

POLICY 3086

Employee Use of Personal and District Electronic Devices

- A. The Board of Education recognizes that the inappropriate use of personal electronic devices during instructional time often disrupts student learning. The inappropriate non-instructional use of these devices is disruptive to employees performing their expected job functions.

[Utah Admin. Rules R277-495-3\(1\) \(October 8, 2024\)](#)

B. Definitions

1. "Electronic device" means a device that is used for audio, video, or text communication or any other type of computer or computer-like instrument including:
 - a. a smart phone;
 - b. a smart or electronic watch;
 - c. a tablet; or
 - d. a virtual reality device.
2. "Guest" means an individual who is not a student, employee, or designated volunteer of a District school who is on school property or at the site of a school-sponsored activity or event.
3. "District electronic device" means an electronic device which is identified as being owned, provided, issued or lent by the District to an employee or student.
4. "Inappropriate matter" means pornographic or indecent material as defined in [Utah Code § 76-5c-208](#) and [Utah Code § 53G-10-103](#).

[Utah Admin. Rules R277-495-2\(2\), \(3\), \(4\) \(October 8, 2024\)](#)

[Utah Admin. Rules R277-495-4\(1\)\(a\) \(October 8, 2024\)](#)

C. Personal Electronic Devices

1. The following will govern employee use of personal electronic devices:
 - a. Employees may possess these personal items while in school and at school activities.

- b. Employees may access the Districts WLAN for instructional uses where the WLAN is available.
- c. All personal devices not being used for instructional or work related purposes will not be used and will be kept out of sight while an employee is performing his/her employment responsibilities.
- d. Employees may use personal electronic devices between class times (teachers and aides), during their lunch break, other scheduled breaks, and/or recess periods for personal uses as long as it does not interfere with their employment responsibilities.
- e. Employees shall not use electronic devices in any way which violates applicable local, state, or federal laws. Employees shall not use electronic devices in ways that bully, humiliate, harass, or intimidate school-related individuals, including students, employees, and guests.

[Utah Admin. Rules R277-495-4\(1\)\(a\), \(c\), \(e\), \(f\) \(October 8, 2024\)](#)

- f. Employee use of an electronic device on school premises (or use of school connectivity) to access inappropriate matter is prohibited by this policy. It is also illegal, may have criminal consequences, shall be reported to law enforcement, and may have adverse employment consequences including termination from employment.

[Utah Admin. Rules R277-495-4\(1\)\(c\), \(3\)\(a\) \(October 8, 2024\)](#)
[Utah Code § 76-10-1235 \(2007\)](#)

- g. Electronic devices must be used in an ethical and responsible manner and must not be used to invade others' reasonable expectations of privacy. Students and others in the public schools should not be subject to video or audio capture, recording, or transmission of their words or images by any employee without express prior notice and explicit consent for the capture, recording, or transmission of such words or images. There are certain situations where the possession or use of electronic devices and cameras is absolutely prohibited within District schools, including locker rooms, counseling sessions, washrooms, and dressing areas.

[Utah Admin. Rules R277-495-4\(5\)\(a\) \(October 8, 2024\)](#)

- h. Electronic devices must not be used in hacking (obtaining unauthorized access to or disrupting in any way) any District network or any District electronic device.

[Utah Admin. Rules R277-495-4\(4\)\(a\) \(October 8, 2024\)](#)

- i. For information regarding the use of electronic devices while traveling in district owned vehicles, please reference [Policy 2222 Transportation – Use of Cellular Telephones](#).
2. Training: Each school shall, within the first 45 days of each school year, provide school-wide or in-classroom training to employees that covers:
 - a. The District's internet and electronic device policies ([Policy 4177 Responsible Computer Use](#) and this policy)
 - b. The importance of digital citizenship;
 - c. The District and school's student conduct and discipline policies;
 - d. The benefits of connecting to the internet and using the school's internet filters while on school premises; and
 - e. The discipline related consequences of violating internet and electronic device policies.

[Utah Admin. Rules R277-495-5 \(October 8, 2024\)](#)

3. Notice of policy
 - a. Copies of the District's internet and electronic device policies shall be available on the District's website.

