

Policy 404. BACKGROUND SCREENING STANDARDS

An individual will be disqualified and prohibited from serving as an employee or volunteer for the Northfield Public Schools if that individual has been found guilty or entered a plea of guilty or nolo contendere (no contest), regardless of the adjudication for any of the following disqualifying offenses.

1. Sex Offenses

- A) All Sex Offenses – Regardless of the amount of time since offense
 - i. Examples: Child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, etc.

2. Felonies

- A) All Felony Violence – Regardless of the amount of time since offense
 - i. Examples: Murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated burglary, etc.
- B) All Felony Offences other than violence or sex within the past 10 years.
 - i. Examples: Drug offenses, theft, embezzlement, fraud, child endangerment, etc.

3. Misdemeanors

- A) All Misdemeanor Violence offenses within the past 7 years or multiple offenses in the past 10 years.
 - i. Examples: Driving under the influence, simple drug possession, drunk and disorderly, public intoxication, possession of drug paraphernalia, etc.
- B) Any Other Misdemeanor within the past 5 years that would be considered a potential danger to children or is directly related to the functions of that employee or volunteer
 - i. Examples: Contributing to the delinquency of a minor, providing alcohol to a minor, theft – if a person is handling monies, etc.