

## **Section 5000 – Personnel**

### 5175 Criminal History Background Checks- Employee/Independent Contractors/Vendors

5175

The Grand Rapids Board of Education, in compliance with student safety laws as enacted by the legislature of the State of Michigan, hereby establishes this policy requiring criminal history background checks for employees/independent contractors/ vendors who are regularly and continuously assigned to the Grand Rapids Public Schools. "Regularly and Continuously Assigned" means: The assignment requires the individual to be in the school or on school property at least once per week or two or more times per month for 60 days or more.

The Board supports the accompanying rules and regulations to this policy relating to the criminal background checks of employees/independent contractors/vendors in the Grand Rapids Public Schools.

#### Reporting Crimes and Convictions

All District employees/independent contractors/vendors shall disclose all criminal charges or convictions to the Superintendent including, but not limited to, those required by law.

Failure to report being charged or convicted of a crime may result in dismissal or the termination of a contract.

Notice shall be provided to all employees/independent contractors/vendors of the duty to report criminal charges and convictions.

The Superintendent will promulgate appropriate administrative rules regarding the procedures to be followed in the event of any complaints or criminal charges being filed against employees/independent contractors/vendors.

Approved: June 29, 2009

Revised: March 18, 2019

LEGAL REF: MCL 380.1230; 380.1230a; 380.1230b; 380.1230c; 380.1535a (9)