

Kingsport City Schools

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| Monitoring: Review: Annually, in February | Descriptor Term: Procedure for Granting Tenure | Descriptor Code: 5.117 | Issued Date: 02/03/11 |
| | | Rescinds: | Issued: |

1 The Board of Education may grant tenure to those teachers who have proved to be or who show promise
2 of being outstanding teachers. The Superintendent of Schools shall make recommendations for tenure
3 to the Board.

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5 Documentation supporting the Superintendent's recommendation must include summative evaluations,
6 attendance records, evidence of professional growth activities and any other supporting evidence (e.g.,
7 special honors, awards and continuing education).

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9 The following process shall be used for granting tenure:

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11 The Superintendent shall annually present the names of all persons eligible and recommended for
12 tenure to the members of the Board by June 15.

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14 The decision of whether or not to grant tenure to each recommended candidate is at the discretion
15 of the Board.

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17 Only those teachers who receive a majority vote of the membership of the Board shall be granted
18 tenure.

19
20 Prior to June 15 of the year of eligibility, the Superintendent shall give notice of non- renewal to
21 each teacher recommended but not approved for tenure by the Board.

22
23 Teachers recommended for tenure but not approved by the Board shall be non- renewed and
24 shall not be reemployed by the System in any tenure-track position for the succeeding five year period.

25
26 Tenured teachers who resign and subsequently return to employment with Kingsport City Schools
27 shall be required to serve a two-year probationary period before being eligible for tenure. After comple-
28 tion of the probationary period, the Superintendent shall non-renew or recommend the teacher to the
29 Board for tenure.

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37 Legal Reference:
38 TCA 49-2-301(b)(1)(J)
39 TCA 49-5-504(b)
40 TCA 49-5-504(d)
41 TCA 49-2-203(1)
42 TCA 49-5-409
43 TCA 49-5-509

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37 Cross Reference:
38 School Board Legal Status and Authority 1.100