

MURFREESBORO CITY SCHOOL BOARD POLICY

Descriptor Term: TENURE AND NONTENURE	Descriptor No: PER 16	Date Adopted: 4/79
	Reviewed/Revision Adopted: 8/01; 1/05; 10/11	

1 As of July 1, 2011, there are two parallel systems of tenure operating in Murfreesboro City
 2 Schools for current employees who work in a position which requires a teacher license (hereafter
 3 referred to as a “certified employee”).
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5 The first system applies to any certified employee who obtained tenure prior to July 1, 2011.
 6 Tenure was granted to these employees based upon three (3) criteria:
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- 8 1. Successful completion of a probationary period of three (3) school years.
- 9 2. Recommendation by the Director of Schools for granting tenure.
- 10 3. A majority vote of the Murfreesboro City School Board for granting tenure.

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 12 If the certified employee failed to meet any of these criteria, then the certified employee could
 13 not be re-employed for a fourth year.
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15 The second system applies to any certified employee who becomes eligible for tenure after July
 16 1, 2011. Tenure will be granted to these employees based on the following criteria:
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- 18 1. A degree from an approved four-year college or any career and technical teacher who has
 19 the equivalent amount of training established and licensed by the Tennessee State Board
 20 of Education;
- 21 2. A valid teacher license, issued by the State Board of Education, based on training
 22 covering the subjects or grades taught;
- 23 3. Completion of a probationary period of five (5) school years or not less than forty-five
 24 (45) months within the last seven year period, the last two (2) years being employed in a
 25 regular teaching position rather than an interim teaching position;
- 26 4. Evaluations demonstrating an overall performance effectiveness level of “above
 27 expectations” or “significantly above expectations” during the last two (2) years of the
 28 probationary period as provided in the evaluation guidelines adopted by the State Board
 29 of Education pursuant to TCA 49-1-302;
- 30 5. Recommendation by the Director of Schools for granting tenure; and
- 31 6. A majority vote of Murfreesboro City School Board for granting tenure.

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 33 Tenure is granted only upon the recommendation of the Director of Schools and by approval of
 34 the Murfreesboro City School Board and is obtained in the system, not in a specific location or
 35 position.

36 A certified employee who does not meet the evaluation requirements set forth by the State Board
37 of Education may continue to remain employed in a position which requires a teacher license on
38 a year-to-year contract as a probationary employee until the employee is eligible for tenure.

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40 **Previous Tenure in MCS or another System**

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42 A certified employee who had attained tenure status in Murfreesboro City Schools and later
43 resigned from the system shall serve a two-year probationary period upon re-employment by the
44 system, unless the probationary period is waived by the Murfreesboro City School Board upon
45 the request of the Director of Schools.

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47 A certified employee who had received tenure in another school system shall serve the regular
48 probationary period in Murfreesboro City Schools, unless the probationary period is waived by
49 the Murfreesboro City School Board upon the request of the Director of Schools.

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51 **Tenure**

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53 “Tenure” is the employment status other than probation that a certified employee may be under
54 while employed in the public schools. A certified employee has no property right in the tenure
55 status and must sustain a specified performance effectiveness level required on evaluations to
56 achieve and maintain tenure status. If a certified employee acquires tenure, the teacher shall
57 remain under that status until such time as the certified employee resigns, retires, is dismissed or
58 the certified employee is returned to probationary status. Any certified employee who, after
59 acquiring tenure status, receives two (2) consecutive years of evaluations demonstrating an
60 overall performance effectiveness level of “below expectations” or “significantly below
61 expectations,” as provided by the evaluation guidelines adopted by the State Board of Education
62 pursuant to TCA 49-1-302, shall be returned to probationary status by the Director of Schools
63 until the certified employee has received two (2) consecutive years of evaluations demonstrating
64 an overall performance effectiveness level of “above expectations” or “significantly above
65 expectations.”

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67 Once a certified employee is eligible for tenure, the Director of Schools shall recommend the
68 certified employee for tenure or non-renewal; provided, however, that the certified employee
69 cannot be continued in employment if tenure is not granted by the Murfreesboro City School
70 Board.

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72 Those certified employees who have taught five or more years and still on a probationary status
73 will receive a letter by June 15th of each year stating whether or not they will be offered a
74 contract for the next school year. A certified employee who is non-renewed by the Director of
75 Schools or is not granted tenure by the Murfreesboro City School Board shall be provided notice
76 by June 15th.