

EFFECT OF CRIMINAL CONVICTION

It is the policy of the board not to employ or to continue the employment of classified, professional or administrative personnel who may be deemed unsuited for service by reason of criminal conviction. Conviction of a crime, in and of itself, is not an automatic bar to employment. Where a conviction relates to suitability of the individual to perform duties in a particular position, such person may be denied employment or be terminated.

Individuals applying for employment in the Waynesboro Public Schools for any position shall be required to disclose prior convictions of law other than minor traffic violations or juvenile offenses. Information provided by applicants may be verified by work history, personal reference or criminal record inquiries to determine the applicant's acceptability for employment. Where a prior conviction is ascertained, the school system will consider the nature of the offense, the date of the offense, and the relationship between the offense and the position for which application is sought.

Adopted: February 14, 1995

Legal Ref.: Code of Virginia, 1950, as amended, 22.1-78