

**Selection of  
Personnel**

In consideration of qualified job applicants, the District will not employ any applicant who has been determined to meet any of the following criteria:

1. Prior felony conviction(s).
2. A prior conviction or unsuccessful completion of deferred adjudication of a misdemeanor offense within the last five years involving offenses of moral turpitude (acts that are generally considered morally or ethically wrong, including crimes that involve dishonesty, fraud, deceit, misrepresentation, or deliberate violence) or offenses involving drugs and/or alcohol.
3. Felony or misdemeanor charges that are pending against the applicant involving offenses of moral turpitude or offenses involving drugs and/or alcohol.
4. Prior nonrenewal of a contract.
5. Prior termination.
6. Resignation in lieu of proposed nonrenewal, termination, or after having received written notification of contractual difficulty.

**Other  
Considerations**

Any other information on the criminal history report not listed above will be reviewed by the executive director of human resources or designee before a recommendation is made about hiring or not hiring an applicant with a criminal history. The review will include, but not be limited to, the following prior to making a recommendation for hiring or not hiring:

1. Nature of the offense.
2. Nature and duty of the employment position.
3. Number of offenses.
4. Severity of the offense.
5. Frequency of the occurrence of the offense.
6. Timing of the offense (how recent).
7. Age of the applicant at the time that the offense occurred.
8. Disposition of the offense.
9. The accuracy, extent, and timeliness of the information provided by the applicant on District paperwork and/or District administrative officials.

An applicant may be asked to provide information regarding the nature of an offense and the executive director of human resources or designee may consider such information in making a recommendation about hiring or not hiring the applicant. Refusal of the applicant to provide requested information may also be considered by the executive director of human resources or designee in making a recommendation to the Superintendent. [See DC(EXHIBIT)]

In addition, the executive director of human resources or designee may review social media platforms and news articles regarding an applicant to determine whether the applicant has engaged in any of the following activities:

1. Illegal activity
2. Violence
3. Racism
4. Bigotry
5. Discriminatory behavior
6. Sexually explicit content
7. Inappropriate pictures, videos, memes, etc.
8. Threatening or disparaging remarks
9. References to or solicitation of illegal drugs
10. Any other activity that would violate Board policy.

**Current Employees**

Any information on the criminal history report, the social media platform review, or news articles regarding a current District employee will be reviewed according to the same criteria listed above before any recommendation about taking action related to the individual's employment status.

The Superintendent or designee must approve any exception to this regulation.