

EDUL6012: The Law and School Personnel

Spring 2008

Instructor: C. Thomas Holmes

- e-mail: ctholmes@uga.edu
- Office: 122 River's Crossing
 - [picture](#)
 - [curriculum vita](#)

Catalogue Course Description: The course is designed to acquaint the school leader with federal and state laws which impact on the personnel function of schools.

Instructor: C. Thomas Holmes

122 River's Crossing
The University of Georgia
Athens, GA 30602-4808

phone: (706) 542-0913
fax: (706) 542-5873
e-mail ctholmes@uga.edu

Text: Prager, D. K. (1998). *Due Process Requirements for Teacher Dismissal in Georgia* (2nd Ed.). Athens, GA

Course Objective: Students should develop a critical understanding of the legal underpinning of human resource activities in school systems. At the conclusion of this course the student is expected to know the legal parameters surrounding personnel decisions made by school officials. This includes being familiar with the major requirements of both federal and state law and the interpretations of those legal requirements made by the EEOC, the courts, and other agencies.

Course Topical Outline:

- Title VI & Title VII of the Civil Rights Act as amended
- Title IX of the Education Amendments
- Americans with Disabilities Act
- Family Medical Leave Act
- Sexual Harassment
- Georgia Fair Dismissal Laws

Grading: This course is graded on an S/U system.

There are several short quizzes. These are multiple choice and true/false. These quizzes must be taken but will only count as 25% toward your grade. They are for you to take following your reading and studying of the topics to allow you to decide to go on to the next topic. These quizzes may be retaken a second time. The course grade of "S" or "U" will be awarded based primarily on the quality of your responses to the 26 essay questions.

The essays may be turned in as a group project, **IF YOU CHAT ONLINE AND EVERYONE CLAIMING CREDIT PARTICIPATES IN THE CHAT SESSIONS.**

The University of Georgia's Distance Learning Academic Honesty Policy

Taking a course via distance learning provides special flexibility but also can lead to intentional or unintentional misuse of resources. The learning that takes place, as well as the credit awarded, is predicated on the assumption that students submit their own work unless instructed otherwise. Students should note the following statement, which also appears in the bulletin and the Student Handbook:

While Independent and Distance Learning is designed to allow students to learn on their own, outside the traditional classroom, students may have the opportunity to study with other students who are enrolled in the course or may choose to engage the services of a tutor. Such opportunities may enhance learning. All written assignments (i.e., lessons, projects, etc.) must be completed independently unless the instructor indicates otherwise. As in many classroom courses, students may find studying together beneficial-asking each other questions, reviewing texts, exploring or discussing course guide information and exercises. As in the classroom courses, what is not the individual student's own work must be clearly indicated. The following are some examples of (or can lead to) inappropriate collaboration, plagiarism, and misrepresentation:

- copying and submitting answers prepared by another or from a general source
- copying and submitting material from the Internet without acknowledgment
- submitting answers verbatim that have been agreed upon in a study group
- failing to give proper documentation to words and/or ideas of another that are not common knowledge
- permitting one's own work to be submitted as another's

Independent and Distance Learning instructors are committed to the principles of academic honesty and subscribe to the UGA Academic Honesty Policy guidelines for the definition and processes of academic integrity. All Independent and Distance Learning students are subject to these academic guidelines; Independent and Distance Learning instructors have and will initiate academic dishonesty proceedings if in their courses they find reasonable cause to do so.

All Independent and Distance Learning students are encouraged to read and understand A Culture of Honesty (the UGA Academic Honesty Policy) found at http://www.uga.edu/ovpi/academic_honesty/culture_honesty.htm. Printed copies of A Culture of Honesty may also be obtained from the office of the University of Georgia Vice President for Academic Affairs or from the Independent and Distance Learning office in summary form. Students may talk with their instructors and with Independent and Distance Learning student representatives about academic honesty. E-mail and/or telephone contact information is available in this course guide and in the Independent and Distance Learning Student Handbook.

Course Evaluation: At the conclusion of the semester students will evaluate the course by completing the College-Wide Evaluation.