
Training for Salary Purposes, Rule

The Background:

For many years, State Board Rule 0520-01-02-.02(4) has allowed educators who complete academic training after the start of school but before September 1 to have their salary adjusted based on the additional training.

A few years ago, the General Assembly amended T.C.A. 49-5-402, to allow educators who have completed additional academic training after the beginning of a school year, but prior to January 1 of that school year, to be eligible for a higher salary rating effective as of January 1 of the school year.

The current statute and rule have the potential to confuse school personnel. The proposed rule incorporates this provision from Tennessee Code into the State Board of Education rules regarding salary rating for training. The revision clarifies that educators may have their salary rating adjusted based on additional academic training at the beginning of the first semester or at the beginning of the second semester, depending on when the additional academic training was completed.

The Master Plan Connection:

This item supports effective leaders and effective teachers by clarifying when and how teachers may apply additional academic training toward their salary rating.

The Recommendation:

The Department of Education recommends adoption of the revision on final reading. SBE staff concurs with this recommendation.

Proposed Rule Revision

Rule 0520-01-02-.02 Salary Schedules Paragraph (4) is amended by deleting the present language in its entirety and replacing it with the following:

- (4) 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, 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 February 15 of the current school year.