

**BEND-LA PINE SCHOOLS**  
Administrative School District No. 1  
Deschutes County, Oregon  
**BOARD POLICY**

Name: Criminal Records Check / Fingerprinting  
Section: Required Policies  
Code: GCDA/GDDA

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In a continuing effort to further ensure the safety and welfare of students and staff, the district shall require criminal records checks and fingerprinting of all newly hired full-time and part-time employees. Others having direct, unsupervised contact with students shall also have criminal records checks and fingerprinting, as required by law. It is the intention of the Board to ensure that the most thorough criminal history records checks are conducted, using nationwide databases when available.

The district will not hire any person who has committed a crime listed in ORS 342.143(3). The district will not contract with a contractor, if the contractor or the contractor's employees who have direct unsupervised contact with students, have committed a crime listed in ORS 342-143(3). The district shall have the authority to deny employment to applicants and contractors who have a criminal history in addition to the exclusionary crimes listed in ORS 342.143(3), if the district determines it to be necessary to ensure the safety and welfare of students and staff.

"Direct, unsupervised contact" means contact with students that provides the person opportunity and probability for personal communication or touch.

In addition to the newly hired employees, such checks shall be required of the following:

1. All district contractors and/or their employees;
2. All contractors and/or their employees who provide early childhood special education or early intervention services in accordance with rules established by the Oregon Employment Department;
3. An individual who is an employee of a public charter school.

An individual who has failed to disclose the presence of criminal convictions that would not otherwise prevent his/her employment with the district as provided by law may be employed or contracted with by the district.

The district may begin the employment of an individual, volunteer, or terms of a district contractor on a probationary basis pending the return and disposition of criminal records checks and/or fingerprinting.

The superintendent shall develop administrative regulations as necessary to meet the requirements of law.

END OF POLICY

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Legal Reference(s):

ORS 181.525  
ORS 181.555

ORS 183.413 - 183.470  
ORS 326.603

ORS 326.607  
ORS 336.631  
ORS 338.115  
ORS 342.127  
ORS 342.223 to-342.232  
ORS 342.143

OAR 414-061-0010  
OAR 581-021-0500  
OAR 581-022-1730  
OAR 584-036-0062

Reviewed: 4/12/11, 10/8/13  
Approved: 2/14/94, 1/14/97, 4/26/11, 10/22/13