

Williamson County Board of Education

**Adopted Date:**

10/15/01

Rev. 10/25/10;5/20/13;

10/26/15

5.117

NON-TENURE and TENURE

NON-TENURE

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2 Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of
3 employment enjoyed by tenured teachers except that they have no claim upon continuing employment or
4 tenure protections.

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6 The principal shall discuss deficiencies and/or areas for improvement with the non-tenured teacher and
7 provide assistance for areas needing improvement.

NON-RENEWAL OF NON-TENURED TEACHERS

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10 The Superintendent is under no obligation to re-employ non-tenured teachers. If the Superintendent
11 determines not to re-employ a non-tenured teacher, the following action shall be taken:

- 12 1. The Board shall be notified at the next regular board meeting; and
- 13 2. Written notice of non-renewal shall be hand-delivered or sent by registered mail to the
14 employee no later than five (5) days after the last instructional day of the school year.
15 Additional notice may be given by other supplemental methods of delivery including but not
16 limited to electronic mail and regular mail.

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18 A non-renewed probationary teacher who has been given specific reasons for failure of re-election may
19 request a hearing pursuant to TCA 49-2-203 (b) (8).

RENEWAL

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22 Prior to renewal, the supervisor shall conduct a detailed evaluation of the educator and report to the
23 Superintendent or designee. The supervisor shall include in this report an individualized written evaluation
24 including the formal state model evaluation and all related documentation pertaining to teacher performance
25 to justify the recommendation for either non-renewal or for renewal.

TENURE

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28 Upon satisfactory completion of the non-tenured period, and satisfaction of the requirements of state law, any
29 educator who is re-employed in the system is entitled to the tenure status for which the teacher is qualified by
30 college training and certification; provided that the Superintendent shall recommend to the Board that the
31 educator be re-employed, thereby attaining tenure status.

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33 Tenure is granted only upon recommendation of the Superintendent and by approval of the Board and is
34 obtained in the system, not in a specific location or position. Educators shall not be tenured in supplemented
35 activities.

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37 Previously tenured teachers who leave the system and are subsequently re-employed must: work in a
38 probationary status for two years, be formally evaluated, and be recommended for tenure by the
39 Superintendent to the Board.

Legal References:

TCA 49-5-409(b)(1)(2)

Snell v. Brothers, 527 S.W.2d 114, (Tenn. 1975)

TCA 49-2-203(b)(8)

Lawrence County Education Association v. Lawrence County Board of Education, 244 S. W. 3d 302 (Tenn. 2007)

Cross Reference:

5.109 Evaluation

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