
Salary Schedules Rule 0520-01-02-.02

The Background:

This item brings rule 0520-01-02 concerning educator salary schedules up to date to reflect local flexibilities in determining educator salaries. Below is a brief summary of the key changes as reflected in the redline version of the rule:

- (2) This section was amended to make clear that school systems have statutory authority, pursuant to T.C.A. §49-3-306(a)(1)(A), to propose an alternative salary schedule for Board approval.
- (4) This section was moved from former subsection (b) and clarifies that the educator bears the burden of proving his or her experience and/or training.
- (5)(a) This section provides general guidance of allowable types of experience and reinforces the latitude of LEAs to recognize work-related experiences.
- (5)(b) Moved to subsection (4)
- (5)(c) This amendment makes clear that LEAs have discretion in determining how educators accrue years of experience.
- (6) This amendment makes clear the autonomy that LEAs have in determining which training it recognizes.
- (7) This section was added to reference the statutory requirement that LEAs adopt differentiated pay policies in accordance with Board guidelines. These policies are intended to help LEAs to attract and retain highly effective teachers in hard-to-staff subject areas and schools, as well as those teachers who take on additional instructional responsibilities.

Fiscal Analysis Impact:

This item has no financial impact on an LEA.

The Recommendation:

State Board of Education staff recommends acceptance of this item on first reading.