

# Rutherford County Board of Education

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Procedure for Granting Tenure</b>	Descriptor Code: <b>5.117</b>	Issued Date: <b>08/13/15</b>
		Rescinds: <b>5.117</b>	Issued: <b>07/28/10</b>

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.<sup>1</sup>

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 progress<sup>2</sup>
  - 10 (b) narrative descriptions of specific examples of effectiveness with students
  - 11 (c) letters from parents
- 12 3. Record of attendance for the last five 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.<sup>3</sup>
- 18 2. The director of schools will recommend persons eligible for tenure at a board meeting in ample  
19 time for the director of schools to provide notice of non-renewal to each teacher not granted tenure  
20 within five (5) business days following the last instructional day for the school year.<sup>4</sup>
- 21 3. Only those teachers who receive a majority vote of the membership of the Board will be granted  
22 tenure.
- 23 4. Teachers who earn tenure will be honored by the Board in a special ceremony, either at a board  
24 meeting or in some other special public event.
- 25 5. A teacher who is eligible for tenure, but tenure is denied, shall not be rehired beyond the contract  
26 year.
- 27 6. No person who has been denied tenure by the Board of Education shall be employed in the school  
28 system in any position which requires a license.

## 29 **Teacher Returning to Employment**

30 A teacher who has attained tenure status in the school system and later resigns shall serve a two-year  
31 probationary period upon reemployment, unless the probationary period is waived by the Board upon  
32 request of the director of schools. Upon completion of the two-year period, the teacher shall either be

- 1 recommended by the director for tenure or non-renewed. If tenure is not granted, the teacher cannot
- 2 continue in employment.<sup>4</sup>

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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