



Department: Human Resources
Policy Number: HUM-A023
Effective Date: 1/17/05

ADMINISTRATIVE POLICY

The online version of this policy is official. Therefore, all printed versions of this document are unofficial copies.

PROFESSIONAL STAFF PROBATION AND TENURE

It is the policy of Clarksville-Montgomery County School System (CMCSS) that it will adhere strictly to the guidelines set forth in Tennessee law for the purpose of granting tenure.

Upon an educator fulfilling the State’s tenure eligibility requirements, an educator is entitled to tenure if he/she is recommended for tenure by the Director of Schools, and the majority of the Board of Education approves the recommendation, with the educator being reemployed by the Director of Schools.

Tenure is attained only within CMCSS, not in a particular position or location. Educators do not hold tenure in coaching or other supplemental positions.

Educator Returning to Employment

An educator who attains tenure status with CMCSS and later voluntarily leaves his/her employment with CMCSS shall serve a two (2) year probationary period upon reemployment with CMCSS, unless the probationary period is waived by the Board of Education upon the request of the Director of Schools. Upon satisfactory completion of the two (2) year probationary period, the educator shall be eligible for tenure and either be recommended to the Board by Director of Schools for tenure or non-renewed.

Educator Employed by CMCSS from another Tennessee School System

An educator attaining tenure in another Tennessee public school system, and who then is employed by CMCSS shall serve a two (2) year probationary period. Once the probationary period is served and the educator obtains overall performance effectiveness levels of “above expectations” (level 4) and/or “significantly above expectations” (level 5) during the probationary period, the educator will be eligible and recommended to the Board for tenure with CMCSS by the Director of Schools.

Implementing Procedures: None.

Associated Documents:

- T.C.A. § 49-2-301(b)(1)(J)
- T.C.A. § 49-1-302
- T.C.A. § 49-2-203(a)(1)
- T.C.A. § 49-5-501
- T.C.A. § 49-5-503
- T.C.A. § 49-5-504
- T.C.A. § 49-5-509
- T.C.A. § 49-5-409

Revision History:

<u>Date:</u>	<u>Rev.</u>	<u>Description of Revision:</u>
1/17/05		Initial Release
4/13/09		Reviewed, no revisions

7/01/11	A	Changed TCA references. Deleted remainder of policy following the first sentence.
2/14/13		Reviewed, no revisions
1/13/14	B	Change TCA reference to 49-5-515
4/7/15		Reviewed, no changes
3/4/19	C	Para. 1, replaced reference to T.C.A. with “law” and moved T.C.A. references to associated documents. New information added to paragraphs 2 through 5.
7/29/19	D	Under “Educator Employed by CMCSS from another Tennessee School System”: removed “with five or more years of prior service” and “after July 1, 2011”. Added “public after Tennessee”.

***** End of Policy *****