

**Baird Independent School District
Technology Employee Acceptable Use Policy (AUP)**

Baird Independent School District is pleased to offer a technology infrastructure that supports the teaching, learning and productivity of students, staff, and administrators. Our goal is to promote educational excellence in the Baird Independent School District by facilitating safe and effective resource sharing, innovation and communication with schools, colleges, organizations, and individuals around the world through the Internet and other electronic information systems.

The smooth operation of our systems relies upon the proper conduct of all its users. It is very important that you read, fully understand and abide by all aspects of the Baird ISD Employee AUP.

The following policy for acceptable use of the Baird ISD network shall apply to all Baird ISD employees.

Baird ISD Technology Infrastructure:

The Baird ISD technology infrastructure includes:

- Any and all computers owned by Baird ISD, networked or stand-alone
- Any and all peripherals attached to any network computer including, but not limited to modems, keyboards, monitors, mice, printers, scanners, and digital cameras
- Any and all devices attached to the Baird ISD network including, but not limited to servers, phones, time clocks, and surveillance equipment.
- Any and all network hardware comprising the Baird ISD network
- Any and all computer program software and/or subscriptions licensed to Baird ISD
- Any and all software installed (with Technology Department authorization) on any network computer

Network & Internet Services:

- Although Internet access is filtered, it is possible that users may run across areas of adult content and/or material that might be found objectionable. Baird ISD will make every effort to educate and guide all Baird ISD network users in the proper use of the Internet; however, it is impossible to control all materials on the global network. Therefore, it is imperative that the user be held accountable for the appropriate utilization of the technology.
- Baird ISD makes no warranties of any kind, whether expressed or implied, for the network service it is providing. The District's system is provided on an "as is, as available" basis. Baird ISD will not be responsible for damages incurred while on this system including but not limited to, loss of data or interruptions of service.
- Baird ISD shall not be liable for users' inappropriate use of electronic communication resources or violations of copyright restrictions or other laws, users' mistakes or negligence, and/or costs incurred by users.
- Baird ISD shall not be responsible for ensuring the accuracy, age appropriateness, and/or usability of any information obtained through its electronic services.

User Accounts:

- The Baird ISD network and Internet services are not private. Data and/or users may be monitored by the Baird ISD Technology Department, **by directive of the superintendent**, as requested district administrators and/or technology director at any time to ensure proper use.
- Each employee will be assigned an individual account for network and Internet access.
- Do not share your account password with anyone (this includes your own children/dependents who are Baird ISD students).
- Do not allow anyone else to use your account and do not use someone else's account. If you have children/dependents who are Baird ISD students in grades 6-12, they should always use their own user account. If you have children/dependents who are Baird ISD students in grades preK-5 who need to use Baird ISD technology resources after school hours, you may allow them access to your user account with the understanding that you are responsible for your children's/dependents' actions.
- Do not leave your computer unattended. If you must leave your computer for a moment, either log off or lock the computer.
- The user is responsible at all times for the proper use of his/her account.

Network Use and Content:

- Use of the Baird ISD network must be in support of education and research and be consistent with the educational objectives of Baird ISD.
- Employees may access network and Internet services for personal use outside of school hours. This personal use is permitted as long as it imposes no tangible cost to Baird ISD, does not burden the Baird ISD technology infrastructure, and has no adverse effect on an employee's job performance or students' achievement.
- Teachers may have classes and/or activities that give students the opportunity to have pictures, announcements and/or examples of student work published on the campus web page. Teachers may publish student images without student names or with first names only and work will be given credit by initials or first names only.

- Employees are prohibited from transmitting any material in violation of any United States or other state organizational laws. This includes, but is not limited to, copyrighted material, threatening or obscene material or material protected by trade secret.
- Employees are prohibited from creating or intentionally obtaining and/or distributing files, data and/or E-mail that contain objectionable material. Objectionable material includes, but is not limited to, lewd or foul language or images, materials that are abusive, threatening, harassing or damaging to another's reputation, or information to assist in technology theft or misuse.
- Employees are prohibited from intentionally accessing objectionable material on the Internet. If you unintentionally access objectionable material, you are expected to immediately discontinue the access and report the incident to the campus principal and Technology Department.
- Computer games are allowed when they are used to enhance current classroom curriculum or for student rewards (as deemed appropriate by the campus principal and technology department).
- Employees are not allowed to use personal devices (including, but not limited to, PDA's and laptops) to access the Baird ISD network unless prior approval is granted by the campus Principal and Baird ISD Technology Department.
- Employees with network accounts will have access to a Baird ISD email account. Personal communication must be limited and pose no tangible cost to Baird ISD, does not burden the Baird ISD technology infrastructure, and has no adverse effect on an employee's job performance or students' achievement. Employee email may be monitored at any time by the Baird ISD Technology Department and/or district administration.
- According to the Texas Election Code Section 255.003, it is unlawful for any school district employee to use any portion of the Baird ISD technology infrastructure to produce or distribute political advertising in connection with an election. This section does not apply to a communication that factually describes the purposes of a measure if the communication does not advocate passage or defeat of the measure.
- It is against Baird ISD policy for an employee to use any portion of the Baird ISD technology infrastructure to promote a personal business and/or for personal gain.
- Forgery or attempted forgery of e-mail messages and/or data is prohibited. Do not attempt to read, delete, copy, or modify the e-mail and/or data of other network users.
- Employees are prohibited from downloading and/or installing unapproved files or software unless permission is granted by the Baird ISD Technology Department. All users must respect the legal protection provided by copyright license to programs and data. Installation of unlicensed software will not be permitted under any circumstance.
- Users must respect the privacy of others. Users shall not intentionally obtain copies of or modify files or data that belongs to anyone else without permission from the owner of the files/data. Users shall not distribute files or data that belongs to someone else without permission from the owner of the files/data.
- Employees shall not attempt to write, produce, copy, propagate or introduce any computer code designed to self-replicate, damage, change or otherwise hinder the performance of any computer's memory, file system, or software. Such software is known as a bug, virus, worm, Trojan, or similar name.
- Users shall not bypass Baird ISD security measures through means such as, but not limited to, online proxies, bootable media, IP spoofing, etc.

Inappropriate Use:

The use of the Baird ISD network and Internet services is a privilege, and inappropriate use will result in cancellation or suspension of this privilege and/or disciplinary action in accordance with District policies. Baird ISD administration will rule upon inappropriate use.

Possible consequences for Inappropriate Use:

- Suspension of access to the system and revocation of the computer system account
- Termination of employment
- Other disciplinary or legal action, in accordance with Baird Independent School District policies and applicable laws

I, _____ have read and understand Baird ISD's Technology Employee AUP and agree to abide by these policies.

Signature agreeing to abide by Baird ISD's Employee AUP

Date