

Universal Academy of Columbus Background Check and Safety Policy

As part of the hiring process, all candidates for employment with Universal Academy of Columbus (UAC) are required to undergo a comprehensive background check, which includes both Bureau of Criminal Investigation (BCI) and Federal Bureau of Investigation (FBI) fingerprint-based background checks. This process ensures the safety and well-being of our students, staff, and the broader school community.

Volunteers working with students are also required to complete appropriate background checks, which may include BCI and/or FBI fingerprint-based checks depending on the level of access and duration of volunteer service. Volunteers must be approved prior to interacting with students.

In addition to the criminal background checks, candidates are also required to provide verification of their professional licensure. UAC will confirm the validity of any teaching or administrative certifications, licenses, or credentials required for the position, ensuring compliance with state and federal regulations.

By applying for employment, candidates consent to the release of their background information and agree to submit the necessary documentation for licensure verification. The results of these checks, along with the licensure status, will be reviewed as part of the hiring decision.

UAC is committed to maintaining a safe, secure, and compliant environment for all individuals in our school community.

The school will have a minimum of three (3) onsite staff members, and all bus drivers will be trained on the implementation of a Seizure Action Plan. Training will be provided by a qualified seizure healthcare provider.

The training will be renewed every two (2) years and documentation will be kept on file in the principal's office for a period of three (3) years.

Candidates applying for employment with UAC permit the school to conduct a search of the CORE Licensure System educator profile to ensure that proper licensing is obtained.