

**1.010 RIVERSIDE LEADERSHIP ACADEMY BOARD CRIMINAL BACKGROUND CHECK POLICY**

All members of the Board of Directors shall undergo a criminal background check, a Social Security Search, and a Sex Offender Search prior to officially joining the Board. Once a new board member has been identified and voted on, the checks will be performed. If a background check identifies issues the case will be referred to the Board Chair and the Vice Chair.

The Chair or Vice Chair will notify applicants if any adverse results are found and the applicant will be given a chance to respond with any relevant explanation. The following factors will be considered in making a determination of qualification:

1. the nature and gravity of the offense or conduct,
2. the time that has passed since the offense or conduct and/or completion of the sentence.

No members of the Board of Directors who have been convicted of or have pleaded nolo contendere to a crime related to misappropriation of funds or theft shall be engaged in direct processing of charter school funds. No individual who is a registered sex offender will serve on the Board of Directors. Once the new Board member's background check has been successfully completed and approved by the Chair and Vice Chair, the new member may attend meetings and become fully involved in School Board activities.

The School will initiate the background checks through an external company. Reasonable efforts will be made to ensure that the results of criminal background checks will be kept as confidential as possible with a limited number of persons authorized to review results (to include the Executive Director and the Board Chair).