

Personal Communication Devices and Social Media - Staff

Staff possession or use of personal communication devices on district property, in district facilities during the work day and while the staff is on duty in attendance at district-sponsored activities may be permitted subject to the limitations set forth in this policy and consistent with any additional school rules. At no time will a personal communication device be used in a manner that interferes with staff duty and responsibility for the supervision of students or in any manner that violates state or federal law.

A “personal communication device” is a device, not issued by the district, that emits an audible signal, vibrates, displays a message or otherwise summons or delivers a communication to the possessor of the device. These devices include, but are not limited to, walkie talkies, either long- or short-range portable radios, portable scanning devices, cellular telephones, pagers, personal digital assistants (PDAs), laptop computers and similar devices with wireless capability. This also includes other digital audio and video devices such as, but not limited to, tablet computers, portable media players, smartphones, radios and TV.

Personal cellular telephones/pagers and other digital audio and video devices shall be silenced during instructional time, while on duty or at any other time where such use of the device would cause a disruption of school activities or interfere with work assignment. Cellular telephones which have the capability to take photographs or video may be used for such purposes while on district property or while a staff member is on duty in district-sponsored activities, unless it is used in a manner that violates the acceptable use policy or when parents revoke permission to allow photographing or videotaping of their children. Laptop computers and PDAs brought to school will be restricted to classroom or instructional-related activities only. Loss or damage to personal communication devices brought to district property and district-sponsored activities shall first be submitted to the staff member’s personal insurance before submission to the district for reimbursement.

Staff members will utilize social network sites (e.g., Facebook, MySpace and Twitter) judiciously, and will not post confidential information about students, staff or district business. Staff members will treat fellow employees, students (and their families) and the public with respect while posting. Communication with students using personal communication devices will be appropriate, professional and related to school assignments or activities only.

Exceptions to the prohibitions set forth in this policy may be made for health, safety or emergency reasons with superintendent or designee approval.

Staff is subject to disciplinary action up to and including dismissal for using a personal communication device in any manner that is illegal or violates the terms of this policy, or rules established under this policy. The taking, disseminating, transferring, or sharing of obscene, pornographic, or otherwise illegal images or photographs, whether by electronic data transfer or otherwise (commonly called texting, sexting,

emailing, etc.) may constitute a crime under state and/or federal law. Any person taking, disseminating, transferring, or sharing obscene, pornographic, or otherwise illegal images or photographs, will be reported to law enforcement and/or other appropriate state or federal agencies.

The superintendent shall ensure that this policy is available to all employees.

END OF POLICY

Legal Reference(s):

ORS 167.054	ORS 163.687
ORS 167.057	ORS 163.700
ORS 163.432	ORS 326.011
ORS 163.433	ORS 326.051
ORS 163.684	ORS 332.072
ORS 163.686	ORS 332.107

U.S. CONST. amend. XVIII, § 1466A

U.S. CONST. amend. XVIII, § 1470

U.S. CONST. amend. XX, § 7906

U.S. CONST. amend. XX, § 6777

Copyrights, Title 17, as amended, United States Code; 19 CFR Part 133 (2001).

Cross Reference(s):

JHFF - Reporting Requirements Regarding Sexual Conduct with Students