

## **PERSONNEL SERVICES**

## **Policy 4650**

### **Performance Evaluations**

#### **Communication with Students by Electronic Media**

Employee personal communication with students, in all forms including oral and nonverbal shall be appropriate and consistent with Board policy. Personal communication shall be deemed to be inappropriate if such communication is sexual in nature; is sexually suggestive; suggests romantic activity with student or students; or is otherwise inconsistent with Board policy. Violation of this provision will result in disciplinary action up to and including dismissal.

Communications between employees and students will be primarily direct, oral or written in nature. Employees may not communicate with students, as well as former students, under age eighteen (18) via electronic media regardless of whether created or maintained by the employee or students. As restricted in this policy the phrase “electronic media” includes but is not limited to social networks, texting, and emails. This policy does not preclude electronic communication between students’ parents/guardians; or grandparents.

The District may provide official electronic media which may be utilized by employees for communication with students for dissemination of school related information (i.e. homework, practice schedules, supplemental instructional material.)

Re-Adopted: March 18, 2025

Adopted: November 15, 2011

Knox County R-I School District, Edina, Missouri