

SECTION: PROFESSIONAL EMPLOYEES

TITLE: PERSONNEL FILES

ADOPTED: MARCH 17, 2004

REVISED: MAY 9, 2007

FERNDALE AREA SCHOOL DISTRICT

424. PERSONNEL FILES	
1. Purpose	Orderly operation of the school district requires maintaining a file for the retention of all records relative to an individual's duties and responsibilities as a district employee.
2. Authority	The Board requires that sufficient records be maintained to ensure an employee's qualifications for the job held, compliance with federal and state requirements and local benefit programs, conformance with district policies and rules, and evidence of completed evaluations.
3. Delegation of Responsibility	The Board delegates the establishment and maintenance of official personnel records to the Superintendent or designee, who shall prepare guidelines defining the material to be incorporated into personnel files.
4. Guidelines	A central file shall be maintained; supplemental records may be maintained only for ease in data gathering.
42 U.S.C. Sec. 12101 et seq	<p>Medical records shall be kept in a file separate from the employee's personnel file.</p> <p>Only information that pertains to the professional role of the employee and is submitted by duly authorized administrative personnel may be entered in the official personnel file.</p> <p>A copy of each entry shall be made available to the employee except for matters pertaining to pending litigation or criminal investigation.</p> <p>Personnel records shall be available to the Board but only as required in the performance of its designated functions as a Board and as approved by a majority vote of the Board.</p> <p>Personnel files shall be reviewed annually, and material no longer required shall be destroyed.</p>

<p>43 P.S. Sec. 1321-1324</p>	<p><u>Employee Access</u></p> <p>Professional employees shall have access to their own file, except that information relative to confidential employment references/recommendations shall not be available for review by the employee.</p> <p>Personnel wishing to review their own records shall:</p> <ol style="list-style-type: none">1. Request access in writing.2. Review the record in the presence of the administrator or designee responsible to maintain personnel records.3. Make no alterations to the record, nor remove any material.4. Sign a log attached to the file indicating the date and person reviewing.
<p>20 U.S.C. Sec. 6311 Pol. 404</p>	<p><u>Appeals</u></p> <p>Personnel who choose to appeal material in their records shall make a written request to the administrator delegated to maintain the records and shall specify:</p> <ol style="list-style-type: none">1. Name and date.2. Material to be appealed.3. Reason for appeal. <p>The responsible administrator shall refer the appeal to the administrator responsible for supervising the employee and permit the addition of employee comments.</p>
<p>20 U.S.C. Sec. 6311, 7801</p>	<p><u>Title I Schools</u></p> <p>In accordance with federal law, the district shall release to parents/guardians, upon request, information regarding the professional qualifications and academic degrees of any teacher providing instruction to their child at a school receiving Title I funds. The district shall annually notify parents/guardians at the beginning of the school year about their right to request such information.</p> <p>The district shall notify parents/guardians of students attending Title I schools when their child has been assigned to or taught for four (4) or more consecutive weeks by a teacher who is not highly qualified, as defined by federal law.</p>

<p>8 CFR Sec. 274a.2</p> <p>SC 111 23 Pa. C.S.A. 6301 et seq</p>	<p><u>File Contents</u></p> <p>Upon initial employment, the employee's file shall contain:</p> <ol style="list-style-type: none">1. Completed employment application form.2. Copy of appropriate certificate.3. Transcripts.4. Recommendations.5. Retirement registration.6. Hospitalization forms.7. Annuity forms.8. Insurance beneficiary forms.9. I-9 Immigration Form.10. Act 34 and Act 151 clearance statements. <p>11. FBI Clearance</p> <p>During the period of employment, the following additional data shall be maintained in personnel files:</p> <ol style="list-style-type: none">1. Rate of compensation.2. Completed copy of employment contract.3. Attainment of advanced degrees and effect on compensation.4. Attendance record.5. Completed evaluations.6. Disciplinary incidents.7. Special awards or distinctions.
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<p>School Code 111</p> <p>PA Statute 23 Pa. C.S.A. 6301 et seq</p> <p>PA Code Title 22 Sec. 403.1</p> <p>43 P.S. Sec. 1321-1324</p> <p>20 U.S.C. Sec. 6311</p> <p>20 U.S.C. Sec. 7801</p> <p>42 U.S.C. Sec. 12101 et seq</p> <p>8 CFR Sec. 274a.2</p> <p>Board Policy 404</p>	<p>All of the above shall be subject to the provisions of the collective bargaining agreement, which in case of conflict, shall be controlling.</p>
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