

ADOPTED MARCH 25, 2002  
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Descriptor Term:  
CRIMINAL BACKGROUND CHECKS

Descriptor Code:  
7.4877

Legal References: G.S. 114-19.2; 115C-332

Cross References:

All final applicants for any employment position with the school system, independent contractors and any substitutes submitted for approval shall be required to undergo a criminal background check. Fingerprinting may be required. The cost of this criminal background check shall be borne by the school system.

The superintendent or his/her designee shall review the criminal history it receives on a person. The superintendent or his/her designee shall determine whether the results of the review indicate that the employee, independent contractor or substitute (1) poses a threat to the physical safety or emotional well-being of students or employees, or (2) has demonstrated that he/she does not have the integrity or honesty to fulfill his/her duties to the school system. If the superintendent or his/her designee determines that the employee, independent contractor or substitute (1) poses a threat to the physical safety or emotional well-being of student or employees, or (2) has demonstrated that he/she does not have the integrity or honesty to fulfill his/her duties to the school system, the applicant for employment shall not be hired, the services of the independent contractor shall not be utilized by the school system or the substitute shall not be approved, whichever is applicable.

The Human Resources Department shall make written findings with regard to information used to deny employment to or approval of employees, independent contractors or substitutes.