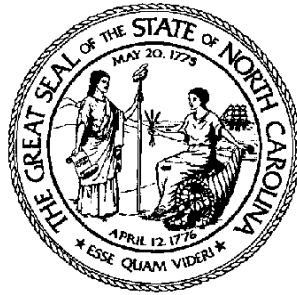


RECORDS RETENTION & DISPOSITION SCHEDULE

COLLEGES

IN THE

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM



Issued By:



North Carolina Department of Natural and Cultural Resources
Division of Archives and Records
Government Records Section

2021

CONTENTS

Approval	i
Front Matter	
Executive Summary	iv
Legend for Records Schedule	v
Records Retention and Disposition Schedule	
1. Administration, Office, and Management Records	1
2. Budget, Fiscal, and Payroll Records	15
3. Continuing Education Records	24
4. Curriculum and Student Services Records	27
5. Information Technology Records	38
6. Learning Commons/Library Records	44
7. Legal Records	48
8. Personnel Records	52
9. Public Relations Records	69
10. Public Safety Records	72
11. Student Health and Counseling Records	75
Appendix	
Managing Public Records in North Carolina	A-1
Audits, Litigation, and Other Official Actions	A-5
Transitory Records	A-6
Destruction of Public Records	A-7
Sample Destructions Log	A-10
Electronic Records: E-mail, Born Digital Records, and Digital Imaging	A-11
Authorization to Destroy Paper Records	A-13
Disaster Assistance	A-14
Staff Training	A-15
File Plan	A-18
Index	A-19

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
COLLEGES IN THE NORTH CAROLINA COMMUNITY COLLEGE SYSTEM**

PROGRAM RECORDS RETENTION AND DISPOSITION SCHEDULE

The Program Records Retention and Disposition Schedule and retention periods governing the records series listed herein are hereby approved. In accordance with the provisions of Chapters 121 and 132 of the General Statutes of North Carolina, it is agreed that the records of the

COLLEGES IN THE NORTH CAROLINA COMMUNITY COLLEGE SYSTEM

do not and will not have further official use or value for administrative, research, or reference purposes after the respective retention periods specified herein. The Department of Natural and Cultural Resources (DNCR) consents to the destruction or other disposition of these records in accordance with the retention and disposition instructions specified in this schedule. Public records, including electronic records, not listed in this schedule are not authorized to be destroyed. The retention periods established in this schedule should be interpreted as minimums. If a college chooses to retain records longer than required in the disposition instructions, this practice should be documented in internal agency procedures. In all cases, colleges must maintain logs documenting destructions. The presence of a records series on this schedule does not obligate a college to create that record; however, if a record is not represented on this schedule, a college may not destroy it without explicit authorization from DNCR.

References to confidentiality throughout the standards of this schedule are not meant to be exhaustive. Consult your legal counsel for questions concerning the disclosure of records. No claim of confidentiality of records can be made without specific regard to a state or federal authority.

DESTRUCTIONS

G.S. § 121-5 authorizes the Department of Natural and Cultural Resources to regulate the destruction of public records. Furthermore, Rule 04M .0510 of Title 7 of the North Carolina Administrative Code states:

- “(a) Paper records which have met their required retention requirements and are not subject to legal or other audit holds should be destroyed in one of the following ways:
1. burned, unless prohibited by local ordinance;
 2. shredded, or torn up so as to destroy the record content of the documents or material concerned;
 3. placed in acid vats so as to reduce the paper to pulp and to terminate the existence of the documents or materials concerned; or
 4. sold as waste paper, provided that the purchaser agrees in writing that the documents or materials concerned will not be resold without pulverizing or shredding the documents so that the information contained within cannot be practicably read or reconstructed.
- (b) When used in an approved records retention and disposition schedule, the provision that electronic records are to be destroyed means that the data and metadata are to be overwritten, deleted, and unlinked so the data and metadata may not be practicably reconstructed.
- (c) When used in an approved records retention and disposition schedule, the provision that confidential records of any format are to be destroyed means the data, metadata, and physical media are to be destroyed in such a manner that the information cannot be read or reconstructed under any means.”

For all records with a specified retention period, colleges must maintain a destructions log as part of the Records Management File.

Public records, including electronic records, not listed in this schedule are not authorized to be destroyed.

AUDITS AND LITIGATION ACTIONS

Records subject to audit or those legally required for ongoing official proceedings must be retained until released from such audits or official proceedings.

ELECTRONIC RECORDS

Colleges should consider retention requirements and disposition authorities when designing and implementing electronic records management systems. Any type of electronically-created or electronically-stored information falls under the North Carolina General Assembly's definition of public records cited above. For example, e-mail, text messages, blog posts, voicemails, websites, word processing documents, spreadsheets, databases, and PDFs all fall within this definition of public records. In addition, G.S. § 132-6.1(a) specifies:

“Databases purchased, leased, created, or otherwise acquired by every public agency containing public records shall be designed and maintained in a manner that does not impair or impede the public agency's ability to permit the public inspection and examination of public records and provides a means of obtaining copies of such records. Nothing in this subsection shall be construed to require the retention by the public agency of obsolete hardware or software.”

Colleges may scan any paper record and retain it electronically for ease of retrieval. If an agency wishes to destroy the original paper records before their assigned retention periods have been met, the college must establish an electronic records policy, including putting into place internal procedures for quality assurance and documentation of authorization for records destructions. This electronic records policy must be approved by the Government Records Section. Colleges should be aware that for the purpose of any audit, litigation, or public records request, they are considered the records custodian obligated to produce requested records, even if said records are being maintained electronically by an outside vendor. Therefore, contracts regarding electronically stored information should be carefully negotiated to specify how records can be exported in case a vendor goes out of business or the agency decides to award the contract to a different vendor.

RECORD COPY

A record copy is defined as “The single copy of a document, often the original, that is designated as the official copy for reference and preservation.”¹ The record copy is the one whose retention and disposition is mandated by this schedule; all additional copies are considered reference or access copies and can be destroyed when their usefulness expires. In some cases, postings to social media may be unofficial copies of information that is captured elsewhere as a record copy (e.g., a press release about an upcoming event that is copied to various social media platforms). Appropriately retaining record copies and disposing of reference copies requires colleges to designate clearly what position or office is required to maintain an official record for the duration of its designated retention period.

TRANSITORY RECORDS

Transitory records are defined as “record[s] that [have] little or no documentary or evidential value and that need not be set aside for future use.”²

North Carolina has a broad definition of public records. However, the Department of Natural and Cultural Resources recognizes that some records may have little or no long-term documentary or evidential value to the creating college. These records are often called transitory records. They may be disposed of according to the guidance below. However, all community college employees should be familiar with the North Carolina Community College System Records Retention and Disposition Schedule and any other applicable guidelines for their office. If there is a required retention period for these records, that requirement must be followed. When in doubt about whether a record is transitory or whether it has special significance or importance, retain the record in question and seek guidance from a DNCR records analyst.

Routing slips and transmittal sheets adding no information to that contained in the transmitted material have minimal value after the material has been successfully transmitted. These records may be destroyed or otherwise disposed of after receipt of the material has been confirmed. Similarly, “while you were out” slips, memory aids, and other records requesting follow-up actions (including voicemails and calendar invites) have minimal value once the official action these records are supporting has been completed and

¹ Richard Pearce-Moses, *A Glossary of Archival and Records Terminology* (2005)

² *Ibid.*

documented. These records may be destroyed or otherwise disposed of once the action has been resolved.


Drafts and working papers, including notes and calculations, are materials gathered or created to assist in the creation of another record. All drafts and working papers are public records subject to all provisions of Chapter 132 of the General Statutes, but many of them have minimal value after the final version of the record has been approved, and may be destroyed after final approval, if they are no longer necessary to support the analysis or conclusions of the official record. Drafts and working documents that may be destroyed after final approval include:

- Drafts and working papers for internal and external policies
- Drafts and working papers for internal administrative reports, such as daily and monthly activity reports;
- Drafts and working papers for internal, non-policy-level documents, such as informal workflows and manuals; and
- Drafts and working papers for presentations, workshops, and other explanations of agency policy that is already formally documented.

Forms used solely to create, update, or modify records in an electronic medium may be destroyed in office after completion of data entry and after all verification and quality control procedures, so long as these records are not required for audit or legal purposes. However, if the forms contain any analog components that are necessary to validate the information contained on them (e.g., a signature or notary's seal), they must be retained according to the disposition instructions for the records series encompassing the forms' function.


The Colleges in the North Carolina Community College System agree to destroy, transfer or dispose of records in the manner and the times specified herein. This schedule is to remain in effect until superseded.

APPROVAL RECOMMENDED

DocuSigned by:

E5C49DFC89AA469
 Sarah E. Koonts, Director
 Division of Archives and Records

APPROVED

President

DocuSigned by:

4D6108A13E79427...
 D. Reid Wilson, Secretary
 Department of Natural and Cultural
 Resources

College: _____


EXECUTIVE SUMMARY

- ✓ According to N.C. Gen. Stat. § 121-5(b) and N.C. Gen. Stat. § 132-3, you may destroy public records only with the consent of the Department of Natural and Cultural Resources (DNCR). The State Archives of North Carolina is the division of DNCR charged with administering a records management program. This schedule is the primary way the State Archives of North Carolina gives its consent. Without approving this schedule, your college is obligated to obtain the State Archives of North Carolina's permission to destroy *any* record, no matter how insignificant.
- ✓ Each records series listed on this schedule has specific disposition instructions that will indicate how long the series must be kept in your office. In some cases, the disposition instructions are simply "Retain in office permanently," which means that those records must be kept in your office forever. In other cases, the retention period may be "destroy in office when reference value ends." A college may have reference copies of materials, meaning "a copy of a record distributed to make recipients aware of the content but not directing the recipient to take any action on the matter" (From Richard Pearce-Moses, *A Glossary of Archival and Records Terminology*). Your college must establish and enforce internal policies by setting minimum retention periods for the records that the State Archives of North Carolina has scheduled with the disposition instructions, "destroy in office when reference value ends."
- ✓ E-mail is a record as defined by N.C. Gen. Stat. § 121-5 and N.C. Gen. Stat. § 132. It is the content of the e-mail that is critical when determining the retention period of a particular e-mail, including attachments, not the media in which the record was created. It is important for all college employees and officials to determine the appropriate records series for specific e-mails and retain them according to the disposition instructions listed with the identified record series.
- ✓ The State Archives of North Carolina recommends that all college employees and officials view the tutorials that are available online through the State Archives website in order to familiarize themselves with records management principles and practices. The State Archives of North Carolina's online tutorials include topics such as records management and confidentiality.
- ✓ Records created and received as colleges carry out the function of Risk Management are found in the following standards:
 - Administration, Office, and Management Records
 - IT Records
 - Legal Records
 - Personnel Records
 - Public Safety Records

All the specific records series can be found under the Risk Management heading in the index.

LEGEND FOR RECORDS SCHEDULE

This records retention and disposition schedule applies to records in all media, unless otherwise specified.

	A symbol designating that one or more records in this series may be confidential or may include confidential information.
Item #	An identifying number assigned to each records series for ease of reference.
Series	“A group of similar records that are . . . related as the result of being created, received, or used in the same activity.” (From Richard Pearce-Moses, <i>A Glossary of Archival and Records Terminology</i>). Series in this schedule are based on common functions in government offices.
Records Series Title	A short identification of the records in a series, based on their common function.
Series Description	A longer description of the records in a series, often including the types of records that can frequently be found in that series. This information is included underneath the Records Series Title.
Disposition Instructions	Instructions dictating the length of time a series must be retained, and how the office should dispose of those records after that time.
Citation	A listing of references to statutes, laws, and codes related to the records series. Citations can include: <ul style="list-style-type: none"> • Authority: governing the creation of records • Confidentiality: limiting access to public records • Retention: setting a retention period

Throughout this schedule, items that cross-reference other items within this schedule are indicated with bold, uppercase letters. If you hover your cursor over one of these items, you will see the hand tool that will enable you to click on the item to follow the link to that location.

Sample records series title and description with cross-reference

<p>AUDITS (FINANCIAL) FILE</p> <p>Records concerning internal and external audits. File includes reports, working papers, and other records related to the financial status of the college.</p> <p>See also AUDITS (PERFORMANCE) FILE, page 2, item 1-5.</p>
--

No destruction of records may take place if litigation or audits are pending or reasonably anticipated. See also AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION, page A-5.

STANDARD 1: ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS
 Official records pertaining to the authority, operating philosophy, methods, and routine office administration of the community college. This standard includes many Risk Management records; others can be found in IT Records, Legal Records, Personnel Records, and Public Safety Records.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-1	ACCREDITATION FILE Records concerning department, college, or program accreditation. File includes correspondence, reports, questionnaires, guides, and other related records. Also includes evaluations of the college by outside entities.	a) Retain in office final reports permanently. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	
1-2	ACTIVITIES AND EVENTS FILE Records concerning activities and events that are initiated or sponsored by the college. File includes planning records, bulletins, memoranda, circulars, invitations, announcements, and other related records. See also AUDIO AND VIDEO RECORDINGS FILE , page 69, item 9-1; NEWS RELEASES FILE , page 70, item 9-6; PHOTOGRAPHS AND SLIDES FILE , page 70, item 9-7; and SPEECHES FILE , page 71, item 9-11.	a) Retain in office records with historical value permanently. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-3	<p>ADMINISTRATIVE FILE Records concerning the administration and operations of the college or offices within the college. File includes directives, memoranda, planning documents, logistics materials, and other related records. Also includes information and statistics compiled and analyzed for operational purposes.</p>	Destroy in office when superseded or obsolete.	
1-4	<p>ALUMNI INFORMATION Includes correspondence, publications, reports, and other related records. Also includes lists of names, addresses, phone numbers, and other contact information for college alumni.</p>	<p>a) Retain in office records with historical value permanently. b) Destroy in office contact information when superseded or obsolete. c) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____</p>	
1-5	<p>AUDITS (PERFORMANCE) FILE Records concerning internal and external audits conducted to assess the function of college programs. Includes reports, working papers, corrective measures, and other related records.</p> <p>See also AUDITS (FINANCIAL) FILE, page 16, item 2-4.</p>	<p>a) Retain in office permanently reports related to internal compliance or operational audits, hazardous material, or those that document a significant change in agency practices. b) Destroy in office PCI attestation reports after 3 years. c) Destroy in office remaining audit reports after 10 years. d) Destroy in office documentation of corrective measures 2 years after their implementation. e) Destroy in office working papers and remaining records when superseded or obsolete.</p>	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-6 	AWARDS AND HONORS FILE Records concerning student and alumni awards. File includes applications, nominations, selection criteria, transcripts, press releases, funding data, and other related records.	<ul style="list-style-type: none"> a) Transfer notification of award to CURRENT STUDENT RECORDS FILE, page 29, item 4-11. b) Retain in office list of award recipients permanently. c) Destroy in office remaining records after 5 years. 	Confidentiality: 20 USC 1232g
1-7 	BLUEPRINTS AND SPECIFICATIONS FILE Blueprints and specifications of college-owned buildings and facilities. Includes as-built plans and related records concerning approved changes.	<ul style="list-style-type: none"> a) Transfer to new owner when college relinquishes ownership of building or facility. b) Retain in office for life of structure and then destroy. 	Confidentiality: G.S. 132-1.7
1-8	BOARD OF TRUSTEES RECORDS Records concerning the governing body of the college and all subsidiary boards and committees. File includes minutes and agendas, supporting documentation, recordings, transcriptions, and other related records. File also includes authorizations and waivers, biographical information, oaths and other statements, and notices of appointment and resignation. Also includes budget resolutions.	<ul style="list-style-type: none"> a) Retain in office official minutes of the governing board and its subsidiary boards permanently. b) Destroy in office member authorizations, waivers, and other statements when superseded or obsolete. c) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____ 	Authority: G.S. 143-318.10
1-9	BUILDING USE FILE Records concerning space utilization of college buildings and facilities. File reservations, correspondence, and other related records. See also FACILITY MAINTENANCE, REPAIR, AND INSPECTION FILE , page 6, item 1-17.	<ul style="list-style-type: none"> a) Destroy in office space utilization records when superseded or obsolete. b) Destroy in office remaining records after 1 year. 	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-10	CALENDAR OF EVENTS OR APPOINTMENTS FILE Records concerning scheduling and tracking campus activities or events.	Destroy in office when superseded or obsolete.	
1-11	COMPLAINTS FILE Records concerning complaints against the college or college affiliates. See also CIVIL RIGHTS CASES FILE , page 57, item 8-15.	a) Transfer applicable records to COURT CASE (LITIGATION) FILE , page 48, item 7-2. b) Destroy in office remaining records 2 years after resolution.*	
1-12	CONFERENCES, TRAINING PROGRAMS, AND WORKSHOPS FILE Records concerning conferences, training programs, and workshops conducted by or attended by college personnel. File includes correspondence, agendas, handouts, training materials, surveys, reports, registrations, and other related records.	a) Retain in office final reports and records with historical value permanently. b) Transfer employee-specific records to PERSONNEL FILE (ACTIVE) , page 63, item 8-38 if such training and testing is required for the position held or could affect career advancement. c) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-13 	<p>DISASTER PREPAREDNESS AND EMERGENCY MANAGEMENT FILE</p> <p>Records concerning preparedness, evacuations, and operations in the event of a disaster (natural, accidental, or malicious). File includes policies, procedures, emergency telephone numbers, evacuation plans, incident reports, and other related records.</p> <p>See also DISASTER RECOVERY, page 5, item 1-14, and DISASTER PREPAREDNESS AND RECOVERY PLANS FILE, page 39, item 5-4.</p>	Destroy in office when superseded or obsolete.	Confidentiality: G.S. 132-1.7(c)
1-14	<p>DISASTER RECOVERY</p> <p>Administrative records documenting response and recovery efforts for emergencies of a short duration as well as disasters inflicting widespread destruction and having long-term consequences for the college. File includes documents coordinating activities with federal, state, and local emergency management, incident reports, inventories, and disaster relief allocations.</p> <p>See also DISASTER PREPAREDNESS AND EMERGENCY MANAGEMENT FILE, page 5, item 1-13, and DISASTER PREPAREDNESS AND RECOVERY PLANS FILE, page 39, item 5-4.</p>	<p>a) Retain in office permanently records documenting major college disaster recovery efforts and records evaluating emergency response and efficacy.</p> <p>b) Destroy in office after 3 years records concerning minor or routine college recovery operations that are managed with minimal disruption to normal operations.</p>	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-15	<p>EQUIPMENT MAINTENANCE AND REPAIR FILE Records concerning routine maintenance or repairs to college equipment. File includes correspondence, work orders, service logs, and other related records.</p> <p>See also VEHICLE MAINTENANCE, REPAIR, AND INSPECTION FILE, page 14, item 1-46.</p>	Destroy in office 2 years after completion of service.	
1-16	<p>EQUIPMENT/SUPPLIES RECORDS Records documenting supplies and equipment used by the college. File includes instruction manuals, documentation of the checkout of college equipment, and other related records.</p>	<p>a) Destroy in office checkout records 1 year after return of equipment.</p> <p>b) Destroy in office remaining records when superseded or obsolete.</p>	
1-17	<p>FACILITY MAINTENANCE, REPAIR, AND INSPECTION FILE Records documenting maintenance, repair, and inspection of college owned facilities. File includes work orders, maintenance reports, maintenance logs, correspondence, and other related records.</p> <p>See also BUILDING USE FILE, page 3, item 1-9.</p>	<p>a) Destroy in office records documenting routine inspections, janitorial cleaning, and routine maintenance of facilities after 1 year.</p> <p>b) Destroy in office records documenting all other facility maintenance, repair, and inspection (including plumbing, electrical, fire, and other systems) after 3 years.</p>	
1-18	<p>FIRE, HEALTH, AND ENVIRONMENTAL SAFETY RECORDS Records documenting college safety measures. Includes reports, logs, audits, inspections, and other related records. Also includes records concerning college emergency and fire drills.</p>	<p>a) Destroy in office inspection reports after 7 years.</p> <p>b) Destroy in office safety audits after 3 years.</p> <p>c) Destroy in office remaining records when superseded or obsolete.</p>	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-19	FUEL OIL STORAGE TANK RECORDS	Destroy in office closure records 3 years after completion of permanent closure.	Authority: 40 CFR 280.34 Retention: 40 CFR 280.74
1-20	FUND DRIVES AND DEVELOPMENT FILE Records concerning donations to or solicitations made for college fund drives. File includes records documenting the promotion and organization of fund drives, completed donation forms, and other related records.	Destroy in office after 1 year.	
1-21	GOVERNMENT AFFAIRS RECORDS Records produced in the course of liaising with other government officials regarding college priorities. Includes reports and other related records as well as work product from legislative liaisons.	Destroy in office when superseded or obsolete.	
1-22	GRANTS (ADMINISTRATIVE) FILE Records concerning approved federal, state, and private grants. File includes proposals submitted for grants, including applications, correspondence (including e-mail), and other related records. File also includes applications, reports, records of equipment purchased with grant funds, and all relevant programmatic records. See also GRANTS (FINANCIAL) FILE , page 19, item 2-14.	a) Destroy in office annual financial reports after 5 years.* b) Destroy in office records not relating to a specific grant or to grants not funded (such as rejected or withdrawn proposals) after 1 year.	Retention: 09 NCAC 03M .0703

