

NO DNH CODE (Revision to Policy GBP - Prohibited Personnel Practices ; GBJ - Personnel Records and Files; GCAA - Application for Position

The following new language would be added to existing policies.

GBP

The District shall not designate, label or code in any record of the District that an employee or former employee is ineligible for rehire by the District.

Information contained in records kept and maintained by the District in accordance with Board Policy GBJ, including but not necessarily limited to an applicant's evaluation, letters of direction, disciplinary action taken, terminations for cause, separation agreements or resignations, may be considered by hiring administrators in screening applicants that are re-applying for positions in the District. A copy of this Policy shall be provided to employees in advance of signing a separation agreement.

GBJ

Personnel records, a supervisor's employee desk file, employee evaluations, employee disciplinary records, and other records relating to a person's employment with the district, are public records. The District shall retain them unless State law, including but not limited to, the Arizona State Library and Archives Records Retention Schedule, or applicable employee agreements, requires their destruction.

GCAA

The District and its employees shall act in good faith when providing employment references and verification of employment for current and former employees. Employment references shall consist of dates of employment and positions held, and the existence and contents of any termination letter in the former employee's file for conduct that mandated a report to the State Board of Education and/or law enforcement. Other information regarding the employee contained in the records of the district, including salary, discipline, or evaluation shall be provided only upon receipt of the individual's express written authorization and waiver and consent, if the former employee signed a separation agreement acknowledging that such information may be disclosed in an employment reference, or as required by law, including, but not limited to, the Arizona Public Records Law (A.R.S. §§ -39-101 to -161). In accordance with A.R.S. § 23-1361, a copy of any written communication regarding employment must be sent by the employer providing the information to the former employee's last known address.

The Superintendent shall develop and promulgate administrative procedures consistent with this Policy.