



**Policy: 11.05**

**SUBJECT:                    CRIMINAL HISTORY AND BACKGROUND CHECKS**

**Supersedes:**

**Effective:**                    October 5, 2009

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**Approved by:**                Detroit Board of Education

**1.0    Policy**

**1.1    CRIMINAL HISTORY CHECKS**

Upon an offer of initial employment by the Board, all persons, in either certified or support positions, and any volunteers working directly with students in any capacity shall have undergone a criminal history check. A staff person may be conditionally hired or volunteer conditionally placed, prior to the results of a criminal history check, as provided in the Revised School Code, as amended.

**1.2    BACKGROUND CHECKS – EMPLOYMENT HISTORY – UNPROFESSIONAL CONDUCT**

Upon an offer of initial employment by the board, all persons shall have authorized the Board of Education to obtain an unprofessional conduct background check. A staff person may be hired prior to the results of the unprofessional conduct background check as provided in the Revised Student Code, as amended.

**Attachments to Policy \_\_\_\_:**                None

**See also:**                        None

**Legal References:**            MCLA § 380.1230(1),(2)a-b

**Labor Contract References:**                None