

RECORDS RETENTION POLICY

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BACKGROUND AND PURPOSE

The purpose is to establish a policy and standardized procedures for the effective management of records and information for Associated Students (AS).

POLICY STATEMENT

This policy covers all records and documents, regardless of physical form, and - guidelines for how long certain documents should be retained. The policy is designed to ensure compliance with all relevant laws and CSU regulations for the destruction of records.

APPLICABILITY TO THE POLICY

This policy applies to all areas of Associated Students. It is the shared responsibility of all areas to maintain and ensure the archiving of documents in accordance with California law herein simplified in the form of the record retention and destruction schedule. Specific knowledge of this policy and its maintenance is the responsibility of the Board of Directors, Business Administration and Finance (BAF), and Human Resources (HR).

DEFINITIONS

Term	Definition
University Corporation at San Francisco State University (UCorp)	Maintains the “original” accounting/financial records on behalf of Associated Students.
Board of Directors	The student body of elected or appointed members who oversee and approve the activities of Associated Students at San Francisco State University.
Custodian	The custodian of records for Associated Students shall be the Associate Executive Director. The custodian maintains the official copy of the record or information.
Record	Every means of recording upon any tangible thing in any form of communication or representation, including letters, words, pictures, sounds, or symbols, any combination of these or other means to engage in business, regardless of media.
Active Record	A record which is currently in active use by employees in a department/ program of AS.
Inactive Record	A record which currently has no business related use within the department/ program which generated or received it.
Archival Record	A record which is no longer required by AS but has legal, institutional, or historical value and should therefore be preserved.
Electronic Record/ Image	The electronically stored version of an original record
Record Retention Schedule	A written statement of actions to be taken with respect to all records maintained by Associated Students (AS); such a schedule should be used as purging instructions, and as a reference to track workload, changes in procedures and reorganizations. The schedule is a planning device that provides the legal basis of departmental records treatment and destruction.

CUSTODIAL RESPONSIBILITY

The custodian for the organization will be the Associate Executive Director or designee. The custodian will retain the documents either physically or electronically within designated areas or off-site storage that is determined suitable for long-term document preservation. Boxes or binders that contain physical records for storage will be marked with the name of their contents, the retention period, and the destruction date, consistent with the retention schedule listed. In addition, the custodian will keep a list of the stored physical and electronic documents, their location, description, and destruction date to be reviewed annually, destroyed in accordance with the destruction schedule, and per the approval of the Executive Director.

STORAGE

Storage areas for archived records must be physically secure and environmentally controlled in order to protect the records from unauthorized access and damage or loss from severe temperature fluctuations, fire, water damage, pests, and other hazards. Furthermore, when using an off-site storage facility for archived records, it must be approved by the Executive Director.

DIGITALIZATION OF ORIGINAL RECORDS

Compact storage methods provide a space saving and often cost efficient means of storing records originally in paper form. Extreme care will be used when transferring information to a storage medium, such as electronic records. Digitalized records must be reviewed to verify readability and accuracy before paper copies are destroyed. The stored electronic records will be maintained for the retention period specified in this policy.

RECORDS DESTRUCTION

In the ordinary course of business and in compliance with this policy, all records containing sensitive or confidential information shall be destroyed by shredding, burning, or by some other means that will render them completely unreadable.

If the record is the subject of, or related to, an anticipated or pending investigation, audit, lawsuit, litigation hold, or statutory records request, the pertinent record(s) shall not be destroyed under any circumstances. When a lawsuit has been filed or is known to be imminent, or when a litigation hold notice or records request has been issued, all destruction of potentially relevant records must cease immediately. The Executive Director may suspend this policy in order to ensure that records relating to these events are retained and organized.

RECORD RETENTION AND DESTRUCTION SCHEDULE

General categories of records subject to specific retention periods are described in the following section. The attached table lists financial and other documents and their recommended minimum retention periods. The table is not to be considered an all-inclusive listing for retention purposes, and describes the more commonly used records that need to be retained. If specific records are not listed, it does not mean they can or should be thrown out without first considering the general requirements in this policy. Additional information and pertinent retention schedules can be found at www.calstate.edu/recordsretention. Records that are scheduled as PERM in the retention schedule will be kept in its original form for a minimum of 4 years and can thereafter be digitized and kept permanently.

