

## GERMANTOWN MUNICIPAL SCHOOL DISTRICT

---

The Board of Education will grant tenure only to those teachers who can present documentation of a record of excellence as a teacher and who are determined by State guidelines to be considered a “highly qualified” teacher or those making appropriate progress toward achieving that status. The Superintendent is responsible for documenting and presenting the recommendation for tenure to the Board of Education.<sup>1</sup>

Teachers shall meet the following requirements prior to becoming eligible for tenure status:

1. Served five (5) school years or not less than forty-five (45) months within a seven-year period as a probationary teacher; and
2. Received evaluations demonstrating an overall performance effectiveness level of “above expectations” or “significantly above expectations” provided by the evaluation guidelines adopted by the State Board of Education<sup>2</sup> during the last two (2) years of the teacher’s probationary period.

Other factors used in determining the recommendation for tenure may include but are not limited to:

1. Specific evidence of effectiveness in teaching students (if appropriate):
  - a) Narrative descriptions of specific examples of effectiveness with students
  - b) Letters from parents
2. Record of attendance for the last three years;
3. Documentation of strongly favorable student responses;
4. Letter from the principal summarizing reasons for recommendations of tenure; and
5. Other indicators of effectiveness.

The following additional guidelines will apply:

1. The decision as to whether or not to grant tenure is solely within the discretion of the Board of Education,<sup>3</sup>
2. Once a teacher is eligible for tenure, the teacher shall be either recommended by the Superintendent for tenure or nonrenewal; provided, however, that the teacher cannot be continued in employment if tenure is not granted by the

**Date Published**  
June 2, 2014

**Revision History**  
May\_\_2017

**Review**  
Annually in May

Board of Education;<sup>1</sup>

3. Only those teachers who receive a majority vote of the membership of the Board will be granted tenure;
4. Teachers who earn tenure will be honored by the Board in a special ceremony, either at a board meeting or in some other special public event.
5. A teacher, who meets the state's eligibility requirements for tenure, but tenure is denied, shall not be continued in employment. **Non-renewal notification for each teacher not guaranteed tenure must be within five (5) business days following the last instructional day of the school year.**
6. No person who is eligible for tenure who has not been granted tenure by the Board of Education shall be employed in the school system in any position which requires a license.
7. A teacher who does not meet the eligibility requirements for tenure may continue teaching on a year to year contract as probationary teacher until the teacher is eligible for tenure.
8. Any teacher who, after acquiring tenure status later than July 1, ~~2012~~, **2011** receives two (2) consecutive years of evaluations demonstrating an overall performance effectiveness of "below expectations" or "significantly below expectations" as provided by the evaluation guidelines adopted by the State Board of Education<sup>2</sup> shall be returned to probationary status by the Superintendent until the teacher has received two (2) consecutive years of evaluations demonstrating an overall performance effectiveness level of "above expectations" or "significantly above expectations". At that time, the teacher is again eligible for tenure and shall either be recommended by the Superintendent for tenured or non-renewed.

#### **TEACHER RETURNING TO EMPLOYMENT**

A teacher who has attained tenure status in the school system and later resigns shall serve a two (2) year probationary period upon reemployment, unless the probationary period is waived by the Board upon request of the Superintendent. Upon completion of the two (2) probationary period, the teacher shall be eligible for tenure and either be recommended by the Superintendent for tenure or non-renewed. If tenure is not granted, the teacher cannot continue in employment.<sup>3</sup>

#### References/Authority

1. TCA § 49-5-504
2. TCA § 49-1-302
3. TCA § 49-5-504(d)