

5:125 Personal and Professional Technology and Social Media; Usage and Conduct

The Board of Education recognizes the potential benefits for the use of social media and other online technologies by employees. At the same time, the board also recognizes the potential impact on students, employees and the school community as well as the liability that can occur if such resources are used improperly or not conscientiously managed.

The Board directs the superintendent to establish guidelines for the use of social media and other online technologies by employees for both personal as well as professional use.

School educators should utilize district-provided social media and technologies. Prior to the creation of any professional online presence, beyond school-provided tools, the staff member is required to submit a proposal for review as outlined in the Guidelines for Social Media Use and complete a training by the Director of Communications, Executive Director of Educational Technology or other building-level administrator or designated staff member.

All staff members must maintain professional and age-appropriate communications in all interactions with District students regardless of the forum, time or method of communication.

[105 ILCS 5/21B-75](#) and [5/21B-80](#).

Ill. Human Rights Act, [775 ILCS 5/5A-102](#).

Code of Ethics for Ill. Educators, [23 Ill.Admin.Code §22.20](#).

[Garcetti v. Ceballos](#), 547 U.S. 410 (2006).

[Pickering v. High School Dist. 205](#), 391 U.S. 563 (1968).

[Mayer v. Monroe County Community School Corp.](#), 474 F.3d 477 (7th Cir. 2007).

CROSSREF.: [5:20](#) (Workplace Harassment Prohibited), [5:30](#) (Hiring Process and Criteria), [5:120](#) (Employee Ethics; Conduct; and Conflict of Interest), [5:130](#) (Responsibilities Concerning Internal Information), [5:150](#) (Personnel Records), [5:170](#) (Copyright), [5:200](#) (Terms and Conditions of Employment and Dismissal), [6:235](#) (Access to Electronic Networks), [7:20](#) (Harassment of Students Prohibited), [7:340](#) (Student Records)