
BACKGROUND CHECK POLICY

It is the policy of Pathways Academy Adult Education (“PAAE” or “Charter School”) to provide a safe working environment and school community.

Criminal Background Check

All PAAE employees and individuals working, interning, or volunteering with students will be required to submit to a criminal background investigation. No condition or activity will be permitted that may compromise PAAE's commitment to the safety and the well-being of students taking precedence over all other considerations.

Conditions that prohibit working at PAAE include conviction of a controlled substance, sex offense, or a serious or violent felony. If there is a nexus between a conviction and the responsibilities of a job position, the candidate will not be considered. Additionally, should an employee, during their employment with PAAE, be charged or convicted of any offense, the employee must immediately report the charge or conviction to the Executive Director (or the Board President if it is the Executive Director).