

DICKSON COUNTY BOARD OF EDUCATION

Monitoring: Review: Annually, in February	Descriptor Term: Procedure for Granting Tenure	Descriptor Code: 5.117	Issued Date: 8-27-15
		Rescinds:	Issued: August 2015

1 The Board of Education will grant tenure only to those teachers who can present documentation
2 of a record of excellence as a teacher. The Director of Schools is responsible for documenting
3 and presenting the recommendation for tenure to the Board of Education.
4

5 Any teacher who meets all of the following requirements is eligible for tenure:
6

- 7 1. Has a degree from an approved four-year college or any career and technical teacher who
8 has the equivalent amount of training established and licensed by the state board of
9 education;
10
- 11 2. Holds a valid teacher license, issued by the state board of education, based on training
12 covering the subjects or grades taught;
13
- 14 3. Has completed a probationary period of five (5) school years or not less than forty-five
15 (45) months within the last seven-year period, the last two (2) years being employed in a
16 regular teaching position rather than an interim teaching position;
17
- 18 4. Has received evaluations demonstrating an overall performance effectiveness level of
19 "above expectations" or "significantly above expectations" as provided in the evaluation
20 guidelines adopted by the state board of education pursuant to § 49-1-302, during the last
21 two (2) years of the probationary period; and
22
- 23 5. Is reemployed by the director of schools for service after the probationary period.
24

25 The following additional guidelines will apply:
26

- 27 1. The decision as to whether or not to grant tenure is solely within the discretion of the
28 Board of Education.
29
- 30 2. The Director of Schools will present the names of all persons eligible for tenure including
31 an indication of which are recommended for tenure at a board meeting in ample time for
32 the Director of Schools to provide notice of non-renewal to each teacher not granted
33 tenure within five (5) business days following the last instructional day for the school
34 year.
35
- 36 3. Only those teachers who receive a majority vote of the membership of the Board will be
37 granted tenure.
38
- 39 4. No person who is eligible for tenure who has not been granted tenure by the Board of
40 Education shall be employed in the school system in any position which requires a
41 license.
42

DICKSON COUNTY BOARD OF EDUCATION

- 1 5. A teacher who has attained tenure status in a school system and later resigns from the
2 system shall serve a two-year probationary period upon reemployment by the system,
3 unless the probationary period is waived by the board of education upon request of the
4 director of schools. Upon completion of the two-year probationary period, the teacher
5 shall be eligible for tenure and shall be either recommended by the director of schools
6 for tenure or non-renewed; provided, however, that the teacher cannot be continued in
7 employment if tenure is not granted by the board of education.
8
- 9 6. Any teacher who, after acquiring tenure status (after July 1, 2011), receives two (2)
10 consecutive years of evaluations demonstrating an overall performance effectiveness
11 level of "below expectations" or "significantly below expectations", as provided by the
12 evaluation guidelines adopted by the state board of education pursuant to § 49-1-302,
13 shall be returned to probationary status by the director of schools until the teacher has
14 received two (2) consecutive years of evaluations demonstrating an overall performance
15 effectiveness level of "above expectations" or "significantly above expectations". When
16 a teacher who has returned to probationary status has received two (2) consecutive years
17 of evaluations demonstrating an overall performance effectiveness level of "above
18 expectations" or "significantly above expectations", the teacher is again eligible for
19 tenure and shall be either recommended by the director of schools for tenure or non-
20 renewed; provided, however, that the teacher cannot be continued in employment if
21 tenure is not granted by the board of education.
22
23
24
25

26 Legal References:

- 27 1. Tenn. Code Ann. § 49-2-301(b)(1)(J)
28 2. Tenn. Code Ann. § 49-1-606(a)
29 3. Tenn. Code Ann. § 49-2-203(1)
30 4. Tenn. Code Ann. § 49-5-504 (b); Tenn. Code Ann. § 49-5-409