

Series 4000: District Employment

4200 Employee Conduct and Ethics

4216 Personal Communication~~s~~ Devices

“Personal communication~~s~~ devices~~s~~” includes~~s~~ employee-owned cell phones, computers, tablets, or any other device that is capable of, but not limited to, text messaging, voice communication, downloading applications, entertainment, navigation, accessing the internet, sending and receiving photos and videos, or producing email.~~enables an employee to access the internet or engage in communications through an application, social media, or any other communication method.~~ Employee use of personal communication~~s~~ devices during the work day, including school-sponsored activities, and to conduct school-related business, is limited as follows:

- A. except in emergencies, an employee’s use of a personal communication~~s~~ devices~~s~~ shall not interfere with instructional activities or work-related duties. Employees taking an authorized break may use a personal communication~~s~~ devices~~s~~ in a manner that does not disrupt the District’s operations or violate the confidentiality of students or others;
- B. employees shall not use a personal communication~~s~~ devices~~s~~ to access inappropriate content or engage in unlawful activities while on duty, on District property, or attending a District-related event;
- C. employees must not use a personal communication~~s~~ devices~~s~~ to inappropriately communicate with other employees, students, and/or Parents;
- D. employees must ensure that the District’s records and files, including confidential student information, are only maintained on District-provided technology and that confidentiality is maintained. District records and files must not be stored on a personal communication~~s~~ device;
- E. employees recognize that when a personal communication~~s~~ device accesses the District’s network, the employee’s use may become subject to the District’s Acceptable Use Policy;
- F. employees may not use ~~their~~ a personal communication~~s~~ devices~~s~~ to record communications or images during the work or school day or at a school-sponsored event other than a public performance or sporting event, unless the employee has received permission from the Superintendent or designee. Dissemination of any recording is prohibited unless the Superintendent or designee approves that action in writing; or
- G. unauthorized recording of communications or images of students, Parents, co-workers, or non-public meetings is prohibited [Optional:; unless there is an educational purpose to do so,] and may result in discipline, including discharge.

Legal authority: MCL 380.11a(3), 380.601a

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