

### **EMPLOYEE USE OF TECHNOLOGY**

The Santa Cruz County Superintendent of Schools recognizes that technological resources enhance employee performance by offering effective tools to assist in providing a quality instructional program; facilitating communications with parents/guardians, students, and the community; supporting county office and school operations; and improving access to and exchange of information. The Superintendent expects all employees to learn to use the available technological resources that will assist them in the performance of their job responsibilities. As needed, employees shall receive professional development in the appropriate use of these resources.

Employees shall be responsible for the appropriate use of technology and shall use county office technology primarily for purposes related to their employment.

County Office technology includes, but is not limited to, computers, the county office's computer network including servers and wireless computer networking technology (WIFI), the Internet, email, USB drives, wireless access points (routers), tablet computers, smartphones and smart devices, telephones, cellular telephones, personal digital assistants, pagers, MP3 players, wearable technology, any wireless communication device including emergency radios, and/or future technological innovations, whether accessed on or off site or through district-owned or personally owned equipment or devices.

The Deputy Superintendent or designee shall establish an Acceptable Use Agreement which outlines employee obligations and responsibilities related to the use of county office technology. Upon employment and whenever significant changes are made to the district's Acceptable Use Agreement, employees shall be required to acknowledge in writing that they have read and agreed to the Acceptable Use Agreement.

Employees shall not use county office technology to access, post, submit, publish, or display harmful or inappropriate matter that is threatening, obscene, disruptive, sexually explicit, or unethical or that promotes any activity prohibited by law, Board/Superintendent policy, or administrative regulations.

Harmful matter includes matter, taken as a whole, which to the average person, applying contemporary statewide standards, appeals to the prurient interest and is matter which depicts or describes, in a patently offensive way, sexual conduct and which lacks serious literary, artistic, political, or scientific value for minors. (Penal Code 313)

The Deputy Superintendent or designee shall ensure that all county office computers with

Internet access have a technology protection measure that protects against access to visual depictions that are obscene, child pornography, or harmful to minors and that the operation of such measures is enforced. The Deputy Superintendent or designee may disable the technology protection measure during use by an adult to enable access for bona fide research or other lawful purpose. (20 USC 6777; 47 USC 254)

The Deputy Superintendent or designee shall annually notify employees in writing that they have no reasonable expectation of privacy in the use of any equipment or other technological resources provided by or maintained by the county office, including, but not limited to, computer files, email, text messages, instant messaging, and other electronic communications, even when provided their own password. To ensure proper use, the Deputy Superintendent or designee may monitor employee usage of district technology at any time without advance notice or consent and for any reason allowed by law.

In addition, employees shall be notified that records maintained on any personal device or messages sent or received on a personal device that is being used to conduct district business may be subject to disclosure, pursuant to a subpoena or other lawful request.

Employees shall report any security problem or misuse of district technology to the Superintendent or designee.

Inappropriate use of district technology may result in a cancellation of the employee's user privileges, disciplinary action, and/or legal action in accordance with law, Board/Superintendent policy, and administrative regulation.

### **LEGAL REFERENCE**

#### **EDUCATION CODE**

52295.10-52295.55: Implementation of Enhancing Education Through Technology grant program

#### **GOVERNMENT CODE**

3543.1: Rights of employee organizations

**PENAL CODE**

502: Computer crimes, remedies  
632: Eavesdropping on or recording confidential communications

**VEHICLE CODE**

23123: Wireless telephones in vehicles  
23123.5: Mobile communication devices; text messaging while driving  
23125: Wireless telephones in school buses

**UNITED STATES CODE, TITLE 20**

6751-6777: 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

**COURT DECISIONS**

City of Ontario v. Quon et al. (2010) 000 U.S. 08-1332

**MANAGEMENT RESOURCES**

**WEB SITES**

CSBA

<http://www.csba.org>

American Library Association

<http://www.ala.org>

California Department of Education

<http://www.cde.ca.gov>

Federal Communications Commission

<http://www.fcc.gov>

U.S. Department of Education

<http://www.ed.gov>