

The following paragraph replaces, section: “Requirements at the Time of Hire,” paragraph 2, in the:

Administrative Handbook Page 14
Faculty Handbook Page 12

AND section “Requirements at the Time of Hire – Arrest and Conviction Policy” in the:

Classified Handbook Page 17

The California Education Code Section 87405 prohibits the San Francisco Community College District from employing individuals convicted of certain sex or controlled offenses, as defined in the California Penal Code. Section 87405 also creates several exceptions to this prohibition. This includes an exception for an applicant whose conviction is dismissed pursuant to Penal Code section 1203.4 and/or they have obtained or applied for a certificate of rehabilitation under the Penal Code. In addition, the District may consider finalists for district employment that possess controlled substance convictions if they can successfully provide evidence of at least five years rehabilitation. Evidence is reviewed by the District’s Committee on Rehabilitation during the application review process and the Board of Trustees makes the final determination on rehabilitation.