

**RULES
OF
THE STATE BOARD OF EDUCATION**

**CHAPTER 0520-02-02
CAREER LADDER**

TABLE OF CONTENTS

0520-02-02-.01	Scope	0520-02-02-.20	
0520-02-02-.02	Career Ladder Eligibility	through	
0520-02-02-.03	Breaks in Service	0520-02-02-.27	Repealed
0520-02-02-.04	Repealed	0520-02-02-.28	Reserved
0520-02-02-.05	Repealed	0520-02-02-.29	
0520-02-02-.06	Career Ladder Payments	through	
0520-02-02-.07	Repealed	0520-02-02-.36	Repealed
0520-02-02-.08	Repealed		
0520-02-02-.09	Repealed		
0520-02-02-.10			
through			
0520-02-02-.19	Reserved		

0520-02-02-.01 SCOPE.

The career ladder program was discontinued in 1997; however, supplements continue to be paid to any teacher with an active license who earned a career ladder endorsement prior to discontinuation of the program.

Authority: T.C.A. §§ 49-1-302 and 49-5-5001, et seq. **Administrative History:** (For history prior to November 14, 1986, see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed January 31, 1995; effective May 31, 1995. Amendment filed May 28, 1999; effective September 28, 1999. Amendments filed August 29, 2018; effective November 27, 2018.

0520-02-02-.02 CAREER LADDER ELIGIBILITY.

- (1) The following teachers with a career ladder endorsement shall be eligible to receive career ladder payments until retirement:
 - (a) General education;
 - (b) Career and technical education;
 - (c) Occupational;
 - (d) Special education;
 - (e) School nutrition program supervisors;
 - (f) Speech and language specialists;
 - (g) Librarians;
 - (h) School counselors;
 - (i) Consulting teachers;
 - (j) School psychologists and social workers;

(Rule 0520-02-02-.02, continued)

- (k) Attendance supervisors;
 - (l) Principals;
 - (m) Assistant principals; and
 - (n) Supervisors.
- (2) Additionally, educators in the following positions who meet the specified requirements shall be eligible to receive career ladder payments until retirement:
- (a) Permanent Substitute Teachers or Part-time Teachers.
 1. A permanent substitute or part-time teacher shall be defined as a teacher who is employed to teach at least 540 hours (actual instructional time) during any given school year.
 2. A permanent substitute or part-time teacher shall receive that portion of the incentive salary supplement for his or her career level proportionate to the percentage of total instructional time (1080 hours) worked during the school year.
 - (b) Educators in Dual Positions.
 1. Educators employed full-time in dual or multiple assignments shall be eligible to receive full salary supplements.
 2. Educators employed full-time in dual or multiple assignments may participate in the career ladder program provided that at least fifty percent (50%) of their time is spent in assignments that are covered by the career ladder system.
 - (c) Teaching Principals.
 1. The local board of education shall grant fifty percent (50%) credit for experience to teaching principals with a valid principal endorsement who spend less than fifty percent (50%) of the time dedicated to administrative duties.
 2. The local board of education shall grant fifty percent (50%) credit for experience to teaching assistant principals with a valid principal endorsement who spend less than fifty percent (50%) of the time dedicated to administrative duties.

Authority: T.C.A. §§ 49-1-302; 49-5-5001, et seq.; 49-5-5005; 49-5-5201, et seq.; 49-5-5301; 49-5-5401; and 49-5-5501. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed January 31, 1995; effective May 31, 1995. Amendment filed May 28, 1999; effective September 28, 1999. Amendments filed August 29, 2018; effective November 27, 2018.

0520-02-02-.03 BREAKS IN SERVICE.

- (1) A break in service shall be defined as any interruption in teaching service on the part of a teacher, assistant principal, principal, instructional supervisor, or other educator with a career ladder endorsement.
 - (a) If an educator's employment includes a break in service, that educator's career ladder endorsement shall be "frozen" at the commencement of the break in service.

