

Heritage Academy BOARD POLICY MANUAL

POLICY GROUP 4 – PERSONNEL

NOTIFICATION OF ARRESTS, INDICTMENTS, CONVICTIONS, AND OTHER ADJUDICATIONS

PG-4.9

Notification of Arrests, Indictments, Convictions, and Other Adjudications

A Heritage Academy employee shall notify his or her Principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, guilty or no contest plea, or other adjudication of the employee for any felony offense or misdemeanor offense involving moral turpitude and/or:

1. Crimes involving Heritage Academy property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on Heritage Academy property or at a school-sponsored or school-related activity; or
4. Crimes involving moral turpitude, which include:
 - (a) Dishonesty, fraud, deceit, theft, misrepresentation;
 - (b) Deliberate violence;
 - (c) Base, vile or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
 - (d) Acts constituting public intoxication, operating a motor vehicle while under the influence of alcohol, or disorderly conduct; or
 - (e) Acts constituting abuse under the Texas Family Code.