

**SCOTLAND BOARD OF EDUCATION**  
**Board Policy**

**Personnel - Certified-Non-Certified**

**Rights, Responsibilities and Duties**

**Acceptable Computer Network Use (Employee Use of Technology)**

**Social Networking Websites**

The Board of Education recognizes and respects the First Amendment Rights of its employees and acknowledges that its employees have the right, in certain circumstances, to speak out on matters of public concern through any and all media, including social media. The Board of Education also recognizes that inappropriate content authored by employees can interfere with the educational process. Therefore, Scotland Public School employees who engage in personal use of social media should be aware that any use which interferes with the educational mission of the district, breaches confidentiality obligations of school district employees, or harms the goodwill and reputation of the school district in the community is not acceptable and may be subject to District disciplinary action against the employee.

- (cf. 4118.24/4218.24 – Staff/Student Non-Fraternization)
- (cf. 4118.4/4218.4 – E-Mail – Electronic Monitoring)
- (cf. 4118.5/4218.5 – Acceptable Computer Network Use)
- (cf. 4131 – Staff Development)
- (cf. 5125 – Student Records)
- (cf. 6141.32 – Computer Literacy)
- (cf. 6141.321 – Student Acceptable Use of the Internet)
- (cf. 6141.322 – Websites/Pages)
- (cf. 6141.323 – Internet Safety Policy/Filtering)

- Legal References:
- Connecticut General Statutes
  - The Freedom of Information Act
  - 53A-182B Harassment in the first degree.
  - 31-48d – Employees engaged in electronic monitoring required to give prior notice to employees. Exemptions. Civil penalty.
  - United States Code, Title 20
  - 675 1-6777 Enhancing Education Through Technology Act, Title II, Part D, especially: 6777 Internet safety
  - United States Code, Title 47
  - 254 Universal service discounts (E-rate)
  - Code of Federal Regulations, Title 47
  - 54.520 Internet safety policy and technology protection measures, E-rate discounts