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-23	<p>HAZARDOUS MATERIALS MANAGEMENT Records documenting college efforts to prevent and mitigate exposure to hazardous materials. Includes risk assessments, management plans, and abatement/removal records.</p> <p>See also SAFETY DATA SHEETS, page 13, item 1-42.</p> <p><i>Note: Title 10A of the NC Administrative Code provides guidelines about the records requirements for persons who receive, possess, use, transfer, own or acquire any sources of radiation within the State of North Carolina.</i></p>	<ul style="list-style-type: none"> a) Retain in office permanently records documenting hazardous waste disposal sites on college property and documenting the use of pathogens and biological toxins (select agents) at the college. b) Destroy in office asbestos records 1 year after building is demolished. <i>(Note: If building is sold, transfer records to new owner.)</i> c) Destroy in office hazard mitigation plans 3 years after superseded or obsolete. d) Destroy in office records documenting environmental and hazardous waste remediation projects 5 years after project completion. e) Destroy in office records concerning the receipt, maintenance, and disposal of radioactive materials after 5 years. f) Destroy in office remaining records after 30 years. 	
1-24	<p>HISTORY OF THE COLLEGE FILE Records concerning the history of the college and its employees. File includes publications, biographical data, correspondence, photographs, scrapbooks, and other related records.</p>	<ul style="list-style-type: none"> a) Retain in office records with historical value permanently. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____ 	
1-25	<p>LOSS CONTROL INSPECTION REPORTS Self-inspections to identify potential liabilities or hazards that may exist in college-owned buildings or property.</p>	Destroy in office when superseded or obsolete.	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-26 	OFFICE SECURITY FILE Records concerning the security of the college's offices, facilities, vehicles, equipment, and personnel. File includes emergency telephone numbers, logs, reports, surveillance system reports and recordings, logs documenting the issuance of key and identification cards, and other related records.	a) If the recording becomes evidence in a personnel investigation or lawsuit, transfer to DISCIPLINARY FILE , page 58, item 8-19. b) Destroy recordings not required to support known investigations or litigation after 30 days.* c) Destroy in office remaining records after 1 year.	Confidentiality: G.S. 132-1.7
1-27	ORGANIZATIONAL CHARTS FILE Charts detailing the organizational structure of the college.	Destroy in office when superseded or obsolete.	
1-28	OTHER COLLEGES FILE Records concerning community colleges, including those in other states.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	
1-29	PARKING FILE Records concerning parking assignments. File includes application for parking assignments, reference copies of parking permits, and other related records.	Destroy in office when superseded or obsolete.	
1-30	PLANNING AND DEVELOPMENT FILE Records concerning the planning, development, and implementation of special projects or programs at the college. File includes project plans, proposals, records documenting implementation, and other related records. See also PRESIDENTIAL PLANNING AND DEVELOPMENT FILE , page 10, item 1-32.	a) Retain in office records with historical value permanently. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-31	<p>POLICIES AND PROCEDURES FILE Records concerning the formulation, planning, and adoption of policies, procedures, and functions for the college or offices within the college. File includes standards of professionalism and ethics and other related records.</p> <p>See also ELECTRONIC RECORDS POLICIES AND PROCEDURES FILE, page 39, item 5-5.</p>	<p>a) Retain in office 1 copy of official policies and procedures permanently.</p> <p>b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____</p>	
1-32	<p>PRESIDENTIAL PLANNING AND DEVELOPMENT FILE Records concerning the planning, development, and implementation of special projects or programs by the president of the college. File includes mission statements, comprehensive plans, strategic plans, business plans, or project plans. File also includes proposals, records that document implementation, and other related records.</p>	Retain in office permanently.	
1-33	<p>PRESIDENT’S CORRESPONDENCE FILE Correspondence of the president of the college.</p> <p>For information on handling e-mail, voicemail, and text or instant messages, see ELECTRONIC RECORDS, page 11.</p>	Retain in office permanently.	
1-34	<p>PROFESSIONAL MEMBERSHIP RECORDS Records concerning memberships or registrations on behalf of the college or college personnel.</p>	Destroy in office when superseded or obsolete.	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-35	PUBLICATIONS RECEIVED FILE Records concerning external publications received by the college. File includes subscription records, publications, correspondence, and other related records.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	
1-36	REASONABLE ACCOMMODATIONS RECORDS Records concerning campus efforts to provide reasonable accommodation to the general public under Title II of the Americans with Disabilities Act; includes constituent requests, survey of campus buildings to determine accessibility to the physically handicapped, federal regulations, proposals for implementing the act, resolutions, and solutions to access problems. See also CIVIL RIGHTS FILE , page 56, item 8-14.	Destroy in office 2 years after resolution.	Authority: 42 USC 12132
1-37	RECORDS MANAGEMENT FILE Records concerning management of college records. File includes records retention and disposition schedules, transfer forms, destruction logs, and other related records.	a) Retain in office documentation concerning the final disposition of records permanently. b) Destroy in office remaining records when superseded or obsolete.	
1-38	REFERENCE (READING) FILE Subject files containing informational copies of records for reference purposes.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-39	<p>REPORTS FILE Records concerning the performance of a department, program, or project, as well as reports created for planning purposes. Includes all annual, sub-annual, or irregularly prepared reports and self-studies generated by a college or prepared by consultants hired by the college.</p> <p>See also ACCIDENT REPORTS FILE (Personnel), page 52, item 8-2, ACCIDENT REPORTS (Public Safety), page 72, item 10-1, AUDITS (FINANCIAL) FILE, page 16, item 2-4, AUDITS (PERFORMANCE) FILE, page 2, item 1-5, BUDGET RECORDS, page 17, item 2-7, CIVIL RIGHTS FILE, page 56, item 8-14, CLASS REPORTS FILE (Continuing Education), page 25, item 3-3, CLASS REPORTS FILE (Curriculum), page 28, item 4-6, GRADE REPORTS FILE, page 32, item 4-19, GRANTS (ADMINISTRATIVE) FILE, page 7, item 1-22, LOST, STOLEN, OR DAMAGED PROPERTY REPORTS, page 74, item 10-11, RESEARCH AND STUDIES FILE, page 13, item 1-41.</p>	<p>a) Retain in office 1 copy of all annual and biennial reports permanently.</p> <p>b) Retain in office reports and studies prepared by request of a college’s governing body permanently.</p> <p>c) Destroy in office reports prepared monthly, bimonthly, or semi-annually after 3 years.</p> <p>d) Destroy in office reports prepared on a daily or other periodic basis after 1 year.</p> <p>e) Destroy in office remaining records when reference value ends.±</p> <p>College Policy: Destroy in office after _____</p> <p><i>Retention Note: Reports and studies listed elsewhere in this schedule should be retained the specified period of time.</i></p>	
1-40	<p>REQUESTS FOR INFORMATION FILE Routine inquiries received and responses issued by the college to constituent requests for service or information (RFI). Also includes duplication requests.</p> <p>See also PUBLIC RECORDS REQUESTS, page 71, item 9-9.</p>	Destroy in office 1 year after fulfillment of request.	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.



1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-41	<p>RESEARCH AND STUDIES FILE Records concerning studies and research projects at the college. File includes outlines, published results, reports, correspondence, and other related records.</p> <p>See also ADMINISTRATIVE FILE, page 2, item 1-3, and REPORTS FILE, page 9, item 1-39.</p>	<p>Destroy in office when reference value ends.± College Policy: Destroy in office after _____</p>	
1-42	<p>SAFETY DATA SHEETS Forms supplied from manufacturers and distributors of hazardous materials for materials held by the college.</p>	<p>Destroy in office 30 years after materials have been disposed of according to manufacturer's instructions.</p> <p><i>Note: A data sheet for a mixture may be discarded if the new data sheet includes the same hazardous chemicals as the original formulation. If the formulation is different, both data sheets must be retained for 30 years. Data sheets may also be discarded if some other record identifying the substances used, where they were used, and when they were used is retained the required 30-year period.</i></p>	<p>Retention: 29 CFR 1910.1020(d)(1) (ii)(B)</p>
1-43	<p>STAFF COMMITTEES FILE Minutes and reports from official college committees, councils, and task forces. (Examples include Admission and Placement; Faculty Council Hours, Degrees, and Awards; Library; Personnel; Program and Development; Research; Student Activities; and Teaching and In-service Training.)</p>	<p>a) Retain in office minutes and reports of significant groups permanently. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____</p>	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.



1. ADMINISTRATION, OFFICE, AND MANAGEMENT RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
1-44	STAFF ORGANIZATIONS FILE Records concerning staff organizations or groups. File includes minutes, reports, newsletters, correspondence, agendas, working papers, and other related records.	a) Retain in office minutes and reports of significant groups permanently. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	
1-45	SURVEY FILE Completed surveys. File includes survey forms, summary reports, conclusions, and other related records.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	
1-46	VEHICLE MAINTENANCE, REPAIR, AND INSPECTION FILE Records concerning the maintenance, repair, routine testing, inspection, and registration of college-owned vehicles. File includes inspections and other related records. See also VEHICLE TITLES AND REGISTRATION FILE , page 50, item 7-11.	a) Destroy in office records documenting routine inspections or maintenance after 1 year. b) Destroy in office records documenting all other maintenance and repairs after 3 years.	
1-47	VEHICLE REQUESTS FILE Requests for use of college-owned vehicles. File includes authorizations, receipts, travel logs, and other related records.	a) Destroy in office travel logs after 1 year. b) Destroy in office remaining records after 3 years.	
1-48	VENDOR INFORMATION FILE Records concerning specific vendors. File includes marketing information, price lists, and other related records.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	

1. Administration

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

STANDARD 2: BUDGET, FISCAL, AND PAYROLL RECORDS

Records created and accumulated concerning the managerial control, budgeting, disbursement, collection, and accounting of the community college.


Note: Per 26 CFR 1.148-5(d)(6)(iii)(E), all records necessary to support the tax-exempt status of an agency debt issue must be retained for the life of the debt plus 3 years.

2. BUDGET, FISCAL, AND PAYROLL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
2-1	<p>ACCOUNTS PAYABLE FILE Records concerning the status of accounts in which the college owes money to firms or individuals. File includes invoices, reimbursements, receipts or bills of sale, check registers, and subsidiary registers. Also includes stop payment notices.</p> <p>See also TRAVEL REIMBURSEMENTS FILE, page 23, item 2-30.</p>	<p>a) Destroy in office 5 years after payment records concerning amounts paid to individuals as allowances or reimbursements for business expenses.</p> <p>b) Destroy in office remaining records 3 years after payment.*</p>	Retention: 04 NCAC 24D .0501(a)
2-2	<p>ACCOUNTS RECEIVABLE FILE Records concerning receivables owed and collected. File includes billing statements, records of payment received, remittances, subsidiary registers, overpayment or refund records, deposits, fines and fees assessed, and collection of past due accounts. Also includes information on accounts sent to NC Debt Setoff Program for collection.</p>	Destroy in office 3 years after collection.*	

2. Budget

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

2. BUDGET, FISCAL, AND PAYROLL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
2-3	ACCOUNTS UNCOLLECTABLE FILE Records concerning the status of past-due accounts. File includes copies of notices sent, write-off authorization, and other related records.	Destroy in office 3 years after account is determined to be uncollectable.*	
2-4	AUDITS (FINANCIAL) FILE Records concerning internal and external audits. File includes reports, working papers, and other records related to the financial status of the college. See also AUDITS (PERFORMANCE) FILE , page 2, item 1-5.	<ul style="list-style-type: none"> a) Retain in office permanently final reports related to internal compliance or operational audits or those that document a significant change in college practices or have significant administrative value. b) Destroy in office after 10 years final reports related to internal accounting systems and controls and those with limited administrative value. c) Destroy in office working papers and remaining records when superseded or obsolete.* 	
2-5	BANK STATEMENTS AND RECONCILIATIONS FILE Records documenting the flow of college funds. File includes statements cancelled checks, cash receipts, deposit slips, credit/debit card receipts, reconciliation reports, and other related records.	Destroy in office after 3 years.*	
2-6	 BIDS AND PROPOSALS FILE Records concerning requests and responses for price quotes that are used in purchasing equipment, supplies, or services. File includes price quotes, applications, bids, notices, evaluations, Invitations for Bids (IFB), Requests for Proposal (RFP), Requests for Quote (RFQ), award letters, and other related records concerning accepted and rejected bids.	<ul style="list-style-type: none"> a) Destroy in office rejected bids and proposals as well as unopened bids 1 year after receipt.* b) Destroy in office accepted bids/proposals/quotes 5 years after expiration of contract.* c) Destroy in office notices, evaluations, and other related records when reference value ends. ± College Policy: Destroy in office after _____ 	Authority: G.S. 143 Article 8 Confidentiality: G.S. 132-1.2(c) 01 NCAC 05B. 0103

2. Budget

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

2. BUDGET, FISCAL, AND PAYROLL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
2-7	BUDGET RECORDS Records concerning the administration of college budgets. File includes budget requests, budget revisions, cost accounting reports, worksheets, budget tracking, budget reports, reversions and continuations, correspondence, and other related records. Also includes the official budget report.	<ul style="list-style-type: none"> a) Retain in office official budget reports permanently. b) Destroy in office remaining records after 3 years.* 	
2-8 	CAPITAL IMPROVEMENTS FILE Records concerning capital improvement projects and construction at the college. File includes accepted proposal, change orders, bid tabulations sheet, progress reports, architects' and engineers' pay applications, contracts, plans, specifications, and correspondence. File also includes budget and financial records related to the capital improvements.	<ul style="list-style-type: none"> a) Retain in office plans, specifications, and significant correspondence permanently. b) Destroy in office records relating to the expenditure and allocation of the proceeds of bonds 6 years after the final maturity/prepayment date of the bonds or the final maturity/prepayment date of any obligations that refund such bonds or any portion thereof, whichever occurs later. c) Destroy in office other budget and financial records after 3 years.* d) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____ 	Confidentiality: G.S. 132-1.7
2-9 	ELECTRONIC FUNDS TRANSFERS Records concerning authorizations for transfer of funds via wire transfer or automated clearing house (ACH). File includes direct deposit forms and ACH bank reports.	Destroy in office when superseded or obsolete.	Confidentiality: G.S. 132-1.10 (b)(5)

2. Budget

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

2. BUDGET, FISCAL, AND PAYROLL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
2-10	ESCHEATS FILE Records concerning escheated funds reverting to the State of North Carolina and credited to the Department of State Treasurer. File includes statements, outstanding checks, and other related records.	Destroy in office after 5 years.*	
2-11	FINANCIAL STATEMENTS FILE Records concerning the college's financial position and investment performance for the fiscal year. File includes balance sheets, statements of income and expenses, trade ticket and broker confirmations, exchange or consent instructions, investments strategy and other due diligence documents, and other related records. See also BANK STATEMENTS AND RECONCILIATIONS FILE , page 16, item 2-5.	Destroy in office after 3 years.*	
2-12	GENERAL LEDGER DETAIL REPORTS FILE Reports listing all detail transactions for the fiscal year-to-date against all account numbers. File includes June 30 th detail reports.	a) Destroy in office June 30 th detail reports after 3 years.* b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	
2-13	GENERAL LEDGER SUMMARY FILE Records concerning college fund transactions. File also includes June 30 th summaries.	a) Retain in office June 30 th summaries permanently. b) Destroy in office remaining ledgers when reference value ends.± College Policy: Destroy in office after _____	

2. Budget

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

2. BUDGET, FISCAL, AND PAYROLL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
2-14	<p>GRANTS (FINANCIAL) FILE Records concerning approved federal, state, and private grants or projects that are subject to audit. File includes all relevant accounting, purchasing, payroll, and financial records. File also includes reports, correspondence, and other related records.</p> <p>See also GRANTS (ADMINISTRATIVE) FILE, page 7, item 1-22.</p>	Destroy in office 5 years after submission of final report and when released from all administrative audits.*	Retention: 09 NCAC 03M .0703
2-15	<p>INVENTORIES Lists of the college’s properties, facilities, assets, supplies, and equipment. File also includes year-end reports along with surplus property inventories and disposal logs.</p>	<p>a) Destroy in office surplus property records 3 years after property disposal.*</p> <p>b) Destroy in office remaining records when superseded or obsolete.</p>	
2-16	<p>INVOICES FILE Records concerning purchased materials for the college. File includes paid invoices, correspondence, packing slips, shipping forms, requisitions, and other related records. File may also include reference copies of checks used to pay for purchase.</p>	Destroy in office after 3 years.*	
2-17	<p>JOURNAL ENTRIES FILE Forms used to post budget, encumbrance, and all other journal entry types. File also includes supporting documentation.</p>	Destroy in office after 1 year.*	

2. Budget

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

2. BUDGET, FISCAL, AND PAYROLL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
2-18	LOANS FILE Records concerning loans granted to the college. File includes documentation of intent to proceed, loan agreements, promissory notes, letters of credit, statements, notices of principal and interest due, and other related records.	Destroy in office 5 years after satisfaction or cancellation of loan.	
2-19	MONTHLY REPORT OF EXPENDITURES AND RECEIPTS (FORM NCCCS 2-12) FILE Summary Expenditures Reports listing expenditures and receipts from state and county funds.	Destroy in office after close of the current fiscal year.*	
2-20 	MONTHLY REPORT OF SUBJECT WAGES AND RETIREMENT CONTRIBUTIONS FILE Reports concerning employees' wages and retirement contributions submitted to the North Carolina Department of State Treasurer retirement system. File includes detail report for each employee and summary report.	Destroy in office after 7 years.*	Confidentiality: G.S. 115D-29
2-21	OUTSTANDING ENCUMBRANCE REPORTS FILE Reports listing encumbrances and obligations represented by open purchases. Information listed by account number.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	
2-22 	PAYMENT CARD DATA Records created in association with payment card transactions entered by third parties for the purchase of goods or services from the college.	Destroy in office as soon as transaction is finalized.	Confidentiality: G.S. 132-1.10

