GOAL ACADEMY POLICY
NOTICE TO PARENTS OF ALLEGED CRIMINAL CONDUCT BY SCHOOL EMPLOYEES

Section: C: General School Administration

Policy Number: C-3

Policy Name: Notice to parents of alleged criminal conduct by school employees

Approval Authority: Board of Directors

Responsible Executive: Chief Executive Officer

Responsible Office: Human Resources

Originally Issued: 11/27/2018

Revisions: 05/12/2022

Definitions:

Employee- An employee of GOAL Academy whose employment requires or required the employee to be in contact with students or whose work area gives or gave the employee access to students. Employee includes past employees who were employed at GOAL Academy at any time within the twelve months before an offense was charged.

Parent- The biological or adoptive parent or the legal guardian or legal custodian of a student enrolled in GOAL Academy at the time notification is made.

Notifiable Charge- include all charges below that occurred while on duty and off:

- Felony Child Abuse C.R.S. 18-6-401
- A Crime of Violence C.R.S. 18-1.3-406 (not including assault in the second degree unless the victim is a child)
- A Felony Offense to include-
    - Where it involves unlawful sexual behavior as described in C.R.S. 16-22-102(9).
    - Where it is alleged that the underlying factual basis of which includes an act of domestic violence, as defined in C.R.S. 18-6-800.3
    - Indecent Exposure, C.R.S. 18-7-302
    - Drug Offense, as described in part 4 of Article 18 of Title 18 that is a Level 1 or Level 2 Drug Felony.

Parents of Students Eligible to Receive Notice- A student who was enrolled in GOAL Academy at the time of the alleged offense or with whom GOAL Academy has reason to believe the Employee may have had contact as part of his or her employment with GOAL Academy.

Once GOAL Academy receives a report from the Colorado Bureau of Investigation relating to an employee being arrested for a Notifiable Charge, GOAL Academy shall forward the report to the Director of Human Resources to monitor the criminal proceedings, determine whether the Employee is charged with a Notifiable Charge, determine whether a preliminary hearing has been held, and determine the disposition (outcome) of the Notifiable Charge.

Within two (2) business days after a preliminary hearing is held, waived, deemed waived by the employee or within two (2) business days after the Notifiable Charge (if not eligible for a preliminary hearing), the Director of Human Resources shall issue notice to Parents of Students Eligible to Receive Notice by mail to the last known address on record including:

- The name of the employee;

- The employee's position;
- Whether the Employee continues to be employed by GOAL Academy;
- The length of employment with GOAL Academy;
- The alleged offense as set forth in the charging document, including the violation of statute or code; and
- A statement that, under State and Federal Law, a person is presumed innocent until proven guilty.

Within two (2) business days after GOAL Academy confirms the final determination of the Notifiable Charge, GOAL Academy shall issue an additional notice informing the Parents of Students Eligible to Receive Notice, of the results of the Notifiable Charge. If the matter was settled outside of Court and the case was closed, GOAL Academy shall inform all eligible parties of the status of the matter. GOAL Academy is under no obligation to provide details of settlement agreements or details of plea arrangements.

All other GOAL Board policies will remain in full force. All discrepancies between this policy and others shall be brought to the attention and resolved by the GOAL Academy Chief Executive Officer, or designee.

Additional Legal Refs:
C.R.S. 22-1-130 (Notice to parents of alleged criminal conduct by school employees – legislative declaration – definitions)
C.R.S. 22-30.5-110.5 (information provided to department)
C.R.S. 22-30.5-511.5 (Background investigations – prohibition against employing persons – institute charter school employees' information provided to department)
C.R.S. 22-32-109.8(6.5) (Prohibition against employing persons)

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