



## 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.) Recency of arrest(s) may be a determining factor.

Miami-Dade County Public Schools adheres to a policy of non-discrimination based on protected categories identified in federal law, state statute and school board policies.

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

- Are a registered sex offender
- Are currently on probation
- Have a pending criminal case

**Felonies (WILL NOT HIRE)**

- Abuse, aggravated abuse, neglect, or exploitation of elderly persons or disabled adults
- Aggravated assault
- Aggravated battery
- Aiding in an escape
- Aiding in the escape of juvenile inmates in correctional institutions
- Arson
- Assault, battery, and culpable negligence
- Assault, if the victim of the offense was a minor
- Battery, if the victim of the offense was a minor
- Battery on a detention or commitment facility staff member or a juvenile probation officer
- Burglary
- Carjacking
- 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
- Depriving a law enforcement, correctional, or correctional probation officer means of protection or communication
- Domestic violence
- Drug abuse prevention and control, if the offense was a felony or any other person involved in the offense was a minor
- Drug possession, sale or distribution
- Encouraging or recruiting another to join a criminal gang
- Escape (prisoner)
- Exhibiting firearms or weapons at a school-sponsored event, on school property, or within 1,000 feet of a school
- Extortion
- False imprisonment
- Female genital mutilation
- Fraudulent sale of controlled substances
- Grand larceny
- Grand theft
- Harboring, concealing, or aiding an escaped prisoner
- Home-invasion robbery
- Human trafficking
- Incest
- Inflicting cruel or inhumane treatment on an inmate resulting in great bodily harm
- Introduction, removal, or possession of contraband at a correctional facility, juvenile detention facility or commitment program
- Kidnapping
- Killing of an unborn child by injury to the mother
- Lewd and lascivious behavior
- Lewdness and indecent exposure
- Luring or enticing a child



## Hiring Guidelines

- 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 paramedic
- Murder
- Negligent treatment of children
- Obscenity (child pornography)
- Obscene literature
- Possession of 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 minor 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 misconduct with certain mental health patients and reporting of such sexual misconduct
- Sexual misconduct with certain forensic clients and reporting of such sexual misconduct
- Sexual performance by a child
- Taking, enticing, or removing a child beyond the state limits with criminal intent pending custody proceedings
- Theft
- Unlawful sexual activity with minors
- Vehicular homicide
- Video voyeurism
- Voyeurism

### **Misdemeanors (WILL NOT HIRE)**

- Battery, if victim of the offense was a minor
- Forgery
- Identity theft
- Luring or enticing a child
- Welfare and/or unemployment fraud

### **Federal or 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 the statute listed
- Any delinquent act committed in this state or any delinquent or criminal act committed in another state or under federal law which, if committed in this state, qualifies an individual for inclusion on the Registered Juvenile Sex Offender List

### **Case by Case**

- Arrest without violence
- Disorderly conduct
- Domestic violence (misdemeanor)
- Drug possession or paraphernalia (misdemeanor)
- DUI
- Larceny
- Loitering
- Multiple Arrests
- Petty theft
- Trespassing
- Worthless checks
- Any other criminal state statute violations