



Joseph Curtis
Superintendent

Pittsfield Public Schools
Administration Center
269 First Street
Pittsfield, MA 01201
www.pittsfield.net

Enclosure 4

jcurtis@pittsfield.net
Tel. 413-499-9512

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Good afternoon PPS Staff,

As educational staff and role models, we have the profound responsibility to uphold the highest standards in everything we do. Our actions, words, and attitudes set the example for our students, shaping their understanding of integrity, perseverance, and respect. By striving for excellence in our roles, we not only teach important academic lessons but also instill the values that will guide our students in becoming thoughtful, responsible, and compassionate individuals. This privilege and responsibility remind us daily of the impact we have on the next generation.

The following directive has been collaboratively developed by the Pittsfield Public Schools, the UEP, the PEAA, and the AFT in a cooperative effort.

Social Media

No staff member, regardless of their position within the organization, is permitted to have any current student (who isn't part of their immediate family) connected to their personal social media accounts. This is in place to maintain professional boundaries, protect the integrity of the student-staff relationship, and ensure a safe and respectful environment for all members of our school community.

Personal Cell Phone

No staff member, regardless of their position within the organization, may call, text, or message any current student of the Pittsfield Public Schools from their or any personal cell phone.

Important Note: Staff members may have pre-existing relationships with students in the community that are entirely separate from their professional roles within Pittsfield Public Schools. These relationships might stem from family connections, mentorship roles, participation in community organizations, community coaching outside of PPS, or other personal interactions unrelated to their employment with the district. In this case, we understand that phone numbers of minors may be on a staff member's phone and may be used.

While these connections are a natural part of community life, it is essential that staff members maintain clear boundaries between their personal relationships and their professional responsibilities. In all interactions, staff should ensure that their conduct aligns with the ethical and professional standards expected by Pittsfield Public Schools. This helps to uphold the integrity of our educational environment and reinforces our commitment to fostering a respectful and supportive space for all students.

Conclusion

By adhering to this guideline, we prioritize the privacy and well-being of our students while fostering appropriate and professional interactions. We encourage staff to use approved communication channels for all school-related matters to ensure clear, respectful, and boundary-appropriate communication. This directive reinforces our commitment to creating a supportive and professional educational environment for every student. If any staff member is found to not be in compliance with this directive, progressive disciplinary action will occur.

Joseph Curtis
Superintendent of Schools

Eric Lamoureux
PEAA President

Jeanne Lemmond
UEP President

Christine Bossana
AFT President