

Board of Education Regular Meeting
Monday, November 9, 2026 6:00 PM



A Board of Education Regular Meeting of the Board of Education of South Summit School District will be held on Monday, November 9, 2026 beginning at 6:00 PM in the Boardroom, 285 East 400 South, Kamas, Utah 84036. All times listed are general in nature and are subject to change by the conducting Board Member.

Electronic and telephonic participation may be available for Board Members. The Board Room at 285 E. 400 S. will be the anchor location for any electronic or telephonic participation.

The subjects to be discussed or considered, or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent calendar, items identified within the consent agenda will be acted on at one time.

The students, parents, employees and patrons of South Summit School District are both teachers and learners; we are responsible for supporting one another in reaching our highest potential as individuals, families and citizens.

I. INTRODUCTORY ITEMS
A. Welcome and Call to Order
1. Guests
B. Vision and Mission Statements
C. Pledge of Allegiance
II. PUBLIC INPUT
III. DISTRICT UPDATES
A. Student Board Member Items
B. Spotlight
1. Senior Class Officers
C. Elementary or Middle School Data Report
D. Data Report - Shelley?
E. Director Reports
F. Superintendent Update
G. Business Administrator Update
H. Master Planning Update
I. Professional Development Evaluation Reports
IV. PROCEDURAL UPDATE
V. RECESS
VI. ACTION ITEMS
A. **Consent Agenda Instructions**
B. Consent Agenda
1. Consent Agenda - New Employees
2. Consent Agenda: SSMS School Counselor
3. 2026 Winter Sports Coaches
4. Volunteers with approved background checks
5. Policies for 2nd Reading
a. Policy 2001 - Budgeting Policy - 2nd Reading
b. Policy 2009 - Conflict of Interest - 2nd Reading
c. Policy 4021: Concurrent Enrollment - 2nd Reading
d. Policy 5022 - Leave Benefits for 2nd Reading
e. Policy 5042 Background Checks - 2nd Reading
f. Policy 5081 - Employee Codes of Conduct - 2nd Reading
g. Policy 5085 - Employment Student Support and Scope of Practice - 2nd Reading
6. Homeschool Affidavits
7. Miscellaneous
C. Holiday Stipend
VII. BOARD ITEMS
A. Board Items
VIII. CLOSED SESSION
IX. ADJOURNMENT

Background Checks

Policy 5042

Section: 5000 - Personnel

I. Policy Statement

A. The Board of Education is committed to providing a safe and secure educational and working environment for students and employees. As part of this effort, the District requires criminal background checks of licensed employees, non-licensed employees, contracted employees, and volunteers who will be working directly with students.

II. Definitions

- A. A licensed employee is one who holds a current Utah educator license issued by the State Board of Education.
- B. A non-licensed employee is one who does not hold a current Utah educator license issued by the State Board of Education.
- C. A qualifying volunteer is a volunteer who will be given significant unsupervised access to a student in connection with the volunteer's assignment. **For purposes of this policy, "qualifying volunteer" does not include an officer or employee of a cooperating employer which has an internship safety agreement with the District as provided in Policy 5071.**
- D. A contract employee is an employee of a staffing service or other entity who works at a District school under a contract.

- E. Personal identifying information means an individual's current name, former names, nicknames and aliases; date of birth; address; telephone number; ~~driver's~~ driver license number or other government-issued identification number; Social Security number; and fingerprints.

III. Required Employment Reference Checks

In addition to satisfying the requirements of this policy, the District shall also conduct such employment reference checks as are required by Policy 5003, Employee References and Letters of Recommendation.

IV. Application Notice and Waiver Regarding Background Checks

- A. At the time a prospective employee or qualifying volunteer applies for employment or service with the District, such prospective employee or qualifying volunteer shall fill out an application providing the following warning:

1. All references stated in this application will be checked by the South Summit School District, and it is the policy of this School District that false information will be grounds for rejecting your application with no further consideration for the position; or, if such false information is discovered after hire, you will be subject to immediate termination for cause. Any false information may also be the grounds for criminal prosecution.

- B. All employees, qualifying volunteers, and contract employees seeking employment with the District or service in a District school shall sign a written consent, release, waiver, and authorization which authorizes the District to request information from the individual's past employers and supervisors. The consent, release, waiver, and authorization shall also authorize the District to contact any applicable

licensing agency and former employers to obtain a background check, including a reference check, and to conduct a background search into the employee's criminal record, if any, or any other background check as the District deems necessary to satisfy itself of the quality and competence of the ~~individual's~~ credentials, including submitting personal identifying information to the Bureau of Criminal Identification within the Department of Public Safety and retaining the personal identifying information for ongoing monitoring. (Release Forms are available in Procedure 5042.)

