

Tenure Eligibility

Tenure

Tenure is an employment status other than probation (non-tenured) that an eligible certificated educator may be under while teaching in a public school.

Tenure Eligibility

Tenure eligibility is determined according to Tennessee state law, TCA 49-5-501 and TCA 49-5-504(a) requires teachers, otherwise qualified for tenure status, to meet the following criteria¹ to earn tenure:

- 1) 5 years of MNPS service (within the most recent 7 years); and
- 2) Overall level of effectiveness scores (from state approved (TEAM) evaluation model) of 4 or 5 from the most recent two years of service.

Tenured educators with a break in service having left and since returned to the district must serve a two year probation period of service upon their return in order to again be eligible for tenure.²

Tenure Approval Process

Tenure is awarded to educators by approval of the MNPS board of education. The list of eligible educators for any academic year is prepared for board approval after TEAM Level of Effectiveness scores are finalized for that eligibility year. (The level of effectiveness requirement does not apply for returning tenured educators.) All educators who are awarded tenure receive a certified award letter mailed to their address on file with MNPS Human Resources and submitted to their employee personnel file.

Tenure Revocation

Tenure revocation is determined according to Tennessee state law, TCA 49-5-504(e). Any teacher, who acquired tenure status after July 1, 2011, shall be returned to probationary (non-tenured) status if the teacher demonstrates an overall level of effectiveness scores (from the TEAM evaluation model) of 1 or 2 from the most recent two consecutive years of service.

Educators who are returned to probationary (non-tenured) status must receive two years of overall level of effectiveness scores of 4 or 5 in order to again be eligible for tenure.

Tenure Revocation Process

Tenure designation is revoked from affected educators pursuant to state law by authorization of the MNPS Director of Schools. The list of affected educators for any academic year is prepared for the Director's authorization after TEAM Level of Effectiveness scores are finalized for that eligibility year. All educators whose employment status is returned to probationary (non-tenured) status receive a certified letter of notification mailed to their address on file with MNPS Human Resources and submitted to their employee personnel file.

Additional Information

For more information about Tennessee teacher tenure law, please review the following resources:

- [Tennessee Code 49 – 5 – 501](#)
- [FAQ, Teacher Tenure Law](#) (Tennessee Department of Education)

¹ Educators awarded tenure prior to July 1, 2011 were subject to different eligibility criteria.

² No specific performance requirement is expressly provided in law.