

Employee Personnel Records

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;
- Application, resume and references, except those that shall be kept confidential according to state and federal law;
- Educational transcripts;
- Copy of the employee's license or certificate, if needed for the position;
- Individual employment contract;
- Salary information;
- Evaluation transcripts;
- Assignment;
- Records of disciplinary matters;

Employee Health and Medical Records

Employee health and medical records, which are kept separate from employee personnel records, may contain, but are not limited to, the following information:

- Employee's medical history
- Employee's emergency names and numbers;
- Medical professional signed physical form;
- Sick or long-term disability leave days;
- Family and medical leave request forms;
- Worker's compensation claims;
- Reasonable accommodation made by the District to accommodate the employee's disability.

Applicant for Employment Records

Records on applicants for positions with the district, which are maintained in the central administration office, may contain, but are not limited to, the following information:

- Application for employment;
- Resume;
- References, except those that shall be kept confidential according to state and federal law;
- Evidence of appropriate license or certificate, if necessary for the position for which the individual applied;
- Affirmative action form, if submitted.

Access to Records

The board shall allow current and former employees access to their files pursuant to state and federal law.

The board shall allow only authorized school officials 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, the building principal, the board secretary, human resources, and the business

manager. 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.

Personnel Records and Public Inspection

The following are considered public personnel records available for inspection:

- An employee's name and compensation, including any written agreement establishing compensation or any other terms of employment excluding any information otherwise protected under the law.
 - Compensation means payment of, or agreement to pay, any money, thing of value, or financial benefit conferred in return for labor or services rendered by an official, officer or employee plus the value of benefits conferred including but not limited to casualty, disability, life, or health insurance, other health or wellness benefits, vacation leave, holiday leave, sick leave, severance payments, retirement benefits, and deferred compensation.
- The dates the employee was employed by the district.
- The positions the employee holds or has held with the district.
- The educational institutions attended by the employee, including any diplomas and degrees earned, and the names of the employee's previous employers, positions previously held, and dates of previous employment.
- The fact that the individual resigned in lieu of termination, was discharged, or was demoted as a result of a disciplinary action, and the documented reasons and rationale for the resignation in lieu of termination, the discharge, or the demotion. "Demoted" or "demotion" mean a change of an employee from a position in a given classification to a position in a classification having a lower pay grade; and
- Personal information in confidential personnel records relating to student employees shall only be released pursuant to the Family Educational Rights and Privacy Act (FERPA).

Retention of Records

All employee records, except payroll and salary records, are maintained for a minimum of one year after termination of employment with the district. Applicant records are maintained for a minimum of one year after the position was filled. Payroll and salary records are maintained for a minimum of three (3) years.

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