

APPENDIX A:

Sample teacher contract language protecting educator privacy

Article V - Conditions of Employment

— Section 5 - Protection of Personal Data

The district shall not require teachers to enroll in digital systems that transfer a teacher's right to his or her intellectual property to a private corporation, nor will the district sell or license a teacher's personal information to any third party for any reason or make it available for marketing or commercial purposes.

The district shall not disclose teachers' personal information to third parties without prior notification, and shall provide individual teachers with the right to opt out of disclosures for any purpose other than that which is required by the state for reporting purposes. Prior to the disclosure of teacher information to third parties for research purposes, teacher data must be fully de-identified and the study must have Institutional Review Board (IRB) approval.

The district shall provide annual training to all staff on the protection of teacher and student data, federal and state privacy laws, and best practices for protection of education-related data.