

# Charter School Performance Compact: Background Checks

Charter schools must comply with R.S. 17:15 “Criminal History Review” and R.S. 15:587.1 “The Louisiana Child Protection Act.” These statutes require school systems to request criminal history checks from the State Bureau of Criminal Identification and Information.

## Employees Affected

Background checks are required for all employees, including:

- Teachers and substitute teachers
- Bus drivers
- Janitors
- Other school employees who might reasonably be expected to be placed in a position of supervisory or disciplinary authority over school children

## Personnel Requirements

**Schools may not hire:** Anyone convicted of or pled nolo contendere to a crime listed in La.R.S. 15:587.1 barring approval by the district attorney and a district judge.

**Schools must dismiss:** Any teacher or other employee convicted of or who pled nolo contendere to any crime listed in La.R.S. 15:587.1(C), except for La.R.S. 14:74.

**Potential Employees should use the following forms from the Louisiana State Police:**

- Authorization Form
- Rap Disclosure Form
- Right to Review

## Background Check Process

- Background checks should be submitted to the Louisiana Bureau of Criminal Identification (LCBI) and Information.
- Background checks must include the potential employee’s fingerprints and a signed statement authorizing the release of information from the LCBI to the school.
- The potential employee may be temporarily hired pending the report from the LCBI.
- Each school should maintain the statement of approval from the LCBI in each employee’s personnel file at all times and should be produced upon request to any law enforcement officer.

## Additional Information

Background Check Resource	Website
Louisiana Bureau of Criminal Identification and Information	<a href="https://www.lsp.org/services/background-checks/">https://www.lsp.org/services/background-checks/</a>
Bulletin 126 §2905 – Criminal History Review	<a href="https://bese.louisiana.gov/policy">https://bese.louisiana.gov/policy</a>
Louisiana Child Protection Act	<a href="https://legis.la.gov/Legis/Law.aspx?d=79264">https://legis.la.gov/Legis/Law.aspx?d=79264</a>

This informational document is a general guide to inform schools of basic requirements. It is NOT a substitute for federal, or state guidelines and/or the appropriate state and local policies. Please visit the websites above for more information or contact the Office of School Choice with questions.