



BACKGROUND CHECK POLICY AND IMPLEMENTATION UPDATE

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Presentation to Boston School Committee
June 22, 2016

Agenda

1. Overview of current criminal history screening policy
2. Criminal history screening for all new hires
3. Criminal history review of current employees

BPS Criminal History Screening Policy: Circular HRS-PP09

“To further the protection of school children, the Boston School Committee and Superintendent are committed to providing a safe learning and work environment by ensuring that criminal histories of individuals who may have direct and unmonitored contact with children are checked. In accordance with all applicable federal and state laws and regulations regarding Criminal Offender Record Information (CORI) including fingerprinting and Sex Offender Registry Information (SORI), the Boston Public Schools shall conduct criminal background checks periodically, but not less than every 3 years.”

Policies

- BPS has a Criminal Offender Record Information (CORI) Policy
The policy outlines items such as who shall be screened, timing for screenings, determination of suitability, and process following an adverse decision.
- BPS has a Fingerprint Based Criminal History Record Information (CHRI) Policy
The policy outlines items such as the process, training, making suitability determinations, and reporting requirements to the MA Department of Elementary and Secondary Education.

Policy Implementation – New Hires

CORI/SORI

- CORI check run for candidates with conditional offers of employment
- If there are criminal history results, the case is transferred to the CORI Board for a review and a suitability determination
- Employment is contingent on satisfactory results

Fingerprinting

- Beginning in 2014, every new hire is required to complete a fingerprint-based state and national background check
- Fingerprint check run for candidates with conditional offers of employment
- Fingerprint checks are conducted once

Policy Implementation – Existing employees

CORI/SORI

- Completed at least once every 3 years
- Employees must provide signed consent to re-run CORI/SORI
- BPS sent memo to all current employees for consent before end of current school year
- BPS will complete criminal history screening on rolling basis beginning with employees not hired within the last 3 years

Fingerprinting

- Employees who began work for BPS before the 2013-14 school year must obtain the fingerprint check before the start of 2016-17 school year

Policy Implementation – Volunteer

CORI/SORI

- Completed annually

Fingerprinting

- Not required by state law