

	<b>MURFREESBORO CITY SCHOOL BOARD POLICY</b>		
	Descriptor Term:	Descriptor Number:	Date Adopted:
	PROCEDURE FOR GRANTING TENURE	PER 16	4/79
	Revision Adopted:		
	8/01		

The Board of Education will grant tenure only to those teachers who have documentation of a record of excellence as a teacher. The Director of Schools is responsible for documenting and presenting the recommendation for tenure to the Board of Education. Documentation of a record of excellence in teaching must include:

1. Consistently high ratings on evaluations conducted by the principal and/or other evaluators
2. Specific evidence of effectiveness in teaching students (if appropriate):
  - (a) test scores
  - (b) narrative descriptions of specific examples of effectiveness with students
  - (c) letters from parents
3. Record of attendance for the last three years
4. Letter from the principal summarizing reasons for recommendation of tenure
5. Other indicators of effectiveness may be included.

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.
2. The Director of Schools will make tenure recommendations of eligible persons at a board meeting in ample time for the Director of Schools to provide notice of non-renewal to each teacher not granted tenure prior to April 15 of the year of eligibility.
3. Only those teachers who receive a majority vote of the membership of the Board will be granted tenure.
4. A majority vote of the membership shall be required for the re-employment of a tenured teacher who had previously resigned in good standing.

---

Legal References:

- T.C.A. 49-2-301(f)(1)(J)
- T.C.A. 49-2-203(1)
- T.C.A. 49-5-504