[Utah Admin. Rules R277-495-3\(4\) \(October 8, 2024\)](#)

4. Consequences for violating policy
 - a. Violation of this policy or of [Policy 4177 Responsible Computer Use](#) may result in disciplinary action against the employee up to and including termination of employment.

[Utah Admin. Rules R277-495-4\(4\)\(c\) \(October 8, 2024\)](#)

D. District Electronic Devices

1. District electronic devices shall be used to support the educational and business requirements of the District. District electronic devices shall be used in compliance with all federal, state, and local laws and regulations, and in a cost-effective and ethical manner. This policy also applies to usage of private electronic devices by District employees to the extent used for District business. Failure to comply with this

policy may result in suspension of the privilege of using a District electronic device, disciplinary action, or both.

E. Eligible Users

1. District electronic devices are to be used only by District employees. All employees requiring the use of a District electronic device shall read this policy.

F. Acceptable Use

1. District electronic devices, or any electronic device primarily used to conduct District business, must be used in accordance with the following standards, in addition to those set out in this policy:

- a. District electronic devices are to be used only for District business. Personal use of these devices is prohibited except in emergency situations or with pre-approval from the Superintendent or school principal or designee. In the event personal calls are made or received on a District electronic device, including personal emergency calls, the employee must reimburse the District for all costs incurred.

- 1) The Superintendent allows employees to use electronic devices personally under the expectation that all rules and regulations are followed.

- b. District electronic devices are valuable and should be handled with care. Loss, theft, or damage to a District electronic device must be reported immediately to the user's supervisor. If loss, theft, or damage occurs as a result of employee negligence, the employee to whom the device is assigned will be responsible for reimbursing the District for repair or replacement costs.

- c. District electronic devices are to be used in an ethical and responsible manner. No employee is to use a District electronic device for the purpose of illegal transactions, harassment, obscene or offensive behavior, to access or create inappropriate matter, for unauthorized access to an electronic network or files or another electronic device (hacking or similar unlawful behavior) or other violations of District policies or federal, state, or local laws, regardless of whether the device is located on District property when the misuse occurs or is located elsewhere.

[Utah Admin. Rules R277-495-4\(1\)\(b\), \(f\), \(3\)\(a\), \(4\)\(a\) \(October 8, 2024\)](#)

- d. If the employee assigned to use the District electronic device does not return the device and/or related equipment when requested, the employee will be required to reimburse the District for the purchase price of the device and/or related equipment.

- e. Employees have no expectation of privacy in using District electronic devices. Such devices and all information contained on them may be inspected or searched at any time, either directly or remotely. Employees are prohibited from operating District devices in such a way as to conceal the use which has been made of the device, nor may employees install or permit installation of software or other means to accomplish the same purpose. Employees should be aware that a personal electronic device which is used to conduct District business may become subject to public records requests or other legally required disclosure to the extent of such use.
- f. District electronic devices should be used judiciously during instructional time or at school-sponsored programs, meetings, in-services, conferences with parents or guardians, or any other time where there would be a reasonable expectation of quiet attentiveness.
- g. District electronic devices are to be used in a safe manner. Employees should not use these devices while operating a non-District motor vehicle except to the extent permitted by governing motor vehicle or other laws. (General restrictions on use of electronic devices while operating District vehicles are set out in this policy and specific restrictions applicable to school buses are set out in [Policy 2222 Transportation: Use of Cellular Telephones](#).)

G. Misuse of District Electronic Device

1. An employee who is issued or provided a District electronic device remains at all times responsible for that device. The employee will be held responsible for use or misuse of the device by the employee or by anyone else, except for uses occurring after the employee has given the District notice that the device has been lost or stolen. Consequences of misusing a District electronic device may include adverse employment action up to and including termination from employment.

[Utah Admin. Rules R277-495-4\(3\)\(b\) \(October 8, 2024\)](#)

H. Responsibility for Device Cancellation Charges

1. If an employee misuses a District electronic device or leaves District employment, the employee may be responsible for fees or charges associated with cancellation of the service contract.
2. If the Superintendent or designee determines that the employee no longer needs a District electronic device to perform the employee's job responsibilities, any fees or charges associated with cancellation of the service contract shall be the responsibility of the District.