

# Obion County Board of Education

Monitoring:  <b>Review: Annually, in February</b>	Descriptor Term:  <h2 style="text-align: center;">Procedure for Granting Tenure</h2>	Descriptor Code: <b>5.117</b>	Issued Date: <b>09/08/15</b>
		Rescinds: <b>5.117</b>	Issued: <b>01/12/15</b>

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  
 3 "highly qualified" teacher or those making appropriate progress toward achieving that status. The  
 4 director of schools is responsible for documenting and presenting the recommendation for tenure to the  
 5 Board of Education.<sup>1</sup>

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

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

16 The following additional guidelines will apply:

- 17 1. The decision to grant tenure is solely within the discretion of the Board of Education.<sup>2</sup>
- 18 2. The director of schools will recommend persons eligible for tenure at the April board  
 19 meeting in ample time for the director of schools to provide notice of non-renewal to each  
 20 teacher not granted tenure within five (5) business days following the last instructional day of  
 21 the school year.<sup>3</sup> Tenure granted will be pending receipt of required teacher evaluation scores  
 22 from the State (4 or 5).
- 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 a  
 26 board meeting or in some other special public event.

1           5. A teacher who is eligible for tenure, but tenure is denied, shall not be rehired beyond the  
2 contract year.

3           6. No person eligible for tenure who has been denied tenure by the Board of Education shall be  
4 employed in the school system in any position which requires a license.

### 5 **Teacher Returning to Employment**

6 A teacher who has attained tenure status in the school system and later resigns shall serve a one-year  
7 probationary period upon reemployment, unless the probationary period is waived by the Board upon  
8 request of the director of schools. Upon completion of the one-year period, the teacher shall either be  
9 recommended by the director for tenure or non-renewed. If tenure is not granted, the teacher cannot  
10 continue in employment.<sup>4</sup>

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#### Legal References

1. Tenn. Code Ann. § 49-2-301(b)(1)(J)
2. Tenn. Code Ann. § 49-1-606(a)
3. Tenn. Code Ann. § 49-2-203(1)  
Public Acts of 2015, Chapter No. 232
4. Tenn. Code Ann. § 49-5-504 (b)  
Tenn. Code Ann. § 49-5-504(d)