

<b>Section G:</b>  <b>Human Resources</b>	<b>Knox County Board of Education Policy</b>		
	<b>Tenure</b>	Descriptor Term:	Descriptor Code: Issued:
			<b>G-330</b> <b>7/95</b>
		Reviewed:	Revised:
	<b>3/23</b>	<b>6/17</b>	

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

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

Tenure is granted only upon recommendation by the Director of Schools and by approval of the Board<sup>2</sup> and is obtained in the system, not in a specific position.<sup>3</sup>

Individuals involved in coaching shall be considered teachers first and coaches second, and shall hold tenure as teachers and not as coaches.

### **RE-EMPLOYMENT OF TENURED TEACHER**

A teacher who has attained tenure status in a school system and later resigns from the system shall serve a two-year probationary period upon reemployment by the system, unless the probationary period is waived by the Board upon request of the Director of Schools. Upon completion of the two-year probationary period, the teacher shall be eligible for tenure and shall be either recommended by the director of schools for tenure or non-renewed; provided, however, that the teacher cannot be continued in employment if tenure is not granted by the Board.<sup>4</sup>

#### **Legal References:**

1. T.C.A. § 49-5-501; 49-5-503; § 49-5-504.
2. Snell v. Brothers, 527 S.W. 114, (Sup. Ct. 1975).
3. State v. Yoakum, 297 S.W. 2d 635 (1956).
4. T.C.A. § 49-5-504(d).

Approved as to Legal Form  
By Knox County Law Director 4/20/2017  
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