2. Budget

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

2. BUDGET, FISCAL, AND PAYROLL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
2-23 	<p>PAYROLL DEDUCTIONS FILE</p> <p>Records concerning deductions withheld from employees' wages. Deductions may be for insurance, tax-sheltered annuities, charitable contributions, or other non-retirement and non-tax voluntary deductions. File includes records used to start, modify, or stop voluntary or required deductions from payroll.</p> <p>Does not include tax records. See also WITHHOLDING STATEMENTS FILE, page 23, item 2-32.</p>	Destroy in office 2 years after termination of deduction.*	<p>Confidentiality: G.S. 115D-29</p> <p>Retention: 29 CFR 516.6(c)(1)</p>
2-24 	<p>PAYROLL AND EARNINGS FILE</p> <p>Records concerning payroll for college employees. File includes individual and group employee earnings, deductions, and other related records.</p> <p><i>Note: Personnel File (Active) and Payroll Deductions File are used in combination to provide data to the payroll and all associated reports.</i></p> <p>See also TIME SHEETS, CARDS, AND ATTENDANCE FILE, page 22, item 2-29.</p>	Destroy in office after 5 years.*	<p>Authority: 26 CFR 31.6001-1 26 CFR 31.6001-4(a) 29 CFR 516.2</p> <p>Confidentiality: G.S. 115D-29 G.S. 132-1.10</p> <p>Retention: 04 NCAC 24D .0501(a) 29 CFR 516.5 29 CFR 1627.3(a)</p>

2. Budget

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

2. BUDGET, FISCAL, AND PAYROLL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
2-25	<p>PURCHASE ORDERS FILE Records, forms, packing slips, and attached documents concerning purchased supplies, equipment, and services.</p> <p>See also GRANTS (FINANCIAL) FILE, page 19, item 2-14.</p>	<p>Destroy in office after 3 years.*</p> <p><i>Retention note: Packing slips may be destroyed upon verification of items received if they are not the only record of the purchase of the item.</i></p>	
2-26	<p>REQUISITIONS FILE Requests concerning purchase of equipment and/or services. File includes requests for funds, reports, and other related records.</p>	<p>Destroy in office after 3 years.*</p>	
2-27	<p>SALES TAX FILE Records concerning the collection and payment of sales and use tax.</p>	<p>Destroy in office after 5 years.*</p>	
2-28	<p>SUBSIDIARY LEDGERS FILE Records concerning detail accounts in support of general ledgers.</p>	<p>Destroy in office after 3 years.*</p>	
2-29	<p>TIME SHEETS, CARDS, AND ATTENDANCE FILE Records documenting the work hours and attendance of employees.</p> <p>See also PAYROLL AND EARNINGS FILE, page 21, item 2-24.</p>	<p>Destroy in office after 5 years.*</p>	<p>Retention: 04 NCAC 24D .0501(a) 29 CFR 516.6</p>

2. Budget

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

2. BUDGET, FISCAL, AND PAYROLL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
2-30	<p>TRAVEL REIMBURSEMENTS FILE Includes requests and authorizations for reimbursement for travel and related expenses.</p> <p>See also GRANTS (FINANCIAL) FILE, page 19, item 2-14.</p>	<p>a) Destroy in office after 5 years financial records regarding travel, including documentation of advance payments and reimbursements.</p> <p>b) Destroy in office remaining records after 3 years.*</p>	Retention: 04 NCAC 24D .0501(a)
2-31	<p>VOUCHER DETAIL AND SUMMARY LISTINGS FILE Records concerning vouchers and disbursements.</p>	Destroy in office after 3 years.*	
2-32	<p> WITHHOLDING STATEMENTS FILE Records concerning individual employees' income taxes. Includes wage and income tax reports, NC Department of Revenue form NC-4, IRS forms W-2, W-3, W-4, and 1099, and similar records of withheld federal and state income taxes. Also includes IRS form 941 and other records of tax liabilities to the IRS and NC Department of Revenue.</p>	<p>a) Destroy in office tax information returns 5 years after submitted to taxpayer and/or IRS.*</p> <p>b) Destroy in office tax withholding forms 4 years after termination of deduction.</p>	<p>Authority: 26 CFR 31.6001-4 29 CFR 1627.3</p> <p>Confidentiality: G.S. 115D-29</p> <p>Retention: 04 NCAC 24D .0501(a) 26 CFR 31.6001-1 IRS Publication 15</p>



2. Budget

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

STANDARD 3: CONTINUING EDUCATION RECORDS




Official records pertaining to the eligibility, academic tracking, and testing of students participating in continuing education programs of the community college. Also includes records created and accumulated for the general administration of continuing education programs. Comply with applicable provisions of 20 USC 1232g regarding confidentiality of student records.

3. CONTINUING EDUCATION RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
3-1 	ADULT HIGH SCHOOL DIPLOMA COURSE FILE Records concerning students enrolled in adult high school programs. File includes attendance, transcripts, and other related records.	Retain in office permanently.	Confidentiality: 20 USC 1232g
3-2 	APPLICATIONS FOR HIGH SCHOOL EQUIVALENCY CERTIFICATES FILE Records concerning applications for the General Equivalency Diploma (GED) test. File includes completed applications, test results, and other related records. <i>Note: As of June 1, 2014, GED testing, transcripts, verifications, and diplomas from 2002 to the present are handled by a private company.</i>	<ul style="list-style-type: none"> a) Records from 1942-2001: transfer test scores for all students who successfully complete the examination of the General Equivalency Diploma (GED) test to the Community Colleges System Office. b) Records from 1942-2001: retain copy in college permanently. c) Destroy in office applications and remaining records resulting in incompleteness or failures after 5 years of inactivity. 	Confidentiality: 20 USC 1232g

3. Continuing Ed

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

3. CONTINUING EDUCATION RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
3-3 	CLASS REPORTS FILE Records concerning each continuing education class of instruction offered by the college and the student hours generated. File includes rosters, registration and attendance information, grade books, and other related records. (Note: Some of this information is reported to the System Office in the Institution Class Report.)	Destroy in office after 5 years.	Confidentiality: 20 USC 1232g
3-4 	EXAMINATIONS, TESTS, AND COURSEWORK FILE Records concerning completed student work for instructor-generated assessments. See also EXAMINATIONS (MASTER COPIES) FILE , page 30, item 3-5.	<ul style="list-style-type: none"> a) Destroy in office according to any retention requirements by the applicable licensing or credentialing agency. b) Destroy in office remaining records 1 year after completion of course for uncontested grade results. c) If challenged, destroy in office after resolution of challenge. 	Confidentiality: 20 USC 1232g
3-5	EXAMINATIONS (MASTER COPIES) FILE Master copies of examinations administered during the school year. Does not include test scores. See also EXAMINATIONS, TESTS, AND COURSEWORK FILE , page 30, item 3-4.	<ul style="list-style-type: none"> a) Destroy in office according to any retention requirements by the applicable licensing or credentialing agency. b) Destroy in office remaining records after 1 year. 	
3-6 	NEW INDUSTRY TRAINING PROGRAM FILE Records concerning applications and funding records for the New Industry Training and NCWorks Customized Training programs.	Destroy in office after 1 year.*	Confidentiality: 20 USC 1232g

3. Continuing Ed

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

3. CONTINUING EDUCATION RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
3-7 	STUDENT REGISTRATION FILE Records concerning student registration in continuing education classes. File includes completed registration forms; records listing student information; dates, titles, locations and instructors of classes; and other related records.	Destroy in office after 1 year.*	Confidentiality: 20 USC 1232g
3-8 	WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) PROJECTS FILE Records concerning eligibility for services at a college under Workforce Innovation and Opportunity Act funding. File includes eligibility requirements, guidelines and procedures, and other related records.	Destroy in office after 3 years.*	




3. Continuing Ed

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

STANDARD 4: CURRICULUM AND STUDENT SERVICES RECORDS




Official records pertaining to the eligibility, academic tracking, advising, testing, and involvement of students enrolled at the community college. Also includes records created and accumulated for curriculum development and reporting. Comply with applicable provisions of 20 USC 1232g regarding confidentiality of student records.

4. CURRICULUM AND STUDENT SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
4-1 	ACADEMIC ACTION AUTHORIZATION FILE Records concerning changes made to students' permanent records. File includes authorizations to change the student record, forms, correspondence, and other related records. See also GRADE CHANGE APPEAL AND AUTHORIZATION FILE , page 32, item 4-18.	Destroy in office 3 years after student graduates or separates from college.	Confidentiality: 20 USC 1232g
4-2 	APPLICATIONS FOR ADMISSION FILE Applications for admission submitted by individuals who wish to enroll at the college. File includes applications, correspondence, recommendations, transcripts, and other related records.	a) Transfer accepted applications to CURRENT STUDENT RECORDS FILE , page 27, item 4-11. b) Destroy in office incomplete applications and applications for students who do not enroll after 1 year.	Confidentiality: 20 USC 1232g
4-3 	APPLICATIONS FOR GRADUATION FILE Completed student applications to graduate.	Destroy in office 1 year after student graduates or separates from college.	Confidentiality: 20 USC 1232g

4. Student Services

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

4. CURRICULUM AND STUDENT SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
4-4 	ATTENDANCE AND GRADES FILE Instructors' lists of student attendance and grades. For Registrar's copy, see GRADE REPORTS FILE , page 32, item 4-19.	Destroy in office after 3 years.*	Confidentiality: 20 USC 1232g
4-5	CLASS RECORDINGS Records documenting lectures or discussions from courses taught at/by the University.	Destroy in office when superseded or obsolete.	
4-6 	CLASS REPORTS FILE Records concerning each class of instruction and the student hours generated. File includes rosters, registration and attendance information, grade books, and other related records. (Note: Some of this information is reported to the System Office in the Institution Class Report.)	Destroy in office after 5 years.	Confidentiality: 20 USC 1232g
4-7	COMMENCEMENT FILE Records concerning college commencement. File includes programs, attendance forms, planning records, correspondence, and other related records.	a) Retain in office records with historical value permanently. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	
4-8 	COURSE ADD/DROP FILE Records concerning student enrollment in college courses.	Destroy in office after 1 year.	Confidentiality: 20 USC 1232g

4. Student Services

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

4. CURRICULUM AND STUDENT SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
4-9	COURSE CATALOG FILE Catalogs describing courses offered by the college, including programs of study and degree requirements.	a) Retain one copy in office permanently. b) Transfer 10 or more print copies (as required) of each publication to the State Government Publications Clearinghouse, State Library of North Carolina. c) Transfer 1 copy of electronic publications to the State Government Publications Clearinghouse, State Library of North Carolina. d) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	
4-10	COURSE EVALUATIONS FILE Course evaluations completed by students.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	
4-11	 CURRENT STUDENT RECORDS FILE Records concerning students currently enrolled. File includes applications for admission, academic transcripts, medical records, aptitude and achievement test results, delinquent account records, grades, degree audits with list of courses taken, number of credits earned, clearance notes, correspondence, and other related records. File also includes athletic eligibility and compliance records. See also INTERNATIONAL STUDENTS FILE , page 32, item 4-20.	a) Transfer academic records to PERMANENT TRANSCRIPT FILE , page 33, item 4-22. b) Destroy in office delinquent account records when account is settled and when released from all audits.* c) Destroy in office remaining records, including secondary transcripts, 5 years after student graduates or separates from college.	Confidentiality: 20 USC 1232g

4. Student Services

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

4. CURRICULUM AND STUDENT SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
4-12	<p>CURRICULUM PLANNING FILE Records concerning curriculum at the college. File includes academic standing lists, attendance records, dean's lists, graduation data sheets, grade distributions, class schedules, proposed developmental studies, reference copies of Board of Trustees minutes, memoranda, projection data, correspondence, and other related records.</p> <p>See also PROGRAM APPROVALS AND TERMINATIONS FILE, page 33, item 4-23.</p>	Destroy in office after 5 years.	
4-13	<p> EXAMINATIONS, TESTS, TERM PAPERS, AND HOMEWORK FILE Records concerning completed student work for instructor-generated assessments.</p> <p>See also EXAMINATIONS (MASTER COPIES) FILE, page 30, item 4-14.</p>	<p>a) Destroy in office 1 year after completion of course for uncontested grade results.</p> <p>b) If challenged, destroy in office after resolution of challenge.</p>	Confidentiality: 20 USC 1232g
4-14	<p>EXAMINATIONS (MASTER COPIES) FILE Master copies of examinations administered during the school year.</p> <p>Does not include test scores. See also EXAMINATIONS, TESTS, TERM PAPERS, AND HOMEWORK FILE, page 30, item 4-13.</p>	Destroy in office after 1 year.	

4. Student Services

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.




± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

4. CURRICULUM AND STUDENT SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
4-15 	FAMILY EDUCATION RIGHT TO PRIVACY ACT (FERPA) COMPLIANCE FILE Records concerning FERPA compliance (20 USCA §1232g). File includes requests for formal hearings, requests for release of information, written decisions of hearing panel, waivers for rights of access, correspondence, and other related records.	<ul style="list-style-type: none"> a) Destroy in office waivers for right of access when superseded. b) Retain in office remaining records permanently. 	Confidentiality: 20 USC 1232g
4-16	FIELD TRIP AUTHORIZATIONS Includes dates of trips, purpose of trips, trip destinations, itineraries, permission forms, and other related information.	Destroy in office at the end of the academic year.	
4-17 	FINANCIAL AID FILE Records concerning the processing and administration of financial aid awarded to students, including private, state, federal, or institutional student loans, scholarships, and other types of assistance. File includes applications, approvals, accounting records, correspondence, and other related records.	<ul style="list-style-type: none"> a) Transfer loan records to LOANS (STATE AND FEDERAL) FILE, page 33, item 4-21. b) Transfer scholarship records to SCHOLARSHIP FILE, page 34, item 4-24. c) Destroy in office remaining records 3 years after close of award year.* <p><i>Retention note: Some grants and other aid, such as those administered by the North Carolina State Education Assistance Authority, may require that records be retained for a longer period. In such cases, follow the longer of the retention periods.</i></p>	Authority: 34 CFR 668.24 Confidentiality: 20 USC 1232g Retention: 34 CFR 668.24(e)(1)

4. Student Services

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

4. CURRICULUM AND STUDENT SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
4-18 	GRADE CHANGE APPEAL AND AUTHORIZATION FILE Records concerning appeals or requests to change grades. See also ACADEMIC ACTION AUTHORIZATION FILE , page 27, item 4-1.	Retain in office permanently.	Confidentiality: 20 USC 1232g
4-19 	GRADE REPORTS FILE Registrar's lists of student grades submitted by instructors for each class taught. For instructor's copy, see ATTENDANCE AND GRADES FILE page 28, item 4-4.	Destroy in office after 3 years.	Confidentiality: 20 USC 1232g
4-20 	INTERNATIONAL STUDENTS FILE Records concerning international students enrolled at the college. File includes I-20 (copy of certificate of eligibility for F-1 visa status), copy of alien registration receipt card, copy of arrival-departure record (form I-94), copy of certificate of eligibility for J-1 visa status (DS-2019), statement of financial eligibility, correspondence, and other related records.	Destroy in office 3 years after student graduates or separates from college.*	Authority: 8 CFR 214.2(f) 8 CFR 214.3(k) Confidentiality: 20 USC 1232g Retention: 8 CFR 214.3(g) 22 CFR 62.10(h)

4. Student Services

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.




± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

4. CURRICULUM AND STUDENT SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
4-21 	LOANS (STATE AND FEDERAL) FILE Records concerning the processing and administration of student loans. File includes applications, correspondence, financial statements, enrollment verifications, cancellation requests, disbursement rosters, repayment records, promissory notes, and other related records. See also FINANCIAL AID FILE , page 31, item 4-17.	Destroy in office 3 years after loan is canceled, repaid, or otherwise satisfied.* <i>Retention note: Some loans, such as those administered by the North Carolina State Education Assistance Authority or the Department of Education, may require that records be retained for a longer period. In such cases, follow the longer of the retention periods.</i>	Confidentiality: 20 USC 1232g Retention: 34 CFR 674.19(e)(3)
4-22 	PERMANENT TRANSCRIPT FILE Official transcripts listing courses taken, grades received, hours of attendance, credits or quality points received including continuing education credits, degrees or certificates granted, and other related data for each student. See also TRANSFER EQUIVALENTS FILE , page 37, item 4-37.	Retain in office permanently.	Confidentiality: 20 USC 1232g
4-23	PROGRAM APPROVALS AND TERMINATIONS FILE Records concerning State Board of Community Colleges program approvals and terminations. See also CURRICULUM PLANNING FILE , page 30, item 4-12.	Destroy in office when superseded or obsolete.	

4. Student Services

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

4. CURRICULUM AND STUDENT SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
4-24 	SCHOLARSHIP FILE Records concerning the processing and administration of student scholarships. File includes applications, correspondence, recommendations, approvals, disbursements, accounting records, guidelines, reports, funding sources, trust fund withdrawals, description of scholarships, names of students, accounting records, and other related records. See also FINANCIAL AID FILE , page 31, item 4-17.	a) Destroy in office rejected applications after 1 year.* b) Destroy in office 3 years after close of award year.* <i>Retention note: Some grants and other aid, such as those administered by the North Carolina State Education Assistance Authority, may require that records be retained for a longer period. In such cases, follow the longer of the retention periods.</i>	Confidentiality: 20 USC 1232g
4-25	SEMESTER ENROLLMENT SUMMARIES FILE Semester and annual reports sent to the president detailing number of new students, number of classes offered, total enrollment, number of students by curriculum, and other related data.	Destroy in office when superseded or obsolete.	
4-26 	SERVICES TO STUDENTS WITH DISABILITIES Records documenting services provided to students with disabilities. Includes health professional evaluation reports, autobiographical essays, copies of admission applications, high school transcripts, physicians' statements, counseling interview notes, correspondence, and other related records.	Destroy in office 5 years after graduation or separation.	Confidentiality: 20 USC 1232g
4-27 	STANDARDIZED TEST SCORES FILE Records concerning standardized examination scores submitted to the college for placement consideration or for academic credits awarded to students.	a) For enrolled students: destroy in office 3 years after student graduates or separates from college. b) For unenrolled students: destroy in office after 1 year.	Confidentiality: 20 USC 1232g

4. Student Services

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.




± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

4. CURRICULUM AND STUDENT SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
4-28	STATE RESIDENCY FILE Records concerning student residency in North Carolina.	Destroy in office 3 years after student graduates or separates from college.	
4-29 	STUDENT ACADEMIC ADVISEMENT FILE Records concerning student success and individual student advising. File includes advisors' notes and reports, interview forms, student test profiles, aptitude test scores, approved schedule forms, degree audit/program evaluation reports, correspondence, and other related records. File also includes copies of Permanent Academic Records for students experiencing quality point difficulty.	Destroy in office 5 years after student graduates or separates from college.*	Confidentiality: 20 USC 1232g
4-30	STUDENT ASSOCIATIONS AND ORGANIZATIONS FILE Records concerning student associations and organizations officially recognized by the college. File includes constitutions, by-laws, newsletters, minutes, brochures, announcements, photographs, reports, scrapbooks, and other related records. See also STUDENT GOVERNMENT ASSOCIATION FILE , page 36, item 4-34.	a) Retain in office records with historical value permanently. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	
4-31 	STUDENT AWARDS AND HONORS FILE Records concerning student awards. File includes recommendations, approvals, reference information, and other related records.	a) Transfer information concerning award recipients to the Registrar's Office to be incorporated into CURRENT STUDENT RECORDS FILE , page 29, item 4-11. b) Destroy in office remaining records after 5 years.	Confidentiality: 20 USC 1232g

4. Student Services

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.




± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

4. CURRICULUM AND STUDENT SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
4-32 	STUDENT CAREER PLANNING FILE Records concerning student career planning and college career resources. File includes resumes, job interview forms, student profile data sheets, and other related records.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	Confidentiality: 20 USC 1232g
4-33 	STUDENT DISCIPLINARY FILE Records concerning student violations of academic or non-academic regulations. File includes correspondence, charges, evidence, transcripts, and other related records.	a) Destroy expulsion cases in office 75 years after date of final action. b) Destroy Title IX cases in office 7 years after date of final action. c) Destroy in office remaining records after 4 years.*	Confidentiality: 20 USC 1232g Retention: 34 CFR 106.45(b)(10)
4-34	STUDENT GOVERNMENT ASSOCIATION FILE Records concerning the student government of the college. File includes constitution, by-laws, committee files, correspondence, fiscal records, meeting minutes, annual reports, and other related records. See also STUDENT ASSOCIATIONS AND ORGANIZATIONS FILE , page 35, item 4-30.	a) Retain in office records with historical value permanently. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	
4-35	STUDENT RECRUITMENT FILE Records concerning prospective students. File includes correspondence and other related records.	Destroy in office after 1 year.	
4-36 	TRANSCRIPT REQUESTS FILE Requests for transcripts by students.	Destroy in office after 1 year.	Confidentiality: 20 USC 1232g

4. Student Services

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

4. CURRICULUM AND STUDENT SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
4-37 	TRANSFER EQUIVALENTS FILE Records concerning grade or credit transfer equivalents from other institutions. File includes correspondence, transcripts, lists of credit hours earned, and other related records.	Transfer records to the PERMANENT TRANSCRIPT FILE , page 33, item 4-22 when equivalencies are determined.	Confidentiality: 20 USC 1232g
4-38	VEHICLE REGISTRATION FILE Records concerning the registration of vehicles on campus. File includes registration forms, license plate numbers, names of owners, and other related records.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	
4-39 	VETERAN STUDENT BENEFITS FILE Records concerning eligibility of student to receive veterans' benefits. File includes accounting statements, applications, correspondence, enrollment verifications, award notifications, and other related records.	Destroy in office 5 years after termination of enrollment and when released from all audits in accordance with Veterans Administration Regulations.	Authority: 38 USC 32 Confidentiality: 20 USC 1232g
4-40 	WITHDRAWALS FILE Records concerning student withdrawals from college.	Destroy in office after 3 years.	Confidentiality: 20 USC 1232g

4. Student Services

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

STANDARD 5: INFORMATION TECHNOLOGY (IT) RECORDS

Information technology encompasses all activities undertaken by the community college to design, develop, and operate electronic information systems. This section covers records for which Information Technology personnel are responsible, including administrative records and those used to process data and monitor and control operations. This standard includes some Risk Management records; others can be found in Administration, Office, and Management Records, Legal Records, Personnel Records, and Public Safety Records.



Note: Administration, use, and retention of records concerning computer and information security should comply with applicable provisions of N.C. Gen. Stat. § 132-6.1 on the confidentiality of records regarding “hardware or software security, passwords, or security standards, procedures, processes, configurations, software, and codes.” (G.S. 132-6.1 (c))

5. INFORMATION TECHNOLOGY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
5-1	<p>COMPUTER AND NETWORK SECURITY INCIDENT RECORDS Records documenting incidents involving unauthorized attempted entry, probes, and/or attacks on data processing systems, information technology systems, telecommunications networks, and electronic security systems, including associated software and hardware. Includes reports, logs, extracts, compilations of data, and other related records.</p>	<p>a) Destroy in office finalized cyber incident reports 5 years after incident is resolved. b) Destroy in office all remaining records after 10 days. <i>Note: If a unit is subject to Federal incident monitoring, all relevant security incident reporting must be retained until the Federal audit is complete.</i></p>	
5-2	<p>COMPUTER AND NETWORK USAGE FILE Records concerning usage of electronic devices and networks. File includes login files, system usage files, individual program usage files, records of use of the Internet by employees, and other related records.</p>	Destroy in office after 1 year.	
5-3	<p>DIGITIZATION AND SCANNING FILE Records concerning imaging operations. File includes scanning and data entry quality control records, audit reports, and other related records.</p>	Destroy in office after 3 years.	

5. Information Technology

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

5. INFORMATION TECHNOLOGY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
5-4 	DISASTER PREPAREDNESS AND RECOVERY PLANS FILE Records concerning the protection and reestablishment of data processing services and equipment in the event of a disaster. File includes procedures, contact lists, and other related records. See also DISASTER PREPAREDNESS AND EMERGENCY MANGEMENT FILE , page 5, item 1-13.	a) Retain in office records documenting past disaster recovery actions permanently. b) Destroy in office all other records when superseded or obsolete. <i>Retention Note: Disaster preparedness and recovery plans should be stored in a secure, off-site location.</i>	Confidentiality: G.S. 132-1.7(b) G.S. 132-6.1(c)
5-5 	ELECTRONIC RECORDS POLICIES AND PROCEDURES FILE Records concerning electronic records policies and procedures. File includes procedural manuals as well as an Electronic Records and Imaging Policy and a Security Backup Policy. See also POLICIES AND PROCEDURES FILE , page 10, item 1-31.	Destroy in office when superseded or obsolete.	Confidentiality: G.S. 132-1.7(b) G.S. 132-6.1(c)
5-6	FIXITY CHECKS Periodic tests of the validity of data.	Destroy in office 1 year after superseded.	
5-7	INFORMATION TECHNOLOGY ASSISTANCE FILE Records concerning troubleshooting and problem-solving assistance provided by college information systems personnel to users of the systems. File includes help desk assistance requests, resolution records, and other related records.	Destroy in office 1 year after work is completed.	

5. Information Technology

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

5. INFORMATION TECHNOLOGY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
5-8 	NETWORK AND SYSTEM SECURITY FILE Records concerning the security of network and system. File includes records concerning firewalls, anti-virus programs, intruder scanning logs, and other related records.	Destroy in office after 3 years.*	Confidentiality: G.S. 132-6.1(c)
5-9 	NETWORK DIAGRAMS FILE Records concerning the logical and physical relationships of network components for purposes of organization, deployment, troubleshooting, monitoring of access, and management of day-to-day operations.	Destroy in office when superseded or obsolete.	Confidentiality: G.S. 132-6.1(c)
5-10	PROJECT DOCUMENTATION FILE Records concerning design, development, control, or monitoring of a specific project or group of projects. File includes statements of work, assessments, maintenance agreements, tests, and other related records.	a) Retain in office records documenting data migration permanently. b) Destroy in office remaining records 3 years after completion of project.	
5-11	SOFTWARE LICENSE AND COPYRIGHT PROVISIONS FILE Records concerning compliance with college software license and copyright provisions. File includes software licenses, correspondence (including e-mail), and other related records.	Destroy in office 1 year after software is superseded or obsolete.	
5-12	SYSTEM ACCESS FILE Records concerning audit trails. File includes user permissions and access to information, programs, and applications within a system.	Destroy in office 1 year after superseded or obsolete.	

5. Information Technology

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

5. INFORMATION TECHNOLOGY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
5-13 	SYSTEMS AUDITS FILE Records concerning user actions affecting the contents of monitored systems.	Destroy in office after disposition of record.*	Confidentiality: G.S. 132-6.1(c)
5-14 	SYSTEM DOCUMENTATION FILE Records concerning operating systems, application programs, structure and form of datasets, system structure, and system-to-system communication. File includes system overviews, dataset inventories, server name, IP address, purpose of the system, vendor-supplied documentation, installed software, current source code, and other related records.	Destroy in office 3 years after superseded or obsolete.	Confidentiality: G.S. 132-1.1(g) G.S. 132-6.1(c)
5-15	SYSTEM MAINTENANCE RECORDS: HARDWARE REPAIR OR SERVICE FILE Records concerning inspections, maintenance, and repairs of college computer systems that are owned or leased. File includes computer equipment inventories, service records, and other related records.	<ul style="list-style-type: none"> a) Destroy in office records documenting routine inspections and maintenance of equipment after 1 year. b) Destroy records documenting all other equipment maintenance and repairs upon the final disposition of the equipment. 	

5. Information Technology

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

5. INFORMATION TECHNOLOGY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
5-16	<p>SYSTEM MAINTENANCE RECORDS: RECORDS BACKUPS FILE</p> <p>Records concerning regular or essential system backups. File includes backup tape inventories, relevant correspondence (including e-mail), and other related records.</p> <p>See Also: Security Backup Files as Public Records in North Carolina: Guidelines for the Recycling, Destruction, Erasure, and Re-use of Security Backup Files, available on the State Archives of North Carolina website.</p>	<p>Destroy in office in accordance with your office's established, regular backup plan and procedures.±</p> <p>College Policy: Destroy in office after _____</p>	
5-17	<p>VOICE OVER INTERNET PROTOCOL (VoIP) RECORDS</p> <p>Records documenting VoIP services provided at the college. Includes line registrations, call logs, and voicemail records.</p>	<p>a) Destroy in office line registrations when superseded or obsolete.</p> <p>b) Destroy in office call logs after 1 year.</p> <p>c) Destroy in office voicemail records after 30 days.</p>	
5-18	<p>WEB MANAGEMENT AND OPERATIONS RECORDS: STRUCTURE FILE</p> <p>Records concerning site maps that show the directory structure into which content pages are organized, and commercial, off-the-shelf software configuration or content management system files used to operate the site and establish its look and feel. File includes server environment configuration specifications and other related records.</p>	<p>Destroy in office when superseded or obsolete.</p>	

5. Information Technology

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

5. INFORMATION TECHNOLOGY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
5-19	<p>WEBSITE FILE</p> <p>Records concerning the creation and maintenance of the college's presence on the World Wide Web. File includes correspondence, procedures, instructions, website designs, HTML/XHTML, or other web-based file formats, and other related records.</p>	<p>a) Retain in office records with historical value permanently.</p> <p>b) Destroy in office remaining records when reference value ends.±</p> <p>College Policy: Destroy in office after _____</p>	

5. Information Technology

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

STANDARD 6: LEARNING COMMONS/LIBRARY RECORDS

Records created and accumulated concerning the routine administration of the community college’s library, archives, and museums, including daily operations, resources tracking, and reporting.

6. LEARNING COMMONS/LIBRARY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
6-1	ACCESSION RECORDS FILE Records documenting accessions of materials to archives and museums. File includes deeds of gifts, donor correspondence, access restrictions, deaccession information, metadata, and other related records. Also includes documentation of accretions and accruals..	Retain in office permanently.	
6-2	ACQUISITIONS FILE Records concerning acquisition of books, periodicals, and other materials for the library. File includes purchase orders, shipping information, and other related records.	Destroy in office after 1 year. *	
6-3	CIRCULATION AND USE FILE Records concerning library use statistics. File includes reports and other related records.	<ul style="list-style-type: none"> a) Retain in office 1 copy of all annual and biennial reports permanently. b) Destroy in office reports prepared monthly, bimonthly, and semi-annually after 3 years. c) Destroy in office reports prepared on a daily or other periodic basis, workload measurements, and other related records after 1 year. 	

6. Library

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

6. LEARNING COMMONS/LIBRARY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
6-4	<p>CONSERVATION TREATMENT RECORDS Records documenting research and implementation of conservation treatments for items in library, archives, and museum collections. File includes reports, research notes, photographs, correspondence, and other related records.</p>	Retain in office permanently.	
6-5	<p>COPYRIGHT OF INTERLIBRARY COPY REQUESTS FILE Records concerning interlibrary loan transactions involving photocopying journal articles.</p> <p><i>Note: records are maintained to avoid exceeding the five-copy limit for one title during a given 12-month period.</i></p>	Destroy in office after 5 years.	Authority: 17 USC 108(d) 17 USC 108(g)
6-6	<p>DISCARDED MATERIALS FILE Records concerning materials withdrawn from library, transferred to other state agencies or colleges, or destroyed. File also includes records of missing library materials.</p>	Destroy in office after 5 years.	
6-7	<p>DONOR RECORDS Records documenting materials donated to the library, archives, or museum. File includes forms, agreements, deeds of gifts, correspondence, and other related records.</p>	Retain in office permanently.	

6. Library

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

6. LEARNING COMMONS/LIBRARY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
6-8	FINDING AIDS Records documenting physical and intellectual control over materials in the College Archives and assisting users in gaining access to and understanding the materials. File includes indices, calendars, guides, inventories, shelf and container lists, and registers.	Destroy in office when superseded or obsolete.	
6-9	INTEGRATED LIBRARY SYSTEM FILE Records concerning the library catalog. File includes bibliographic information, patron information, circulation data, and other related records.	a) Purge cataloging records when superseded or obsolete. b) Destroy in office patron and circulation data when reference value ends.± College Policy: Destroy in office after _____	
6-10	INTERLIBRARY LOAN FILE Records concerning interlibrary loan circulation. See also COPYRIGHT OF INTERLIBRARY COPY REQUESTS FILE , page 45, item 6-5.	Destroy in office after 5 years.	
6-11	INVENTORIES FILE Records concerning library holdings. File includes lists of books on hand at last inventory, number of books added during year, number of books lost and discarded, and other related records. Files also includes library inventories not related to holdings.	Destroy in office when superseded or obsolete.	

6. Library

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

6. LEARNING COMMONS/LIBRARY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
6-12	LOAN RECORDS Records documenting materials temporarily loaned to other units of the College or to outside institutions for special exhibits. File includes loan negotiations and agreements, insurance, shipping and freight records, correspondence, and other related records.	a) Retain in office loan agreements permanently. b) Destroy in office remaining records when superseded or obsolete.	
6-13	MEMBERSHIPS FILE Records concerning the library's memberships in national databases or associations like OCLC, Lyrisis, or others. File also includes licenses for subscriptions to databases and electronic journals.	Destroy in office 5 years after expiration of agreement.	
6-14	NORTH CAROLINA HIGHER EDUCATION DATA (NCHED) AND INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM (IPEDS) FILE Reports sent to the federal government detailing library budgets, staff, and collections.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	Authority: 20 USC 1094, Section 487(a)(17)


6. Library

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

STANDARD 7: LEGAL RECORDS
Official documentation created or accumulated to substantiate the rights, obligations, or interests of the community college, its individual employees, or students. This standard includes some Risk Management records; others can be found in Administration, Office, and Management Records, IT Records, Personnel Records, and Public Safety Records.

7. Legal

7. LEGAL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
7-1	<p>AGREEMENTS, CONTRACTS, AND LEASES FILE Agreements, contracts, and leases for construction projects, equipment, facilities, property, projects, and services. File includes hold harmless agreements, good faith effort documentation, contractor compliance monitoring, leases, memoranda of understanding, and other related records.</p>	<p>a) Retain in office contracts and agreements with historical value permanently. b) Destroy in office sealed contract records 10 years after completion, termination, or expiration of contract.* c) Destroy in office capital improvement contracts 6 years after completion, termination, or expiration.* d) Destroy in office all other contracts and agreements 3 years after completion, termination, or expiration.*</p>	
7-2	<p> COURT CASE (LITIGATION) FILE Records concerning litigation in which the college is a party. File includes affidavits, agreements, appeals, briefs, citations, commitments, complaints, correspondence, discharges, motions, notices, pleas, releases, statements, testimony, verdicts, waivers, warrants, writs, and other related records.</p>	<p>a) Retain in office cases having precedential or historical value permanently. b) Destroy in office adjudicated cases 5 years after final disposition. c) Destroy in office non-adjudicated cases (out-of-court claims) 5 years after final disposition or expiration of relevant statute of limitations, whichever occurs later.</p>	Confidentiality: G.S. 132-1.1(a)
7-3	<p>DELEGATION OF AUTHORITY RECORDS Records documenting delegations of power to authorize college business. Includes signature authorities and powers of attorney.</p>	Destroy in office 1 year after superseded or obsolete.	

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

7. LEGAL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
7-4	INSURANCE POLICIES FILE Records concerning automobile, theft, fire, and all other insurance policies purchased by the college. File includes insurance policies, claims reports, surveys, waivers, and other related records.	a) Destroy in office automobile and other liability policies and related eligibility records 10 years after termination or expiration of policy.* b) Destroy in office property and casualty policies and related eligibility records 1 year after termination or expiration of policy.* c) Destroy in office other records after 3 years.	
7-5	LEGAL OPINIONS FILE Formal legal opinions written by counsel in response to requests concerning the governance and administration of the college.	Retain in office permanently.	
7-6	LICENSES AND PERMISSIONS Records conferring legal permission. Includes licenses to use or produce goods or services, permits to host events in college facilities, as well as copyright permission requests received and granted by the college.	a) Destroy in office licenses, permits, and registrations 3 years after expiration. b) Destroy in office after 3 years one-time copyright permissions granted by or to the college. c) Retain in office permanently perpetual copyright permissions granted by or to the college. d) Destroy in office rejected requests when reference value ends. ± College Policy: Destroy after: _____	

7. Legal

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

7. LEGAL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
7-7	OWNERSHIP RECORDS FILE Records concerning ownership of property. File includes deeds and titles. See also VEHICLE TITLES AND REGISTRATION FILE , page 50, item 7-11.	Destroy in office 1 year after college relinquishes ownership of property.*	
7-8	RELEASE FORMS Records documenting release of the college from liability related to various activities involving students, faculty, staff, and visitors. Includes hold harmless provisions, liability waivers, and other related release forms.	Destroy in office 5 years after expiration.*	
7-9	SETTLEMENTS Records concerning informal settlements of contract or agreement disputes.	Destroy in office 10 years after expiration of settlement.	
7-10	SUBPOENAS AND AFFIDAVITS Records concerning information provided by the college in response to subpoena requests or other legal actions that are not attached to a specific litigation case file in which the college or an employee is a party.	Destroy in office 3 years after submission of records.	
7-11	VEHICLE TITLES AND REGISTRATION FILE Titles and registration materials for state-owned vehicles under the jurisdiction of the college. See also OWNERSHIP RECORDS FILE , page 50, item 7-7.	a) Destroy in office registration materials when superseded or obsolete. b) Transfer title to new owner upon sale of vehicle.	Authority: G.S. 20-72

7. Legal

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

7. LEGAL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
7-12	WARRANTIES FILE Records concerning warranties that accompany equipment and services purchased by the college.	a) Destroy in office 1 year after expiration. b) Transfer when college relinquishes ownership of property.	

7. Legal


* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

STANDARD 8: PERSONNEL RECORDS

Official records and materials created and accumulated incidental to the employment, qualifications, training, and pay status of community college employees. Comply with applicable provisions of G.S. § 115D-29 regarding confidentiality of personnel records. This standard includes some Risk Management records; others can be found in Administration, Office, and Management Records, IT Records, Legal Records, and Public Safety Records.

8. Personnel

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-1	ABOLISHED POSITIONS FILE Records concerning positions that have been abolished. File includes job titles, position descriptions, and other related records.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	
8-2 	ACCIDENT REPORTS FILE Records concerning accidents or incidents. File includes reports, OSHA Log, affidavits, photographs, and other related records. See also OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) FILE , page 63, item 8-37, and ACCIDENT REPORTS (Public Safety) , page 72, item 10-1.	<ul style="list-style-type: none"> a) Transfer records resulting in workers' compensation to WORKERS' COMPENSATION LITIGATION AND CLAIMS FILE, page Error! Bookmark not defined., item Error! Reference source not found. b) Destroy in office remaining employee claims 3 years after settlement or denial of claim.* c) Destroy in office non-employee accident reports 3 years after settlement or denial of claim.* d) Destroy in office reports that do not result in claims or official action after 3 years. e) Destroy in office reports of minors after minor has reached age of 21. 	Confidentiality: G.S. 97-92(b)
8-3	ADDRESSES FILE Records concerning employee contact information. File includes address and telephone numbers.	Destroy in office when superseded or obsolete.	

