

## Franklin Special 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>09/21/15</b>
		Rescinds: <b>5.117</b>	Issued: <b>06/10/13</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 "highly  
3 qualified" teacher or those making appropriate progress toward achieving that status. The director of  
4 schools is responsible for documenting and presenting the recommendation for tenure to the Board of  
5 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. Letter from the principal summarizing reasons for recommendation of tenure
- 14 5. Other indicators of effectiveness may be included

15 The following additional guidelines will apply:

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

### 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 probationary period, the teacher

- 1 shall either be recommended to the Board by the director for tenure or non-renewed. If tenure is not
- 2 granted, the teacher cannot 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