

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.

Sex Offenses

All sex offenses regardless of the amount of time since the offense. Examples include, but are not limited to:

- Child molestation
- Rape
- Sexual assault
- Sexual battery
- Sodomy
- Prostitution
- Solicitation
- Indecent exposure

Felonies

All felony violence regardless of the amount of time since the offense. Examples include, but are not limited to:

- Murder
- Manslaughter
- Aggravated assault
- Kidnapping
- Robbery
- Aggravated burglary

All felony offenses other than violence or sex within the past 10 years. Examples include, but are not limited to:

- Drug offenses
- Theft
- Embezzlement
- Fraud
- Child endangerment

Misdemeanors

All misdemeanor violence offenses within the past seven (7) years or multiple offenses in the past 10 years.

Examples include, but are not limited to:

- Driving under the influence
- Simple drug possession
- Disorderly conduct
- Public intoxication
- Possession of drug paraphernalia

Any other misdemeanor within the past five (5) years that would be considered a potential danger to children or is directly related to the functions of that employee or volunteer. Examples include, but are not limited to:

- Contributing to the delinquency of a minor
- Providing alcohol to a minor
- Theft, if a person is handling money

The charges listed are examples and specific titles of statutes may change state-to-state.