

Procedures for Obtaining Personnel Records for Applicants

1. Before hiring an applicant for employment in a certificated or non-certificated position the District shall have the applicant sign the statement/release (501.1.3) and provide a list of their previous school district employers (the list may be obtained via resume or application). The District will not hire an applicant who refuses or fails to sign the statement/release.
2. Within three (3) business days of receipt, the signed statement/release will then be sent by the District to all of the applicant's current or past, in state or out of state, school district employers along with a request for information relating to job performance and/or job related conduct (form 501.1.4). Note – The District does not have to request the information for all applicants. The District only has to request the information for the applicant(s) who are considered being offered the position. However, in the interests of timeliness, as it may take up to twenty (20) days to receive such information, the District may request the information of every applicant who has sent a signed statement/release.
3. The District may follow up with current or past school district employers if the information requested has not been received within thirty (30) days from the date the request was sent. The District may hire non-certificated applicants on a conditional basis pending receipt of the information requested. Applicants shall not be prevented from being hired if an out of state current or past school district employer refuses to comply with the request. The District will attempt to obtain a written refusal along with the reason for the refusal from the non-compliant out of state school district employer. The written refusal shall be kept as a part of the applicant's file.
 - a. The District may dispose of any documentation or information gathered pursuant to this process as allowed by District document retention policies.
4. The District shall also request State Department of Education verification of certification status as well as any past or pending violations of the Professional Code of Ethics and information related to the job performance of the applicants for any certificated position (form 501.1.5).
5. When such information and documentation is not received prior to screening or interviews, the District will review such information no less than thirty (30) days after it has been received. If an applicant has been offered provisional employment pursuant to I.C. 33-1210(7), the District should review the documentation within ten (10) days of receipt. If a written statement of non-employment is to be provided to the provisional employee, it shall be provided before the end of thirty (30) days after the receipt of the documents. If the provisional employee is to be employed by the District, a written contract should be provided prior to the end of the thirty (30) day period. It is the goal of the District to avoid any situation where an applicant or provisional employee is employed by default or without a written contract.

- 6. The District shall use information received from applicant’s current or past employers only for the purposes of evaluating an applicant’s qualifications for employment in the position for which the applicant has applied. No Board member or District employee shall disclose the information received to any person, other than the applicant, who is not directly involved in the process of evaluating the applicant’s qualifications for employment.

Cross Reference: 501.1.1 Hiring Process and Criteria
 501.1.3 Authorization for Release of Information Form
 501.1.4 Request to Employer Form
 501.1.5 Request for Verification of Certificate Form

Legal Reference: I.C. § 33-1210 Information on past job performance

Policy History:
Adopted on:
Revised on: