

# POLICY

NORTHVALE  
BOARD OF EDUCATION  
SUPPORT STAFF

**STAFF MEMBER'S USE OF PERSONAL CELLULAR  
TELEPHONES/OTHER COMMUNICATION DEVICES**  
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**4322 STAFF MEMBER'S USE OF PERSONAL CELLULAR  
TELEPHONES/OTHER COMMUNICATION DEVICES**

The Board of Education recognizes a support staff member may need to electronically communicate on a non-school related, personal matter using a personal cellular telephone or other personal communication device during their workday. Electronic communications include, but are not limited to: voice conversations, text-messaging, accessing social networking or other internet sites, or any other type of electronic communication.

In the event the support staff member needs to electronically communicate on a non-school related, personal matter using a personal cellular telephone or other personal communication device during their workday, the support staff member may do so provided:

1. The communication is made during the support staff member's free lunch or break periods and is made outside the presence of students.

A support staff member's personal cellular telephone or other personal communication device shall be secured by the support staff member and outside the view of others when the support staff member is performing assigned school district responsibilities.

An electronic communication by a support staff member on a non-school related, personal matter using a personal cellular telephone or other personal communication device shall not be made while the support staff member is performing assigned school district responsibilities.

In the event the support staff member has an emergency requiring immediate attention that requires such a communication while performing assigned school district responsibilities, the support staff member shall inform their Principal or immediate supervisor before or immediately after the communication, depending on the nature of the emergency. The Board of Education is not responsible if a support staff member's personal cellular telephone or other communication device is lost, stolen, or missing.

Adopted: March 3, 2008  
Revised and Approved: March 14, 2016

