
Strategic Compensation Policy 5.600

The Background:

T.C.A § 49-3-306(h), requires all school districts to adopt and implement differentiated pay plans to aid in staffing hard-to-staff subject areas and schools and attracting and retaining highly qualified teachers.

On first reading, this item proposed to add language related to general compensation requirements currently included in the Administrative Rules and Regulations Rule into the Strategic Compensation Policy. The requirements proposed are not new requirements but are simply ensuring accurate references between the Rule and the Policy.

Since first reading, an additional option has been added to section III(b) regarding acceptable instructional roles and responsibilities LEAs may include in their differentiated pay plans. This addition supports coordination of programming for special populations and credit-bearing course options, which would build capacity for both educators and LEAs.

Policy Justification:

T.C.A. § 4-5-230 requires that justification for adopting an item as a policy instead of a rule be submitted to the chair of the Government Operations Committee. This item is proposed to be adopted as a policy because it defines or explains the meaning of a statute or rule and/or concerns only the internal management of state government that does not affect private rights or privileges.

The Recommendation:

The State Board staff recommends approval of this item on final reading.