



## Criminal Background Screening Standards

The South Washington County School District strives to maintain a safe and healthy educational environment that promotes the physical, social and psychological well-being of all students. All new employees and designated volunteers must receive a criminal background check prior to starting employment or a volunteer assignment with South Washington County Schools. An individual will be disqualified and prohibited from serving as an employee or volunteer if that individual has been found guilty or entered a plea of non-contender (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 the offense
  - i. Examples: Child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, etc.

### 2. Felonies

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

### 3. Misdemeanors

- A. All Violent Misdemeanor offenses within the past five (5) years, or multiple offenses within the past seven (7) years.
  - i. Examples: Simple drug possession, drunk and disorderly conduct, public intoxication, possession of drug paraphernalia, etc.
- B. Any other Misdemeanor offense 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.
  - i. Examples: Contributing to the delinquency of a minor, providing alcohol to a minor, theft (if person is handling monies), etc.

The district reserves the discretion to consider factors and information, including whether the nature of the offense implicates a behavior that is contradictory to an individual's job description, when making employment decisions.

#### **Legal References:**

Minn. Stat. § 13.04, Subd. 4 (Inaccurate or Incomplete Data)  
Minn. Stat. § 123B.03 (Background Check)  
Minn. Stat. §§ 299C.60-299C.64 (Minnesota Child Protection Background Check Act)  
Minn. Stat. § 364.09(b) (Exception for School Districts)