

Regional School Unit 54/Maine School Administrative District 54
EMPLOYEE COMPUTER AND INTERNET USE POLICY

Employees are to utilize RSU 54/MSAD 54's computers, networks and Internet services for school-related purposes and performance of job duties. Incidental personal use of school computers is permitted as long as such use does not interfere with the employee's job duties and performance, with system operations or other system users. "Incidental personal use" is defined as use by an individual employee for occasional personal communications. Employees are reminded that such personal use must comply with this policy and all other applicable policies, procedures and rules.

Any employee who violates this policy and/or any rules governing use of RSU 54/MSAD 54's computers will be subject to disciplinary action, up to and including discharge. Illegal uses of RSU 54/MSAD 54's computers will also result in referral to law enforcement authorities.

All District computers remain under the control, custody and supervision of RSU 54/MSAD 54. The District reserves the right to monitor all computer and Internet activity by employees. Employees have no expectation of privacy in their use of school computers.

In the interest of student safety, RSU 54/MSAD 54 also educates students and staff about online behavior, including interacting on social networking sites, chat room, and issues surrounding cyberbullying awareness and response. The Superintendent shall be responsible for integrating cyber safety training and digital citizenship into staff development and for documenting Internet safety training for staff members.

Each employee authorized to access RSU 54/MSAD 54's computers, networks and Internet services is required to sign an acknowledgment form (GCSA-E) stating that they have read this policy and the accompanying rules. The acknowledgment form will be retained in the employee's personnel file.

The Superintendent shall be responsible for overseeing the implementation of this policy and the accompanying rules and for advising the Board of the need for any future amendments or revisions to the policy/rules. The Superintendent may develop additional administrative procedures/rules governing the day-to-day management and operations of RSU 54/MSAD 54's computer system as long as they are consistent with Board's policy/rules. The Superintendent may delegate specific responsibilities to building principals and others as he/she deems appropriate.

ADOPTED: September 7, 2000

POLICY: GCSA-R

REVISED: June 20, 2002; June 7, 2012

**Regional School Unit 54/Maine School Administrative District 54
EMPLOYEE COMPUTER AND INTERNET USE RULES**

The intent of these Board-level rules is to provide employees with general requirements for utilizing RSU 54/MSAD 54's computers, networks and Internet services. The Board rules may be supplemented by more specific administrative procedures and rules governing day-to-day management and operation of the computer system.

These rules provide general guidelines and examples of prohibited uses for illustrative purposes but do not attempt to state all required or prohibited activities by users. Employees who have questions regarding whether a particular activity or use is acceptable should seek further guidance from the system administrator.

Failure to comply with Board policy GCSA, these rules and/or other established procedures or rules governing computer use may result in disciplinary action, up to and including discharge. Illegal uses of RSU 54/MSAD 54's computers will also result in referral to law enforcement authorities.

A. Access to School Computers, Networks and Internet Services

The level of access that employees have to school unit computers, networks and Internet services is based upon specific employee job requirements and needs.

B. Acceptable Use

Employee access to RSU 54/MSAD 54's computers, networks and Internet services is provided for administrative, educational, communication and research purposes consistent with the District's educational mission, curriculum and instructional goals. General rules and expectations for professional behavior and communication apply to use of RSU 54/MSAD 54's computers, networks and Internet services.

Employees are to utilize RSU 54/MSAD 54's computers, networks and Internet services for school-related purposes and performance of job duties. Incidental personal use of school computers is permitted as long as such use does not interfere with the employee's job duties and performance, with system operations or other system users. "Incidental personal use" is defined as use by an individual employee for occasional personal communications. Employees are

reminded that such personal use must comply with this policy and all other applicable policies, procedures and rules.

C. Internet Content Filtering

RSU 54/MSAD 54 provides Internet content filtering appliances in all district schools that prohibit access to inappropriate Internet websites. Attempts to access blocked websites or to subvert the content filtering are expressly prohibited.

D. Prohibited Use

The employee is responsible for his/her actions and activities involving school unit computers, networks and Internet services and for his/her computer files, passwords and accounts. General examples of unacceptable uses, which are expressly prohibited, include but are not limited to the following:

1. Any use that is illegal or in violation of other Board policies, including harassing, discriminatory or threatening communications and behavior, violations of copyright laws, etc.;
2. Any use involving materials that are obscene, pornographic, sexually explicit or sexually suggestive;
3. Any inappropriate communications with students or minors;
4. Any use for private financial gain, or commercial, advertising or solicitation purposes;
5. Any use as a forum for communicating by e-mail or any other medium with other school users or outside parties to solicit, proselytize, advocate or communicate the views of an individual or non-school-sponsored organization; to solicit membership in or support of any non-school-sponsored purpose, whether for-profit or not-for-profit. No employee shall knowingly provide school e-mail addresses to outside parties whose intent is to communicate with school employees, students and/or their families for non-school purposes. Employees who are uncertain as to whether particular activities are acceptable should seek further guidance from the building principal or other appropriate administrator;
6. Any communication that represents personal views as those of RSU 54/MSAD 54 or that could be misinterpreted as such;

