

PROFESSIONAL STAFF CERTIFICATION AND CREDENTIALING REQUIREMENTS

(Fingerprinting Requirements)

New Hires

All licensed personnel ~~to be hired~~ offered employment by the District, who have not been initially licensed within twenty-four (24) months of applying for employment, shall be required to provide fingerprint cards or electronic fingerprints for licensure in accord with state law, ~~and The public school~~ shall pay the cost of obtaining ~~Federal Bureau of Investigation~~ fingerprint or criminal history records for the licensed personnel. ~~An applicant offered employment,~~ A contractor or contractor's employee, or a volunteer who will have unsupervised access to students on school premises shall also be required to provide fingerprint cards or electronic fingerprints and may be required to pay the cost of obtaining ~~Federal Bureau of Investigation~~ fingerprint or criminal history records

The candidate's fingerprints shall be submitted, along with the form presented as an exhibit to this policy, immediately upon being ~~notified of~~ selected as a finalist for possible employment. The form shall be considered a part of the application for employment. Convictions of felonies or misdemeanors involving moral turpitude if directly related to employment which are contained in the ~~Federal Bureau of~~ criminal history investigation record shall be used to deny, suspend or revoke employment in accordance with the Criminal Offender Employment Act; ~~provided that~~ However, if the conviction does not directly relate to employment, completion of probation or parole supervision or expiration of a period of three years after final discharge or release from imprisonment without subsequent conviction shall create a presumption of sufficient rehabilitation. Other information contained in ~~the Federal Bureau of~~ investigation record, if supported by independent evidence, may also form the basis for the employment decisions for good and just cause. A candidate's conviction of trafficking in controlled substances, criminal sexual penetration or related sexual offenses or child abuse regardless of rehabilitation shall warrant denial, suspension or revocation of employment. Records of arrest not followed by conviction or misdemeanors NOT involving moral turpitude may not be used, distributed or disseminated regarding public employment.

A person who makes a false statement, representation, or certification in any application for employment with the School District may be denied employment or terminated.

Reasons for a decision not to employ an individual based upon conviction of any indicated crime or misdemeanor involving moral turpitude shall be provided to the candidate. An appeal of denial, suspension or revocation of employment based upon the Criminal Offender Employment Act may be requested in accord with the grievance procedure provided in policy.

A person not directly involved in the employment decision affecting the specific applicant shall not be permitted unauthorized access to criminal history record information or background information. All fingerprint or criminal history records are to be confidential records and are to be maintained as personnel records in accord with the "Rights to inspect public records, exceptions".

The Superintendent shall report to the Public Education Department any known conviction of a felony or misdemeanor involving moral turpitude of a licensed school employee that results in any type of action against the employee.

Adopted: date of manual adoption

LEGAL REF.: 22-10A-5 NMSA (1978)
6.60.8.7 NMAC
6.60.8.8 NMAC
6.60.8.9 NMAC

CROSS REF.: GCF - Professional Staff Hiring
GCG - Part-Time and Substitute Professional Staff
Employment
IJOC - School Volunteers

GADSDEN INDEPENDENT SCHOOL DISTRICT

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