



The School District of Palm Beach County Instructional and Non-Instructional Hiring Guidelines



The District will not hire any applicant who has been convicted of the following disqualifying offenses, regardless of the date of the prior offense or conviction. Criminal records including guilty pleas (regardless of adjudication), no contest pleas, or entry into a pre-trial intervention/diversion program may also disqualify an applicant for employment. (This list is not intended to be a complete list of all disqualifying offenses.)

Applicants are automatically denied for employment if at the time of applying:

- ❖ Are currently on probation
- ❖ Have a pending criminal case
- ❖ Are a Registered Sex Offender

FELONIES (WILL NOT HIRE)

- ❖ Abuse, aggravated abuse, or neglect of an elderly person or disabled adult
- ❖ Adult abuse, neglect, or exploitation of aged persons or disabled adults
- ❖ Aggravated assault
- ❖ Aggravated battery
- ❖ Arson
- ❖ Battery on a detention or commitment facility staff member or a juvenile probation officer
- ❖ Carjacking
- ❖ Causing, encouraging, soliciting, or recruiting another to join a criminal street gang
- ❖ Child abuse, aggravated child abuse, or neglect of a child
- ❖ Contributing to the delinquency or dependency of a child
- ❖ Coordinating the commission of theft in excess of \$3,000
- ❖ Dealing in stolen property
- ❖ Drug abuse prevention and control, if the offense was a felony of the second degree or greater severity
- ❖ Exhibiting firearms or weapons at a school- sponsored event, on school property or within 1,000 feet of a school
- ❖ Exploitation of an elderly person or disabled adult
- ❖ False imprisonment
- ❖ Female genital mutilation
- ❖ Fraudulent sale of controlled substances
- ❖ Home-invasion robbery
- ❖ Incest
- ❖ Introduction, removal, or possession of contraband at a correctional facility
- ❖ Introduction, removal or possession of contraband at a juvenile detention facility or commitment program
- ❖ Kidnapping
- ❖ Leading, taking, enticing or removing a minor beyond the state limits or concealing the location of a minor with criminal intent pending dependency proceedings concerning alleged abuse or neglect of a minor
- ❖ Lewd or lascivious offenses committed upon or in the presence of an elderly person or disabled person
- ❖ Lewdness and indecent exposure
- ❖ Luring or enticing a child
- ❖ Manslaughter, aggravated manslaughter of an elderly person or disabled adult, or aggravated manslaughter of a child or aggravated manslaughter of an officer, firefighter, and emergency medical technician or a paramedic
- ❖ Murder
- ❖ Obscenity
- ❖ Possession of an electric weapon or device, destructive device, or other weapon at a school-sponsored event or on school property
- ❖ Prostitution

- ❖ Resisting arrest with violence
- ❖ Robbery
- ❖ Robbery by sudden snatching
- ❖ Sexual activity with or solicitation of a child by a person in familial or custodial authority
- ❖ Sexual battery
- ❖ Sexual misconduct in juvenile justice programs
- ❖ Sexual misconduct with certain developmentally disabled clients and reporting of such sexual misconduct
- ❖ Sexual performance by a child
- ❖ Taking, enticing or removing a child beyond the state limits or concealing the location of a minor with criminal intent pending custody proceedings
- ❖ Theft from persons 65 years of age or older
- ❖ Unlawful sexual activity with certain minors
- ❖ Video voyeurism
- ❖ Voyeurism

MISDEMEANORS (WILL NOT HIRE)

- ❖ Battery, if victim of the offense was a minor
- ❖ Luring or enticing a child

FEDERAL OR OTHER STATE OFFENSES (WILL NOT HIRE)

- ❖ Criminal act committed in another state or under federal law which, if committed in this state constitutes an offense prohibited under and statute listed

The following charges/convictions will be reviewed on a case by case basis and may also disqualify an applicant for employment:

- ❖ Arrest without violence
- ❖ Contraband
- ❖ Disorderly Conduct
- ❖ Domestic Violence
- ❖ DUI
- ❖ Extortion
- ❖ Forgery/repeated insufficient funds check-writing
- ❖ Identity Theft
- ❖ Larceny and Grand Larceny
- ❖ Loitering
- ❖ Misdemeanor drug possession or paraphernalia
- ❖ Petty Theft
- ❖ Trespassing
- ❖ Vehicular Homicide
- ❖ Welfare and Unemployment fraud
- ❖ And any other Criminal Florida State Statute Violations

For any questions regarding The School District's Criminal Background Hiring Guidelines, please contact
The Office of Employee Relations at 561.434.8389