

CRIMINAL RECORD INFORMATION POLICY

The Franklin Public Schools ("FPS") will review the criminal records of candidates under consideration for employment or volunteer service and current employees and volunteers. Under M.G.L. c. 71, §38R, the FPS must request criminal offender record information (CORI) from the Massachusetts Criminal History Systems Board (CHSB) Department of Criminal Justice Information Services ("DCJIS") for both present and future employees or volunteers in any FPS program who have direct and unmonitored contact with children. FPS also must obtain CORI on all van, bus, or taxi cab drivers or other individuals regularly providing school-related transportation for children in the district. CHSB DCJIS has authorized the FPS to receive CORI regarding such individuals. FPS may also request CORI for any subcontractor or laborer who may have direct and unsupervised contact with children while performing work on school grounds.

POLICY

In order to ensure that employees or volunteers or individuals regularly providing school-related transportation to students in the FPS are suitable for serving in their positions, a CORI check will be performed and reviewed regarding such individuals whose service entails the potential for direct and unmonitored contact with FPS students. CORI checks will be completed and reviewed prior to commencement of employment or volunteer service and at least every three years thereafter, including but not limited to at least once prior to granting professional teacher status. The Franklin Public Schools may conduct subsequent CORI checks within one year of the date with written notice.

It is the Policy of the FPS that convictions of certain crimes pose an unacceptable risk to the student population of the FPS. FPS will refuse to employ or continue to employ or accept or continue to accept the volunteer services of any individual whose CORI check, in the judgment of the Superintendent or their designee, reveals a criminal conviction which disqualifies the individual from having direct and unmonitored contact with children, as set forth below. FPS will refuse to allow or continue to allow any individual to regularly provide school-related transportation to children in the FPS whose CORI check, in the Superintendent's judgment or their designee, disqualifies the individual from having direct and unmonitored contact with children.

SCOPE OF POLICY

This Policy applies to candidates for and current occupants of positions that have the potential for direct and unmonitored contact with FPS students, including but not limited to teachers, teacher aides, school nurses, counselors, coaches or other extracurricular staff or supervisors, food service employees, custodians, transportation providers, and certain other professional, administrative, and support staff. This Policy also includes volunteers, interns, student teachers, or other persons regularly offering support to any school program or facility in either a paid or unpaid capacity. However, FPS may require and rely upon the certification of independent entities, such as out-of-district special education schools or programs, or other entities or organizations which are primarily engaged in providing activities to or programs to children 18 years of age or less, that such entities have obtained CORI information regarding their employees and volunteers, and that such employees or volunteers are qualified to have direct and unsupervised contact with children.

Legal References: M.G.L. c. 71, §38R, c. 6, § 172G, §172H, §172I (St. 2002, c.385), c. 151B, c.276;

Cross Reference: Franklin School Committee Policy IJOC

Adopted : March 14, 2006

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