



# THE SCHOOL BOARD OF HARDEE COUNTY

*Bob Shayman, Superintendent*

P. O. Box 1678 – 1009 North 6<sup>th</sup> Avenue • Wacahula, FL 33873

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## Collection of Social Security Numbers

### School Board

District 1  
Paul Samuels

District 2  
Mildred Smith

District 3  
Teresa Crawford

District 4  
Garry McWhorter

District 5  
Thomas Trevino

Hardee County School District (District) requires the collection of social security numbers from all employees for the purpose of business services and required State and governmental reporting. The District is working to minimize the use of social security numbers within its business processes. The District is committed to protecting the privacy of students, employees and other individuals associated with the District.

Pursuant to Florida Statute 119.071, Hardee County School District maintains social security numbers for the following uses:

- . Employee identification on payroll and personnel forms
- . Employee verification
- . Employee certification and in-service
- . Employment qualification and background checks
- . Verification of employee work experience
- . Verification of income
- . Unemployment compensation
- . Workers' compensation
- . Tax reporting and form 1099 reporting for unincorporated vendors
- . Benefit processing and reporting, including health insurance, life insurance, retirement, Social Security/Medicare, etc.
- . Data Collection
- . Unique numeric identifiers for search purposes

The District may disclose social security numbers to another agency or governmental entity if it is necessary for the receiving entity to perform its duties and responsibilities.

Social security numbers may be released to a commercial entity upon written request, as allowed by law, provided that the commercial entity has stated the specific purposes for requesting the social security numbers.

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SIGNATURE

Affirmative Action/Equal Opportunity Employer

### DISTRICT VISION STATEMENT

“Building learning partnerships with home, school and community to ensure personal academic excellence.”