

**FINGERPRINT-BASED CRIMINAL HISTORY RECORD INFORMATION (CHRI) CHECKS  
MADE FOR NON-CRIMINAL JUSTICE PURPOSES**

The Franklin Public Schools ("FPS") will review finger-print based criminal records of candidates under consideration for employment and current employees. FPS also must obtain fingerprint-based CHRI on all van, bus or taxi cab drivers or other individuals regularly providing school related transportation for children in the district. FPS may also request fingerprint-based CHRI for any subcontractor, laborer or volunteer who may have direct and unsupervised contact with children while performing work on school grounds.

This policy is applicable to any fingerprint-based state and national criminal history record check made for non-criminal justice purposes and requested under applicable federal authority and/or state statute authorizing such checks for licensing or employment purposes.

This Policy will be in addition to, not in place of, the Franklin Public Schools CORI Policy.

**POLICY**

In order to insure that employees or volunteers or individuals regularly providing school related transportation to students in the FPS and any subcontractor or laborer commissioned by the school committee, or its designee, to perform work on school grounds are suitable for serving in their positions, a Fingerprint-based CHRI check will be performed and reviewed regarding such individuals whose service entails the potential for direct and unmonitored contact with FPS students. Fingerprint-based CHRI checks will be completed and reviewed prior to commencement of employment or possibly volunteer service. 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 to accept or continue to accept the volunteer services of any individual whose Fingerprint-based CHRI check, in the judgment of the Superintendent or his/her 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 to continue to allow any individual to regularly provide school-related transportation to children in the FPS whose Fingerprint-based CHRI check, in the judgment of the Superintendent or his/her designee, disqualifies the individual from having direct and unmonitored contact with children. FPS will refuse to allow or to continue to allow any subcontractor or laborer commissioned by the school committee, or its designee, to perform work on school grounds whose Fingerprint-based CHRI check, in the judgment of the Superintendent or his/her designee, disqualifies the individual from having direct and unmonitored contact with children.

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 may also include volunteers, interns, student teachers, or other persons regularly offering support to any school program or facility in either a paid or unpaid capacity.

Legal Ref. 28 U.S.C. §534; 42 U.S.C. § 16962; 28 CFR 20.33(b); P.L. 92-544; M.G.L. c. 71,§38R; M.G.L. c. 151B; 603 CMR 51.00

Date adopted: May 27, 2014

Reviewed; Revised: 5/20/21