

Personal Electronic Devices and Social Media - Staff

Staff possession or use of personal electronic devices on MESD property, in MESD facilities during the work day and while the staff is on duty in attendance at MESD-sponsored activities may be permitted subject to the limitations set forth in this policy and consistent with any additional MESD school, classroom or other rules as may be established by the superintendent or designee. At no time, whether on or off duty, will a personal electronic device be used in a manner that interferes with staff duty and responsibility for the supervision of students.

Staff members, while on or off duty, will utilize social media sites, public websites and blogs, judiciously by not posting confidential information about students, staff or MESD business.¹ Staff may not post images of MESD facilities, staff, students, volunteers or parents without written authorization from persons with authority to grant such a release. Staff members, while on or off duty, will treat fellow employees, students and the public with respect while posting on social media websites, etc., in order to prevent substantial disruption in school. Communication with students using personal electronic devices will be appropriate and professional. Communication with students using personal electronic devices regarding non-school-related matters is prohibited during work hours and strongly discouraged at all other times. If communicating with students electronically regarding school matters, staff should use MESD e-mail using mailing lists to a group of students rather than individual students. Texting individual students during work hours is prohibited except in cases where it is part of the educational plan for that student or an emergency. Texting students while off duty is strongly discouraged.

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

Staff actions on social networking sites, public sites, blogs and other social media, while on or off duty, which disrupt the school environment, are subject to disciplinary action up to and including dismissal.

A “disruption” for purposes of this policy includes but is not limited to:

1. If one or more parents threatens to remove their children from a particular class or particular school;
2. An actual withdrawal of a student or students from a particular class or particular school; and/or
3. If a threatened or actual negative impact on the learning environment.

¹Nothing in this policy is intended in any form to limit the right of employees to engage in protected labor activities via the use of social media.

The superintendent will ensure that this policy and related administrative regulations are available to all MESD employees.

END OF POLICY

Legal Reference(s):

ORS 167.057	ORS 163.688	ORS 326.051
ORS 163.432	ORS 163.689	ORS 332.072
ORS 163.433	ORS 163.693	ORS 332.107
ORS 163.684		ORS 336.840
ORS 163.686	ORS 163.700	
ORS 163.687	ORS 326.011	[OAR 584-020-0000 to -0035]

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

Melzer v. Bd. Of Educ., City of New York, 336 F.3d 185 (2d Cir. 2003).

Ross v. Springfield Sch. Dist., No. FDA 80-1, aff'd, 56 Or. App. 197, rev'd and remanded, 294 Or. 357 (1982), order on remand (1983), aff'd, 71 Or. App. 111 (1984), rev'd and remanded, 300 Or. 507 (1986), order on second remand (1987), revised order on second remand (1988).

MESD Policy Cross Reference(s):

EHA - Health Care and Health-related Information
GBH/JECAC - Staff/Student/Parent Relations
GBL - Personnel Records
GBM - Staff Complaints
GBN/JBA - Sexual Harassment
GBNA - Hazing/Harassment/Intimidation/Bullying/Menacing
GCPD - Discipline and Dismissal of Employees
IGBAB/JO - Student Education Records
JFCEB - Personal Communication Devices and Social Media
JFH - Student Complaints
JHFF - Reporting Requirements Regarding Sexual Conduct with Students
JO/IGBAB - Student Education Records
JOA - Directory Information
JOB - Personally Identifiable Information
KLD - Public Complaints about MESD Personnel