Description of Records	Retention Period
BOARD AND ADMINISTRATIVE RECORDS	
Board/Committee Meeting Agendas and Minutes	PERM
Articles of Incorporation	PERM
Bylaws (and amendments)	PERM
Policies and Charters	PERM
Organizational Charts	PERM
Inventory Records	4 years
Receiving Records	10 years
Plans and Blueprints	PERM
FINANCIAL RECORDS	
Invoice/Payment Document	4 years
Contract/Leases in effect	PERM
Contract	4 years
Purchase Order	4 years
Travel	4 years
W-9 Form	4 years
Check Register Journal	4 years



Deposit Record	4 years
Expenditure Journal for department and program	4 years
Expenditure Journal for student organization's funding	4 years
Invoice/Correspondence Document	4 years, cannot destroy while vendor is active
Invoicing/Billing Journal	4 years
Credit Card Receipts from resulting sale of services	4 years
Cash Receipt Ledger	4 years
Gift Records/ Agreements	PERM
Grant/ Contract Effort Certification	4 years
Deposit/Withdraw Journal	4 years, cannot destroy while vendor is active
Supporting Document (fundraising, ticket sales)	4 years, cannot destroy while vendor is active
Correspondence (canceled check, adjustment/correction)	4 years, cannot destroy while vendor is active
*Bank Statement	4 years
*Investment Statement	4 years, cannot destroy while vendor is active
Mid-year Adjustment	4 years
Year-end Adjustment	4 years
Monthly Financial Report	4 years
Quarter Report	4 years
Audit Reports	PERM
Budget; supporting doc, working files	4 years
Final Budget Submission; Annual Plan	4 years
Insurance Policies	4 years
PAY RELATED RECORD:	
Payroll Register	4 years



W-4 Form	As long as the documents are in effect plus 4 years
W-2 Form	6 years
Form 941	4 years
Records of hours worked	4 years
Leave accrual & usage record	4 years
Employee leave request	4 years
Authorization for compensating time-off	4 years
Authorization of overtime	4 years
Records of addition/deduction to wages	4 years
Conflict of Interest Statement	7-yrs
Recruitment Records (application, resume, reference checks, writing samples, advertising records, rating sheets & recommendation)	3 years, if applicant is hired, documents should be transitioned to the personnel file
PERSONNEL FILE:	
Employment Application	3 years
Resume	3 years
Appointment/ Offer Letter	3 years
Other New Hire Paperwork	3 years
Job Description	3 years
Employee Benefit Enrollment	3 years
Performance Evaluation	3 years
Emergency Contact Info.	3 years
Salary Adjustment Documents	3 years
Letter of praise, counseling or reprimand	3 years
Separation form & resignation letter (including FERP/Rehired	3 years



Annuitant)	
Deceased	3 years after separation
Voluntary Resignation	3 years after separation
Voluntary Retirement	3 years after separation
Rejection During Probation	3 years after separation
End of Temporary Employment	3 years after separation
Disability Retirement	5 years after separation
Disability Separation	5 years after separation
Absent Without Leave (AWOL)	5 years after separation
Layoff	5 years after separation
Non-retention	5 years after separation
Resignation	5 years after separation
Termination/Dismissal	5 years after separation
Return to Work Doc (NDI/Disability Insurance)	5 years after date of illness/injury or date on which benefits were last provided, whichever occurs later
Unemployment Tax Records	6 years
Social Security/Medicare Tax Record	4 years after tax is due or paid, whichever occurs later
Americans with Disabilities Act Claim	5 years after separation
Medical Info protected by CA Confidentiality of Medical Info Act	4 years from date of document
Any info that is not job-related	4 years from date of document
Any doc relating to grievances, disputes, litigation or complaints	5 years after separation or after resolution of the matter
Health Insurance Portability & Accountability Act doc-forms for employees to sign regarding privacy, disclosure of personal health info.	6 years from date of document
Whistleblower documentation	7 years after the conclusion of the investigation

REFERENCES AND AUTHORITY

CSU Executive Order (EO) 1031. It's a system-wide records/information retention and disposition schedules implementation. In detail, E.O. 1031 on information disposition directs campuses toward the correct E.O. on business continuity plans, and the vital records needed to ensure the campus will be able to recreate critical information following a disaster.

Federal and state laws require that AS maintain various records for specified periods.

POLICY MAINTENANCE

Since the retention periods may change due to government regulations, judicial or administrative orders, private or government contracts, suspected or pending litigation or audit requirements, AS Business Administration and Finance will assume the responsibility for maintaining the policy and is hereby given the authority to amend the retention schedule as needed.

AUTHORITY OF APPROVAL AND AMENDMENT

The Records Retention Policy may be amended by a majority vote by the Board of Directors.

FORMS

None.

RECORDS RETENTION POLICY APPROVAL AND REVISION HISTORY

Reviewed and Approved by the Board of Directors on:

Reviewed and Approved on:

10/31/ 2018

Reviewed and Approved on:

04/29/2026