

Obion County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Procedure for Granting Tenure	Descriptor Code: 5.117	Issued Date: 01/12/15
		Rescinds: 5.117	Issued: 10/04/10

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.¹

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 progress²
 - 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.²
- 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 prior to June 15 of the year of eligibility.³ Tenure granted will be
21 pending receipt of required teacher evaluation scores from the State (4 or 5).
- 22 3. Only those teachers who receive a majority vote of the membership of the Board will be
23 granted tenure.
- 24 4. Teachers who earn tenure will be honored by the Board in a special ceremony, either at a
25 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.⁴

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)
4. Tenn. Code Ann. § 49-5-504 (b)
Tenn. Code Ann. § 49-5-504(d)