

**FBLA: Handbook-Policy-Law Investigation:**

1. Read the school handbooks (student/parent) regarding each selected topics in Column A.
2. Note in Column B the name and citation of the policy aligned to the topic in A.
3. Identify the related legal case, mandate or law when appropriate in Column C.
4. Evaluate the alignment between the policy and the handbook topic.
5. Note if the handbook topic (a) does not need revision, alignment is appropriate, (b) needs some revision for clarification and alignment purposes, (c) needs extension revision or rewriting
6. In a summary paper, rewrite the handbook topics that warrant some revision or extensive and provide your rationale (legal cases, mandates, statutes)

A. Topic	B. Policy or handbook and citation -Number/code/title	C. Related legal cases & citations, laws, mandates	D. Revisions -(a) No revision is needed, alignment is appropriate -(b) Some revisions needed in clarification/alignment -(c) Extensive revision is needed  Describe revisions needed
<b>Student Handbook (4)</b>			
Searches: lockers, desks, cars	Handbook:pg. 32 board policy: 512 512.2 Personal 512.3 and 544 Lockers and desks 512.1 Cars 634 exh A - assessment program	Code of Iowa; 281 I.A.C. 12.3(6) Student responsibility and discipline <ul style="list-style-type: none"> <li>• <a href="#">SECTION 808A.2 - Searches of students, protected student areas, lockers, desks, and other facilities or spaces.</a></li> </ul> New Jersey vs. TLO The Fourth Amendment  Klump V. Nazareth Area School District	(b). Very thorough in board policy but I suggest adding a language in actual handbook in addition to the board policy reference where parents can go for more detailed information.  Cell Phone search cases: <a href="http://cyberbullying.us/when-can-educators-search-student-cell-phones/">http://cyberbullying.us/when-can-educators-search-student-cell-phones/</a>  Policy verbiage allowing cell phone confiscating (page 9) <a href="http://www.cms.k12.nc.us/mediaroom/Documents/2012-2013%20Student%20Code%20of%20Conduct%20%28English%29.pdf">http://www.cms.k12.nc.us/mediaroom/Documents/2012-2013%20Student%20Code%20of%20Conduct%20%28English%29.pdf</a>
Use of facilities			
Publications & Censorship			
Harassment/Bullying	Handbook pg. 31 Board Policy:	Iowa Code 281 12.3 (6) 12.3 (13) - not on board policy	(b) <b>12.3(13)</b> : Policy declaring harassment and bullying against state and school policy. This policy is not listed as a legal

	427 - Sexual and Other Harassment 545 - Equal Educational Opportunities; Prohibition of Harassment and Bullying of Students	John Doe and Jane Doe vs. Maine Township HS District 207 Davis vs. Monroe County Board of Education	reference on the board policy and it boldly addresses harassment and bullying in the IAC (Iowa Administrative Code).  Definitions and examples are included to provide a thorough policy on harassment/bullying. Complaint procedures are also given.  Date of revision is current Augusts 4, 2014
Discipline-suspension, expulsion	Handbook pgs. 13-15 Board Policy 509 - Student Behavior and Discipline. Board Policy 543 - Student Expressions.	Iowa Code: 281 chapter 12.3 (6) Wood vs. Strickland The Dixon vs. Alabama State Board of Education Civil Rights Act of 1871	(a) No revision is needed.
Electronic devices/technology	Handbook pg 28 Board Policy 448- responsibility for personal property Board policy 606A- appropriate Internet usage	Iowa Code 279.8 General rules — bonds of employees.  Case: G.C. v. Owensboro (Ky.) Public Schools (searching phone)  Evens v. Superior Court (Los Angeles Unified School Dist.) (1999)  <a href="http://law.justia.com/cases/california/court-of-appeal/4th/77/320.html">law.justia.com/cases/california/court-of-appeal/4th/77/320.html</a> (Students videoed science class)	(c) policy states only when should be out of bags and that it is not responsible for lost or broken Most cases deal with cell phone use and bus drivers <a href="http://eabbey.blogspot.com/2009/04/school-technology-policies-with-matt.html">http://eabbey.blogspot.com/2009/04/school-technology-policies-with-matt.html</a>  policy for searching cell phones could be added  A link that includes policies for cell phones, which includes the use of taking pictures and videos which is not stated in Urbandale’s handbook  <a href="http://north.school.boiseschools.org/modules/cms/pages.phtml?pageid=294962&amp;sessionid=2cc49f7664c9b7d0bc3b30559106b302&amp;sessionid=2cc49f7664c9b7d0bc3b30559106b302">http://north.school.boiseschools.org/modules/cms/pages.phtml?pageid=294962&amp;sessionid=2cc49f7664c9b7d0bc3b30559106b302&amp;sessionid=2cc49f7664c9b7d0bc3b30559106b302</a>
Student Records FERPA			Surveillance footage; considered part of student record (FERPA)
Dress Code	Handbook pgs. 17-18 Board Policy 541 - Student Appearance	Iowa Code 281 12.3 (6) - No code on dress attire found as this code pertains to student responsibility and discipline. This was a legal reference from the board policies.  Tinker vs. Des Moines	(b) change the comment: “We do ask students not to wear hats in school,” to “Hats are only to be worn with permission granted by administration.” This makes it much clearer as to what is required by the dress code.

