

**TALBOT COUNTY
PUBLIC SCHOOLS
EASTON, MD 21601**

**POLICY CODE
7.5
ADOPTED: 01/14/87
REVISED: 9/16/15**

**STAFF CRIMINAL BACKGROUND CHECK
CRIMINAL RECORD CHECK**

1. Prospective employees shall be considered eligible for employment only after finger printing has been completed which is required by Maryland law.
2. Recognizing that some criminal record checks may not be completed by the time employment would normally begin, any approval of an employment contract for any prospective employee shall be specifically conditioned upon the receipt of a criminal record check meeting the above criteria. No person shall have any vested interest, right or title to a contractual employment relationship or job with the Talbot County Board of Education until a criminal record check has been received by the Board of Education and found to be satisfactory for the employment of said individual as herein stated.
3. The cost of the initial criminal background check shall be borne by the new employee. The cost of the criminal background check for volunteer coaching positions that require a background check shall be covered by the Board.
4. In keeping with the criminal background law, those persons volunteering their services in the schools shall not be required to complete a background check as long as they volunteer under the direct supervision of an approved employee.

-END-