

SOUTHEASTERN GREENE SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: PERSONNEL FILES

ADOPTED: November 15, 2011

REVISED:

	324. 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 determine 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 administrative employee and is submitted by duly authorized administrative personnel and the Board may be entered in the official personnel file.</p> <p>Personnel records shall not be available to individual Board members, except as may be required in the performance of its functions as a Board.</p> <p><u>Employee Access</u></p>
43 P.S. Sec. 1321-1324	Administrative 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.

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<p>School Code 111</p> <p>PA Statute 23 Pa. C.S.A. 6301 et seq</p> <p>43 P.S. Sec. 1321-1324</p> <p>42 U.S.C. Sec. 12101 et seq</p> <p>8 CFR Sec. 274a.2</p>	<p>Personnel who wish 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 to3. maintain personnel records.4. Make no alterations to the record, nor remove any material.4. Any person reviewing a personal file shall sign a log attached to the file indicating the date and person reviewing. <p><u>Appeals</u></p> <p>Personnel choosing 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 directly involved and permit the addition of employee comments.</p>
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