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-4	ADMINISTRATIVE INVESTIGATIONS Records related to investigations of conduct problems among agency personnel. Includes complaints, investigation reports, disciplinary actions, and other related records.	<ul style="list-style-type: none"> a) Destroy in office Title IX cases after 7 years. b) Destroy in office complaints lodged against personnel that are resolved without an internal investigation 3 years after resolution.* c) Destroy in office complaints lodged against personnel that are exonerated 5 years after final disposition.* d) Destroy in office complaints lodged against personnel that are settled out-of-court 5 years after final disposition or expiration of relevant statute of limitations.* e) Transfer internal affairs case records to individual PERSONNEL FILE (ACTIVE), page 63, item 8-38 when complete. 	
8-5	ADMINISTRATIVE PERSONNEL RECORDS Records concerning the assignment and oversight of agency personnel. Includes policies and procedures, memoranda. Also includes agreements and authorizations required of employees, orientation materials, and informational data.	<ul style="list-style-type: none"> a) Retain personnel policies and procedures in office permanently. b) Destroy in office memoranda after 5 years. c) Destroy in office remaining records when superseded or obsolete. 	
8-6	AGGREGATE SERVICE HISTORY FILE Records concerning employee's service with the college. File includes yearly leave recapitulations, listings of total time worked, and other related records.	<ul style="list-style-type: none"> a) Transfer records necessary for retirement or similar benefits verification to PERSONNEL FILE (ACTIVE), page 63, item 8-38. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____ 	

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-7 	ALCOHOL AND DRUG PREVENTION FILE Records concerning a college’s alcohol misuse and controlled substances use prevention programs. Includes test results, evaluations and referrals, annual summary reports, education and training records, chain of custody forms, and all other program related documents.	<ul style="list-style-type: none"> a) Destroy in office alcohol test results indicating a blood alcohol concentration of 0.02 or greater, records of verified positive drug or alcohol test results, documentation of refusals to take required alcohol and/or drug tests (including substituted or adulterated drug test results), referrals to Substance Abuse Professionals (SAP), SAP reports, all follow-up tests and schedules for follow-up tests, copies of annual Drug & Alcohol Management Information System (MIS) reports submitted to Federal Transit Administration (FTA), equipment calibrations, and records related to the administration of the testing program after 5 years. b) Destroy in office records of negative and cancelled drug or alcohol test results, including alcohol test results with a blood alcohol concentration of less than 0.02, after 1 year. c) Destroy in office remaining records after 3 years. <p><i>Retention Note: Records should be maintained in a location with controlled access.</i></p>	Confidentiality: G.S. 115D-29
8-8	ALLOCATED LISTS FILE Listings of classification titles, position numbers, and names of incumbents in job positions.	Destroy in office when superseded or obsolete.	
8-9	APPLICANT SUMMARY FILE Records concerning collected Equal Employment Opportunity Commission (EEOC) data regarding applicants who apply for advertised positions.	Destroy in office after 2 years.	

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-10 	APPLICATIONS FOR EMPLOYMENT FILE Records submitted by job applicants for vacant positions or by current employees for promotion, transfer, or training opportunities. File includes completed applications, transcripts, resumes, letters of reference, and other related records. File also includes records concerning applicant selection, interview documentation, background and criminal history checks, justification statements, and other related records.	<ul style="list-style-type: none"> a) Transfer applications, resumes, and other records as applicable to PERSONNEL FILE (ACTIVE), page 63, item 8-38. b) Destroy in office remaining records concerning individuals hired after 2 years. c) Destroy in office records concerning individuals not hired 2 years after date of receipt, if no charge of discrimination has been filed. If charge has been filed, destroy in office 1 year after resolution of charge.* d) Destroy in office unsolicited applications/resumes, and those received after posted closing dates after 2 years. 	Confidentiality: G.S. 115D-29 Retention: 29 CFR 1602.31 29 CFR 1627.3(b)(1)
8-11	APTITUDE AND SKILLS TESTING Records concerning aptitude and skills tests required of job applicants or of current employees seeking promotion or transfer.	Destroy in office after 2 years.	Retention: 29 CFR 1602.31 29 CFR 162.3(b)(1)(iv)
8-12	AVAILABLE INSTRUCTORS FILE Records concerning available instructors. File includes names and professional experience of instructors.	Destroy in office when instructor has been inactive for 3 years.	

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-13 	BENEFITS FILE Records concerning life, health, accident, and disability insurance plans as well as seniority and merit systems or records concerning systems in which employees may select fringe benefits including supplemental retirement plans like deferred compensation, the Federal Savings Bonds program, or services available through the State Employees Credit Union. File includes applications, enrollment forms, fee schedules, reference copies of policies and informational literature, records related to COBRA (Consolidated Omnibus Budget Reconciliation Act), and other related records.	<ul style="list-style-type: none"> a) Destroy in office benefits continuation documentation 3 years after employee returns or eligibility expires. b) Destroy in office claims forms after 2 years.* c) Destroy in office remaining records 1 year after plan is terminated. 	Confidentiality: G.S. 115D-29 Retention: 29 CFR 1627.3(b)(2)
8-14	CIVIL RIGHTS FILE Records concerning college compliance with federal and state affirmative action and equal opportunity programs like the Age Discrimination in Employment Act (ADEA), Americans with Disabilities Act (ADA), the Equal Pay Act, the Genetic Information Nondiscrimination Act (GINA), and Title VII of the 1964 Civil Rights Act. File includes regulations, recruitment plans, outlines, timetables, goals, objectives, correspondence, reports, and other related records. File also includes reports required by the Equal Employment Opportunity (EEO) Commission. See also CIVIL RIGHTS CASES FILE , page 57, item 8-15.	<ul style="list-style-type: none"> a) Destroy in office reports, analyses, and statistical data after 5 years. b) Destroy in office affirmative action plans 5 years from date superseded. 	Authority: 29 CFR 1602.1 29 CFR 1602.7 29 CFR 1608.4 Retention: 29 CFR 1602.50

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.




± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-15 	CIVIL RIGHTS CASES FILE Records concerning employee discrimination complaints and requests for reasonable accommodation. File includes reports, position statements, and other related records. See also CIVIL RIGHTS FILE , page 56, item 8-14.	Destroy in office 2 years after final disposition of the charge or the action.* <i>Retention Note: 29 CFR 1602.14 defines final disposition of the charge or the action as "the date of expiration of the statutory period within which the aggrieved person may bring an action in a U.S. District Court or, where an action is brought against an employer either by the aggrieved person, the Commission, or by the Attorney General, the date on which such litigation is terminated."</i>	Confidentiality: G.S. 115D-29 Retention: 29 CFR 1602.14 29 CFR 1602.49
8-16	CLASSIFICATIONS AND SALARIES FILE Records concerning position classifications and salary ranges. File includes approved position classifications, list of salary ranges, salary increments, positions studies, and other related records.	Destroy in office when superseded or obsolete.	
8-17	CONFLICT OF INTEREST FILE Records concerning possible conflicts of interest or conflicts of commitment between college employees or board members and outside agencies. File includes disclosure statements, forms, correspondence, and other related records.	a) If no conflict, destroy in office after 3 years. b) If potential or actual conflict, destroy in office 6 years after resolution of conflict or 1 year after term of service ends, whichever occurs later.	
8-18	DISABILITY SALARY CONTINUATION CLAIMS FILE Records concerning salary continuation benefits for disabled employees. File includes forms and other related records.	a) Transfer original forms to Teacher and State Employees' Retirement System when received from employee. b) Destroy in office remaining records after 1 year.	

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-19 	DISCIPLINARY FILE Records concerning disciplinary actions against college employees. File includes documentation of termination, appeals, correspondence, and other related records.	a) Transfer records as applicable to PERSONNEL FILE (ACTIVE) , page 63, item 8-38. b) Destroy in office all remaining records 2 years after resolution of all actions.	Confidentiality: G.S. 115D-29 Retention: 29 CFR 1602.31
8-20 	EDUCATIONAL LEAVE AND REIMBURSEMENT FILE Records concerning educational leave and/or tuition reimbursement. See also FAMILY MEDICAL LEAVE ACT (FMLA) FILE , page 60, item 8-26; LEAVE FILE , page 61, item 8-31; and MILITARY LEAVE FILE , page 63, item 8-36.	a) Transfer records documenting required education to PERSONNEL FILE (ACTIVE) , page 63, item 8-38. b) Destroy in office records concerning denied requests 6 months after denial.* c) Destroy in office remaining records after 3 years.*	Confidentiality: G.S. 115D-29
8-21 	EMPLOYEE ASSISTANCE PROGRAM (EAP) FILE Records concerning the Employee Assistance Program (EAP) and related assistance and counseling opportunities. File includes requests for information, referrals, correspondence, forms, releases, and other related records.	Destroy in office after 3 years.	Confidentiality: G.S. 115D-29
8-22	EMPLOYEE SUGGESTION AND SURVEYS FILE Suggestions made or surveys completed by college employees. File includes correspondence, summary reports, conclusions, and other related records.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.





± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-23 	EMPLOYMENT ELIGIBILITY VERIFICATION RECORDS Includes the United States Immigration and Naturalization Services, Employment Eligibility Verification (I-9) forms, forms filed with the U.S. Department of Labor, E-Verify forms, and Selective Service forms.	<ul style="list-style-type: none"> a) I-9 forms have a mandatory retention throughout the duration of an individual’s employment. After separation, destroy records in office 3 years from date of hire or 1 year from separation, whichever occurs later. b) Destroy in office E-Verify forms and Selective Service forms 1 year after employee separation. c) Destroy in office remaining records after 5 years. 	Confidentiality: G.S. 115D-29 Retention: 8 USC 1324a(b)(3)
8-24 	EMPLOYMENT TESTS AND ANSWER SHEETS FILE Records concerning employment-related tests, including tests required of job applicants. File includes applicant's answer sheets, test scores, and other related records.	<ul style="list-style-type: none"> a) Transfer records as applicable to PERSONNEL FILE (ACTIVE), page 63, item 8-38. b) Destroy in office remaining records concerning individuals hired after 2 years. c) Destroy in office records concerning individuals not hired 2 years after date of receipt, if no charge of discrimination has been filed. If charge has been filed, destroy in office 1 year after resolution of charge.* 	Confidentiality: G.S. 115D-29 Retention: 29 CFR 1627.3(b)(1)
8-25	EXIT INTERVIEWS Interviews or questionnaires conducted with employees planning to separate from the college.	Destroy in office after 1 year.	

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.




± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-26 	FAMILY MEDICAL LEAVE ACT (FMLA) FILE Records concerning leave taken under the Family Medical Leave Act (FMLA). File includes premium payments, employee notice, medical examinations considered in connection with personnel action, disputes with employees over FMLA, and other related records. See also EDUCATIONAL LEAVE AND REIMBURSEMENT FILE , page 58, item 8-20; LEAVE FILE , page 61, item 8-31; and MILITARY LEAVE FILE , page 63, item 8-36.	Destroy in office 3 years after leave ends.*	Authority: 29 CFR 825.110 Confidentiality: G.S. 115D-29 Retention: 29 CFR 825.500
8-27 	GARNISHMENTS FILE Records concerning garnishments of employees' wages.	Destroy in office after 3 years.*	Confidentiality: G.S. 115D-29
8-28 	GRIEVANCES FILE Records concerning employee grievances. File includes initial complaint by employee, correspondence, investigations, actions, and other related records. See also DISCIPLINARY FILE , page 58, item 8-19 and PERSONNEL FILE (ACTIVE) , page 63, item 8-38.	Destroy in office 2 years after resolution.*	Confidentiality: G.S. 115D-29
8-29 	INTERNSHIP PROGRAM FILE Records concerning student internship programs within the college. File includes applications, approvals, internship agreements, credits earned, eligibility criteria, and other related records.	a) Transfer records as applicable to CURRENT STUDENT RECORDS FILE , page 29, item 4-11. b) Destroy in office remaining records after 3 years.	Confidentiality: 20 USC 1232g

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-30	LAPSED SALARIES Records concerning state-appropriated funds made available for reallocation through the circumstances of unused salaries.	Destroy in office after 2 years.*	
8-31 	LEAVE FILE Records concerning employee leave. File includes requests for and approval of sick, vacation, overtime, buy-back, parental, shared, etc. File also includes monthly leave reports and semiannual leave recapitulations. See also EDUCATIONAL LEAVE AND REIMBURSEMENT FILE , page 58, item 8-20; FAMILY MEDICAL LEAVE ACT (FMLA) FILE , page 60, item 8-26; and MILITARY LEAVE FILE , page 63, item 8-36.	a) Destroy in office records concerning approved leave requests 3 years after employee returns from leave or separates from employment.* b) Destroy in office records concerning denied leave requests after 6 months. c) Destroy in office remaining records when reference value ends. College Policy: Destroy in office after _____	Confidentiality: G.S. 115D-29
8-32 	LICENSING AND CERTIFICATION FILE Records concerning the licensing or certification of college personnel. File includes applications, test scores, and other related records. See also EMPLOYMENT TESTS AND ANSWER SHEETS FILE , page 59, item 8-24.	a) Transfer employee-specific records to PERSONNEL FILE (ACTIVE) , page 63, item 8-38 when employee receives license or certification if licensing or certification is required. b) Destroy certificates in office 5 years after date of separation. c) Destroy in office remaining records after 2 years.	Confidentiality: G.S. 115D-29 Retention: 29 CFR 1602.31 29 CFR 1627.3(b)(1)
8-33 	LONGEVITY FILE Records concerning employee eligibility for longevity pay.	Destroy in office after 5 years.*	Confidentiality: G.S. 115D-29 Retention: 04 NCAC 24D .0501(a)

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-34 	MEDICAL RECORDS FILE Records concerning asbestos, toxic substances, and blood-borne pathogen exposure; medical examinations required by state or federal law; and records of injury or illness.	<ul style="list-style-type: none"> a) Destroy in office exposure records 40 years from date of exposure or 30 years from date of separation.* b) Destroy in office records pertaining to first-aid job-related illness and injury after 5 years. c) Provide medical records to employees who have worked for less than 1 year at time of separation. d) Destroy in office after 1 year records concerning physical examinations or health certificates. e) Destroy in office remaining records 30 years after employee terminates service. <p><i>Retention Note: Records must be maintained separately from an employee's personnel jacket. If part of a worker's compensation claim, follow disposition for Error! Reference source not found., page Error! Bookmark not defined., item Error! Reference source not found..</i></p>	<p>Authority: 29 CFR 1910.1020(e)</p> <p>Confidentiality: 29 CFR 1630.14(c)(1) 29 CFR 1910.1020(d)</p> <p>Retention: 29 CFR 1627.3(b)(1)(v) 29 CFR 1910.1020(d)</p>
8-35	MERIT FILE Records concerning the evaluation of employees being considered for a merit increase. File includes evaluation guidelines, rating scales, and other related records.	Destroy in office after 3 years.*	

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-36 	<p>MILITARY LEAVE FILE Records concerning military leave as established by the Uniformed Services Employment and Reemployment Rights Act (USERRA).</p> <p>See also EDUCATIONAL LEAVE AND REIMBURSEMENT FILE, page 58, item 8-20; FAMILY MEDICAL LEAVE ACT (FMLA) FILE, page 60, item 8-26; and LEAVE FILE, page 61, item 8-31.</p>	Destroy in office 3 years after leave ends or employee separates from college.*	<p>Authority: 5 CFR 1208</p> <p>Confidentiality: G.S. 115D-29</p>
8-37	<p>OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA) FILE Records concerning OSHA policies and programs or records concerning workplace injury or illness. File includes extent and outcomes, summary totals for calendar year, OSHA forms, and other related records. File also includes ergonomic assessments for employees as well as OSHA inspections and/or citations of the college.</p>	Destroy in office after 5 years.	<p>Retention: 29 CFR 1904.33 29 CFR 1904.44</p>
8-38 	<p>PERSONNEL FILE (ACTIVE) Official personnel files of each temporary or permanent college employee. File includes applications, correspondence, resumes, vitae, promotions, demotions, transfers, personnel action forms, salary, termination of employment, social security number verifications, driver’s licenses, and other related records.</p> <p>See also MEDICAL RECORDS FILE, page 62, item 8-34.</p>	Transfer to PERSONNEL FILE (INACTIVE) , page 64, item 8-39 after separation or termination of service.	Confidentiality: G.S. 115D-29

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-39 	<p>PERSONNEL FILE (INACTIVE)</p> <p>Official personnel files of each inactive college employee. File includes applications, correspondence, resumes, vitae, promotions, demotions, transfers, personnel action forms, salary, termination of employment, social security number verifications, driver's licenses, and other related records.</p> <p><i>Note: Contact the State Records Center of the State Archives of North Carolina for transfer and retrieval information.</i></p>	<p>a) Destroy in office after 30 years from date of separation information needed to document: date and amount of each increase or decrease in salary with that agency; date and type of each promotion, demotion, transfer, suspension, separation, or other change in position classification; date and general description of the reasons for each promotion; date and type of each dismissal, suspension, or demotion for disciplinary reasons taken; and, if the disciplinary action was a dismissal, a copy of the written notice of the final decision setting forth the specific acts or omissions that are the basis of the dismissal.</p> <p>b) Destroy in office information necessary to verify benefits 30 years after date of separation.</p> <p>c) Destroy in office remaining records when individual retention periods are reached as noted in individual items in the Records Retention and Disposition Schedule.</p>	Confidentiality: G.S. 115D-29
8-40 	<p>PERSONNEL FILE (ONE TIME PAYMENTS)</p> <p>Official personnel files for employees hired to fulfill, short-term duties. This includes honoraria for visiting lecturers and consultants as well as college staff and students who undertake duties outside and not in conflict with their regular work. File includes personnel action forms, correspondence, and other related records.</p>	Destroy in office 1 year after payment day.	Confidentiality: G.S. 115D-29

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-41 	PERSONNEL FILE (SEASONAL AND CONTRACT WORKER RECORDS) Records documenting events in the short-term employment history of an individual not eligible for benefits.	Destroy in office 5 years after separation.*	Confidentiality: G.S. 132-1.10
8-42	POSITION DESCRIPTIONS FILE Records concerning descriptions for all college positions. File includes job title, grade, duties, and responsibilities.	Destroy in office 1 year after superseded or obsolete.	Retention: 29 CFR 1620.32
8-43	POSITION HISTORIES FILE Historical data concerning each college position.	Retain in office permanently.	
8-44	RECRUITMENT FILE Records concerning recruitment of personnel. File includes authorizations to fill a vacant position, position listings and advertisements, notices of overtime or promotion, and other related records.	Destroy in office after 1 year.	Retention: 29 CFR 1627.3(b)(1)
8-45 	RETIREMENT FILE Records concerning retirement beneficiaries for death benefits or personal data of employees who plan to retire or have retired. File includes correspondence, completed retirement forms, and other related records. See also BENEFITS FILE , page 56, item 8-13.	a) Transfer original records concerning beneficiaries to the Department of the State Treasurer, Retirement Systems Division. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	Confidentiality: G.S. 115D-29

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-46 	SECONDARY EMPLOYMENT FILE Records concerning employee requests to engage in additional outside employment.	a) Destroy in office approved requests and related records 1 year after employee terminates outside employment. b) Destroy in office denied requests and related records after 6 months. c) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	Confidentiality: G.S. 115D-29
8-47	SERVICE AWARDS FILE Records concerning employees eligible for and receiving service awards.	Destroy in office 5 years after date of award.	
8-48	STATEMENT OF BACK PAY FILE Records concerning the gross pay an employee would have earned during a specified period for back pay in a grievance decision or settlement agreement. File includes completed back pay calculation forms, correspondence, and other related records.	Destroy in office after 3 years.*	

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-49	TRAINING RECORDS Records documenting training programs for college personnel. Includes training manuals, syllabi and course outlines, registration forms and certificates, and other related records.	<ul style="list-style-type: none"> a) Destroy in office training materials regarding Title IX after 7 years. b) Destroy in office remaining training materials when superseded or obsolete. c) Transfer certification of completion to individual Personnel File if training is required or could affect career advancement. d) Destroy in office asbestos training records 1 year after employee separation. e) Destroy in office bloodborne pathogen training records after 3 years. f) Destroy in office hazardous waste training records after 5 years. g) Retain records documenting law enforcement training in office permanently. h) Destroy in office remaining records after 2 years. 	Retention: 29 CFR 1602.31 29 CFR 1627.3(b)(1) 29 CFR 1910.120(p)(8) 29 CFR 1910.1001(m)(4) 29 CFR 1910.1030(h)(2) 34 CFR 106.45(b)(10)
8-50	UNEMPLOYMENT COMPENSATION CLAIMS FILE Records concerning unemployment compensation cases. File includes claim forms and other related records.	Destroy in office after 3 years.*	
8-51	UNEMPLOYMENT INSURANCE FILE Division of Employment Security forms used to report wages of terminated employees for the purpose of unemployment insurance benefits.	<ul style="list-style-type: none"> a) Transfer original records to the N.C. Department of Commerce, Division of Employment Security. b) Destroy in office remaining records after 2 years. 	
8-52	VACANCY FILE Listings of vacant positions within a college.	Destroy in office when superseded or obsolete.	

