

Duval County Public Schools Employment Procedures (Criminal Background and Hiring Guidelines)

The safety of the students of Duval County Public Schools is of paramount importance, and in compliance with Florida law, all candidates for employment, or re-employment are subject to a criminal background check to determine eligibility for employment.

An applicant's criminal background includes any offense for which the applicant posted bail; entered pre-trial diversion, pre-trial intervention, teen or drug court or a juvenile diversion or commitment program; had adjudication withheld, was convicted or found guilty; was placed on probation; pled guilty or no contest; was jailed or imprisoned; or appeared in court; as a juvenile or adult. Sealed records, expunged records and military court proceedings must be disclosed.

For the purposes of these hiring guidelines a conviction is defined as finding of guilt or delinquency, a plea of guilty, a plea of nolo contendere, or entering a pre-trial intervention or detention program, whether or not there was a formal adjudication of guilt, adjudication of delinquency or if the case was sealed or expunged.

A person is ineligible for employment with



August 10, 2023

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[Title XLVIII](#)

[Chapter 1012](#)

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EARLY LEARNING-20 EDUCATION CODE

PERSONNEL

1012.315 Ñ Screening standards.—A person is ineligible for educator certification or employment in any position that requires direct contact with students in a district school system, a charter school, or a private school that participates in a state scholarship program under chapter 1002 if the person is on the disqualification list maintained by the department pursuant to s. 1001.10(4)(b), is registered as a sex offender as described in 42 U.S.C. s. 9858f(c)(1)(C), would be ineligible for an exemption under s. 435.07(4)(c), or has been convicted or found guilty of, has had adjudication withheld for, or has pled guilty or nolo contendere to:

(1) ÑAny felony offense prohibited under any of the following statutes:

(a) ÑSection 393.135, relating to sexual misconduct with certain developmentally disabled clients and reporting of such sexual misconduct.

(b) ÑSection 394.4593, relating to sexual misconduct with certain mental health patients and reporting of such sexual misconduct.

(c) ÑSection 415.111, relating to adult abuse, neglect, or exploitation of aged persons or disabled adults.

(d) ÑSection 782.04, relating to murder.

(e) ÑSection 782.07, relating to manslaughter; aggravated manslaughter of an elderly person or disabled adult; aggravated manslaughter of a child; or aggravated manslaughter of an officer, a firefighter, an emergency medical technician, or a paramedic.

(f) ÑSection 784.021, relating to aggravated assault.

(g) ÑSection 784.045, relating to aggravated battery.

(h) ÑSection 784.075, relating to battery on a detention or commitment facility staff member or a juvenile probation officer.

(i) ÑSection 787.01, relating to kidnapping.

(j) ÑSection 787.02, relating to false imprisonment.

(k) ÑSection 787.025, relating to luring or enticing a child.

(l) ÑSection 787.04(2), relating to leading, taking, enticing, or removing a minor beyond the state limits, or concealing the location of a minor, with criminal intent pending custody proceedings.

(m) ÑSection 787.04(3), relating to leading, taking, enticing, or removing a minor beyond the state limits, or concealing the location of a minor, with criminal intent pending dependency proceedings or proceedings concerning alleged abuse or neglect of a minor.

(n) ÑSection 790.115(1), relating to exhibiting firearms or weapons at a school-sponsored event, on school property, or within 1,000 feet of a school.

(o) ÑSection 790.115(2)(b), relating to possessing an electric weapon or device, destructive device, or other weapon at a school-sponsored event or on school property.

Finding
Florida Grades
K-5



- (p) [Section 794.011](#), relating to sexual battery.
- (q) [Former s. 794.041](#), relating to sexual activity with or solicitation of a child by a person in familial or custodial authority.
- (r) [Section 794.05](#), relating to unlawful sexual activity with certain minors.
- (s) [Section 794.08](#), relating to female genital mutilation.
- (t) [Chapter 796](#), relating to prostitution.
- (u) [Chapter 800](#), relating to lewdness and indecent exposure.
- (v) [Section 800.101](#), relating to offenses against students by authority figures.
- (w) [Section 806.01](#), relating to arson.
- (x) [Section 810.14](#), relating to voyeurism.
- (y) [Section 810.145](#), relating to video voyeurism.
- (z) [Section 812.014\(6\)](#), relating to coordinating the commission of theft in excess of \$3,000.
- (aa) [Section 812.0145](#), relating to theft from persons 65 years of age or older.
- (bb) [Section 812.019](#)

inclusion on the Registered Juvenile Sex Offender List under s. 943.0435(1)(h)1.d.

History.—s. 26, ch. 2008-108; s. 18, ch. 2010-24; s. 24, ch. 2016-24; s. 15, ch. 2016-104; s. 32, ch. 2017-37; s. 17, ch. 2017-107; s. 35, ch. 2018-6; s. 10, ch. 2018-150; s. 9, ch. 2021-138; s. 58, ch. 2022-154.

¹Note.—Section 60, ch. 2022-154, provides that “[t]he changes made to s. 1012.315, Florida Statutes, by this act apply to individuals who are screened after January 1, 2024.”