

****404 – Employer Recommendations:** In the years since this policy was last updated, Idaho Code §33-1210, relating to the past job performance of applicants for certificated or noncertificated position, became law. This updated policy removes outdated provisions and includes references to the updated legal requirements related to employer recommendations. Existing law on the prohibition against maintenance of blacklists and confidentiality is maintained in updated policy. We have removed the reference to the Idaho Public Records law and included the reference to Idaho Code §33-1210.

Upon request from another Idaho school district, this district will make available information on an applicant’s past job performance and/or job related conduct as described in Idaho Code §33-1210(1)(b) and Policy 404.50. Such information will be provided within twenty (20) business days after receiving the request. In accordance with Idaho law, names of any student or fellow employee complainant, other than the employee’s administrative evaluator or administrative author of communication to the employee, will be redacted from such provided documentation.

The district may provide information about the job performance, professional conduct, or evaluation of a former or current employee to a prospective employer that is not a school district at the request of the prospective employer or the current or former employee. Any information provided will be provided in good faith.

This district will not maintain a blacklist, or notify any other employer that any current or former employee has been blacklisted by this district, for the purpose of preventing the employee from receiving employment.

Any and all information regarding a current or former employee received through a substance abuse testing program will be held confidential by the district and will not be disclosed to a prospective employer unless such disclosure is approved in writing by the current or former employee.



LEGAL REFERENCE:

- Idaho Code Sections
- 33-1210 (Information on Past Job Performance)
- 44-201 (Employer Duties)
- 72-1712 (Confidentiality of Information)

ADOPTED:

AMENDED:

CROSS REFERENCE:

Policy 404.50 (Information on Past Job Performance)