
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.

This first read item proposes to capture language related to general compensation requirements currently included in the Administrative Rules and Regulations Rule in the Strategic Compensation Policy. The requirements being proposed are not new requirements but are simply ensuring accurate references between the Rule and the Policy.

The Fiscal Analysis Impact:

T.C.A. § 49-1-212 requires that the Department prepare a fiscal analysis of any policy, rule, or regulation proposed to the State Board of Education. This item has no financial impact on an LEA.

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 Department of Education recommends approval of this item on first reading. The SBE staff concurs with this recommendation.