

Marion County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Staff Rights & Responsibilities	Descriptor Code: 5.600	Issued Date: 09/10/19
		Rescinds: 5.600	Revised: 07/12/21

1 In fulfilling any citizenship rights and responsibilities, employees shall give proper consideration to the
2 educational welfare of students and ensure that no conflict exists with their actual duties.

3 Each staff member has the right to:

- 4 1. A work environment free from sexual, racial, ethnic and religious discrimination/harassment.¹
- 5 2. Academic freedom within the confines of state law and board policy in order to create an
6 atmosphere of freedom in the classroom.

7 Each staff member has the responsibility to:

- 8 1. Make themselves familiar with and abide by, the laws of the state as these affect their work, the
9 policies of the Board and the procedures designed to implement them.²
- 10 2. To adhere to the Teacher Code of Ethics.³
- 11 3. Exercise good judgment in selecting issues for discussion and balance the relative maturity of
12 students and the students' right to know.
- 13 4. Be courteous and helpful in interacting and responding to parents, visitors and members of the
14 public.
- 15 5. Keep all records and prepare and submit promptly all reports that may be required by state law,
16 state board regulations, board policy and administrative procedures.
- 17 6. Wear appropriate dress for work according to board guidelines and local school rules.

Legal References

1. 42 USCS § 2000e-2(a)-(b); TCA 49-6-8002 through 8006
2. TCA 49-5-201
3. TCA 49-5-1001-1007

Cross References

Curriculum Development 4.200
Religion in the Curriculum 4.804