

For Candidates with Criminal History

Thank you for your interest in serving as a part of the Arlington ISD workforce: our more than 8,000 employees serve our 65,000 students with great pride on a daily basis and we appreciate your interest in joining our team!

The Arlington ISD is required by the Texas Education Code to submit fingerprint information to the Texas Department of Public Safety (DPS) for all employees hired after January 1, 2008. As such, we review the criminal history of all candidates for employment within the district, and compare those results to what you submitted as a part of your application.

Simply stated, should you have a criminal history, that history may not be an automatic bar to employment with the Arlington ISD. The recency and severity of the criminal history event are reviewed against our standards, and you will be given an opportunity to provide further information regarding the event, if it is so needed. Should there be an issue that would prevent your hire, you will have an opportunity to meet with Human Resources department staff for review and appeal, should you so desire.

It must be stressed, however, that you *must* truthfully answer all of the questions regarding your criminal history as presented on the employment application. Fully disclose any issue that each of the questions asks for, as failure to do so can lead to a bar of employment. We would much rather have the opportunity to visit with you to discuss an issue, than to not be able to move forward with you as a candidate for employment for your failure to do so.

Should you have any questions regarding your criminal history and its effect on potential employment with the Arlington ISD, please feel free to contact one of the human resources directors indicated below:

Violet Maxwell, Director - Human Resources Development & Employee Relations

Mark Strand, Director - Human Resources Customer Service