V. Criminal Background Check and Monitoring for Licensed ~~Employees~~employees

- A. All persons seeking a licensed employee position with the District shall provide their educator licensing information with their application for employment.
- B. Prior to employing an individual as a licensed employee, the District shall confirm the individual's license status and standing with the State Board of Education, including inquiring regarding any prior or pending disciplinary actions or complaints.
- C. Upon employing an individual as a licensed employee, the District shall request that the State Board of Education provide notification to the District of any changes or updates received by the State Board through its ongoing monitoring of the individual's criminal history and background.

VI. Criminal Background Check for Non-Licensed Employees and Volunteers

- A. All non-licensed employees, qualifying volunteers, and contract employees seeking employment with the District or service in a District

school shall provide their personal identifying information with their application.

- B. Non-licensed employees include substitute teachers who are not licensed by the State Board of Education.
- C. The District shall obtain consent from each applicant seeking employment as a non-licensed employee or service as a qualifying volunteer or contract employee for (1) an initial fingerprint-based background check by the FBI and Bureau of Criminal Identification and (2) the retention of personal identifying information and ongoing monitoring by the Bureau of Criminal Identification. (Consent form is included in Procedure 5042.)
- D. Prior to employing a non-licensed employee or permitting a contract employee or qualifying volunteer to provide service in a District school, the District shall require the individual to undergo a background check. The District shall submit the individual's personal identifying information, including fingerprints, to the Bureau of Criminal Identification for this background check.
- E. Upon employing a non-licensed employee or permitting a contract employee or qualifying volunteer to provide service in a District school, the District shall request ongoing monitoring of the individual through the Bureau of Criminal Identification **unless the individual is younger than 18 years old.**
- F. In the discretion of the Superintendent or the Superintendent's appointee, if the employment or service is to be temporary or for a very short term, the non-licensed employee, contract employee, or qualifying volunteer may be exempted from ongoing monitoring.
- G. With respect to applications submitted by prospective non-licensed employees, contract employees, or qualifying

volunteers, the District will pay the cost of an applicant's background check.

VII. Use of Criminal History and Background Check Information

A. In making decisions in reliance on criminal history information, the District shall consider rules established by the State Board of Education and

1. any convictions, including pleas in abeyance;
2. any matters involving a felony; and
3. any matters involving an alleged:
 4. sexual offense;
 5. class A misdemeanor drug offense;
 6. offense against the person under Title 76, Chapter 5, Offenses Against the Person;
 7. class A misdemeanor property offense that is alleged to have occurred within the previous three years; and
 8. any other type of criminal offense, if more than one occurrence of the same type of offense is alleged to have occurred within the previous eight years.

B. Information obtained pursuant to a criminal background check is confidential and may only be disclosed as provided herein.

VIII. Cloning National Background Check Information for Another School

At the request of another school or qualifying private school that requires a national background check for an employee or volunteer who is relocating, providing temporary volunteer services, or under contract, the District shall provide the other school an opportunity to clone the subscription or data from the FBI Rap Back System that the District obtained, as provided for by and in accordance with the requirements of Utah Code § 53-10-108.

IX. Due Process

A. A criminal conviction does not preclude employment with the District. The District has the sole and absolute discretion to determine whether the outcome of a criminal background check or driving record check is satisfactory. The safety and security of District~~district~~ students will be the foremost consideration. The Superintendent, Human Resources, and hiring manager shall consider each circumstance on a case-by-case basis to determine an applicant or current ~~employee's~~~~employee-s~~ suitability to work in the District. If the District disqualifies an applicant as a result of criminal history obtained from a background check, the District shall give the individual written notice of the disqualification and of the individual's right to request a review of the disqualification.

B. An individual disqualified by the District as a result of a background check may request a review of the information received by the District through the background check and of the reasons for the disqualification and may respond to the information and the reasons for disqualification. The District shall, consistent with the requirements of Utah Code to allow the individual to review the criminal history information received by the District.

X. Privacy Risk Mitigation: Discontinuing Monitoring

- A. Upon termination of District employment of a licensed employee (whether by retirement, resignation, termination with or without cause, non-renewal, ¶ or any other reason), the District shall, by written notice to the Utah State Board of Education, request that the State Board cease to notify the District of information received by the State Board through its ongoing monitoring of the individual's criminal history and background.
- B. Upon termination of District employment or service of a non-licensed employee, contract employee, or qualifying volunteer (whether by retirement, resignation, termination with or without cause, non-renewal, or any other reason), the District shall, by written notice to the Bureau of Criminal Identification, request that the Bureau discontinue its ongoing monitoring of the individual's criminal history and background and notices to the District regarding changes to criminal history and background.

