

Germantown Municipal School District

Monitoring: Review: Annually, in February	Descriptor Term: Professional Employment	Descriptor Code: 5.102	Issued Date: 03/19/18
		Rescinds: 5.102	Issued: 03/29/16

1 The Board of Education recognizes that it is vital to the successful operation of the District that
2 positions created by the Board will be filled with highly qualified and competent personnel who are
3 citizens of the United States or who are otherwise legally permitted to work in the United States.

4 APPLICATION

5 An individual desiring a position with the Germantown Municipal School District will make
6 application to the superintendent on approved forms. To ensure safety, and welfare of all school
7 stakeholders, the district will follow these guidelines:

- 8 1) Criminal history record checks and fingerprinting of all applicants for teaching and non-
9 teaching positions upon an offer for employment; substitute teachers and non-substitute
10 employees will not be reimbursed.
11
- 12 2) Thorough background checks will be assigned to the superintendent. All hiring decisions are
13 contingent upon satisfactory background checks.
- 14 3) Falsifying any application information will constitute a Class A misdemeanor which will be
15 reported to the Attorney General for prosecution.
- 16 4) Full disclosure of any prior criminal record and any prior dismissals for cause is required for
17 any person seeking employment as director of schools, principal, professor, teacher, tutor,
18 instructor or any other person having any responsibility over the custody and care of students.
19 Failure to disclose is a Class A misdemeanor and the applicant and/or employee will forfeit his
20 employment opportunity.

21 EMPLOYMENT

22 Such approval shall be given only to those candidates for employment recommended by the
23 Superintendent.¹

24 No person shall be employed:²

- 25 1) Who does not hold a valid license to teach from the State Board of Education, *if required by the*
26 *position*;³
27
- 28 2) Who does not present a physician's certificate showing a satisfactory health record or has any
29 contagious or communicable disease in such form that might endanger the health of school
30 children;⁴
31

- 1 3) Who refuses to take and subscribe to an oath to support the Constitution of the State of
2 Tennessee and of the United States of America;
3
- 4 4) Who fails to make a full disclosure of any prior criminal record and any prior dismissals from
5 employment for cause;⁵
6
- 7 5) Who does not receive a satisfactory background check;⁶ or
8
- 9 6) No person who advocates the overthrow of the American government or who is a member of a
10 political party subscribing to a political faith that advocates the overthrow of the American
11 government.⁷

12 Any professional staff member's misstatement of fact material to qualifications for employment or the
13 determination of salary shall constitute grounds for dismissal.

14 No candidate for employment as a professional staff member shall receive recommendation for such
15 employment without having proffered visual evidence of proper licensing or that application for such
16 licensing is in process. Said licensing shall meet the minimum requirements of State law for the
17 position for which s/he is being recommended.^{1,3}

18 **REQUIREMENTS FOR TEACHERS**

19 All teachers shall be "highly qualified."

20 "Highly Qualified" means:

- 21 A. Full State certification as a teacher (including an alternative educator license) or passed State
22 teacher licensing exam and holds current license to teach; certification or license requirements
23 may not be waived on a temporary basis
24
- 25 B. For elementary teachers new to the profession, this also requires:
26
 - 27 1. At least a bachelor's degree
 - 28 2. Passing a rigorous State test on subject knowledge and teaching skills in reading,
29 writing, math, and other areas of elementary curriculum (State certification test may
30 suffice)
31
- 32 C. For secondary or middle school teachers new to the profession this also requires:
33
 - 34 1. At least a bachelor's degree, and
 - 35 2. Passing a rigorous State test in each of the subject areas s/he will teach (State
36 certification test may suffice), or
 - 37 3. For each academic subject taught, having an academic major, course work equivalent
38 to an undergraduate major, a graduate degree, or advanced certification or credentialing
39
- 40 D. For elementary, middle, or secondary school teachers with prior experience, this also requires;
41

- 1 1. At least a bachelor's degree, and
- 2 2. Meets standards for new teachers (above), or
- 3 3. Demonstrates competence in all academic subjects s/he teaches based on a uniform
- 4 State standard of evaluation (standard for academic subject matter and teaching skills
- 5 set by the State)

6 **MEDICAL REQUIREMENTS⁴**

7 The GMSD board recognizes its responsibility to protect the health of its employees. All employees,
8 upon initial employment, should provide a health statement on a health document provided by the
9 District Office that reveals a lack of having an infectious disease as tuberculosis, or any other
10 contagious or communicable disease which would endanger the school community. Examinations and
11 or future medical statements of clearance will be required thereafter at intervals determined by the
12 State Department of Public Health and approved by the Commissioner of Education.

Legal References

1. TCA § 49-2-203
2. TCA § 49-5-101
3. TCA § 49-5-403
4. TCA § 49-5-404
5. TCA § 49-5-406
6. TCA § 49-5-413
7. TCA § 49-5-202