

Tennessee School Boards Association

Monitoring: Review: Annually, in February	Descriptor Term: <h2 style="text-align: center;">Procedure for Granting Tenure</h2>	Descriptor Code: <h3 style="text-align: center;">5.117</h3>	Issued Date:
		Rescinds:	Issued:

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:

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- 9 1. Consistently high ratings on evaluations conducted by the principal and/or other evaluators
- 10 2. Specific evidence of effectiveness in teaching students (if appropriate):
- 11 (a) test scores, including the annual estimate of teacher effect on student progress²
- 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
 19 The following additional guidelines will apply:

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

33 **Teacher Returning to Employment**

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

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 41 Legal References:
 42 1. Tenn. Code Ann. § 49-2-301(b)(1)(J)
 43 2. Tenn. Code Ann. § 49-1-606(a)
 3. Tenn. Code Ann. § 49-2-203(1)
 4. Tenn. Code Ann. § 49-5-504

PUBLIC CHAPTER NO. 798

HOUSE BILL NO. 2772

By Representatives Montgomery, Hardaway

Substituted for: Senate Bill No. 3067

By Senators Woodson, Gresham, Burks, Bunch

AN ACT to amend Tennessee Code Annotated, Title 49, Chapter 5, Part 4, relative to continuing contracts.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-5-409(b)(2), is amended by deleting the language "April 15" and by substituting instead the language "May 15".

SECTION 2. Tennessee Code Annotated, Section 49-5-409(c), is amended by deleting the language "April 15" and by substituting instead the language "May 15".

SECTION 3. This act shall take effect upon becoming a law, the public welfare requiring it.

PASSED: April 5, 2010



KENT WILLIAMS, SPEAKER
HOUSE OF REPRESENTATIVES



RON RAMSEY
SPEAKER OF THE SENATE

APPROVED this 19th day of April 2010



PHIL BREDESEN, GOVERNOR