XI. Check for State Board of Education Restrictions

- A. Prior to employing an individual or allowing an individual to volunteer in a District school, the District shall ask the State Board of Education whether the individual (1) has been determined to be ineligible for an educator license, (2) is under suspension of license, or (3) has had an educator license revoked; the District shall also ask whether the individual is under restriction because of any of these actions.
- B. If the individual is under restriction, the individual may not be employed by the District (including as a substitute teacher) nor allowed to volunteer in a District school.
- C. If the individual has been subject to license action by the State Board of Education but is not under restriction, then the District shall determine whether to employ the individual or allow the individual to volunteer considering the nature of the license action and the circumstances underlying the action.

References:

[Utah Code § 53G-11-401\(3\), \(6\), \(7\) \(2024\)](#)

[Utah Code § 53G-11-402\(1\)\(a\)\(iii\) \(2024\)](#)

[Utah Admin. Rules R277-316-2\(6\), \(10\), \(11\), \(13\) \(January 10, 2025\)](#)

[Utah Code § 53G-11-402\(1\)\(a\) \(2024\)](#)

[Utah Code § 53-10-108\(13\)\(b\)\(ii\) \(2025\)](#)

[Utah Code § 53G-11-402\(1\)\(b\) \(2024\)](#)

[Utah Code § 53E-6-901\(3\) \(2026\)](#)

[Utah Admin. Rules R277-316-3\(1\)\(a\) \(January 10, 2025\)](#)

[Utah Code § 53G-11-402\(1\)\(b\)\(iii\) \(2024\)](#)

[Utah Code § 53G-11-402\(1\)\(a\), \(c\) \(2024\)](#)

[Utah Admin. Rules R277-316-3\(1\)\(a\) \(January 10, 2025\)](#)

[Utah Code § 53G-11-402\(1\)\(c\)\(ii\) \(2024\)](#)

[Utah Admin. Rules R277-316-3\(1\)\(a\) \(January 10, 2025\)](#)

[Utah Code § 53G-11-402\(4\) \(2024\)](#)

[Utah Code § 53G-11-402\(2\) \(2024\)](#)

[Utah Code § 53G-11-405\(3\) \(2022\)](#)

[Utah Code § 53G-11-402\(3\) \(2024\)](#)

[Utah Code § 53G-11-402\(5\) \(2024\)](#)

[Utah Code § 53G-11-405\(1\)\(c\) \(2022\)](#)
[Utah Code § 53G-11-405\(1\)\(a\), \(b\) \(2022\)](#)
[Utah Code § 53G-11-402\(1\)\(d\) \(2024\)](#)
[Utah Code § 53-10-108\(13\)\(b\)\(iii\) \(2025\)](#)
[Utah Code § 53G-11-402\(1\)\(d\) \(2024\)](#)
[Utah Code § 53-10-108\(13\)\(b\)\(iii\) \(2025\)](#)
[Utah Admin. Rules R277-316-3\(1\)\(b\) \(January 10, 2025\)](#)
[Utah Code § 53E-6-603\(3\)\(a\) \(2026\)](#)
[Utah Code § 53E-6-604\(5\)\(e\) \(2026\)](#)
[Utah Code § 53E-6-604.5 \(2026\)](#)
[Utah Code § 53E-6-901\(5\) \(2026\)](#)

[Utah Code § 53G-11-401\(3\), \(7\), \(8\) \(2018\)](#)
[Utah Code § 53G-11-402\(1\)\(a\) \(2018\)](#)
[Utah Code § 53-10-108\(13\)\(b\)\(ii\) \(2018\)](#)
[Utah Code § 53G-11-402\(1\)\(b\) \(2018\)](#)
[Utah Code § 53E-6-901\(2\) \(2018\)](#)
[Utah Code § 53G-11-402\(1\)\(b\)\(iii\) \(2018\)](#)
[Utah Code § 53G-11-402\(1\)\(a\), \(c\) \(2018\)](#)
[Utah Code § 53G-11-402\(1\)\(c\)\(ii\) \(2018\)](#)
[Utah Code § 53G-11-402\(5\) \(2018\)](#)
[Utah Code § 53G-11-402\(2\) \(2018\)](#)
[Utah Code § 53G-11-405\(3\) \(2015\)](#)
[Utah Code](#)

§ 53G-11-402(4) (2018) Utah
Code § 53G-11-405(1)(c) (2018)
Utah Code § 53-10-108
Utah Code § 53G-11-405(1)(a), (b)
(2018) Utah Code § 53G-11-402(1)(d)
(2018)
Utah Code § 53-10-108(13)(b)(iii)
(2018) Utah Code § 53G-11-402(1)(d)
(2018)
Utah Code § 53-10-108(13)(b)(iii) (2018)

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