

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** April 28, 2026

**NUMBER:** 26-123

**FR:** Office of the Superintendent

**SUBJECT:** Approval of Proposed  
Revisions to BP  
4112.5/4212.5/4312.5 All  
Personnel – Security  
Check; First Reading

### **STRATEGIC PLAN/BOARD GOAL:**

Track 1: Operational Improvements  
*Initiative: Optimize Business Practices*

### **ABSTRACT:**

Board policy revisions require Board approval.

### **ISSUE:**

At issue is to approve the first reading of the proposed revisions to BP 4112.5/4212.5/4312.5 All Personnel – Security Check and open for public comments.

### **BACKGROUND AND/OR PERTINENT INFORMATION:**

The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board.

This is the first reading of the proposed revisions to BP 4112.5/4212.5/4312.5 All Personnel – Security Check within the Personnel series.

This update clarifies that school district volunteers must be subject to a background check, and that an omission on an application can be grounds for denial of hire (or dismissal).

The Board Policy Committee reviewed the proposed changes, recommends approval and to open for public comments.

### **ALTERNATIVES:**

1. Approve the first reading of the proposed revisions to BP 4112.5/4212.5/4312.5 All Personnel – Security Check as presented and open for public comments;
2. Do not approve the first reading of the proposed revisions to BP 4112.5/4212.5/4312.5 as presented;
3. Take no final action.

### **ADMINISTRATION'S RECOMMENDATION:**

The administration recommends the Board approve the first reading of the proposed revisions to BP 4112.5/4212.5/4312.5 All Personnel – Security Check as presented and open for public comments.

## **BP 4112.5/4212.5/4312.5 ALL PERSONNEL - SECURITY CHECK**

The School Board works to hire personnel whose background, conduct, and behavior ~~exemplifies a standard~~ reflect the highest standards of integrity and professionalism, and are deemed appropriate for ~~individuals~~ working with children. ~~Effort~~ The District will be made to investigate the background of all applicants (including volunteers) prior to hire in the ~~d~~District. This investigation will include questions related to an applicant's background and criminal history, including a background check, and may include a fingerprint check.

Falsification or omission of information during the interview or on the application shall be grounds for immediate removal from consideration for a position or dismissal from a currently held position. For certified staff, a complaint may also be made with the Alaska Professional Teaching Practices Commission (PTPC).

*Adopted: June 09, 2004*

Revised:

**Northwest Arctic Borough School District**