

Dickson County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Staff Rights and Responsibilities	Descriptor Code: 5.600	Issued Date: 09/28/23
		Rescinds: 5.600	Issued: 08/23/12

1 Each employee serves as a representative of the school system. The system is judged by its
2 employees. All employees should strive to maintain standards of ethical behavior which will not
3 detract from the educational process. Employees are expected to have the ability to abide by the
4 following minimum standards of ethical behavior:

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

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

14 Each Staff member has the right to:¹

- 15 1. A work environment free from sexual, racial and religious discrimination/harassment t²
- 16 2. Be treated with civility and respect as well as having his/her professional judgement and
17 discretion respected;
- 18 3. Report any errant, offensive or abusive content or behavior of a student to the principal and/or
19 appropriate agencies;
- 20 4. Provide students with a safe environment;
- 21 5. Defend themselves and their students from physical violence or harm;³
- 22 6. Share information regarding a student's educational experience, health, or safety with the
23 student's parents/guardian unless otherwise prohibited;⁴
- 24 7. Review all instructional material or curriculum before being utilized by students;
- 25 8. Not be required to use his/her personal money to appropriately equip a classroom;

¹ TCA 49-5-209; Public Acts of 2023, Chapter No. 153

² 42 USCA § 2000e-2(a), (b); TCA 49-6-8004

³ TCA 49-6-2802

⁴ 20 USCA § 1232g

- 1 9. Report students who commit offenses of assault and battery or vandalism on school property
2 endangering the life, health or safety of others pursuant to state law⁵, and
3 10. Receive benefits in accordance with state law if the educator is a teacher who is on leave due to
4 a physical assault or other violent criminal act committed during the course of employment.⁶

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6 Each staff member has the responsibility to:

- 7 1. Make themselves familiar with and abide by, the laws of the state as these affect their work, the
8 policies of the Board and the procedures designed to implement them.
9 2. Adhere to the Teacher Code of Ethics to the extent applicable;⁷
10 3. Exercise good judgement in selecting issues for discussion and balance the relative maturity of
11 his/her students and the students' right to know.
12 4. Be courteous and helpful in interacting and responding to parents, visitors and members of the
13 public.
14 5. Keep all records and prepare and submit promptly all reports that may be required by state law,
15 state board regulations, board policy and administrative procedures.
16 6. Wear appropriate dress for work according to board guidelines and local school rules.
17 7. Refrain from smoking, using, or consuming tobacco while performing official duty in the
18 presence of students.
19 8. Inform one's immediate supervisor of an arrest or detainment at the earliest possible in stance.
20 The supervisor will immediately report this to the Director to Schools.

⁵ TCA 49-6-4301

⁶ TCA 49-5-714

⁷ TCA 49-5-1001 *et seq*