

PERSONNEL RECORD REGARDING DISCIPLINE
AND EMPLOYEE NOTIFICATION OF PUBLIC RECORD

Personnel Record Regarding Discipline

Employee Name: Joy Gross

Employee Position: Head Softball Coach

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

Documented Reasons/Rationale For Above Action:

- 1) Inappropriate Verbal Statements to Students
- 2) Violation of Professional Code of Ethics 281 IAC 25.3(6)(d)-Conducting professional business in such a way that the practitioner repeatedly exposes students or other practitioners to unnecessary embarrassment or disparagement.
- 3) Loss of trust and confidence of the Administration in employee's ability to effectively help lead the Softball program.

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

Supervisor Signature:  Date: 4-30-24

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 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.