

Disclosure of Information to Prospective Employers

Teachers

Pursuant to state law, the charter school shall, upon request and if legally allowable, disclose to another school district or school, the reasons for the teacher's separation from employment with the charter school, any pertinent performance or disciplinary record of the teacher that specifically relates to any negligent action of the teacher that was found to endanger the safety and security of a student, and any disciplinary records that relate to behavior by the teacher that was found to have contributed to a student's violation of the charter school's conduct and discipline code. This information shall only be disclosed to personnel authorized to review the personnel file in the requesting district and the person applying for a position as a teacher.

Other charter school employees

With regard to all other former or current charter school employees, the charter school shall disclose to prospective employer information relative to the employee's suitability for reemployment, including his or her work-related skills, abilities and habits. In the case of a former employee, the charter school shall also disclose, if legally allowable, the reason for the employee's separation.

Immunity provisions

The charter school, and its employees, agents and representatives authorized by the charter school to make such disclosures, shall be immune from civil liability for disclosing such information unless the charter school knew or should have reasonably known that the information was false.

Copy to employee

When the charter school provides written information about a current or former employee to a prospective employer, it shall send a copy of that information to the employee upon request. The charter school shall also make such written information available to the current or former employee upon request during normal business hours. A fair and reasonable price shall be charged by the charter school for any copies of the written information requested by the employee.

LEGAL REFS: C.R.S. 8-2-114(2), (3) and (5)
C.R.S. 22-63-202

CROSS REFS: GCE/GCF, Professional Staff Recruiting/Hiring
GDE/GDF, Support Staff Recruiting/Hiring

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Lake George Charter School