Policy #:	**HRS.150.2**
Policy Title:	Staff Background Checks, & Certification and Licenses
Approval Date:	4/26/21
Revision Date:	N/A
Related Documents:	C.R.S. 22-63-201 substantive waiver C.R.S. 22-63-402 C.R.S. 22-9-106 C.R.S. 22-9-106 (4)

Background Checks

All MVCS employees are required to undergo the same fingerprint-based background check as Mesa County Valley School District 51 employees. All MVCS direct-pay educators (independent contractors in the community providing educational services to MVCS students) and volunteers working directly with students are required to comply with the School District's current screening policy for third-party contractors and volunteers working with children.

Certification and Licenses

MVCS is exempted from the state requirement of teacher licensure; instead there are three pathways to establish teaching qualifications: All teachers and academic advisors must either carry a valid Colorado teaching license, have taken and passed the appropriate Praxis test, or have 32 college course hours in the area of teaching concentration. Newly-hired staff who do not have a valid Colorado license or do not meet "in-field" requirements must either apply for a Colorado teaching license or pass the appropriate Praxis test by the last day of the school year in which they are hired. SPED staff may not be exempted from the licensing requirement. The Business Manager tracks employee credentials.

Employees whose positions require specific credentials (Academic Advisors, on-site teachers, SST personnel) are responsible for taking actions to ensure their credentials do not lapse. Employees must submit to the Business Manager documentation that they have passed the required certification exam and/or obtained/renewed their credentials. Employment may be terminated if an employee does not fulfill this requirement.