information will be provided by the individual authorized to conduct the background check (Human Resources employee if being conducted by Connections Academy's contracted vendor)

directly to Board Counsel to determine whether the candidate can be approved as a Board Director despite the finding or that the Board member's office may be declared vacant. If Board Counsel determines that the candidate cannot be approved as a Board Director or a Board member's office may be declared vacant, the Board shall do the following:

- Provide oral, written, or electronic notice of the determination to the candidate or member;
- Provide the name, address, and telephone number of the vendor who performed the background check to the candidate or member;
- Inform the candidate or member that the vendor who performed the background check did not make the determination and is unable to provide the candidate or member with specific reasons why the determination was made;
- Provide oral, written, or electronic notice of the candidate or member's right to obtain a free copy of the background check report from the vendor if requested in writing within sixty (60) days of being notified of the determination;
- Inform the candidate or member of his or her right to dispute the accuracy or completeness in the background check report with the vendor who performed the background check.

The background checks will be valid for three (3) years and will be reviewed at the annual meeting. In the interim between checks, each Board member has an affirmative obligation to inform the Board chair of any incident that would compromise a clean background check and/or would indicate that the Board member does not meet the qualifications set forth for members of the Board. In the event a candidate or member is successful in disputing the accuracy or completeness of the background check, the candidate or member may request that the Board order another background check to reevaluate the candidate or member's fitness to serve as a member of the Board. The Board may, at its discretion, choose to comply with this request.

Related Documents

Background Check Clearance Form