



DATE: October 16, 2024

TO: Board of Education

FROM: Mrs. Kerstin Kramer, Superintendent Chief Learning Officer

SUBJECT: Approve the Proposed Revisions to Administrative Regulations 4112.5/4212.5/4312.5 and Exhibit (1) 4112.5 - Criminal Record Check and Adopt Exhibits (1) 4212.5/4312.5 - Criminal Record

PRESENTED BY: Mike Shepherd, Executive Director of Human Resources

ACTION REQUESTED

Approve the proposed revisions to Administrative Regulations 4112.5/4212.5/4312.5 and Exhibit (1) 4112.5 - Criminal Record Check, and adopt Exhibit (1) 4212.5/4312.5 - Criminal Record Check as recommended by the model provided by CSBA.

BACKGROUND INFORMATION

Regulations updated to reference that discrimination against a person in hiring based on the person's use of cannabis off the job and away from the workplace is prohibited, including NEW LAW (SB 700, 2023) which prohibits the district from requesting information from an applicant related to the applicant's prior use of cannabis, apart from the person's criminal history, unless the district is otherwise legally permitted to consider or inquire about that information. Additionally, regulation updated for clarity.

Exhibit (1) 4112.5/4212.5/4312.5 - Criminal Record Check Exhibit reviewed in conjunction with the update of the accompanying Administrative Regulation.

RESOURCES REQUIRED: N/A

PREPARED BY: Tichelle Criswell, Administrative Assistant, for Mike Shepherd, Executive Director of Human Resources

Attachments:

- Compared Administrative Regulations
- Compared Exhibit (1) 4112.5
- Exhibit (1) 4212.5/4312.5 - Consider Adopting