

**Employment**

**Employment References**

The Superintendent or Superintendent's Designee is the person who shall respond to requests from potential employers for information regarding a former District employee. District employees must direct employment reference requests to the Superintendent or Superintendent's Designee. The District may provide title, position, length of employment, whether the employee was terminated or resigned, whether the District would re-hire the employee, and any other information required or permitted by law.

In response to a request for information regarding a former employee from any public school, the Superintendent/Designee shall disclose allegations of sexual misconduct involving a student or Children Division's investigation findings that have resulted in:

- a determination by the Board of Education after a contested case due process Board hearing of a violation of the published Board policies or regulations if such violation related to sexual misconduct with a student,
- termination,
- a resignation in lieu of termination, or
- allegations of sexual misconduct that have been substantiated by Children's Division.

Any District employee who is permitted to respond to requests for information, acting in good faith, who reports authorized information, as provided in this policy or, who, in good faith, reports alleged sexual misconduct on the part of a District employee, will not be disciplined or discriminated against because of such report.

This foregoing policy is intended to comply with the Amy Hestir Student Protection Act, Senate Bill 54, including section 162.068 RSMo. The District will provide notice of this policy to all current employees and to all potential employers who contact the District regarding the possible employment of an employee.