



School District Personnel Records: PIA Exceptions to Disclosure

Presented by:
Leah Wingerson



WALSH GALLEGOS
KYLE ROBINSON & ROALSON P.C.



© 2024

What Information Can and Cannot be Withheld?



Personnel Information Generally Available to the Public

- Names of employees
- Names of applicants for employment (but watch exception for Superintendent candidates)
- Dates of employment of current and former employees
- Current and previous positions
- Current and previous salary
- Employee curriculum vitae and resumes (but watch exceptions for home address, home phone, and/or personal email address)
- Evaluations of employees other than certified teachers and administrators
- Dates of employee use of leave, including sick leave
- Reasons for dismissal from employment



3

Personnel Information Generally Available to the Public (cont.)

- Employment contracts
- Service records
- In-service and training records
- Certificate(s) and endorsements
- Compensation information (salary, stipends, additional compensation)
- Information that reflects a financial transaction between the employee and the district (but not involving a third party, such as an insurance company)



4

Information That Can Be Withheld *Common PIA Exceptions*

Exceptions found in the PIA, chapter 552 of the Government Code

- Section 552.101 – used in conjunction with other laws that make information confidential
- Section 552.102(a) – employee dates of birth contained in personnel records
- Section 552.102(b) – college transcripts
- Section 552.107 – attorney-client privilege
- Sections 552.117 and 552.024 – employee personal information (home address, home phone number, emergency contact, and information that reveals family members)



Information That Can Be Withheld *Common PIA Exceptions (cont.)*

Exceptions found in the PIA, chapter 552 of the Government Code

- Section 552.130 – motor vehicle and driver's license information
- Section 552.136 – credit card, bank account, and other access device numbers
- Section 552.137 – email addresses of members of the public
- Section 552.147 – social security numbers



Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](http://utcle.org/elibrary)

Title search: School District Personnel Records: PIA Exceptions to Disclosure

Also available as part of the eCourse

[School District Personnel Records: PIA Exception to Disclosure](#)

First appeared as part of the conference materials for the
39th Annual School Law Conference session

"School District Personnel Records: PIA Exceptions to Disclosure"