		Newsom vs. Albemarle County School Board Bivens vs. Albuquerque Public Schools Canady vs. Bossier Parish School Board	
Field trips			
Insubordination/disrespect			
Before/after school expectations			
Surveillance Camera	Handbook pg 34- cameras on bus See Board Policy 703 - Transportation.	Iowa Code: Chapter 285, Chapter 321, 279.8 Brannen v. Bd. of Ed. Brannum v. Overton County School Board  <a href="http://www.cepi.vcu.edu/media/university-relations/cepi/pdfs/surveillance.pdf">www.cepi.vcu.edu/media/university-relations/cepi/pdfs/surveillance.pdf</a> - 79k - 2014-02-20	(c) The current policy only states the use of surveillance cameras on buses. The handbook should state regulations on the use of surveillance cameras in regards to FERPA as a resource to view as an educational record for behavior data.  Consider including a privacy policy
Attendance, grading			
<b>Faculty Handbook (2)</b>			
Teacher/employee conduct and appearance			
Political Activity	Handbook pg 45 Board policy 443		
Notification of Arrest			
Workplace Privacy and Searches	handbook pg14 Privacy of comm. disease	Code of Iowa; 281 I.A.C. 12.4(10), 12.4(11); 12.4(14), 282 I.A.C. 12.3(3)(d)	( b) no direct statements about searching employees. is it assumed policy is same for students as far as reasonable search

	<p>pg 37 Internet staff usage NOT private pg.40 Staff lockers searches pg. 43- personelle files pg 51 student searches</p> <p>Board Policy 544 and 512 Board Policy 430 - personnel files-release of information See Board Policy 428 - Employee Health</p>	<p>Shaul v. Cherry Valley Springfield Central School District</p>	<p>(Example found) <b><u>Employee Handbook - National Council on Teacher Quality</u></b></p>
Use of personal technology	<p>Handbook pgs. 37-38</p> <p>Board Policy 439 - Computer/Internet Usage</p>	<p>Middleton Education Association vs. Middleton-Cross Plains Area School District</p> <p>Schill v. Wisconsin Rapids School District (2010)</p>	<p>(b) Policies regarding the use of the Internet, email, and computers owned by the district are both in the employee handbook and part of the board policy, however the use of <u>personal</u> technology such as using personal cell phones is not acknowledged.</p> <p>Use of cell phone policy from Jackson County School District: <a href="http://www.jcsd.k12.ms.us/asupt/Handbook/12-13-StaffHandbk.pdf">http://www.jcsd.k12.ms.us/asupt/Handbook/12-13-StaffHandbk.pdf</a></p> <p>Additional site with cell phone policy and other personal technology for staff: <a href="http://www.pps.k12.or.us/departments/information-technology/9460.htm">http://www.pps.k12.or.us/departments/information-technology/9460.htm</a></p>

Iowa Code <https://www.legis.iowa.gov/docs/aco/supplement/03-21-2012.pdf>

Board Polcies - <http://www.urbandaleschools.com/policy/200-board-of-directors/228-board-policies/>

Cases: <http://drakeedlcasestudies.wikispaces.com/>