

**Sauk Valley Community College**  
**March 16, 2026**

**Action Item 5.10**

**Topic:** Exemption per Board Policy 428.02

**Mission:** Sauk Valley Community College is dedicated to teaching and scholarship while engaging the community in lifelong learning, public service, and economic development.

**Presented By:** Drs. David Hellmich and Jon Mandrell

**Presentation:**

Per Board Policy 428.02 *Employment Investigations and Employee Testing*, “No prospective employee whose criminal background investigation discloses a conviction for any crime involving moral turpitude, a felony, or which in any way relates to the responsibilities of the employees of the College, will be employed by the College (exemptions require Board approval).”

Even though a background check for a candidate returned a flag, the search committee is recommending this candidate as the best person for the position because (1) the event triggering the flag occurred ten years ago, (2) no other triggering event was found as part of the background check, (3) the person has had a successful academic and employment career during this time period, and (4) the candidate is the most qualified for the position.

Administration discussed the candidate’s application at length and is supporting the recommendation to hire this candidate.

**Recommendation:**

The administration recommends the Board, per Board Policy 428.02 *Employment Investigations and Employee Testing*, approve an exemption so this candidate can be hired for the part-time position.