

**STAFF CONDUCT
(AND RESPONSIBILITIES)**

Notice Upon Arrest for Specific Criminal Offenses

An employee's criminal misconduct may constitute a violation of Board policy. Such criminal misconduct may also necessitate disciplinary action against the employee and require Centennial BOCES to notify students' parents/guardians of the employee's criminal charges in accordance with state law.

In an effort to keep Centennial BOCES apprised in a timely manner of potentially concerning behavior by its employees, an employee who is arrested for any of the following criminal offenses shall provide written notice to the executive director or designee. Such notice shall be provided prior to reporting to duty in Centennial BOCES and no later than five days after the employee's arrest.

The required notice applies to the following criminal offenses:

1. felony child abuse, as specified in C.R.S. 18-6-401;
2. a crime of violence, as defined in C.R.S. 18-1.3-406(2), except second degree assault, unless the victim is a child;
3. a felony involving unlawful sexual behavior, as defined in C.R.S. 16-22-102(9);
4. felony domestic violence, as defined in C.R.S. 18-6-800.3;
5. felony indecent exposure, as described in C.R.S. 18-7-302; or
6. a level 1 or level 2 felony drug offense, as described in C.R.S. 18-18-401 et seq.

Disciplinary Action and Parental Notification

Upon receiving notification of an employee's arrest for one or more of the above-listed criminal offenses, Centennial BOCES may conduct further investigation as it deems necessary and/or refer the matter to the Colorado Department of Education. Disciplinary action, including dismissal, may be taken against the employee as deemed appropriate by Centennial BOCES, in accordance with applicable law and Board policy.

Centennial BOCES may also notify students' parents/guardians when an employee is charged with any of the above-listed criminal offenses, in accordance with state law and applicable Board policy.

Adopted: April 18, 2019
Centennial BOCES