**Background Checks For Employees and Applicants**

A. **The NJSBA believes** all applicants for employment, as well as current employees who have never had a background check, whose position involves regular contact with pupils, should be required to have federal and state criminal background checks completed. [Authority: DA 12/84-6, DA 6/87-1, DA 12/90-2, BD 4/93, DA 11/96 SR, DA 5/97 CR (School Finance)]

B. **The NJSBA believes** local school districts should be permitted to hire an applicant on a provisional basis while the background check is being completed. [Authority: DA 12/84-6, DA 6/87-1, DA 12/90-2, BD 4/93, DA 11/96-SR, DA 5/97-CR (School Finance)]

C. **The NJSBA believes** boards of education should have the option to conduct preliminary criminal background checks pending the completion of checks performed by State authorities. Access to preliminary background check information would be obtained through the local law enforcement officials relevant to the board of education in question and would involve a search of federal and state law enforcement records. Information checked through preliminary procedures should be consistent with that obtainable under current law. [Authority: DA 11/97-1]


**Background Checks of Bus Drivers**

A. **The NJSBA believes** that bus drivers should have background checks performed by state and federal authorities whenever a bus driver license is applied for or renewed. [Authority: DA 12/84-6, DA 6/87-1, DA 12/90-2, BD 4/93, DA 11/96-CR, DA 5/97-CR (School Finance)]

B. **The NJSBA believes** boards of education should not be held criminally liable for the approval or the assignment of drivers or substitute drivers of a school bus. [Authority: DA 6/83-17, DA 11/96-SR, DA 5/97 CR (School Finance)]


**Student Teachers**

The **NJSBA believes** that all student teachers and interns should be required to have federal and New Jersey state criminal background checks completed before that student teacher or intern is assigned to a public school in the State of New Jersey. [Authority: DA 5/03-1, DA 11/11-SR, DA 12/16-SR]

**Employment Disqualification**

The **NJSBA believes** any person currently under indictment or convicted of any criminal offenses, including any offenses involving driving while intoxicated, where such indictment or offense is related to the positions or intended positions of such persons in the school environment, must be disqualified from school employment. [Authority: DA 12/84-6, DA 6/87-1, DA 12/90-2, DA 11/96-SR, DA 5/97-CR (School Finance), DA 5/02-SR,
Criminal History Check (continued)

DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]

Cross References:  
1600 Relations between other entities and the district  
4119.23 Smoking, drinking and use of drugs on school premises  
4217.50 Standards for staff discipline  
5141.4 Child abuse and neglect  
4212.2 Certification or licensing

Key Words: background checks, disqualification