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

8. PERSONNEL RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
8-53	VERIFICATION OF EMPLOYMENT FILE Records concerning verification of an employee's prior or current employment. File includes inquiries and responses.	Destroy in office after 1 year.	
8-54	VOLUNTEER FILE Records concerning participants in volunteer positions. File includes applications, selection materials, and other related records.	Destroy in office after 2 years.	
8-55 	WORK PLAN FILE Work plans concerning employees' goals and primary tasks. Information is used to evaluate each employee's work performance.	Destroy in office after 3 years.*	Confidentiality: G.S. 115D-29 (<i>Note: Only performance evaluations are confidential.</i>) Retention: 25 NCAC 010. 0113(d)
8-56 	WORK SCHEDULES AND ASSIGNMENTS FILE Records concerning work, duty, shift, crew, or case schedules, rosters, or assignments.	a) Transfer as applicable to TIME SHEETS, CARDS, AND ATTENDANCE FILE , page 22, item 2-29. b) Destroy in office when superseded or obsolete.	Confidentiality: G.S. 115D-29
8-57	WORKERS' COMPENSATION PROGRAM ADMINISTRATION FILE Records concerning administration of workers' compensation program. File includes program policies, guidelines, and other related records. Also includes agency's working file for employee claims. See also COURT CASE (LITIGATION) FILE , page 48, item 7-2.	a) Destroy in office employee-specific records 5 years after employee returns to work or separates from agency. b) Destroy in office remaining records when superseded or obsolete. <i>Note: Claims forms should be filed with the NC Industrial Commission and do not need to be retained in office.</i>	

8. Personnel

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

STANDARD 9: PUBLIC RELATIONS RECORDS
Official records and materials created and accumulated by internal public relations programs operated by the community college.

9. PUBLIC RELATIONS RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
9-1	<p>AUDIO AND VIDEO RECORDINGS FILE Recordings of special events, interviews, and other related activities produced by the college.</p> <p>See also ACTIVITIES AND EVENTS FILE, page 1, item 1-2; OFFICE SECURITY FILE, page 9, item 1-26; and SPEECHES FILE, page 71, item 9-11.</p>	<p>a) Retain in office records with historical value permanently.</p> <p>b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____</p>	
9-2	<p>BIOGRAPHICAL DATA FILE Records concerning college officials. File includes biographical sketches, news releases, news clippings, photographs, and other related records.</p>	<p>Destroy in office when reference value ends.± College Policy: Destroy in office after _____</p>	
9-3	<p>COLLEGE PUBLICATIONS FILE Records concerning publications created by or for the college. File includes catalogs, annual reports, Career Focus, and other significant publications.</p>	<p>a) Transfer 10 or more print copies (as required) of each publication to the State Government Publications Clearinghouse, State Library of North Carolina.</p> <p>b) Transfer 1 copy of electronic publications to the State Government Publications Clearinghouse, State Library of North Carolina.</p> <p>c) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____</p>	<p>Authority: G.S. 125-11.8(b)</p>

9. Public Relations

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

9. PUBLIC RELATIONS RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
9-4	MAILING LISTS FILE Mailing lists for the distribution of publications and newsletters.	Destroy in office when superseded or obsolete.	
9-5	NEWS CLIPPINGS AND SCRAPBOOKS FILE Newspaper clippings and scrapbooks concerning the college and related events.	a) Retain in office records with historical value permanently. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	
9-6	NEWS RELEASES FILE Records concerning the promotion of the college or related events.	Retain in office permanently.	
9-7	PHOTOGRAPHS AND SLIDES FILE Images of the college and related people, places, and events.	a) Retain in office records with historical value permanently. b) Destroy in office remaining records when reference value ends.± College Policy: Destroy in office after _____	
9-8	PUBLICITY FILE Records concerning the overall public relations of the college. File includes advertisements, announcements, exhibits, correspondence, and other related records.	Destroy in office when reference value ends.± College Policy: Destroy in office after _____	

9. Public Relations

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

9. PUBLIC RELATIONS RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
9-9	<p>PUBLIC RECORDS REQUESTS</p> <p>Requests submitted by persons seeking access to college records and documentation of college response.</p> <p>See also REQUESTS FOR INFORMATION FILE, page 12, item 1-40.</p>	<p>Destroy in office after 2 years.</p> <p><i>Note: These disposition instructions apply only to the request, internal agency records related to searching for and preparing responsive records, and communication of response; the documents that are responsive to public records requests should be handled according to their respective disposition instructions (e.g., speaker sign-up sheets from a public hearing can be destroyed after 1 year; surplus property inventories can be destroyed after 3 years). However, if the agency also retains separate copies of the documents that are responsive to public records requests, they may also be destroyed 2 years after completion of the request.</i></p>	
9-10	<p>SOCIAL MEDIA FILE</p>	<p>See ELECTRONIC RECORDS (page A-11) for guidance handling social media.</p>	
9-11	<p>SPEECHES FILE</p> <p>Speeches made by college administrators. File includes transcripts, audio or video recordings, and other related records.</p>	<p>a) Retain in office records with historical value permanently.</p> <p>b) Destroy in office remaining records when reference value ends.±</p> <p>College Policy: Destroy in office after _____</p>	

9. Public Relations

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

STANDARD 10: PUBLIC SAFETY RECORDS




Official records created and accumulated by campus police agencies and police officers. According to the Campus Police Act, the “each campus police agency is the legal custodian of all books, papers, documents, records of criminal investigations or of criminal intelligence information, or other records and property maintained by the campus police agency” (G.S. § 74G-5.1). This standard includes some Risk Management records; others can be found in Administration, Office, and Management Records, IT Records, Legal Records, and Personnel Records.

10. Public Safety

10. PUBLIC SAFETY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
10-1	<p>ACCIDENT REPORTS Reports about accidents involving campus students or visitors.</p> <p>See also ACCIDENT REPORTS FILE (Personnel), page 52, item 8-2.</p>	<p>a) If report involves an adult visitor, destroy in office 3 years after settlement or denial of claim.*</p> <p>b) If report involves a minor visitor, destroy in office after minor reaches age of 21.*</p> <p>c) If report does not result in claims or official action, destroy in office after 3 years.*</p>	
10-2	<p>ALARM MONITORING REPORTS Fire and security alarm reports documenting the monitoring and testing of fire and security alarms.</p>	Destroy in office after 7 years.	
10-3	<p>BANS AND TRESPASS WARNINGS Records documenting campus bans and trespass warnings.</p>	Destroy in office 2 years after expiration of ban or trespass warning.	
10-4	<p>BUILDING AND GROUNDS SECURITY Records documenting routine security checks of campus facilities. Includes logs, reports, correspondence, and other related records.</p> <p>See also OFFICE SECURITY FILE, page 9, item 1-26.</p>	<p>a) If a case is opened, transfer reports needed to support investigation to appropriate Case Investigation Records file.</p> <p>b) Destroy in office remaining records when reference value ends.* ±</p> <p>College Policy: Destroy after _____</p>	

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.


± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

10. PUBLIC SAFETY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
10-5 	CASE INVESTIGATION RECORDS Records documenting misdemeanor and felony investigations of campus incidents. Includes statements, incident reports, photographs, evidence sheets, correspondence, and other related records.	a) Destroy in office closed misdemeanor case records after 7 years. b) Destroy in office closed felony case records after 20 years.	Confidentiality: G.S. 132-1.4
10-6	CONFISCATED PROPERTY RECORDS Records documenting the confiscation, control and return, or disposal of weapons and controlled substances confiscated during searches or arrests or received by campus police. Includes forms, reports, correspondence, and other related records.	Destroy in office 7 years after disposal of items.	
10-7 	EMERGENCY COMMUNICATIONS AND DISPATCH Records documenting emergency communications and dispatching. Includes radio and telephone dispatching, recordings of incoming and outgoing 911 emergency calls and texts, database records, correspondence, and other related records.	a) If a case is opened, transfer felony/misdemeanor communications and dispatches to appropriate Case Investigation Records file. b) Destroy in office 911 records after 30 days unless a court of competent jurisdiction orders a portion sealed. c) Destroy in office remaining records when reference value ends.± College Policy: Destroy after _____	Confidentiality: G.S. 132-1.4(4) G.S. 132-1.5 Retention: G.S. 132-1.4(i)
10-8	EVIDENCE TRACKING Records documenting evidence held by campus police. Includes inventories, reports, and other related records.	Destroy in office 3 years after final disposition of evidence. <i>Note: Does not include the actual evidence, which should be managed in accordance with applicable federal, state, or local law, court order, and/or campus policy.</i>	
10-9 	INCIDENT REPORTS Records documenting incidents to which campus police respond. Includes reports, supporting documentation, correspondence, and other related records.	a) If a case is opened, transfer report to appropriate Case Investigation Records file. b) Destroy in office remaining records after 7 years.*	Confidentiality: G.S. 132-1.4

10. Public Safety

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

10. PUBLIC SAFETY RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
10-10 	LAW ENFORCEMENT AGENCY RECORDINGS Recordings by law enforcement officers that are not known to have captured a unique or unusual incident or action from which litigation or criminal prosecution is expected or likely to result. Includes body-worn cameras, dashboard cameras, and fixed cameras.	a) If a case is opened, transfer recording to appropriate Case Investigation Records file. b) Destroy in office remaining records after 30 days.*	Confidentiality: G.S. 132-1.4A
10-11	LOST, STOLEN, OR DAMAGED PROPERTY REPORTS Records concerning property lost or stolen on campus as well as vandalism to college property. Includes logs of lost property that has been found on campus, visitor reports of lost or stolen property, and employee reports and narratives of vandalism.	Destroy in office after 3 years.	
10-12	PARKING TICKETS Records documenting parking tickets issued on campus property.	Destroy in office after 3 closed fiscal years.*	
10-13	TOWED VEHICLE REPORTS Records concerning vehicles towed off college property.	Destroy in office after 3 years.	
10-14	TRAFFIC CITATIONS Records documenting accidents and traffic citations issued by campus police. Includes reports, correspondence, and other related records.	a) Transfer citations to county Clerk of Superior Court. b) Transfer documentation on any reportable crash to the NC Division of Motor Vehicles within 10 days. c) Destroy in office remaining records after 3 years.	Authority: G.S. 20-4.01(33b) G.S. 20-166.1
10-15	TRAFFIC STOP REPORTS Records documenting traffic stops on college property by campus police. Includes reports and other related records.	Destroy in office after 3 years.	Authority: G.S. 143B-903




10. Public Safety

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.





STANDARD 11: STUDENT HEALTH AND COUNSELING SERVICES RECORDS
Official records created and accumulated regarding the provision of health services and counseling services to college students. Comply with relevant provisions of the Health Insurance Portability and Accountability Act (HIPAA) regarding the confidentiality of health records.

11. Student Health

11. STUDENT HEALTH AND COUNSELING SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
11-1	CONTROLLED SUBSTANCES ADMINISTRATIVE RECORDS Records documenting the receipt and control of controlled substances by Health Center personnel. Includes inventories, logs, and other related records.	Destroy in office after 3 years.*	Retention: 21 NCAC 46 .1414 (j)(6)
11-2 	IMMUNIZATION INCOMPLETE LOG Records documenting incomplete immunizations.	Destroy in office when superseded or obsolete.	Confidentiality: 42 USC 1320d-6
11-3 	INSURANCE CLAIMS RECORDS Records concerning third party claims, explanations of benefits, and checks received. Includes Medicaid and insurance carrier claim forms and records, including schedule of payments, copies of claim, listing of invalid or rejected claims, payment list, and list of checks received.	a) Destroy in office records concerning Medicaid claims after 10 years. b) Destroy in office remaining records after 5 years.*	Confidentiality: 5 USC 552a 42 USC 1320d-6
11-4 	PATIENT APPOINTMENT RECORDS Records documenting scheduled appointments. Includes appointment books and databases, correspondence, and other related records.	Destroy in office after 1 year.	Confidentiality: 5 USC 552a 42 USC 1320d-6

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.



± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

11. STUDENT HEALTH AND COUNSELING SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
11-5 	PRESCRIPTION ORDERS Prescription orders for controlled and non-controlled substances or other medication or devices. Includes patient's name, location, medical records number, medication name, strength, dosage form, date order was written, and signature of prescriber.	a) Transfer original order to STUDENT MEDICAL RECORDS , page 77, item 11-9. b) Destroy in office remaining records after 3 years.	Confidentiality: 42 USC 1320d-6
11-6 	RADIOLOGY JACKETS Records concerning x-rays conducted by Student Health Services.	Destroy in office after 7 years. <i>Note: Analog x-rays should be recycled for silver reclamation.</i>	Confidentiality: 42 USC 1320d-6
11-7 	STUDENT COUNSELING RECORDS Records concerning counseling services provided at the college, including substance abuse counseling as well as psychological counseling. Includes testing, case notes and summaries, diagnoses, treatment plans, evaluations, referrals, consent forms, release of information agreements, correspondence, and other related records. See also STUDENT CAREER PLANNING FILE , page 36, item 4-32.	Destroy in office 7 years after date of last encounter.*	Confidentiality: 42 USC 1320d-6 G.S. 8-53
11-8 	STUDENT IMMUNIZATION RECORDS Records concerning immunizations administered or received by Student Health Services.	a) Destroy in office 1 year after entry in the North Carolina Immunization Registry (NCIR). b) Destroy in office remaining records of immunizations administered by Student Health Services 10 years after date of last encounter. c) Destroy in office records of immunizations reported to Student Health Services after 5 years.	Confidentiality: 42 USC 1320d-6

11. Student Health

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See **AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION**, page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction "destroy when reference value ends." Please use the space provided.

11. STUDENT HEALTH AND COUNSELING SERVICES RECORDS			
ITEM #	RECORDS SERIES TITLE	DISPOSITION INSTRUCTIONS	CITATION
11-9 	STUDENT MEDICAL RECORDS Records concerning medical care provided at Student Health Services. Includes medical histories, charts, accident reports, lab reports, prescription orders, correspondence, and other related records.	Destroy in office 10 years after date of last encounter.*	Confidentiality: 42 USC 1320d-6
11-10 	SUBSTANCE ABUSE PROGRAM ADMINISTRATION RECORDS Records concerning the administration of campus substance abuse programs. Includes reports, attendance, rosters, compliance audits, correspondence, and other related records.	Destroy in office after 4 years.	Confidentiality: 42 USC 1320d-6

11. Student Health

* Records may not be destroyed if audits or litigation are pending or reasonably anticipated. See [AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION](#), page A-5.

± The college hereby agrees that it will establish and enforce internal policies setting minimum retention periods for the records that Natural and Cultural Resources has scheduled with the disposition instruction “destroy when reference value ends.” Please use the space provided.

MANAGING PUBLIC RECORDS IN NORTH CAROLINA

Q. What is this “records retention and disposition schedule”?

- A.** This document is a tool for the employees of the community colleges across North Carolina to use when managing the records in their offices. It lists records commonly found in college offices and gives an assessment of their value by indicating how long those records should be retained. This schedule is also an agreement between your college and the State Archives of North Carolina.

This schedule serves as the inventory and schedule that the State Archives of North Carolina is directed by N.C. Gen. Stat. § 121-5(c) and N.C. Gen. Stat. § 132-8 to provide. It supersedes all previous editions, including all amendments.

Q. Q. Am I required to have all of the records listed on this schedule?

- A.** No, this is not a list of records you must have in your office.
-

Q. Q. What is “reference value”?

- A.** Items containing “reference value” in the disposition instructions are generally records that hold limited value, which is typically restricted to those documenting routine operations within the office. A minimum retention period should be established by the office for any items containing the phrase “destroy in office when reference value ends” in the disposition instructions.
-

Q. Q. Do the sections of this schedule correspond to the organizational structure of my college?

- A.** Records series are grouped into sections (e.g., administrative, personnel, etc.) to make it easier for users to locate records and the corresponding disposition instructions. You may find that the groupings reflect the organizational structure of your college, or you may find that records are located in various sections depending on the content of the record. The intent of the schedule’s organization is to provide an easy reference guide for the records created in your college.
-

Q. What if I cannot find some of my records on this schedule?

- A.** Sometimes the records are listed in a different section than how you organize them in your office. Be sure to check the Index and utilize the search function on the PDF version of the schedule to facilitate the location of records series. If you still cannot locate your records on the schedule, contact a Records Management Analyst. We will work with you to amend this records schedule so that you may destroy records appropriately.
-

Q. What are public records?

- A.** The *General Statutes of North Carolina*, Chapter 132, provides this definition of public records:

“Public record” or “public records” shall mean all documents, papers, letters, maps, books, photographs, films, sound recordings, magnetic or other tapes, electronic data-processing records, artifacts, or other documentary material, regardless of physical form or characteristics, made or received pursuant to law or ordinance in connection with the transaction of public business by any agency of North Carolina government or its subdivisions. Agency of North Carolina government or its subdivisions shall mean and include every public office, public officer or official (State or local, elected or appointed), institution, board, commission, bureau, council, department, authority or other unit of

government of the State or of any county, unit, special district or other political subdivision of government.

Q. Is any person allowed to see my records?

- A.** Yes, except as restricted by specific provisions in state or federal law. N.C. Gen. Stat. § 132-6 instructs:

“Every custodian of public records shall permit any record in the custodian’s custody to be inspected and examined at reasonable times and under reasonable supervision by any person, and shall, as promptly as possible, furnish copies thereof upon payment of any fees as may be prescribed by law. ... No person requesting to inspect and examine public records, or to obtain copies thereof, shall be required to disclose the purpose or motive for the request.”

Q. What about my confidential records?

- A.** Not all government records are open to public inspection. Exceptions to the access requirements in N.C. Gen. Stat. § 132-6 and the definition of public records in G.S. § 132-1 are found throughout the General Statutes. You must be able to cite a specific provision in the General Statutes or federal law when you restrict or deny access to a particular record.
-

Q. Am I required to make available to the public copies of drafts that have not been approved?

- A.** Yes, even if a report, permit, or other record has not been finalized, it is still a public record subject to request. Any record that is not confidential by law must be provided when a request is received, whether it is “finished” or not.
-

Q. What do I do with permanent records?

- A.** Permanent records should be maintained in the office that created the records, forever.
-

Q. What is historical value?

- A.** The term historical value is used interchangeably with archival value. The Society of American Archivists *Glossary of Archival and Records Terminology* defines it as “the importance or usefulness of records that justifies their continued preservation because of the enduring administrative, legal, fiscal, or evidential information they contain.”³ Two criteria for determining historical value are inherent interest and extraordinary documentation:

- Inherent interest is created by non-routine events, by the involvement of famous parties, and by compelling contexts. For instance, foreclosure proceedings from the 1930s have high historical value because they date from the era of the Great Depression.
- Extraordinary documentation is found in records that shed light on political, public, or social history. For instance, the records from the replevin case that returned the Bill of Rights to North Carolina hold more historical value than most property case files because of the political history intertwined with this case.

