

Lakeland Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Procedure for Granting Tenure	Descriptor Code: 5.117	Issued Date: 07/13/15
		Rescinds: 5.117	Issued: 05/12/14

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 superintendent is responsible for documenting and presenting the recommendation for tenure to the
5 Board of Education.¹

6 Any teacher who meets all of the following requirements is eligible for "tenure".

- 7 1. Has a degree from an approved four-year college or any career and technical teacher who has
8 the equivalent amount of training established and licensed by the state board of education;
- 9 2. Holds a valid teacher license, issued by the state board of education, based on training covering
10 the subjects or grades taught;
- 11 3. Has completed a probationary period of five (5) school years or not less than forty-five (45)
12 months within the last seven-year period, the last two (2) years being employed in a regular
13 teaching position rather than an interim teaching position;
- 14 4. Has received evaluations demonstrating an overall performance effectiveness level of "above
15 expectations" or "significantly above expectations" as provided in the evaluation guidelines
16 adopted by the state board of education pursuant to §49-1-302, during the last two (2) years of
17 the probationary period; and
- 18 5. Is reemployed by the superintendent for service after the probationary period.

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20 The following additional guidelines will apply:

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

34 **Teacher Returning to Employment**

1 A teacher who has attained tenure status in the school system and later resigns shall serve a two-year
2 probationary period upon reemployment, unless the probationary period is waived by the Board upon
3 request of the superintendent. Upon completion of the two-year period, the teacher shall either be
4 recommended by the superintendent for tenure or non-renewed. If tenure is not granted, the teacher
5 cannot 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. § 49-5-409
Public Acts of 2015, Chapter No. 232