



Criminal Background Screening Standards

The Shakopee 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 Shakopee Public 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 and volunteer placement 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)

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