

Applicants recommended for employment with the District are subject to work history, education history, and reference investigations, including but not limited to substitutes, volunteers, temporaries, and employees of independent contractors having unsupervised student contact. Each such applicant will be subject to a criminal background investigation, which may include mandatory fingerprinting, at the applicant or contractor's expense, as a condition of further consideration of employment.

All offers of employment, volunteer positions, and all contracts with independent contractors whose employees have unsupervised student contact are contingent upon the satisfactory completion of background investigations. Criminal convictions shall not automatically bar an applicant from obtaining employment with the Pojoaque Valley Schools, but pursuant to the Criminal Offender Act, NMSA 1978, Sections 28-2-4 and 28-2-5, and NMSA 1978, Section 22-10A-5, may be the basis for refusing employment or volunteer positions.

The administration may also conduct the referenced background investigations of incumbent employees, volunteers, and contractors if it becomes aware of facts, circumstances, and/or conduct that give rise to a reasonable suspicion, that undisclosed aspects of the individual's background might disqualify him or her to continued employment with or services to the district.

The head of Human Resources shall have the authority and responsibility for developing procedures related to the management of criminal history investigations.