



Marlboro County School District
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Office of Human Resources
KaKela O'Banner-Robinson, Chief Human Resources Officer

Screening Criteria for Employee, Chaperone & Volunteer Background Checks

Marlboro County School District is committed to providing safe and secure learning environments for all students and employees. Background investigations are required for all employee candidates, chaperones, and volunteers, as well as individuals who have unsupervised access to students, either on or off school property.

Unsupervised access is defined as an adult having temporary responsibility for a student or students outside the immediate presence of an MCSD staff member. Approved background investigations are generally valid for three years. MCSD, however, retains the discretion to require a subsequent background investigation for any chaperone or volunteer within the three-year period.

The list below provides disqualifying criminal charges and the amount of time for which an applicant is disqualified from unsupervised access to students. **Administration reserves the right to review each case for exceptions.**

Conviction (guilty finding) for any offense listed below is permanently disqualifying:

- Abduction/Kidnapping
- Aggravated Assault (1st degree assault)
- Animal Cruelty
- Arson
- Burglary
- Carjacking
- Child Abduction
- Child Abuse
- Child Neglect
- Child Pornography
- Civil Rights Violation
- Controlled Dangerous Substance felony offense
- Embezzlement
- Grand Larceny (Felony Theft; Theft Scheme)
- Hit and Run
- Identity Fraud
- Kidnapping
- Manslaughter (any degree)
- Murder (any degree); Attempted Murder; Conspiracy to Commit Murder; Accessory to Murder
- Rape/Sex Offense in any Degree (Registered Sex Offenders are permanently disqualified)
- Robbery
- Unlawful use/wearing/carrying/transporting a firearm
- Witness Tampering

An applicant convicted of any felony not specially listed is disqualified for 10 years from the felony conviction date.

VISION

The School District of Marlboro County will partner with all stake holders to develop responsible citizens, lifelong learners and global leaders.

MISSION

The mission of Marlboro County School District is to provide a quality education and enable all students to achieve their highest potential.

Generally, an applicant convicted of any misdemeanor will be disqualified for a period of 5 years from the date of the conviction. For offenses listed below, however, the Office of Human Resources will consider the offense and the applicant's comprehensive explanation before rendering a final decision to approve/deny the application:

- Controlled Dangerous Substance Offenses
- Bad Check
- Department of Natural Resources Violations
- Disorderly Conduct
- Forgery
- Theft with a value less than \$1,000
- Trespassing
- Traffic Violations not carrying the possibility of incarceration
- Animal running at large
- Selling without a trader's license
- Malicious destruction of property
- Underage alcohol violation

Other Criteria for Disapproval

Applicants with:

- Pending criminal charges, regardless of felony or misdemeanor, will be disapproved until the charges are adjudicated.
- Pending traffic charges not carrying the possibility of incarceration will not be disapproved as a chaperone/volunteer based solely on the pending minor traffic offenses.
- A Probation Before Judgment (PBJ) for any disqualifying violation will be disqualified for one year from the end of PBJ term or finding.
- Disqualifying charges placed on a STET docket (Inactive Docket) will be disapproved for unsupervised access to students for one year from the Inactive Docket designation.

Pending traffic charges not carrying the possibility of incarceration will not be disapproved as a chaperone/volunteer based solely on the pending minor traffic offenses.

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