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# Tenure

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Dear Reader:

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We hope this information will be useful to you; reference to it will assist you with many of the questions that will arise in your tenure with county government. However, the *Tennessee Code Annotated* and other relevant laws or regulations should always be consulted before any action is taken based upon the contents of this document.

Please feel free to contact us if you have questions or comments regarding this information or any other CTAS website material.

Sincerely,

The University of Tennessee  
County Technical Assistance Service  
226 Anne Dallas Dudley Boulevard, Suite 400  
Nashville, Tennessee 37219  
615.532.3555 phone  
615.532.3699 fax  
[www.ctas.tennessee.edu](http://www.ctas.tennessee.edu)

Table of Contents

<b>Tenure .....</b>	<b>3</b>
<b>Private Acts of 1937 Chapter 8 .....</b>	<b>3</b>

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## Private Acts of 1937 Chapter 8

**SECTION 1.** That all counties in the State of Tennessee, having a population of not less than 17,545 and not more than 17,555, according to the Federal Census of 1930, or any subsequent census, the teachers and principals of schools of such counties shall have certain qualifications and tenure of office as herein set forth.

**SECTION 2.** That teachers employed by the school authorities of said counties shall meet the certification requirements and regulations of the State Board of Education, and other requirements provided.

**SECTION 3.** That all teachers hereafter employed by the school authorities of said counties to teach in the elementary schools shall have completed not less than two years' work in an accredited college, and that all teachers employed to teach in the high schools of said counties shall have completed not less than four years work in an accredited college, provided that this section shall not apply to any teacher now employed.

**SECTION 4.** That all teachers and principals employed by the school authorities of said counties during the first two years of employment shall be considered as probationary teachers and principals, during which time they shall be employed on annual contract which may or may not be renewed at the discretion of the employing authorities, provided that in the event of dismissal during the period covered by contract the teacher or principal shall have the same right of hearing as provided for teachers and principals on permanent tenure.

**SECTION 5.** That all teachers and principals employed by the school authorities of said counties who have served for two years or those who have not served for two years upon completion of two years of satisfactory service, and all teachers and principals hereafter employed, upon the completion of two years of satisfactory service, shall be employed on permanent tenure of office and shall not be demoted or dismissed except for inefficiency or immorality or on account of discontinuance of position, in which latter case the teacher or principal shall receive the first appointment of any position for which qualified.

**SECTION 6.** That a transfer of a teacher or principal from one position to another for which he or she is qualified, or from one school to another at the same salary, or the same comparative salary, if there has been a general salary increase or reduction, shall not be considered as a demotion.

**SECTION 7.** That no teacher or principal employed by the school authorities of said counties shall be preemptorily or arbitrarily demoted or dismissed but shall receive a written notice that demotion or termination of service is contemplated on a specific date and the notified teacher or principal may thereupon request that a written statement as to the grounds for demotion or dismissal shall be made, and following the delivery of such written statement the teacher or principal shall have fifteen days in which to request a hearing of said grounds as hereinafter provided.

**SECTION 8.** That the Chairman of the County Board of Education of said counties upon request for hearing being delivered to him or her in writing shall set a date for such hearing which date shall not be less than seven days nor more than twenty-one days after the request for such hearing has been made, and the Chairman and the County Board of Education of said counties shall hold such hearing at which time that teacher or principal shall have the right to be represented by counsel.

**SECTION 9.** That said County Board of Education of said counties shall issue writs of subpoena on request of either party to compel attendance of witnesses to testify at the hearing of such investigation, such subpoenas shall be signed by the Chairman of the County Board of Education of said counties and be served and obeyed in the same manner as subpoenas issued by Justices of the Peace under the general statutes of Tennessee, and any failure to obey such subpoenas may be enforced or punished in the same manner and to the same extent as is now provided by law for enforcing or punishing failure to obey subpoena issued by Justices of the Peace. The Chairman of the County Board of Education of said counties is hereby authorized to administer oath to witnesses at such hearing. Such hearing shall be held at the Courthouse in said counties and shall be public unless a private hearing is agreeable to parties filing the complaint and to the teacher or principal.

**SECTION 10.** That the Chairman of the County Board of Education of said counties shall preside at such hearing and the decision shall be rendered by a majority of the members of the County Board of Education of said counties unless there is a tie, in which case the deciding vote shall be cast by the Chairman. Upon the hearing said Chairman and County Board of Education shall consider the charges as preferred and the evidence thereon and upon rendering their decision shall immediately notify the teacher or principal involved, or their attorney of record. Notice mailed to the address, which must be furnished said Chairman

by the parties, will be sufficient notification. If the decision is rendered in the presence of the teacher or principal against whom the charges have been made, no other notification will be necessary. Either party upon execution of cost bond or taking the pauper's oath will have seven days, from time notice is given of its decision by the County Board of Education, in which to perfect an appeal by certiorari or otherwise to the Chancery Court of said counties for review of questions of law and fact.

**SECTION 11.** That if on final disposition of the case the employment of said teacher or principal is not terminated any unpaid salary during his or her suspension shall be paid in full.

**SECTION 12.** That if any sentence, clause or section of this Act be held unconstitutional, or the application of said Act be held unconstitutional, with respect to any person or circumstance, such holding shall not affect any other sentence, clause or section or application to any other person or circumstance.

**SECTION 13.** That all laws and parts of laws in conflict with the provisions of this Act be, and the same are hereby repealed, and that this Act shall take effect from and after its passage, the public welfare requiring it.

Passed: January 11, 1937.

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