SANC has further elaborated selection criteria that help distinguish records with archival value:

- Do they protect the rights and property of citizens?
- Do they have a long-term impact on citizens?

³ Richard Pearce-Moses, *A Glossary of Archival and Records Terminology* (2005)

- Do they document the core functions of an agency?
- Do they document high-level decision-making that shapes an agency's policies or initiatives?
- Do they summarize an agency's activities?

Call a Records Management Analyst for further assistance in assessing historical value.

Q. *What if I do not have any records?*

- A.** Nearly every position in government generates, receives, or uses records. Computer files of any kind, including drafts and e-mail, are public records. Even if your records are not the official or final version, your records are public records. Not all records have high historical, legal, or fiscal value, but they all must be destroyed in accordance with the provisions of the appropriate records schedule.
-

Q. *I have a lot of unsorted records. What's a good first step for getting a handle on these records?*

- A.** We encourage you to create a file plan of what records you have. When you create this plan, you can match each record to its placement on this schedule or on the appropriate retention schedule. A sample file plan is available on page A-18. Having a file plan can help you strategize how to best organize your physical or digital records. A file plan is also useful in disaster planning and scheduling destructions.
-

Q. *May I store our unused records in the basement, attic, shed, etc.?*

- A.** Public records are public property. Though we encourage colleges to find places to store records that do not take up too much valuable office space, the selected space should be dry, secure, and free from pests and mold. Your office must ensure that records stored away from your main office area are well protected from natural and man-made problems while remaining readily available to your staff and the public.
-

Q. *Our old records are stored in the attic, basement, or off-site building, etc. Are we required to provide public access to these records?*

- A.** Yes, as long as the records are not confidential by law. You should also be aware that confidentiality can expire.
-

Q. *Aren't all our old records at the State Archives of North Carolina?*

- A.** Probably not. The State Archives of North Carolina collects only very specific types of records. Contact a Records Management Analyst for more information about which records can be transferred for storage at the State Records Center.
-

Q. *I found some really old records. What should I do with them?*

- A.** Call a Records Management Analyst. We will help you examine the records and assess their historical value.
-

Q. *Can I give my old records to the historical society or public library?*

- A.** Before you offer any records to a historical society, public library, or any other entity, you must contact a Records Management Analyst. Permanent records must be kept either in your offices or at the State Archives of North Carolina.

Q. *Whom can I call with questions?*

- A.** If you are located west of Statesville, call our Western Office in Asheville at (828) 250-3103. If you are east of Statesville, all the way to the coast, call our Raleigh office at (919) 814-6900.

AUDITS, LITIGATION, AND OTHER OFFICIAL ACTION

Q. Why is there an asterisk in the disposition instructions of so many items on this schedule?

A. *No record involved in a pending audit, legal, or other official action may be destroyed before that audit or action is resolved.*

A legal hold or litigation hold means that records that are the subject of the legal hold or litigation hold must be preserved and thus must not be destroyed until officially released from the hold. A legal hold or litigation hold is placed when either an official discovery order is served on the college, requesting the production of the records in question (for a litigation, regulatory investigation, audit, open records request, etc.), or litigation is pending and the college is thus on notice to preserve all potentially relevant records. You must also ensure that for a claim or litigation that appears to be reasonably foreseeable or anticipated but not yet initiated, any records (in paper or electronic formats) relevant to such a claim or litigation are preserved and not destroyed until released by your General Counsel. The records in question must not be destroyed until the completion of the action and the resolution of all issues that arise from it regardless of the retention period set forth in this schedule.

We have used an asterisk (*) in the disposition instructions to mark records series that are commonly audited, litigated, or may be subject to other official actions. However, any record has this potential. Records custodians are responsible for being aware of potential actions, and for preventing the destruction of any record that is, or may be reasonably expected to become, involved in an audit, legal, or other official action.

Records used during routine audits may be destroyed when the governing body accepts the audit, if the records have completed the retention period listed in this schedule. If time remains in the retention period, the records must be maintained for the remainder of the period. The auditor's working papers must be kept according to the schedule. (See **AUDITS (PERFORMANCE) FILE**, page 2, item 1-5, and **AUDITS (FINANCIAL) FILE**, page 16, item 2-4.) Should a dispute arise over an audit, the records that were audited should be retained until that dispute is resolved.

The attorney representing the college should inform records custodians when legal matters are concluded and records will no longer be needed. Following the conclusion of any legal action, the records may be destroyed if they have met the retention period in the schedule. Otherwise, they should be kept for the remaining time period.

TRANSITORY RECORDS

Transitory records are defined as “record[s] that [have] little or no documentary or evidential value and that need not be set aside for future use.”⁴

According to North Carolina General Statutes § 121 and § 132, “all documents, papers, letters, maps, books, photographs, films, sound recordings, magnetic or other tapes, electronic data processing records, artifacts, or other documentary material, regardless of physical form or characteristic, made or received in connection with the transaction of public business by agency of North Carolina government or its subdivisions” is considered a public record and may not be disposed of, erased, or destroyed without specific approval from the Department of Natural and Cultural Resources.

The Department of Natural and Cultural Resources recognizes that some records may have little or no long-term documentary or evidential value to the creating agency. These records are often called “transitory records.” The following questions and answers discuss types of commonly-created transitory records. They may be disposed of according to the guidance below. However, all public employees should be familiar with this Records Retention and Disposition Schedule and any other applicable guidelines for their office. If any of these documents require a different retention period for these records, follow the longer of the two retention periods. When in doubt about whether a record is transitory, or whether it has special significance or importance, retain the record and seek guidance from a Records Management Analyst.

Q. What do I do with routing slips, fax cover sheets, “while you were out” slips, memory aids, etc.?

- A.** Routing slips and transmittal sheets adding no information to that contained in the transmitted material have minimal value after the material has been successfully transmitted. These records may be destroyed or otherwise disposed of after receipt of the material has been confirmed. Similarly, “while you were out” slips, memory aids, and other records requesting follow-up actions (including voicemails) have minimal value once the official action these records are supporting has been completed and documented. Unless they are listed on this Records Retention and Disposition Schedule, these records may be destroyed or otherwise disposed of once the action has been resolved.

Q. What about research materials, drafts, and other working papers used to create a final, official record?

- A.** Drafts and working papers are materials, including notes and calculations, gathered or created to assist in the creation of another record. All drafts and working papers are public records subject to all provisions of General Statute § 132, but many of them have minimal value after the final version of the record has been approved, and may be destroyed after final approval, if they are no longer necessary to support the analysis or conclusions of the official record. Drafts and working documents which may be destroyed after final approval include:
- Drafts and working papers for internal and external policies
 - Drafts and working papers for internal administrative reports, such as daily and monthly activity reports

⁴ *A Glossary of Archival and Records Terminology*, Richard Pearce-Moses (2005)

- Drafts and working papers for internal, non-policy-level documents, such as informal workflows and manuals; and
- Drafts and working papers for presentations, workshops, and other explanations of college policy that are already formally documented.

Q. What if I have forms designed and used solely to create, update, or modify records in an electronic medium?

- A.** If these records are not required for audit or legal purposes, they may be destroyed in office after completion of data entry and after all verification and quality control procedures. However, if the forms contain any analog components that are necessary to validate the information contained on them (e.g., a signature or notary's seal), they should be retained according to the disposition instructions for the records series encompassing the forms' function.

See also the State Archives of North Carolina's guidance on digital signatures found at: <https://archives.ncdcr.gov/government/digital-records/digital-records-policies-and-guidelines#digital-signatures>

DESTRUCTION OF PUBLIC RECORDS

Q. When can I destroy records?

- A.** Each records series listed on this schedule has specific disposition instructions that indicate how long the series must be kept in your office. In some cases, the disposition instructions are “Retain in office permanently,” which means that those records must be kept in your office forever.
-

Q. How do I destroy records?

- A.** After your college has approved this records retention and disposition schedule, records should be destroyed in one of the following ways:
- 1) burned, unless prohibited by local ordinance;
 - 2) shredded, or torn so as to destroy the record content of the documents or material concerned;
 - 3) placed in acid vats so as to reduce the paper to pulp and to terminate the existence of the documents or materials concerned;
 - 4) sold as waste paper, provided that the purchaser agrees in writing that the documents or materials concerned will not be resold without pulverizing or shredding the documents so that the information contained within cannot be practicably read or reconstructed.

The provision that electronic records are to be destroyed means that the data, metadata, and physical media are to be overwritten, deleted, and unlinked so that the data and metadata may not be practicably reconstructed.

The data, metadata, and physical media containing confidential records of any format are to be destroyed in such a manner that the information cannot be read or reconstructed under any means.

— N.C. Administrative Code, Title 7, Chapter 4, Subchapter M, Section .0510

Q. How can I destroy records if they are not listed on this schedule?

- A.** Contact a Records Management Analyst. The analyst will discuss the nature of the records with you to determine if the records have historical value. If the records do have historical value, they will discuss the possibility of transferring the records to the State Archives of North Carolina to be preserved permanently.

If the records do not have historical value, you may be asked to complete a Request for Disposal of Unscheduled Records form (page A-17), which the analyst can provide, if the records are no longer being created. If the records are an active records series, the analyst will help you develop an amendment to this schedule so that moving forward you can destroy the records appropriately.

Q. Am I required to tell anyone about the destruction?

- A.** We recommend that you report your records retention activities to your governing board on an annual basis. This report does not need to be detailed, but it is important that significant destructions be entered into the minutes of the Board. A sample Destructions Log can be found on the State Archives website (<https://archives.ncdcr.gov/government/retention-schedules/state-agency-schedules/state-agency-records-management-tools/state>) and on page A-10.



Destructions Log

College			
Division		Section	Branch
Location(s) of Records			

Records Series	Required Retention	Date Range	Volume (file drawers or MB)	Media (Paper, Electronic)		Date of Destruction	Method of Destruction	Authorization for Destruction
				P	E			

ELECTRONIC RECORDS: E-MAIL, BORN-DIGITAL RECORDS, AND DIGITAL IMAGING

Q. When can I delete my e-mail?

A. E-mail is a public record as defined by N.C. Gen. Stat. § 121-5 and N.C. Gen. Stat. § 132. Electronic mail is as much a record as any paper record and must be treated in the same manner. **It is the content of each message that is important.** If a particular message would have been filed as a paper memo, it should still be filed (either in your e-mail program or in your regular directory structure), and it should be retained the same length of time as its paper counterparts. **It is inappropriate to destroy e-mail simply because storage limits have been reached.** Some examples of e-mail messages that are public records and therefore covered by this policy include:

- Policies or directives;
- Final drafts of reports and recommendations;
- Correspondence and memoranda related to official business;
- Work schedules and assignments;
- Meeting agendas or minutes
- Any document or message that initiates, facilitates, authorizes, or completes a business transaction; and
- Messages that create a precedent, such as issuing instructions and advice.

*From the Department of Natural and Cultural Resources E-Mail Policy (Revised July 2009),
available at the State Archives of North Carolina website*

Other publications available online (<https://archives.ncdcr.gov/government/digital-records/digital-records-policies-and-guidelines#digital-communications-e-mail-text-messaging-etc>) that will be particularly helpful in managing your e-mail include tutorials on managing e-mail as a public record and on using Microsoft Exchange.

Q. May I print my e-mail to file it?

A. We do not recommend printing e-mail for preservation purposes. Important metadata is lost when e-mail is printed.

Q. I use my personal e-mail account for work. No one can see my personal e-mail, right?

A. The best practice is to avoid using personal resources, including private e-mail accounts, for public business. N.C. Gen. Stat. § 132-1 states that records “made or received pursuant to law or ordinance *in connection with the transaction of public business* by any agency of North Carolina government or its subdivisions” are public records (emphasis added). The fact that public records reside in a personal e-mail account is irrelevant.

Q. *We have an imaging system. Are we required to keep the paper?*

- A.** You may scan any record, but you will need to ensure that the appropriate documentation is in place in order to destroy paper originals that have been digitized. First, your college must develop an electronic records policy. You can find a template for such a policy on the State Archives of North Carolina website (<https://archives.ncdcr.gov/government/retention-schedules/university-schedules/higher-ed-rm>). Your college will then need to complete an Authorization to Destroy Paper Records form on page A-13. Contact a Records Management Analyst for further instructions on how to develop a compliant electronic records policy and to obtain an authorization to destroy paper records.

Permanent records must have a security preservation copy as defined by State Archives of North Carolina's **Human-Readable Preservation Duplicate Policy** (N.C. Gen. Stat. § 132-8.2):

Preservation duplicates shall be durable, accurate, complete and clear, and such duplicates made by a photographic, photo static, microfilm, micro card, miniature photographic, or other process which accurately reproduces and forms a durable medium for so reproducing the original shall have the same force and effect for all purposes as the original record whether the original record is in existence or not. ...

Such preservation duplicates shall be preserved in the place and manner of safekeeping prescribed by the Department of Natural and Cultural Resources.

The preservation duplicate of permanent records must be either on paper or microfilm.

Non-permanent records may be retained in any format; however, you will need to take precautions with electronic records that must be retained for more than about 5 years due to the rate at which technology changes. Each time you change computer systems, you will have to convert all records to the new system so that you can assure their preservation and continued access.

Q. *Computer storage is cheap. Can I just keep my computer records permanently?*

- A.** The best practice is to destroy all records that have met their retention requirements, regardless of format.

Q. *What are the guidelines regarding the creation and handling of electronic public records, including text messages and social media?*

- A.** There are numerous documents available on the State Archives of North Carolina website (<https://archives.ncdcr.gov/government/digital-records/digital-records-policies-and-guidelines>). Topics covered include shared storage, cloud computing, eDiscovery, trustworthy digital public records, digital signatures, e-mail, social media, text messages, websites, digital imaging, metadata, file formats, database indexing, and security backups.

Note that for e-mail, voicemail, text messages, and social media, they should be handled according to their content. Therefore, this schedule does not include a records series that instructs you on how to handle one of these born-digital records by format; instead of focusing on how the information is disseminated, consider what content is contained in the e-mail, text message, voicemail, or social media post. For instance, an e-mail requesting leave that is sent to a supervisor should be kept for 3 years (see **LEAVE FILE**, page 61, item 8-31).



Authorization to Destroy Paper Records

Before a college/university office may destroy any paper record that has not met its required retention period and keep only a digital surrogate of that record, **all** the following conditions must be met:

- The office agrees to abide by all guidelines and best practices as published by the Department of Natural and Cultural Resources, including [File Format Guidelines](#) and [Best Practices for File-Naming](#).
- An electronic records policy has been approved by the office and authorized by the Department of Natural and Cultural Resources.
- All records series that will be scanned and their paper records destroyed after quality audits are listed in the table below:

Records Series Title	Inclusive Dates (e.g., 1987-1989; 2005-present ¹)	Required Retention Period

- Quality control audits have been performed on the electronic records.
- The digital surrogates will be retained for the entirety of the required retention period.

Requested by:

Signature	Title	Date
-----------	-------	------

Approved by:

Signature	Department/Office Head	Date
-----------	------------------------	------

Concurred by:

Signature	College Records Officer	Date
-----------	-------------------------	------

¹ If an office uses an open-ended date on this authorization from, the destruction of records must be listed on a destructions log with the precise dates of the records destroyed at a given time.

DISASTER ASSISTANCE

Q. What should I do in case of fire or flood?

- A.** Secure the area, and keep everyone out until fire or other safety professionals allow entry. Then, call our Raleigh office at (919) 814-6903 for the Head of the Government Records Section or (919) 814-6876 for the State Archivist. If you're in the western part of the state, call our Asheville Office at (828) 250-3103. On nights and weekends, call your local emergency management office.

DO NOT ATTEMPT TO MOVE OR CLEAN ANY RECORDS.

Damaged records are extremely fragile and require careful handling. Our staff are trained in preliminary recovery techniques, documenting damage to your records, and authorizing destruction of damaged records. Professional vendors can handle larger disasters.

Q. What help do you give in case of an emergency?

- A.** We will do everything we can to visit you at the earliest opportunity in order to provide hands-on assistance. We can assist you in appraising the records that have been damaged so that precious resources (and especially time) are not spent on records with lesser value. We can provide lists of professional recovery vendors that you can contact to preserve your essential and permanent records.
-

Q. What can I do to prepare for an emergency?

- A.** We provide training on disaster preparation that includes a discussion of the roles of proper inventories, staff training, and advance contracts with recovery vendors. If you would like to have this workshop presented, call a Records Management Analyst.
-

Q. What are essential records?

- A.** Essential records are records that are necessary for continuity of operations in the event of a disaster. There are two common categories of records that are considered essential:
- **Emergency operating records** – including emergency plans and directives, orders of succession, delegations of authority, staffing assignments, selected program records needed to continue the most critical agency operations, as well as related policy or procedural records
 - **Legal and financial rights records** – these protect the legal and financial rights of the college and of the individuals directly affected by its activities. Examples include accounts receivable records, Social Security records, payroll records, retirement records, and insurance records. These records were formerly defined as “rights-and-interests” records.

Essential records should be stored in safe, secure locations as well as duplicated and stored off-site, if possible.

STAFF TRAINING

Q. What types of workshops or training do you offer?

A. We have a group of prepared workshops that we can offer at any time at various locations throughout the state. Contact a Records Management Analyst if you are interested in having one of the workshops presented to your college. We will work with you directly to develop training suited to your specific needs. Our basic workshops are:

- Managing public records in North Carolina
- Confidentiality
- Organizing paper and digital files
- Digital communications
- Managing electronic records
- Disaster preparedness and recovery

Q. Will you design a workshop especially for our office?

A. Yes, we will. Let a Records Management Analyst know what type of training you need.

Q. Are workshops only offered in Raleigh?

A. No, we will come to your office to present the workshop(s) you need. We have no minimum audience requirement. We will also do presentations for professional associations, regional consortiums, and the public.

Q. Is there a fee for workshops?

A. Not at this time.

Q. Are the workshops available in an online format?

A. We can offer a virtual workshop for your agency upon request. You can also find several online tutorials available on the State Archives of North Carolina website (<https://archives.ncdcr.gov/government/records-management-services-and-training/online-tutorials>).



Request for Change in Community Colleges Records Schedule

Use this form to request a change in the college records retention and disposition schedule. Submit the signed original and keep a copy for your file. A proposed amendment will be prepared and submitted to the appropriate state and college officials for their approval and signature. Copies of the signed amendment will be sent to you for insertion in your copy of the schedule.

COLLEGE INFORMATION

Requestor name _____

Department/Office/Unit _____

Phone and email _____

Mailing Address _____

CHANGE REQUESTED

Specify edition of records retention schedule being used: _____

Add a new item

Delete an existing item Standard Number ____ Page ____ Item Number ____

Change a retention period Standard Number ____ Page ____ Item Number ____

Title of Records Series in Schedule or Proposed Title:

Proposed Retention Period:

Description of Records:

Justification for Change:

Requested by:

Signature _____ Title _____ Date _____

Approved by:

Signature _____ Requestor's Supervisor _____ Date _____



Request for Disposal of Unscheduled Records

COLLEGE INFORMATION

Requestor Name and College

College Department/Office/Unit

Phone and email

Mailing Address

In accordance with the provisions of G.S. § 121 and § 132, approval is requested for the destruction of records listed below. These records have no further use or value for official administrative, fiscal, historical, or legal purposes.

