

December 7, 2016

AMEND BOARD RULE 4-4 EMPLOYMENT REQUIREMENTS**THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:**

That the Board amend Board Rule 4-4, subsections (b) and (o), regarding criminal background checks, to permit checks of the Illinois Department of Children and Family Services State Automated Child Welfare Information System to ensure that the Board is not unknowingly employing any person who has a substantiated report of child abuse or neglect.

TEXT:**4-4. Employment Requirements.**


b. *Criminal Background Investigations.* As a condition of hire ~~hiring and continued employment, all employees must authorize continuing to employ all employees,~~ the Board ~~to shall~~ shall conduct a fingerprint or other criminal history verification, ~~as well as a check for substantiated reports of child abuse or neglect, with appropriate authorities,~~ in accordance with the provisions of the Illinois School Code. To ensure that the Board does not employ and is not knowingly employing a person who has committed the crimes ~~and offenses~~ enumerated in 105 ILCS 5/21-23a or 105 ILCS 5/34-18.5, the Chief Executive Officer or his/her designee shall establish procedures and guidelines for conducting criminal ~~and child-abuse-and neglect-~~ background investigations for: (1) applicants prior to hire; (2) employed teachers at the time of their teacher certificate or educator-license renewal or at some other periodic interval that is administratively convenient; (3) all other employees at regular periodic intervals that are administratively convenient; and (4) any employee or group of employees at the direction of the Chief Executive Officer or his/her designee. Any ~~applicant or employee whose criminal background or adjudication for child physical or sexual abuse in juvenile court child-protection proceedings excludes him/her from Board employment under the Illinois School Code shall not be hired or, if employed, shall be dismissed.~~ Regardless of whether ~~or not~~ an applicant or employee's criminal ~~or child-abuse-and-neglect~~ history excludes him/her from employment under the Illinois School Code, the Chief Executive Officer or his/her designee shall consider that ~~the applicant's criminal conviction history, and whether or not the applicant or employee has made a full disclosure of that history, in determining whether to hire an applicant or whether to dismiss an employee.~~

o. *Other Requirements for Pre-Employment, Employment, Association or Affiliation and Requirements.* The Board or the Chief Executive Officer or the Chief Executive Officer's designee may establish other hiring, and employment, ~~affiliation and association~~ criteria and eligibility requirements that are consistent with the position occupied or applied for, the Board's Rules and Policies, public policy and local, state and federal law.

LSC REVIEW: Not applicable

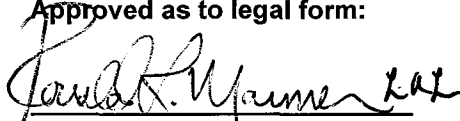
FINANCIAL: Not applicable.

Respectfully submitted,



 Forrest Claypool
 Chief Executive Officer

Approved as to legal form:



 Ronald L. Marmor
 General Counsel