7. Downloading or loading software or applications without permission from the system administrator;
8. Opening or forwarding any e-mail attachments (executable files) from unknown sources and/or that may contain viruses;
9. Sending mass e-mails to school users or outside parties for school or non-school purposes without the permission of the system administrator or building principal;
10. Any malicious use of disruption of the District's computers, networks and Internet services or breach of security features;
11. Any misuse or damage to the District's computer equipment;
12. Misuse of the computer passwords or accounts (employee or other users);
13. Any communications that are in violation of generally accepted rules of network etiquette and/or professional conduct;
14. Any attempt to access unauthorized sites;
15. Failing to report a known breach of computer security to the system administrator;
16. Using school computers, networks and Internet services after such access has been denied or revoked; and
17. Any attempt to delete, erase or otherwise conceal any information stored on a computer that violates these rules.

E. No Expectation of Privacy

RSU 54/MSAD 54 retains control, custody and supervision of all computers, networks and Internet services owned or leased by the District. RSU 54/MSAD 54 reserves the right to monitor all computer and Internet activity by employees and other system users. Employees have no expectation of privacy in their use of school computers, including e-mail messages and stored files.

F. Confidentiality of Information

Employees are expected to use appropriate judgment and caution in communications concerning students and staff to ensure that personally identifiable information remains confidential.

G. Staff Responsibilities to Students

Teachers, staff members and volunteers who utilize school computers for instructional purposes with students have a duty of care to supervise such use. Teachers, staff members and volunteers are expected to be familiar with RSU 54/MSAD 54's policies and rules concerning student computer and Internet use and to enforce them. When, in the course of their duties, employees/volunteers become aware of student violations, they are expected to stop the activity and inform the building principal [or other appropriate administrator].

H. Compensation for Losses, Costs and/or Damages

The employees shall be responsible for any losses, costs or damages incurred by the District related to violations of policy GCSA and/or these rules.

I. School Unit Assumes No Responsibility for Unauthorized Charges, Costs or Illegal Use

RSU 54/MSAD 54 assumes no responsibility for any unauthorized charges made by employees including but not limited to credit card charges, subscriptions, long distance telephone charges, equipment and line costs, or for any illegal use of its computers such as copyright violations.

J. Employee Acknowledgment Required

Each employee authorized to access RSU 54/MSAD 54's computers, networks and Internet services is required to sign an acknowledgment form (GCSA-E) stating that they have read policy GCSA and these rules. The acknowledgment form will be retained in the employee's personnel file.

K. *Additional Rules for Use of Privately-Owned Computers by Staff*

- 1. A staff member who wishes to use a privately-owned computer in school must seek the permission of the district technology coordinator. There must be an educational basis for any request.*
- 2. The district technology coordinator will determine whether a staff member's privately-owned computer meets the district's network requirements.*

3. *Requests may be denied if it is determined that there is not a suitable educational basis for the request and/or if the demands on the district's network or staff would be unreasonable.*
4. *The staff member is responsible for proper care of his/her privately-owned computer, including any costs of repair, replacement or any modifications needed to use the computer at school.*
5. *RSU 54/MSAD 54 is not responsible for damage, loss or theft of any privately-owned computer.*
6. *Staff members are required to comply with all School Board policies, administrative procedures and school rules while using privately-owned computers at school.*
7. *Staff members have no expectation of privacy in their use of a privately-owned computer while at school. RSU 54/MSAD 54 reserves the right to search a staff member's privately-owned computer if there is reasonable suspicion that the staff member has violated School Board policies, administrative procedures or school rules, or engaged in other misconduct while using the computer.*
8. *Violation of any School Board policies, administrative procedures or school rules involving a staff member's privately-owned computer may result in the revocation of the privilege of using the computer at school and/or disciplinary action.*
9. *RSU 54/MSAD 54 may confiscate any privately-owned computer used by a staff member in school without the authorization required by these rules. The contents of the computer may be searched in accordance with applicable laws and policies.*

Cross Reference: **GCSA – Employee Computer and Internet Use**
 IJNDB – Student Computer and Internet Use
 IJNDB-R – Student Computer and Internet Use Rules

ADOPTED: September 7, 2000

POLICY: GCSA-E

REVISED: June 7, 2012

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EMPLOYEE COMPUTER/INTERNET USE**

ACKNOWLEDGMENT FORM

No employee shall be allowed to use school computers or the Internet until he/she has signed and returned this acknowledgment.

I have read policy GCSA – Employee Computer and Internet Use and GCSA-R – Employee Computer and Internet Use Rules and understand their terms and conditions.

Signature

Date