RECORDS TITLE AND DESCRIPTION	INCLUSIVE DATES	QUANTITY	RELEVANT STATUTORY REGULATIONS	PROPOSED RETENTION PERIOD

Requested by: _____
 Signature Title Date

Approved by: _____
 Signature Requestor's Supervisor Date

Concurred by: _____
 Signature Assistant Records Administrator Date
 State Archives of North Carolina



File Plan

College							
Division		Section		Branch			
Records Series	Records Creator	Records Owner (if record copy is transferred within the agency)	Media (Paper, Electronic, Scanned)			Required Retention	Location(s) of Records
			P	E	S		

INDEX

A

ABOLISHED POSITIONS, 52
ACADEMIC ADVISEMENT RECORDS, 35
ACADEMIC AUTHORIZATIONS, 27
ACCESSION RECORDS, 44
ACCIDENT REPORTS, PERSONNEL, 52
ACCIDENT REPORTS, PUBLIC SAFETY, 72
ACCOUNTS PAYABLE, 15
ACCOUNTS RECEIVABLE, 15
ACCOUNTS UNCOLLECTABLE, 16
ACCREDITATION, 1
ACQUISITIONS, LIBRARY, 44
ACTIVITIES AND EVENTS, 1
ADD/DROP RECORDS, 28
ADDRESSES, STAFF, 52
ADMINISTRATIVE FILE, 2
ADMINISTRATIVE INVESTIGATIONS, 53
ADMINISTRATIVE PERSONNEL RECORDS, 53
ADMISSION APPLICATIONS, 27
ADULT HIGH SCHOOL COURSES, 24
AGENDAS. *See* Board of Trustees Records
AGGREGATE SERVICE HISTORY, 53
AGREEMENTS, 48
ALARM MONITORING REPORTS, 72
ALCOHOL AND DRUG PREVENTION PROGRAM, 54
ALLOCATED LISTS, 54
ALUMNI INFORMATION, 2
ANNUAL REPORTS. *See* Reports
APPLICATIONS FOR ADMISSION, 27
APPLICATIONS FOR EMPLOYMENT, 55
APPLICATIONS FOR GRADUATION, 27
APPLICATIONS FOR HIGH SCHOOL EQUIVALENCY
CERTIFICATES, 24
APPOINTMENTS, 4
APTITUDE AND SKILLS TESTING, 55
ATTENDANCE RECORDS, 28
AUDIO RECORDINGS, 69
AUDITS, FINANCIAL, 16
AUDITS, PERFORMANCE, 2
AWARDS, ALUMNI, 3
AWARDS, EMPLOYEE, 66
AWARDS, STUDENT, 35
AWARDS, STUDENT, 3

B

BACK PAY, Employee, 66
BAD CHECKS. *See* Accounts Uncollectable
BANK STATEMENTS. *See* Reconciliations
BANS AND TRESPASS WARNINGS, 72
BENEFITS, 56
BIDS AND PROPOSALS, 16
BIOGRAPHICAL DATA, 69

BLUEPRINTS, 3
BOND RECORDS. *See* Capital Improvements File
BUDGET CORRESPONDENCE. *See* Budget Records
BUDGET RECORDS, 17
BUDGET REQUESTS. *See* Budget Records
BUDGET RESOLUTIONS. *See* Board of Trustees Records
BUDGET REVISIONS. *See* Budget Records
BUILDING AND GROUNDS SECURITY, 72
BUILDING USE FILE, 3
BUILDINGS, PLANS AND DRAWINGS. *See* Blueprints and
Specifications File
BUSINESS PLANS. *See* Presidential Planning and
Development

C

CALENDAR OF EVENTS, 4
CALLING LIST, EMERGENCY. *See* Disaster Preparedness and
Emergency Management File
CAPITAL IMPROVEMENTS, 17
CAREER PLANNING RECORDS, 36
CASE RECORDS, PUBLIC SAFETY, 73
CASH RECEIPTS AND DEPOSITS. *See* Reconciliations
CHECK REGISTERS. *See* Accounts Payable
CIRCULATION AND USE, LIBRARY, 44
CIVIL RIGHTS CASES FILE, 57
CIVIL RIGHTS FILE, 56
CLASS RECORDINGS, 28
CLASS REPORTS, 28
CLASS REPORTS, CONTINUING ED, 25
COMMENCEMENT RECORDS, 28
COMPLAINTS, 4
COMPREHENSIVE PLANS. *See* Presidential Planning and
Development
COMPUTER AND NETWORK SECURITY INCIDENT RECORDS,
38
COMPUTER USAGE, 38
CONFERENCES, 4
CONFISCATED PROPERTY RECORDS, 73
CONFLICT OF INTEREST RECORDS, 57
CONSERVATION TREATMENT RECORDS, 45
CONTRACTS, 48
CONTROLLED SUBSTANCES ADMINISTRATIVE RECORDS, 75
COPYRIGHT OF INTERLIBRARY COPY REQUESTS, 45
CORRESPONDENCE, COLLEGE PRESIDENT, 10
COURSE ADD/DROP RECORDS, 28
COURSE CATALOGS, 29
COURSE EVALUATIONS, 29
COURT CASES, 48
CURRENT STUDENT RECORDS, 29
CURRICULUM PLANNING RECORDS, 30

D

DELEGATION OF AUTHORITY RECORDS, 48

DEPOSITS. *See* Accounts Receivable
DETAIL REPORTS, 18
DEVELOPMENT RECORDS, 7
DIGITIZATION AND IMAGING RECORDS, 38
DIRECT DEPOSIT APPLICATIONS, 17
DIRECT DEPOSIT AUTHORIZATIONS, 17
DISABILITY SALARY CONTINUATION CLAIMS, 57
DISASTER PREPAREDNESS AND RECOVERY PLANS, 5
DISASTER PREPAREDNESS AND RECOVERY PLANS, IT, 39
DISCARDED MATERIALS, LIBRARY, 45
DISCIPLINARY RECORDS, Employees, 58
DISCIPLINARY RECORDS, STUDENT, 36
DISCLOSURE STATEMENTS, 57
DISCRIMINATION CASES, 57
DONATIONS. *See* Fund Drives and Development
DONOR RECORDS LAM, 45

E

EARNINGS, 21
EDUCATIONAL LEAVE AND REIMBURSEMENT, 58
EMERGENCY COMMUNICATIONS AND DISPATCH, 73
EMERGENCY MANAGEMENT PLAN, IT, 39
EMERGENCY MANAGEMENT PLANS, 5
EMPLOYEE ASSISTANCE PROGRAM (EAP), 58
EMPLOYEE BENEFITS, 56
EMPLOYEE CONTACT LISTS, 52
EMPLOYEE DISCIPLINARY RECORDS, 58
EMPLOYEE LEAVE. *See* Leave File
EMPLOYEE LICENSING AND CERTIFICATION, 61
EMPLOYEE SUGGESTIONS, 58
EMPLOYEE SURVEYS, 58
EMPLOYMENT ELIGIBILITY VERIFICATION RECORDS, 59
EMPLOYMENT TESTS AND ANSWER SHEETS, 59
EMPLOYMENT Verifications, 68
ENROLLMENT SUMMARIES, 34
EQUAL EMPLOYMENT OPPORTUNITY (EEO) DATA, 54
EQUIPMENT MAINTENANCE AND REPAIR, 6
EQUIPMENT/SUPPLIES, 6
ESCHEATS, 18
EVENTS. *See* Activities and Events File
EVIDENCE TRACKING, 73
EXAMINATIONS, 30
EXAMINATIONS, MASTER COPIES, 25, 30
EXIT INTERVIEWS, 59
EXPENDITURES AND RECEIPTS REPORTS, 20

F

FAMILY MEDICAL LEAVE ACT (FMLA), 60
FERPA COMPLIANCE RECORDS, 31
FIELD TRIP AUTHORIZATIONS, 31
FINANCIAL AID RECORDS, 31
FINANCIAL STATEMENTS, 18
FINDING AIDS, 46
FIRE, HEALTH, AND ENVIRONMENTAL SAFETY, 6
FIXITY CHECKS, 39
FORM NCCCS 2-12, 20

FRINGE BENEFITS, 56
FUND APPLICATIONS FILE. *See* Budget Records
FUND DRIVES, 7

G

GARNISHMENTS, 60
GENERAL LEDGER DETAIL REPORTS, 18
GENERAL LEDGER SUMMARY, 18
GOODS/MATERIALS RECEIVED REPORTS. *See* Reports File
GOVERNMENT AFFAIRS RECORDS, 7
GRADE CHANGE APPEALS, 32
GRADE REPORTS, 32
GRADUATION APPLICATIONS, 27
GRANT PROPOSALS. *See* Grants (Administrative)
GRANTS (ADMINISTRATIVE), 7
GRANTS (FINANCIAL), 19
GRIEVANCES, 60

H

HAZARDOUS MATERIALS MANAGEMENT, 8
HELP DESK, 39
HIGH SCHOOL DIPLOMA COURSE, 24
HISTORICAL RECORDS (AGENCY AND EMPLOYEES), 8
HOMEWORK, 25, 30
HONORS. *See* Awards and Honors File, *See* Awards, Student

I

I-9 FORMS, 59
IMMUNIZATION INCOMPLETE LOG, 75
INCIDENT REPORTS, 73
INFORMATION REQUESTS, 12
INFORMATION TECHNOLOGY
DISASTER PREPAREDNESS AND RECOVERY PLANS, 39
NETWORK DIAGRAMS, 40
POLICIES AND PROCEDURES, 39
PROJECT DOCUMENTATION, 40
SECURITY, 40
SYSTEM ACCESS, 40
SYSTEM AUDITS, 41
SYSTEM DOCUMENTATION, 41
USAGE RECORDS, 38
INFORMATION TECHNOLOGY
HELP DESK, 39
INFORMATION TECHNOLOGY
SYSTEM MAINTENANCE, 41
INSPECTION, VEHICLE, 14
INSPECTIONS, FACILITY, 6
INSTRUCTORS' ATTENDANCE AND GRADES, 28
INSTRUCTORS LISTS, 55
INSURANCE CLAIMS RECORDS, 75
INSURANCE POLICIES, 49
INTEGRATED LIBRARY SYSTEM (ILS), 46
INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM (IPEDS), 47

INTERLIBRARY LOANS, 46
INTERNATIONAL STUDENTS RECORDS, 32
INTERNSHIP PROGRAM, 60
INVENTORIES, LIBRARY, 46
INVESTMENT MANAGEMENT RECORDS. *See* Financial Statements
INVOICES, 19

J

JOURNAL ENTRIES, 19

L

LAPSED SALARIES, 61
LAW ENFORCEMENT AGENCY RECORDINGS, 74
LEASES, 48
LEAVE FILE, 61
LEGAL OPINIONS, 49
LICENSES AND PERMISSIONS, 49
LITIGATION, 48
LOAN RECORDS, LAM, 47
LOANS FILE, 20
LOANS, STATE AND FEDERAL FINANCIAL AID, 33
LONGEVITY RECORDS, 61
LOSS CONTROL INSPECTION REPORTS, 8
LOST, STOLEN, OR DAMAGED PROPERTY REPORTS, 74

M

MAILING LISTS, 70
MAINTENANCE RECORDS, EQUIPMENT, 6
MAINTENANCE RECORDS, FACILITY, 6
MAINTENANCE RECORDS, VEHICLE, 14
MEDICAL RECORDS, EMPLOYEE, 62
MEETING MINUTES. *See* Board of Trustees Records
MEMBERSHIPS, LIBRARY, 47
MERIT FILE, 62
MILEAGE LOGS, 14
MILITARY LEAVE, 63
MINUTES, GOVERNING BOARD. *See* Board of Trustees Records
MINUTES, STAFF MEETINGS, 13
MISSION STATEMENTS. *See* Presidential Planning and Development
MONTHLY REPORT OF SUBJECT WAGES AND RETIREMENT CONTRIBUTIONS, 20

N

NETWORK DIAGRAMS, 40
NETWORK USAGE, 38
NEW INDUSTRY TRAINING PROGRAM RECORDS, 25
NEWS CLIPPINGS, 70
NEWS RELEASES, 70
NORTH CAROLINA HIGHER EDUCATION DATA (NCHED), 47

O

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA), 63
OFFICE SECURITY FILE, 9
ORGANIZATIONAL CHARTS, 9
OTHER COLEGES FILE, 9
OUTSTANDING ENCUMBRANCE REPORTS, 20
OWNERSHIP RECORDS, 50
OWNERSHIP RECORDS, VEHICLES, 14, 50

P

PARKING RECORDS, 9
PARKING TICKETS, 74
PATIENT APPOINTMENT RECORDS, 75
PAYMENT CARD DATA, 20
PAYROLL DEDUCTIONS, 21
PERFORMANCE REVIEWS, EMPLOYEE, 68
PERMANENT TRANSCRIPTS, 33
PERSONNEL FILE (ACTIVE), 63
PERSONNEL FILE (INACTIVE), 64
PERSONNEL FILE, ONE TIME, 64
PERSONNEL FILE, SEASONAL AND CONTRACT WORKERS, 65
PHOTOGRAPHS, 70
POLICIES AND PROCEDURES, 10
POLICIES AND PROCEDURES, Electronic Records, 39
POSITION CLASSIFICATION LISTS, 54
POSITION CLASSIFICATIONS, 57
POSITION DESCRIPTIONS, 65
POSITION HISTORIES, 65
POSITION VACANCIES, 67
POSITIONS, ABOLISHED, 52
PRESCRIPTION ORDERS, 76
PRESIDENTIAL PLANNING AND DEVELOPMENT, 10
PROCEDURES, 10
PROFESSIONAL MEMBERSHIP RECORDS, 10
PROGRAM APPROVALS AND TERMINATIONS, 33
PROJECT DOCUMENTATION, 40
PROJECT PLANNING RECORDS, 9
PROJECTS, PRESIDENTIAL INITIATIVES, 10
PUBLIC RECORDS REQUESTS, 71
PUBLICATIONS, 69
PUBLICATIONS RECEIVED, 11
PUBLICITY Records, 70
PURCHASE ORDERS, 22

R

RADIOLOGY JACKETS, 76
REASONABLE ACCOMMODATIONS RECORDS, 11
RECONCILIATIONS, 16
RECORDS MANAGEMENT, 11
RECRUITMENT, EMPLOYEES, 65
RECRUITMENT, STUDENT, 36
REFERENCE (READING) FILE, 11
RELEASE FORMS, 50

REPAIR RECORDS, EQUIPMENT, 6
 REPAIR RECORDS, FACILITY, 6
 REPAIR RECORDS, VEHICLE, 14
 REPORTS, 12
 REPORTS, BUDGET. *See* Budget Records
 REQUESTS FOR INFORMATION, 12
 REQUISITIONS, 22
 RESEARCH AND STUDIES, 13
 RESIDENCY RECORDS, 35
 RETIREMENT RECORDS, 65
 RISK MANAGEMENT
 Building and Grounds Security, 72
 Civil Rights Cases File, 57
 Civil Rights File, 56
 Disaster Preparedness and Emergency Management
 File, 5
 Disaster Recovery File, 5
 Fire, Health, and Environmental Safety, 6
 Fuel Oil Storage Tank Records, 7
 Hazardous Materials Management, 8
 Insurance Policies, 49
 IT Disaster Preparedness and Recovery Plans, 39
 Loss Control Inspection Reports, 8
 Office Security File, 9
 OSHA File, 63
 Personnel Accidents Reports, 52
 Public Safety Accident Reports, 72
 Reasonable Accommodations Records, 11
 Safety Data Sheets, 13

S

SAFETY DATA SHEETS, 13
 SALARY RANGES, 57
 SALES TAX, 22
 SCANNING RECORDS, 38
 SCHOLARSHIP RECORDS, 34
 SCRAPBOOKS, 70
 SECONDARY EMPLOYMENT RECORDS, 66
 SECURITY RECORDS, NETWORK AND IT SYSTEMS, 40
 SECURITY VIDEO RECORDINGS. *See* Office Security
 SELF-STUDIES. *See* Reports
 SEMESTER ENROLLMENT SUMMARIES, 34
 SERVICE AWARDS, 66
 SERVICE HISTORY, 53
 SERVICES TO STUDENTS WITH DISABILITIES, 34
 SETTLEMENTS, 50
 SLIDES, 70
 SOCIAL MEDIA, 71
 SOFTWARE LICENSES, 40
 SPECIAL PROJECTS, PLANNING, 9
 SPEECHES, 71
 STAFF COMMITTEES, 13
 STAFF ORGANIZATIONS, 14
 STANDARDIZED TEST SCORES, 34
 STATEMENT OF BACK PAY, 66
 STRATEGIC PLANS. *See* Presidential Planning and
 Development

STUDENT ACADEMIC ADVISEMENT RECORDS, 35
 STUDENT ASSOCIATIONS AND ORGANIZATIONS, 35
 STUDENT CAREER PLANNING RECORDS, 36
 STUDENT COUNSELING RECORDS, 76
 STUDENT DISCIPLINARY RECORDS, 36
 STUDENT EXAMINATIONS, TESTS, TERM PAPERS,
 HOMEWORK, 25, 30
 STUDENT GOVERNMENT ASSOCIATION RECORDS, 36
 STUDENT IMMUNIZATION RECORDS, 76
 STUDENT LOANS, 33
 STUDENT MEDICAL RECORDS, 77
 STUDENT RECRUITMENT, 36
 STUDENT REGISTRATIONS, 26
 STUDENT SURVEYS, 14
 STUDIES. *See* Research and Studies
 SUBPOENAS AND AFFIDAVITS, 50
 SUBSCRIPTIONS. *See* Publications Received
 SUBSIDIARY LEDGERS, 22
 SUBSTANCE ABUSE PROGRAM ADMINISTRATION
 RECORDS, 77
 SURVEILLANCE RECORDINGS. *See* Office Security
 SURVEYS, STUDENT, 14
 SYSTEM ACCESS, 40
 SYSTEM DOCUMENTATION, 41
 SYSTEM MAINTENANCE, BACKUPS, 42
 SYSTEM MAINTENANCE, HARDWARE REPAIR OR SERVICE,
 41
 SYSTEMS AUDITS, 41

T

TERM PAPERS, 30
 TERM PAPERS. *See* Examinations, Tests, and Coursework
 TESTS, EMPLOYEE, 59
 TESTS, STUDENT, 30
 TESTS, STUDENT. *See* Examinations, Tests, and Coursework
 TIME CARDS, 22
 TIME SHEETS, 22
 TOWED VEHICLE REPORTS, 74
 TRAFFIC CITATIONS, 74
 TRAFFIC STOP REPORTS, 74
 TRAINING PROGRAMS, 4
 TRAINING RECORDS, 67
 TRANSCRIPT REQUESTS, 36
 TRANSCRIPTS, 33
 TRANSFER EQUIVALENTS, 37
 TRAVEL REIMBURSEMENTS, 23
 TRAVEL REQUESTS, 14

U

UNCOLLECTED ACCOUNTS, 16
 UNEMPLOYMENT COMPENSATION CLAIMS, 67
 UNEMPLOYMENT INSURANCE, 67

V

VEHICLE MAINTENANCE, REPAIR, AND INSPECTION, 14

VEHICLE REGISTRATIONS, 37
VEHICLE REQUESTS, 14
VEHICLE TITLES, 14, 50
VENDOR INFORMATION, 14
VERIFICATION OF EMPLOYMENT, 68
VETERAN STUDENT BENEFITS, 37
VIDEO RECORDINGS, 69
VoIP RECORDS, 42
VOLUNTEER FILE, 68
VOUCHER DISBURSEMENTS, 23

W

WAGES AND RETIREMENT CONTRIBUTIONS, 20
WARRANTIES, 51
WEB MANAGEMENT AND OPERATIONS RECORDS, 42

WEB STRUCTURE RECORDS, 42
WEBSITE CREATION AND MAINTENANCE RECORDS, 43
WITHDRAWALS, 37
WITHHOLDING STATEMENTS, 23
WORK ASSIGNMENTS, 68
WORK PLANS, 68
WORK SCHEDULES, 68
WORKERS' COMPENSATION PROGRAM ADMINISTRATION,
68
WORKERS' COMPENSATION CLAIMS. *See* Workers'
Compensation Program Administration
WORKFORCE INNOVATION AND OPPORTUNITY ACT
(WIOA) PROJECTS, 26
WORKSHOPS, 4