

Substance of Proposed Rule

**0520-01-02
ADMINISTRATIVE RULES AND REGULATIONS**

Rule 0520-01-02-.02 Salary Schedules, is amended so that, as amended, it shall read:

0520-01-02-.02 SALARY SCHEDULES.

- (1) The State Board of Education shall adopt annual salary schedule(s) for all licensed personnel; such salary schedule(s) shall be effective for all school systems.
- (2) Schools systems may adopt a proposed alternative salary schedule, subject to approval by the State Board of Education, and the Commissioner of Education.
- (3) The salary of a licensed educator is determined by a combination of experience and academic training. In the case where a licensed teacher is serving as a substitute for a regular teacher on leave whose accumulated leave has not been exhausted, the school system may compensate the licensed educator as a substitute.
- (4) The individual educator shall provide evidence of experience and training to the school system for verification and approval.
- (5) Experience.
 - (a) School systems, at their discretion, may recognize the following types of work-related experience including, but not limited to:
 1. Verified administrative, supervisory, and teaching experience in public schools or non-public schools approved by recognized accrediting agencies, or approved by the Tennessee Department of Education, or any Pre-K program funded by the Tennessee Department of Education.
 2. Verified teaching experience in the PreK-12 schools operated by the United States government either within or outside the United States.
 3. Verified teaching experience in a regionally accredited institution of higher education.
 4. Verified teaching experience as a part of visiting teacher programs authorized by the United States government or a foreign ministry of education.
 5. Verified experience as a professional employee of the State Board of Education, the State Department of Education, Comptroller's Office of Educational Accountability (OREA).
 6. Verified active military service in the armed forces of the United States shall be recognized. Military service in the Reserve or in the National Guard, other than active duty, shall not be counted.
 7. Verified professional work experience in the fields typically held by school service personnel (audiology, speech-language pathologist, psychology, social worker, counselor) in settings other than public or private schools.
 - (b) Amounts of Experience.

1. An educator may accrue one year of experience for teaching for a specified period determined by the school system.
 2. An educator may accrue one year of experience for each year of work-related experience obtained prior to joining a school system as long as the work experience is greater than or equal to a year of experience, as determined by the school system, including military experience.
 3. Credit for college or university teaching experience shall be based upon the teaching load carried by a full-time teacher as certified by the college official in charge of teachers' records.
- (6) Training. Salary ratings shall be adjusted for college or university course work completed after the start of the current school year as follows:
- (a) For college or university course work completed after the start of the current school year but before September 1, the salary rating shall be adjusted as of September 1 of the current school year. The employee must notify the local education agency of the employee's intent to complete course work prior to Aug. 31, and the local education agency must file documentation of changes to the employee's salary rating with the State Department of Education on or before October 15 of the current school year.
 - (b) For college or university course work completed after August 31, but before January 1 of the current school year, the salary rating shall be adjusted as of January 1 of the current school year. The employee must notify the local education agency of the employee's intent to complete course work prior to Jan. 1. The local education agency must file documentation of changes to the employee's salary rating with the State Department of Education on, or before, February 15 of the current school year.
- (7) Differentiated Pay
- (a) School systems shall develop, adopt and implement a differentiated pay plan under guidelines established by the State Board of Education and subject to approval by the Department of Education to aid in staffing hard-to-staff subject areas and schools and in hiring and retaining highly qualified teachers.
 - (b) School systems are encouraged to make annual adjustments to their differentiated pay plans. Differentiated pay plans should be targeted to aid districts in meeting their staffing needs.

Authority: T.C.A. §§ 49-1-302, 49-1-302(a)(5), 49-3-306, 49-5-402, and 49-6-101.