Murfreesboro City School Board

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Staff Rights & Responsibilities**	**5.600**	**03/12/19** **09/26/17**
		Rescinds: **PER 6**	Issued: **04/01/12**

Each employee serves as a representative of the school district. The district is judged by its employees. All employees should strive to maintain standards of ethical behavior which will not detract from the educational process.

Employees are expected to have the ability to abide by the following minimum standards of ethical behavior:

1. To maintain a two-way communication with pupils, parents, staff members, and community.
2. To solve problems which arise in a just and equitable manner.
3. To grow in skill and understanding in the job assigned.
4. To interpret the system's goals and operations to the public.
5. To refrain from any activities or dealings which would personally enhance the employee to the detriment of the system.
6. To abide by established procedures for airing complaints and grievances.

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

Each staff member has the right to:

1. A work environment free from sexual, racial, ethnic and religious discrimination/harassment.[1]

2. Academic freedom within the confines of state law and board policy in order to create an atmosphere of freedom in the classroom.

Each staff member has the responsibility to:

1. Make themselves familiar with and abide by, the laws of the state as these affect their work, the policies of the Board and the procedures designed to implement them.[2]

2. To adhere to the Teacher Code of Ethics.[3]

3. Exercise good judgment in selecting issues for discussion and balance the relative maturity of students and the students' right to know.

4. Be courteous and helpful in interacting and responding to parents, visitors and members of the public.

5. Keep all records and prepare and submit promptly all reports that may be required by state law, state board regulations, board policy and administrative procedures.

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—8006, Title VII of the Civil Rights Act of 1964
2. TCA 49-5-201
3. TCA 49-5-1001—et.seq