

Obion County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Procedure for Granting Tenure	Descriptor Code: 5.117	Issued Date: 09/11/06
		Rescinds: 5.117	Issued: 06/07/04

1 The Board of Education will grant tenure only to those teachers who can present documentation of a
2 record of excellence as a teacher and who are determined by State guidelines to be considered a "highly
3 qualified" teacher or those making appropriate progress toward achieving that status. The director of
4 schools is responsible for documenting and presenting the recommendation for tenure to the Board of
5 Education.¹

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7 Documentation of a record of excellence in teaching must include:

- 8 1. Consistently high ratings on evaluations conducted by the principal and/or other evalu-
9 tors
- 10 2. Specific evidence of effectiveness in teaching students (if appropriate):
11 (a) test scores
12 (b) narrative descriptions of specific examples of effectiveness with students
13 (c) letters from parents
- 14 3. Record of attendance for the last three years
- 15 4. Documentation of strongly favorable student response
- 16 5. Letter from the principal summarizing reasons for recommendation of tenure
- 17 6. Other indicators of effectiveness may be included

18 The following additional guidelines will apply:

- 19 1. The decision to grant tenure is solely within the discretion of the Board of Education.²
- 20 2. The director of schools will recommend persons eligible for tenure at a board meeting
21 in ample time for the director of schools to provide notice of non-renewal to each teacher
22 not granted tenure prior to April 15 of the year of eligibility.³
- 23 3. Only those teachers who receive a majority vote of the membership of the Board will be
24 granted tenure.
- 25 4. Teachers who earn tenure will be honored by the Board in a special ceremony, either at
26 a board meeting or in some other special public event.
- 27 5. A teacher who is eligible for tenure, but tenure is denied, shall not be rehired beyond the
28 contract year.
- 29 6. No person eligible for tenure who has been denied tenure by the Board of Education shall
30 be employed in the school system in any position which requires a license.

31 32 **Teacher Returning to Employment**

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34 A teacher who has attained tenure status in the school system and later resigns shall serve a one-year
35 probationary period upon reemployment, unless the probationary period is waived by the Board upon
36 request of the director of schools. Upon completion of the one-year period, the teacher shall either be
37 recommended by the director for tenure or non-renewed. If tenure is not granted, the teacher cannot
38 continue in employment.⁴

39 Legal References:

- 40 1. TCA 49-2-301(b)(1)(J)
- 41 2. TCA 49-2-203(1)
3. TCA 49-5-504
4. Public Acts 2006, Public Chapter 574