

Weakley County Board of Education



Monitoring:

Descriptor Term:

Procedure for Granting Tenure

Descriptor Code:

5.117

Issued Date:

6/7/2018

1
2 The Board of Education will grant tenure subject to provisions of Tennessee state law governing
3 tenure. The superintendent and/or his/her designees are responsible for documenting and presenting
4 the recommendation for tenure to the Board of Education.¹

5
6 Documentation of a record of excellence in teaching and/or other administrative responsibilities
7 should include but is not limited to:

- 8 1. Appropriate and consistent ratings on evaluations conducted by the principal and/or other
9 evaluators
- 10 2. Specific evidence of effectiveness in teaching students and/or executing job responsibilities
11 can include but is not limited to:
 - 12 a. Positive student achievement as indicated by test scores
 - 13 b. Narrative descriptions of specific examples of effectiveness with students
 - 14 c. Letters from parents or patrons
 - 15 d. Letters of commendation and/or other accolades
- 16 3. Record of attendance for the last five (5) years
- 17 4. Other documentation and indicators of effectiveness may be included.

18
19 The following additional guidelines will apply:

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

32 33 **Teacher Returning to Employment**

34 A teacher who has attained tenure status in the school system and later resigns shall serve a two-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 two-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

Legal References:

¹ TCA 49-2-301(b)(1)(J)

² TCA 49-2-203

³ TCA 49-5-504

⁴ TCA 49-5-504(d)