

EMPLOYEE RECORDS REGULATION

Employee Personnel Records Content

1. Employee personnel records may contain the following information:
 - Personal information including, but not limited to, name, address, telephone number, emergency numbers, birth date and spouse.
 - Individual employment contract.
 - Evaluations.
 - Application, resume and references.
 - Information concerning background checks.
 - Salary information.
 - Copy of the employee's license or certificate, if needed for the position.
 - Educational transcripts.
 - Assignment.
 - Records of disciplinary matters.

2. Employee health and medical records shall be kept in a file separate from the employee's personnel records. Health and medical records may contain, but are not limited to:
 - Medical professional signed physical form.
 - Sick or long-term disability leave days.
 - Worker's compensation claims.
 - Reasonable accommodation made by the school district to accommodate the employee's disability.
 - Employee's medical history.
 - Employee emergency names and numbers.
 - Family and medical leave request forms.

3. The following are considered public personnel records available for inspection:
 - The name and compensation of the individual, including any written agreement establishing compensation or any other terms of employment, except for that information that is otherwise protected. "Compensation" includes the value of benefits conferred including, but not limited to: casualty, disability, life or health insurance, other health or wellness benefits, vacation, holiday and sick leave, severance payments, retirement benefits and deferred compensation;
 - The dates the individual was employed by the government body;
 - The positions the individual holds or has held with the government body;
 - The educational institutions attended by the individual, including any diplomas and degrees earned, and the names of the individual's previous employers, positions previously held and dates of previous employment;
 - The fact that the individual was discharged as the result of a final disciplinary action upon the exhaustion of all applicable contractual, legal and statutory remedies; and,
 - Personal information in confidential personnel records of government bodies relating to student employees shall only be released pursuant to the Family Educational Privacy Rights Act (FERPA.)

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Applicant File Records Content

Records on applicants for positions with the school district shall be maintained in the central administration office. The records shall include, but not be limited to:

- Application for employment.
- Resume.
- References.
- Evidence of appropriate license or certificate, if necessary for the position for which the individual applied.
- Affirmative action form, if submitted.
- Information concerning background checks.

Records Access

Only authorized school officials and agencies, or individuals permitted by law, shall have access to an employee's records without the written consent of the employee. Authorized school officials may include, but not be limited to the superintendent, building principals, immediate supervisors, or board secretary. In the case of a medical emergency, the school nurse or other first aid or safety personnel may have access to the employee's health or medical file without the consent of the employee. Board members will generally only have access to an employee's personnel file without the consent of the employee when necessary for the conducting of board business.

Record Copying Fee

The school district may charge employees, or others allowed access to personnel files as stated above, a fee of 10 cents for each page copies from the personnel file. This fee may be revised from year to year, and should not exceed the amount charged per page by a commercial copying business.

Employee Record Retention

All employee records, except payroll and salary records, are maintained for a minimum of one year after the termination of employment with the district.

All applicant records of applicants not selected for employment shall be maintained for a minimum of one year after the position has been filled.

However, employees and/or applicant records will be maintained longer than seven years if the district is engaged in employee or applicant related employment litigation, labor disputes, and/or under investigation for employee or application related discriminatory practices.

In any of the situation described above, any related employees or applicant records will be retained by the district until the litigation, dispute, and/or investigation is resolved or becomes final.

Payroll and salary records shall be maintained for a minimum of three years after payment.