

Lakeland School System

Monitoring: Review: Annually, in February	Descriptor Term: Staff Rights & Responsibilities	Descriptor Code: 5.600	Issued Date:
		Rescinds:	Issued:

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;²
- 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 **Educators have the right to:¹**

- 8 **1. Be treated with civility and respect as well as having his/her professional judgement and
9 discretion respected;**
- 11 **2. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or
12 appropriate agencies;**
- 13 **3. Provide students with a safe environment;**
- 14 **4. Defend themselves and their students from physical violence or harm;³**
- 15 **5. Share information regarding a student's educational experience, health, or safety with the
16 student's parent(s)/guardian(s) unless otherwise prohibited;⁴**
- 17 **6. Review all instructional material or curriculum before being utilized by students; and**
- 18 **7. Not be required to use his/her personal money to appropriately equip a classroom.**

24 Each staff member has the responsibility to:

- 25 1. Make themselves familiar with and abide by, the laws of the state as these affect their work, the
26 policies of the board and the procedures designed to implement them;⁵
- 27 2. To adhere to the Teacher Code of Ethics;⁶
- 28 3. Exercise good judgment in selecting issues for discussion and balance the relative maturity of
29 students and the students' right to know;

- 1 4. Be courteous and helpful in interacting and responding to parents, visitors and members of the
- 2 public;
- 3 5. Keep all records and prepare and submit promptly all reports that may be required by state law,
- 4 state board regulations, board policy and administrative procedures; and
- 5 6. Wear appropriate dress for work according to board guidelines and local school rules.

Legal References

1. Public Chapter No. 360
2. 42 USCS § 2000e-2(a)—(b); TCA 49-6-8002—8006
3. TCA 49-6-4008
4. 20 USCA 1232g
5. TCA 49-5-201
6. TCA 49-5-1001—1005

Cross References

- Curriculum Development 4.200
Controversial Issues 4.800
Religion in the Curriculum 4.804