

**ALLOWAY TOWNSHIP SCHOOL DISTRICT**  
**Alloway, New Jersey**

**FILE CODE: 4112.6/4212.6**

<u>  X  </u>	<b>Monitored</b>
<u>     </u>	<b>Mandated</b>
<u>  X  </u>	<b>Other Reasons</b>

**Regulation**

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Health records of candidates for employment and of current employees, including computerized records, shall be secured, stored, and maintained separately from other personnel files. Health records may be shared only with authorized individuals in accordance with N.J.S.A. 18A:16-5.

**PERSONNEL RECORDS**

**A. Content of Record**

1. A personnel file shall be assembled and maintained for each person employed by this district. Each file shall contain the original or copies, as appropriate, of the following documents regarding the employee:
  - a. The employee's current correct name, address, telephone number, and birth date;
  - b. Application form, including transcripts of all academic work, records of prior military service, and other supporting documents;
  - c. Annual employment contract and/or annual salary notice, signed by the employee;
  - d. Certificates and/or licenses required for employment;
  - e. Documentation of fulfillment of requirements for any change in salary classification;
  - f. Income tax forms;
  - g. Retirement registration;
  - h. Hospitalization forms;
  - i. Annuity forms;
  - j. Rate of compensation;
  - k. Attendance record, including the starting and ending dates of all leaves of absence, whether the leave was paid or unpaid, and the purpose for which such leaves were granted;
  - l. Assignment to positions, including position title and building to which assigned;
  - m. Completed evaluations;
  - n. Reports of disciplinary incidents;
  - o. Records of special awards, commendations, or distinctions;
  - p. Oath of allegiance;
  - q. Reports of routine physical examinations; and
  - r. Reports of physical and mental examinations required for cause.
2. No information will be placed in an employees' file that does not pertain to the employee's position in this district and the performance of the employee's duties.
3. The content of personnel files will be reviewed annually, and material no longer required will be destroyed.

**B. Custodian of Personnel Records**

1. The chief school administrator is custodian of all personnel records.
2. Personnel records shall be maintained in the office of the human resources and compliance, who shall be records manager responsible for the day-to-day maintenance of the files and for supervising access to the files.

**C. Notice of Content of Files**

1. Each employee, upon request, shall be informed of the contents of his or her personnel file.

PERSONNEL RECORDS (regulation continued)

2. Each employee will be notified of the inclusion in his or her file of any document that was not received from the employee or at the direction of the employee.
  - a. No evaluation form will be placed in a personnel file until it has been reviewed and signed by the employee.
  - b. No copy of a memorandum or letter sent by an administrator or other school official to an employee will be placed in the employee's file unless the original and copy include the notation "cc: Personnel File" or other clear indication of the author's intention to place the memorandum or letter in the employee's file.
  - c. No report or letter or memorandum from any source, other than documents referred to in paragraph C2b above, may be placed in an employee's file until a copy of same has been delivered to the employee.

## D. Employee Access to Personnel Records

1. Each employee shall be granted access to his or her personnel file in accordance with these regulations, except as may have been negotiated with the employee's majority representative.
2. Written request for access shall be submitted to the human resources office designee. Except in unusual circumstances, access shall be granted only during the regular working hours of the office in which the file is kept.
3. The employee shall review the record in the presence of the human resources office designee and, at the employee's request, a representative of the employee.
4. No alteration or addition or deletion may be made to the file, except that the employee may append to any document in the file his or her comments on that document.
5. The employee may copy any portion of his or her file and may receive photocopies of records on payment of the copying fees established for copies of public records.

## E. Appeal of Content of the File

1. The employee may appeal to the chief school administrator for the exclusion or inclusion of any portion of the personnel file or the accuracy of any information in the file.
2. An appeal must be made in writing to the chief school administrator. The chief school administrator shall render a decision on the appeal as soon as possible, but not later than ten days from the date the written appeal is submitted.
3. The chief school administrator's decision shall be in writing and shall be delivered to the employee and the records manager responsible for the employee's file.
4. Except as may be otherwise provided by agreement negotiated with the employee's majority representative, the employee may appeal the chief school administrator's decision to the board; a decision of the board may be appealed to the commissioner of education.

## F. Access by Board Members and School Officials

1. Personnel files may be inspected by school officials only as required in the discharge of their professional or statutory duties and to the extent required in the discharge of those duties.
2. Personnel files may be inspected by board members when such inspection relates to the chief school administrator's recommendation of a candidate for employment, promotion, transfer, dismissal, or discipline.

PERSONNEL RECORDS (regulation continued)

3. Access to the employee's file for professional reasons necessarily imposes on the person reviewing the file the duty to respect the confidentiality of the record.

## G. Public Access to Employee Records and Information

1. A board and private agencies that provide educational services by means of public funds shall make employee records and information available for public access, pursuant to N.J.S.A. 47:1A-10, the Open Public Records Act, but in accordance with N.J.S.A. 18A:6-120(d) and 121.(d) in accordance with N.J.A.C. 6A:32-4.3 and as outlined in this Regulation.
2. In accordance with the provisions of N.J.S.A. 47:1A-10, notwithstanding the provisions of N.J.S.A. 47:1A-1 et seq. or any other law to the contrary, the personnel or pension records of any individual in the possession of a public agency, including but not limited to, records relating to any grievance filed by or against an individual, shall not be considered a government record and shall not be made available for public access, except that:
  - a. An individual's name, title, position, salary, payroll record, length of service, date of separation and the reason therefore, and the amount and type of any pension received shall be a government record;
  - b. Personnel or pension records of any individual shall be accessible when required to be disclosed by another law, when disclosure is essential to the performance of official duties of a person duly authorized by the State of New Jersey or the United States, or when authorized by an individual in interest; and
  - c. Data contained in information which discloses conformity with specific experiential, educational, or medical qualification required for government employment or for receipt of a public pension, but not including any detailed medical or psychological information, shall be a government record.
3. Information related to the evaluation of a particular employee shall be maintained by the school district, be confidential, and not be accessible to the public pursuant to N.J.S.A. 47:1A-1 et seq., as amended and supplemented, in accordance with N.J.S.A. 18A:6-120.d and 18A:6-121.d.

Adopted:

Revised:

NJSBA Review/Update: April 2025

Readopted: