



Human Resources Board Report

December 2019

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Human Resources Department
hr@seattleschools.org

This is the Personnel Report provided by Human Resources for adoption by the School Board for the month of December 2019.

School Board Action



DATE: December 11, 2019

TO: School Board Directors For Consent: December 4, 2019

FROM: Denise Juneau,
Superintendent

RE: Human Resources Personnel Report

RECOMMENDATION

I recommend approval of the following motion:

I move approval of the Human Resources Personnel Report.

ATTACHMENTS

Human Resources Personnel Report

Staff Person: Clover Codd
Chief Human Resources Officer

*Clover
Codd*

REPORT TO THE SCHOOL BOARD
HUMAN RESOURCES ACTIVITY

December 2019

Last name	First name	Middle	Org Unit	Job	FTE	Effective Date
Administrator Officials, Administrators, Principals, Assistant Principals) & Other Non- Represented Staff						
HIRES						
Tan	Le	T	Comptroller's Office	System Control Accountant	100.00	12/02/2019
REHIRES						
Brooks	Alvertis		Athletics Administration	Assistant Director of Athletics	100.00	12/02/2019
RETIREMENTS						
Abplanalp	Elizabeth		Student Systems and Support	Business Analyst Senior	100.00	01/04/2020
Box	Anna	M	Mathematics	Math Program Manager	100.00	01/02/2020
SEPARATIONS						
Churng	Michael	D	Tech Line	Help Desk Specialist	100.00	10/22/2019
Dellino	Carmela	Diane	Grants Coordination	Fam & Educ Levy Elem Innov Mgr	100.00	12/20/2019
Glover	Adrian	H	Office of Civil Rights	Investigator	100.00	11/16/2019
McKenzie	Carrie	L	DoTS Project Management	IT Manager	100.00	11/01/2019
Moore	William	H	Operations & Fiscal - Headst	Sr Cost Technician	100.00	11/01/2019
Taylor	Jolene	E	McKinney-Vento	McKinney Vento Coordinator	100.00	10/31/2019
Valenti	Joseph	M	DoTS Administrative Services	Senior Administrative Asst-260	100.00	11/09/2019
School & Instructional - Certificated (Teachers, Guidance, Psychologists, Librarian/Audio Visual, Other Professional Staff)						
HIRES						
Boness	Sophia	C	Broadview/Thomson K-8	Teacher-Kindergarten	100.00	11/01/2019
Boyer	Lindsay	D	Leschi Elementary	Teacher-Special Education	100.00	11/12/2019
Burkhart	Emily	I	Hamilton Int'l Middle School	Teacher-Middle School	60.00	10/24/2019
Cummins	Lisa	L.	Wedgwood Elementary	Teacher-Special Education	40.00	11/18/2019
Gallagher	Olymar	E	Health Services/Nursing Prog	Nurse	80.00	11/14/2019
Hardt	Gabriel		Health Services/Nursing Prog	Nurse	40.00	10/21/2019
Jaffe	Jacob		South Lake High School	Teacher-High School	100.00	11/12/2019
Lambert	Devin	B	South Shore - The New Scho	Teacher-Elementary Specialist	60.00	11/12/2019
Luiten	Glenna	M	Leschi Elementary	Teacher-Special Education	100.00	11/12/2019
Nadeau	Dawn	S	Highland Park Elementary	Teacher-Elementary	100.00	10/29/2019
Upshaw	Jerome		Coordinated Schl Health Serv	Student Supp Svcs Consulting Teacher-	100.00	11/18/2019
Upshaw-Yazzie	Norma	J	Orca K-8	Teacher-Middle School	100.00	11/21/2019
Vinson	Justin	D	Franklin High School	Teacher-High School	100.00	12/02/2019
Walton	Frank	C	South Lake High School	Teacher CTE - High School	50.00	11/04/2019
Williams	James	D	Rainier View Elementary	Teacher-Special Education	60.00	11/04/2019
Wisner Miller	Sachiko		South Shore - The New Scho	Teacher-Special Education	100.00	12/02/2019
Woods	Joshua	T	Garfield High School	Teacher-High School	60.00	11/01/2019
REHIRES						
Dondoyano	Elaine	I	Rising Star@African America	Teacher-Elementary Specialist	100.00	11/08/2019
Levasseur	Yvette	M	South Lake High School	Counselor-High School	50.00	11/13/2019
RETIREMENTS						

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School & Instructional - Certificated (Teachers, Guidance, Psychologists, Librarian/Audio Visual, Other Professional Staff)

Gorney	Kathleen	R	Seattle World School	Teacher/Bilingual BS	100.00	12/01/2019
Rodriguez	Guadalupe	I	Seattle World School	House Administrator	100.00	02/04/2020

SEPARATIONS

Harvey Jr	John	R	Sand Point Elementary	Librarian-Elementary	50.00	12/01/2019
Heffernan	Mary	S	Health Services/Nursing Prog	Nurse	80.00	12/20/2019
Orion	Rev	B	Cleveland High School	Teacher-Special Education	100.00	01/01/2020
Paris	Susanne	M	Hay Elementary	Counselor-Elementary	20.00	10/12/2019
Patrick	Kendra	D	Emerson Elementary	Social Worker	100.00	10/19/2019
Silver	Adri	Emily K	Speech Language Pathologist	Specialist Comm Disorder	50.00	12/01/2019
Tinker	Elizabeth	C	Nathan Hale High School	Teacher CTE - High School	20.00	12/01/2019
Tinker	Elizabeth	C	Rainier Beach High School	Teacher CTE - High School	30.00	12/01/2019
Van Acker	Kelly	M	Eckstein Middle School	Teacher-Middle School	80.00	12/21/2019

School & Instructional - Certificated (Substitutes)

HIRES

Booker	Elena		Substitutes - HR Services	Certificated Substitute		11/08/2019
Buckner	Terrell		Substitutes - HR Services	Certificated Substitute		10/25/2019
Cromwell	Shea		Substitutes - HR Services	Certificated Substitute		10/29/2019
D'Amico	Anthony	Sean	Substitutes - HR Services	Certificated Substitute		11/26/2019
Diaz-Parga	Karla	C.	Substitutes - HR Services	Certificated Substitute		11/15/2019
Dupuis	Tyler	A	Substitutes - HR Services	Certificated Substitute		10/30/2019
Grunewald	Ellen	E	Substitutes - HR Services	Certificated Substitute		11/20/2019
Guettler	Alexander	S	Substitutes - HR Services	Certificated Substitute		10/30/2019
Herth	Nathaniel	A	Substitutes - HR Services	Certificated Substitute		10/25/2019
Hunter	Laura	K	Substitutes - HR Services	Certificated Substitute		11/22/2019
Hutton	Hannah	T	Substitutes - HR Services	Certificated Substitute		11/06/2019
Jimmerson-Alaeddi	Elizabeth	C	Substitutes - HR Services	Certificated Substitute		11/25/2019
Lang	Andrew	G	Substitutes - HR Services	Certificated Substitute		11/08/2019
LeBaron	Marie		Substitutes - HR Services	Certificated Substitute		11/01/2019
Louie	Sam	F	Substitutes - HR Services	Certificated Substitute		11/18/2019
Murdoch	Heather		Substitutes - HR Services	Certificated Substitute		11/26/2019
Myler	Helena	J	Substitutes - HR Services	Certificated Substitute		11/20/2019
Saber Motamedi	Nader		Substitutes - HR Services	Certificated Substitute		11/15/2019
Shi	Qunying		Substitutes - HR Services	Certificated Substitute		10/30/2019
Winkle-Bryan	Regina		Substitutes - HR Services	Certificated Substitute		10/30/2019
Yu	Ying		Substitutes - HR Services	Certificated Substitute		10/25/2019

REHIRES

Brooks	Jennifer	W	Substitutes - HR Services	Certificated Substitute		10/30/2019
Carlson	Amy	Kathlee	Substitutes - HR Services	Certificated Substitute		11/12/2019
Cohen	Melissa	J	Substitutes - HR Services	Certificated Substitute Nurse		11/19/2019

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School & Instructional - Certificated (Substitutes)						
Dodsley	Katherine	M	Substitutes - HR Services	Certificated Substitute		10/25/2019
Estrada	Theresa		Substitutes - HR Services	Certificated Substitute		10/31/2019
Ezpeleta	Emily	A	Substitutes - HR Services	Certificated Substitute		11/12/2019
Felder	Donald	T.	Substitutes - HR Services	Certificated Substitute		10/25/2019
Gardenhire	Bridgett	Y.	Substitutes - HR Services	Certificated Substitute		11/26/2019
Hanson	Keefe	J	Substitutes - HR Services	Certificated Substitute		11/18/2019
Harvey Jr	John	R	Substitutes - HR Services	Certificated Substitute		12/01/2019
Heffernan	Mary	S	Substitutes - HR Services	Certificated Substitute Nurse		12/19/2019
Hunter	Nancy	R	Substitutes - HR Services	Certificated Substitute		10/16/2019
Juergens	Valerie	M	Substitutes - HR Services	Certificated Substitute		11/08/2019
Livesley	Lynn	A	Substitutes - HR Services	Certificated Substitute		10/25/2019
O'Connor	Joan	Ellen	Substitutes - HR Services	Certificated Substitute		11/15/2019
Rogers	Joy	H	Substitutes - HR Services	Certificated Substitute Nurse		11/14/2019
Rudnick	Anya	L	Substitutes - HR Services	Certificated Substitute		11/18/2019
Stocking-O'Hara	Mary	Clare	Substitutes - HR Services	Certificated Substitute		10/25/2019
Sunahara	Mizue		Substitutes - HR Services	Certificated Substitute		10/25/2019
Van Acker	Kelly	M	Substitutes - HR Services	Certificated Substitute		12/20/2019
Waterman	Jennifer	N	Substitutes - HR Services	Certificated Substitute		11/15/2019

School & Instructional Classified (Teacher Aides, Clerical)

HIRES

Arano Uribe	Nicolet		Concord International Elemen	Bilingual Instr Asst -203/7	100.00	11/18/2019
Auwae-Dekker	Kamaka'ina'ina	K	Mercer International Middle S	Special Education Asst/ISE - 203/7	100.00	12/02/2019
Benedict	Jayden	G	Ingraham High School	Special Education Asst/ISE - 203/7	100.00	10/31/2019
Biddle	Reghan	E	Jane Addams Middle School	Special Education Asst/ISE - 203/7	100.00	10/24/2019
Gordon	Dave	F	Greenwood Elementary	Special Education Asst/ISE - 203/7	100.00	10/31/2019
Imani	Jael	A	Rising Star@African America	Special Education Asst/ISE - 203/7	100.00	11/12/2019
Jackson	Quinton	J	Bailey Gatzert Elementary	Special Education Asst/ISE - 203/7	100.00	11/04/2019
Jacobson	Kathryn	H	Sacajawea Elementary	Special Education Asst/ISE - 203/7	100.00	10/30/2019
Jerome	Lauren		North Beach Elementary	Special Education Asst/ISE - 203/7	100.00	10/28/2019
Ladd	Gariane	L	Martin Luther King Jr.	Special Education Asst/ISE - 203/7	100.00	11/18/2019
Margarsa	Badhasa		Broadview/Thomson K-8	Special Education Asst/ISE - 203/7	100.00	12/02/2019
Martin	Marla	N	Bailey Gatzert Elementary	Special Education Asst/ISE - 203/7	100.00	11/12/2019
Martinez Lopez	Yaneth	G	Beacon Hill International Ele	Bilingual Instr Asst -203/7	100.00	11/07/2019
Murphy	Mackenzie	H	Lowell Elementary	Special Education Asst/ISE - 203/7	100.00	12/02/2019
Palm	Deshawn	T	Comptroller's Office	Accts Payable Acctg Specialist	100.00	11/04/2019
Putman	Matthew	C	Mercer International Middle S	Special Education Asst/ISE - 203/7	100.00	11/12/2019
Rocco	Jordan	A J	Olympic Hills Elementary	Special Education Asst/ISE - 203/7	100.00	11/04/2019
Samuels	Jessica	L	Mercer International Middle S	Special Education Asst/ISE - 203/7	100.00	10/24/2019
Senour	Danielle	B	Olympic Hills Elementary	Special Education Asst/ISE - 203/7	100.00	11/04/2019
Simone	Marc	W	Eckstein Middle School	Special Education Asst/ISE - 203/7	100.00	11/25/2019

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School & Instructional Classified (Teacher Aides, Clerical)						
Smith	Brittany	L	Special Ed	Special Education Asst/ISE - 203/7	100.00	11/12/2019
Stewart	Tracey	L	Hazel Wolf K-8	Special Education Asst/ISE - 203/7	100.00	10/25/2019
Trezona	Allison		Mc Clure Middle School	Special Education Asst/ISE - 203/7	100.00	11/05/2019
Watson	Bryan	C	Roosevelt High School	Special Education Asst/ISE - 203/7	100.00	10/28/2019
Westerman	Shannon	M	Thornton Creek	Elementary School Assistant-203/8	100.00	11/04/2019
Young	Chancellor	E	West Seattle Elementary	Special Education Asst/ISE - 203/7	100.00	11/20/2019
REHIRES						
Lei	Zifeng		Beacon Hill International Ele	Language Immersion Instr Asst	50.00	09/01/2019
Morrissey	Jessica	A	Stevens Elementary	Special Education Asst/ISE - 203/7	100.00	11/04/2019
Vaughan	Sherrill	N	Chief Sealth Int'l High School	Special Education Asst/ISE - 203/7	100.00	11/04/2019
RETIREMENTS						
Chappon	Patricia	J	Chief Sealth Int'l High School	Special Education Asst/ISE - 203/7	100.00	11/08/2019
Tran	Chung	Van	Mercer International Middle S	Bilingual Instr Asst -203/7	50.00	01/01/2020
Tran	Chung	Van	Thurgood Marshall Elementar	Bilingual Instr Asst -203/7	50.00	01/01/2020
SEPARATIONS						
Absher	Brandie	R	Decatur Elementary School	Elementary School Assistant-203/8	50.00	11/23/2019
Busch	Ryann		Rainier View Elementary	Elementary School Assistant-203/8	50.00	11/16/2019
Miranda	Raul		Mercer International Middle S	Bilingual Instr Asst -203/7	100.00	01/10/2020
Pryor	Shoshana	L	Pathfinder K-8	Special Education Asst/ISE - 203/7	100.00	10/31/2019
Riederer	Margaret	R	Robert Eagle Staff	Special Education Asst/ISE - 203/7	100.00	12/03/2019
School & Instructional Classified (Substitutes)						
HIRES						
Ahmed	Khalid	B	Substitutes - HR Services	Paraprofessional Substitute		10/30/2019
Aust	Patricia	M	Substitutes - HR Services	Paraprofessional Substitute		11/20/2019
Auwae-Dekker	Kamaka'ina'ina	K	Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
Bannon	Ellen		Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
Borek	Michele	Suzann	Substitutes - HR Services	Clerical Substitute		10/29/2019
Callier	Nicolle	K	Substitutes - HR Services	Paraprofessional Substitute		10/30/2019
Chandler	Cooper	W	Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
Cole	Miki		Substitutes - HR Services	Paraprofessional Substitute		11/20/2019
Collins	Jimmy		Substitutes - HR Services	Paraprofessional Substitute		11/20/2019
Cumar	Abdiwahab	A	Substitutes - HR Services	Paraprofessional Substitute		11/21/2019
Feldman	Sunshine	R	Substitutes - HR Services	Clerical Substitute		10/30/2019
Filipic	Suzanne	G	Substitutes - HR Services	Paraprofessional Substitute		11/11/2019
Fresenius	Matina	S	Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
Friermuth	Taylor		Substitutes - HR Services	Paraprofessional Substitute		12/09/2019
Glesige	Catherine	R	Substitutes - HR Services	Paraprofessional Substitute		11/11/2019
Gross	Amelia	A	Substitutes - HR Services	Paraprofessional Substitute		11/11/2019
Gunawan	Atinna	P	Substitutes - HR Services	Paraprofessional Substitute		11/21/2019

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School & Instructional Classified (Substitutes)						
Gutter	Lesley-Rose	N	Substitutes - HR Services	Paraprofessional Substitute		11/11/2019
Hall	Isiah	T	Substitutes - HR Services	Paraprofessional Substitute		11/11/2019
Hashemi	Giti		Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
Hays	Aric	M	Substitutes - HR Services	Paraprofessional Substitute		12/09/2019
Hennings	Arell	C	Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
Hinnebusch	Sydney		Substitutes - HR Services	Paraprofessional Substitute		11/20/2019
Iba	Hidenori		Substitutes - HR Services	Paraprofessional Substitute		12/09/2019
Jaffe	Mackenzie	A	Substitutes - HR Services	Paraprofessional Substitute		11/27/2019
James	Jordan	B	Substitutes - HR Services	Paraprofessional Substitute		10/30/2019
Joss	Colin		Substitutes - HR Services	Paraprofessional Substitute		11/11/2019
Kinzy	Tara	M	Substitutes - HR Services	Paraprofessional Substitute		10/30/2019
Li	Joyce		Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
McAllister	Kiel	W.	Substitutes - HR Services	Paraprofessional Substitute		11/11/2019
Mebrahtom	Rahwa	M	Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
Miller	Keiwuan	K	Substitutes - HR Services	Paraprofessional Substitute		11/11/2019
Morton	Robert	T	Substitutes - HR Services	Paraprofessional Substitute		11/11/2019
Patrick	Jamila	M	Substitutes - HR Services	Clerical Substitute		10/29/2019
Polkinghorn	Brian	I	Substitutes - HR Services	Paraprofessional Substitute		11/21/2019
Shreve	Kaleb	A	Substitutes - HR Services	Paraprofessional Substitute		09/30/2019
Stevenson	Otis		Substitutes - HR Services	Paraprofessional Substitute		11/27/2019
Williams	Andrew	C	Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
Wilson	Elijah	N	Substitutes - HR Services	Paraprofessional Substitute		11/04/2019
Woods	Alexxia	S	Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
REHIRES						
Barnes-Mamon	Portia	Faith	Substitutes - HR Services	Paraprofessional Substitute		11/26/2019
Doo	Huey Chin		Substitutes - HR Services	Paraprofessional Substitute		11/21/2019
Guevara	Elizabethann	McCullo	Substitutes - HR Services	Paraprofessional Substitute		11/11/2019
Jeffreys	Samantha	C	Substitutes - HR Services	Paraprofessional Substitute		11/11/2019
Katz	Mindy	R	Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
Lytle	Danielle	A	Substitutes - HR Services	Paraprofessional Substitute		11/27/2019
Nelson	Patricia	M	Substitutes - HR Services	Paraprofessional Substitute		11/21/2019
Paltep	Nadene	A	Substitutes - HR Services	Paraprofessional Substitute		10/30/2019
Pryor	Shoshana	L	Substitutes - HR Services	Paraprofessional Substitute		11/05/2019
Raymond	Joshua	J	Substitutes - HR Services	Paraprofessional Substitute		10/30/2019
Star	Nicole	K	Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
Sweeney	Elaine		Substitutes - HR Services	Paraprofessional Substitute		12/09/2019
Williams	Roberta	C	Substitutes - HR Services	Paraprofessional Substitute		10/30/2019
Woeck	Anthony	W	Substitutes - HR Services	Paraprofessional Substitute		11/13/2019
Wright	Kizzy	A	Substitutes - HR Services	Paraprofessional Substitute		11/21/2019

Technical & Service Hires - Classified (Technicians, Clerical/Secretarial, Service & Craft Workers)

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Technical & Service Hires - Classified (Technicians, Clerical/Secretarial, Service & Craft Workers)

HIRES

Allen	Stephanie	R	Grounds/Sports Complexes	Asst Sports Complex Specialist	100.00	11/13/2019
Archie	Craig	S	Custodial Services	Assistant Custodian G-Shift 2	100.00	10/30/2019
Cutler	Michael	J	Custodial Services	Assistant Custodian G-Shift 2	100.00	11/25/2019
Nguyen	James	D	Custodial - Nathan Hale	Assistant Custodian G-Shift 2	100.00	10/30/2019
Phan	Dung	Q	Custodial Services	Assistant Custodian G-Shift 2	100.00	11/25/2019
Stadler	Keith	C	Maintenance Services	Steamfitter	100.00	11/01/2019
Tahir	Rahmat	A	Custodial Services	Assistant Custodian G-Shift 2	100.00	11/25/2019
Teweldemedhn	Samuel	T	Custodial Services	Assistant Custodian G-Shift 2	100.00	10/30/2019
Thongoulay	Vee		Custodial Services	Assistant Custodian G-Shift 2	100.00	10/30/2019
Wilson Jr	Billy		Custodial Services	Assistant Custodian G-Shift 2	100.00	10/30/2019

REHIRES

Claytor	DeMarco	Tyree	Custodial - Coe	License Assistant H	100.00	10/28/2019
Sheferaw	Meselech	Assefa	Custodial - Cascadia	Assistant Custodian G-Shift 2	100.00	11/06/2019

RETIREMENTS

Bui	Wisdom	T	Custodial - Madrona	License Assistant H	100.00	12/03/2019
Hall	Glowver	D	Nutrition Services - View Ridg	Prepack Satellite Manager Under 200	100.00	12/24/2019
Perry	Denise		Nutrition Services - Cntrl Kit	Central Kitchen Assistant	100.00	01/01/2020

SEPARATIONS

Barrows Jr	Lamar	D	Nutrition Services - Cntrl Kit	Central Kitchen Coordinator	100.00	11/09/2019
Look	May	Wan-Su	Nutrition Services - Meany	Assistant Over 3.5 hrs/day	100.00	11/01/2019
McManus	Sean	M	Self-Help	Self-Help Operations Specialist	100.00	01/01/2020
Michalik	Matthew	John	Environmental Services	Mechanical Coordinator I	100.00	11/01/2019

Hourly Coach Approvals (WIAA Rule 20.2.0)

HIRES

Anderson	Greg	L	Athletics Administration	Hourly Coaches - Classified		11/01/2019
Brown	Brianna	E	Athletics Administration	Hourly Coaches - Classified		08/26/2019
Cano Jr	George	J	Athletics Administration	Hourly Coaches - Classified		08/26/2019
Daly	Gregory	M	Athletics Administration	Hourly Coaches - Classified		09/24/2019
DeJesus-Bair	Sabrina	J	Athletics Administration	Hourly Coaches - Classified		08/26/2019
Hardy	Bruce	A	Jane Addams Middle School	Hourly Coaches - Classified		09/09/2019
Ishiyama	Keina		Athletics Administration	Hourly Coaches - Classified		11/01/2019
Loreen	Chloe	V R	Athletics Administration	Hourly Coaches - Classified		09/01/2019
Lott	Kinsey	E	Athletics Administration	Hourly Coaches - Classified		09/01/2019
Neiman	Benjamin	S	Athletics Administration	Hourly Coaches - Classified		08/26/2019
Pelissero	Craig	M	Athletics Administration	Hourly Coaches - Classified		09/01/2019
Persson	Erin	T	Athletics Administration	Hourly Coaches - Classified		08/26/2019
Rudin	Hannah	R	Athletics Administration	Hourly Coaches - Classified		09/01/2019

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Hourly Coach Approvals (WIAA Rule 20.2.0)						
Schoninger	Geoffrey	B	Athletics Administration	Hourly Coaches - Classified		11/01/2019
Trier	Megan	H	Athletics Administration	Hourly Coaches - Classified		08/26/2019
Voelk	Connor	J	Jane Addams Middle School	Hourly Coaches - Classified		09/01/2019
Washington	Azim-Izmir	S	Athletics Administration	Hourly Coaches - Classified		08/26/2019
Witt	Dean	R	Athletics Administration	Hourly Coaches - Classified		09/01/2019
Wuerch	Alison	L	Athletics Administration	Hourly Coaches - Classified		08/26/2019
REHIRES						
Fennell	Marcis	R	Athletics Administration	Hourly Coaches - Classified		08/26/2019
Magee	James	A	Athletics Administration	Hourly Coaches - Classified		08/31/2019
Morgan	Michael	S	Athletics Administration	Hourly Coaches - Classified		08/26/2019

Note: Leave of Absences are not included on the personnel report in order to protect the employee's confidentiality rights.