

POLICY 4332
CRIMINAL BACKGROUND CHECKS

To ensure the safety and well-being of students and staff, a criminal background check shall be conducted for all persons recommended for employment with KUSD.

Likewise, all visitors will either complete a criminal background check or comply with all visitor management processes and procedures. KUSD requires all individuals who will be unsupervised and/or have little to no staff oversight while having direct access to students to complete a criminal background check. Examples include tutors, mentors, volunteers, chaperones and other non-KUSD staff who will be responsible for the safety and well-being of students. If an individual serving in this capacity can establish that they are subject to a criminal background check will be considered (e.g. police and fire personnel). The district requires all other visitors who will have staff-supervised access to students (e.g. guest speakers, parent helpers, etc.) during school hours to adhere to all current visitor management processes and procedures, including checking in at the front and to determine what conditions, if any, will apply to the visit.

Information from criminal background checks will not be used or considered in making employment or volunteerism decisions unless a past conviction or circumstance giving rise to a pending charge is substantially related to

