

PERSONNEL RECORD REGARDING DISCIPLINE
AND EMPLOYEE NOTIFICATION OF PUBLIC RECORD

Personnel Record Regarding Discipline

Employee Name: Tom Hill

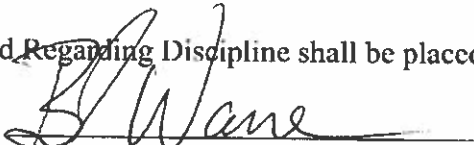
Employee Position: Math Teacher

Disciplinary Action Taken Against Employee: X Resigned in Lieu of Termination
 Discharged
 Demoted (i.e., change in employee's position/classification to another having a lower pay grade)

Documented Reasons/Rationale For Above Action:

1. Engaging in unprofessional and unethical conduct by failing to maintain a professional relationship with all students both inside and outside the classroom in violation of Board Policy 404 and 404.R1.
2. Violation of Board policy 605.7R2 regarding professional/ethical use of technology.

This Personnel Record Regarding Discipline shall be placed in the employee's personnel file.

Supervisor Signature: 

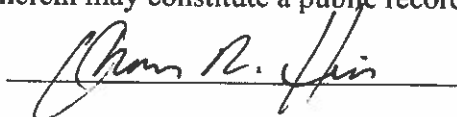
Date: 8/10/2023

Employee Notification of Public Record

Pursuant to Iowa Code Section 22.7(11)(a), certain information relating to individuals employed by a public school district contained in personnel records shall be public records, including the fact that the individual resigned in lieu of termination, was discharged, or was demoted as the result of a disciplinary action, and the documented reasons and rationale for the resignation in lieu of termination, the discharge, or the demotion.

Pursuant to Iowa Code Section 22.15, a public employer that takes disciplinary action against an employee that may result in information described above being placed in the employee's personnel record, prior to taking such disciplinary action, shall notify the employee in writing that the information placed in the employee's personnel file as a result of the disciplinary action may become a public record.

I hereby acknowledge I received this Employee Notification of Public Record and that the information contained herein may constitute a public record subject to disclosure under the law.

Employee Signature: 

Date: 8/10/23