

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: **Personal Electronic Devices and Social Media - Staff**

Policy Number: **GCAB** Effective Date: **9/2024**

Date of Original Policy and Revisions: **1/13, 1/15, 1/20**

Cancels Policy No.: **N/A** Dated: **N/A**

Date of Next Review: **9/2027**

POLICY

Staff possession or use of personal electronic 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 as may be established by the Superintendent or designee. At no time, whether on duty 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.

A “personal electronic device” is a device that is not issued by the District and is capable of electronically communicating, sending, receiving, storing, recording, reproducing and/or displaying information and data.

Personal electronic 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, student learning or interfere with an employee’s work assignment. While an employee is on duty, personal electronic devices brought to school will be restricted to work or instructional-related activities only. The District will not be liable for loss or damage to personal electronic devices brought to District property and District-sponsored activities.

Staff members, while on duty and off duty, will utilize social network sites (e.g., Facebook, Instagram, X, etc.), public websites and blogs, judiciously by not posting confidential or personally identifiable information about students, staff, or District business without appropriate permission. Staff members, while on duty and off duty, will treat fellow employees, students, families, and the public with respect while posting in order to prevent substantial disruption in school.

Communication with students and families using personal communication devices will be appropriate and professional at all times. Communication with students using personal communication 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-related matters, staff should use District-provided e-mail using mailings and/or other internet messaging or media to a group of students rather than individual students. If using other means of electronic communication, staff members are strongly encouraged to maintain a record of all electronic communication. Texting a student while off duty is strongly discouraged.

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

Staff are 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. Staff actions on social network sites, public websites, 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

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of this policy includes but is not limited to, one or more parent requests to remove their children from a particular class or particular school, actual withdrawal of a student or students from a particular class or particular school and/or a threatened, perceived, or actual negative impact on the learning environment.

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. Reported violations of this policy will be investigated.

The Superintendent or designee shall ensure that this policy is available to all employees.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

REFERENCES / COMMENTS

Legal Reference(s):

ORS 163.432	ORS 163.700
ORS 163.433	ORS 167.054
ORS 163.684	ORS 167.057
ORS 163.686	ORS 326.011
ORS 163.687	ORS 326.051
ORS 163.688	ORS 332.072
ORS 163.689	ORS 332.107
ORS 163.693	ORS 339.372

Senate Bill 155 (2019)

18 U.S. C. § 1466A (2018)

18 U.S. C. § 1470 (2018)

20 U.S. C. § 7906 (2018)

20 U.S. C. § 7131 (2018)

Copyrights, Title 17, as amended, United States Code (2018); 19 CFR Part 133 (2019).

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).