



Empower Generations

Employee BYOD Cell Phone Policy

Board Approved: June 18, 2025

Empower Generations extends its employees the privilege of using smartphones and tablets of their choosing at work for their convenience. Empower Generations reserves the right to revoke this privilege if users do not follow the BYOD agreement outlined below as well as the School Communication and Technology Use Policy outlined in the Employee Guidebook. Additionally, employees whose job duties require them to use a cell phone for business purposes are eligible for a monthly reimbursement. This agreement is intended to outline the terms of the monthly reimbursement and to protect the security and integrity of Empower Generations data and technology infrastructure.

1. **Policy:** Employees whose job duties include the frequent need for a cell phone and who do not have another means of communication provided by the employer may receive a Cell Phone Reimbursement Benefit to cover business-related costs associated with using their personal cell phone.
 - a. Empower Generations will not provide a Cell Phone Reimbursement benefit of an amount greater than the employee's current service plan.
 - b. The cell phone service is personally owned and may therefore be used for both personal and business calls.
 - c. As a general rule, cell phones should not be selected as an alternative if other means of communication are available to the employee – e.g., land-lines, radio phones, walkie-talkies. Employees who are able to use such alternative means for all communications necessitated by their job duties, and therefore do not need to use their cell phones for work purposes, are not eligible to receive the cell phone reimbursement.
2. **Cell Phone Reimbursement Benefit:**
 - a. **Eligibility:** Employees eligible for a cell phone reimbursement generally include department heads, supervisors, and full-time employees whose job duties regularly require emergency call back, irregular work hours or other job-related factors that require the employee to utilize a cell phone to perform their job duties. If any employee not otherwise eligible for cell phone reimbursement under this policy believes that he or she needs to use a personal cell phone to conduct Empower Generations business, the employee should contact his or her department head immediately to discuss whether he or she qualifies for a reimbursement.
 - b. **Reimbursement Amount:** The standard monthly cell phone reimbursement amount shall be as follows for all Empower Generations employees unless job classification, work location, and duties do not require employee-provided cell

phone reimbursement or reimbursement at different rates.

Position	Amount
School Director	\$75
iLeadership Resident	\$50
Office Manager, Business Manager, Maintenance Lead	\$35 (Full-Time) \$17.50 (Part-Time)
Educational Facilitator	\$25 (Full-Time) \$10 (Part-Time)

- c. Cell Phone Reimbursement Benefit Payment: The approved Cell Phone Reimbursement Benefit will be included in the employee's paycheck as a Cell Phone Reimbursement Benefit, provided the employee attests to the amount being less than the cost of their cell phone service. This benefit is not an increase to base pay, and will not be included in the calculation of percentage increases to base pay due to salary increases, promotions, etc.
- d. Employees who believe they are not being adequately reimbursed for work related usage of their personal cell phones are encouraged to consult with their department head, and should be prepared to submit their detailed cell phone bill indicating which charges and calls are business-related for reimbursement of actual charges that exceed the reimbursement amount.

3. Department Supervisor Responsibilities:

- a. Determine if reimbursements should be changed, continued, discontinued, or if an additional amount is needed;
- b. Notify Human Resources if the employee no longer requires a benefit due to responsibility changes or termination.

4. Employee Responsibilities:

1. Any employee who receives a cell phone reimbursement must provide their department head and the School's Technology Department with their current cell phone number and immediately notify both parties if the number changes.
2. The cell phone service is personally owned and may therefore be used for both personal and business calls.
 - a. Employees may choose the cellular service provider and plan design of their choice.
 - b. If available from the school's contracted cellular service provider, employees may be able to take advantage of discounts for their personal service plans if they utilize the same provider as the school.
3. An employee with a cellular telephone reimbursement must maintain an active cell phone contract for the life of the reimbursement.
4. Empower Generations will not be responsible for any fees associated with any change or cancellation of the employee's cell phone plan. For example, if an employee resigns and no longer wants to retain the current cell phone contract

for personal purposes, any cancellation charges will be the employee's responsibility.

5. Employee acknowledges Empower Generations Employment Guidebook- the phone numbers of employees who receive the cell phone reimbursement will be added to the Empower Generations email signature line, business cards, published in an internal Empower Generations directory, and may be provided both internally and externally for business purposes.

5. Independent Contractors, Consultants, and Non-Employee Board Members:

- a. Independent Contractors, Consultants, and Non-Employee Members are not eligible for a cell phone reimbursement and should submit requests for reimbursement for any properly reimbursable expenses pursuant to the procedures outlined in their individual contracts with Empower Generations.

6. Acceptable Use of Company-Owned Devices and Electronic Resources:

- a. Empower Generations defines acceptable business use as activities that directly or indirectly support the business of Empower Generations.
- b. Employees may be blocked from accessing certain websites during work hours/ while connected to the corporate network at the discretion of Empower Generations.
- c. Devices may not be used at any time to:
 - Store or transmit illicit (i.e. pornographic, obscene or sexually explicit) materials.
 - In any manner illegal (i.e. contrary to local state, or federal laws)
 - In any way that is harassing or offensive on the basis of any protected category, abusive, or threatening, defamatory, or intentionally damaging or violating the privacy of information of others.
 - Employees may use their mobile device to access the following company-owned resources: email, calendars, contracts, documents, etc.
 - Employees do not have any expectation of personal privacy in any matters stored in, created, received, or sent using company-owned devices or electronic resources.
 - Empower Generations has a zero-tolerance policy for texting or emailing while driving and only hands-free talking while driving is permitted.

7. Devices and Support

- a. Connectivity issues are not supported by the Empower Generations IT Department; employees should contact the device manufacturer or their carrier for operating system or hardware-related issues.

8. Security

- a. It is strongly encouraged that employees install "Find My Phone" application or another loss prevention application in case of loss or theft. It is the responsibility of the employee to change passwords on all Empower Generations Schools accounts, such as email accounts, as soon as loss or theft occurs.

- b. In order to prevent unauthorized access, devices are to be password protected when not in use.
- c. Devices are not to be shared ownership.
- d. Upon termination of employment, all data belonging to Empower Generations Schools is to be removed from device.