(Rule 0520-02-02-.03, continued)

- (b) If the break in service is less than 100 days (in any one school year), that year shall count toward the educator's years of experience. If the break in service is 100 days or more (in any one school year), that year shall not count toward the educator's years of experience.
 - (c) Upon re-employment of a career ladder endorsed educator after a break in service, the educator shall notify the Director of Schools of his or her career ladder eligibility.
- (2) A career ladder educator who moves temporarily into a professional position not included in the career ladder program, and which is not considered an interruption in teaching service, may continue to use the previous valid career ladder endorsement and receive the supplement associated with it for one (1) year. Thereafter, the career ladder educator shall be subject to the provisions of that position unless the educator returns to the previously held position, and the educator's previously held career ladder endorsement shall be frozen in accordance with the provisions stipulated in paragraph (1) of this rule. It shall be the responsibility of the local school system to notify the Office of Teacher Licensing when an educator is placed temporarily in a position not included in the career ladder program.

Authority: T.C.A. §§ 49-1-302, 49-5-5003, 49-5-5004, and 49-5-5104. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed May 28, 1999; effective September 28, 1999. Amendments filed August 29, 2018; effective November 27, 2018.

0520-02-02-.04 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-108, 49-5-5003, 49-5-5004, and 49-5-5005. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed May 28, 1999; effective September 28, 1999. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.05 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-5003, 49-5-5004, 49-5-5103, and 49-5-5202. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed May 28, 1999; effective September 28, 1999. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.06 CAREER LADDER PAYMENTS.

- (1) Career ladder supplements shall be paid according to the educator's career ladder endorsement:
 - (a) Career ladder I
 - (b) Career ladder II
 - (c) Career ladder III
- (2) Educators shall be employed for a minimum of 100 days to be eligible for career ladder payments.
- (3) Eligible educators who are employed between 100 and 199 days shall receive a pro-rated career ladder payment based on the number of days employed.

(Rule 0520-02-02-.06, continued)

- (4) Educators who are employed 200 days or more shall receive the full career ladder payment based on their level of endorsement.
- (5) Career ladder payments shall be paid by the local school district on the regular pay period or semi-annual basis. The local school system shall decide which method of payment shall be used for a school year and shall report this action to the Commissioner of Education.

Authority: T.C.A. §§ 49-1-302, 49-5-5003, 49-5-5004, and 49-5-5103. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Amendment filed May 21, 1987; effective August 29, 1987. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed May 28, 1999; effective September 28, 1999. Amendments filed August 29, 2018; effective November 27, 2018.

0520-02-02-.07 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-5003, 49-5-5004, and 49-5-5104. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed May 28, 1999; effective September 28, 1999. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.08 REPEALED.

Authority: T.C.A. §§ 49-1-302 and 49-5-5004. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed May 28, 1999; effective September 28, 1999. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.09 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-108, 49-5-5003, and 49-5-5004. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed May 28, 1999; effective September 28, 1999. Repeal and new rule filed September 6, 2013; effective February 28, 2014. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.10 THROUGH 0520-02-02-.19 RESERVED.

0520-02-02-.20 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-5003, 49-5-5004, and 49-5-5501. **Administrative History:** (For history prior to November 14, 1986, see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Amendment filed November 18, 1987; effective February 28, 1988. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.21 REPEALED.

Authority: T.C.A. §§ 49-1-302 and 49-5-5004. **Administrative History:** Original rule filed October 15, 1986; effective January 27, 1987. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.22 REPEALED.

(Rule 0520-02-02-.22, continued)

Authority: T.C.A. §§ 49-1-302, 49-5-5003, and 49-5-5004. **Administrative History:** Repeal and new rule filed March 16, 1992; effective June 29, 1992. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.23 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-5003, and 49-5-5004. **Administrative History:** Repeal and new rule filed March 16, 1992; effective June 29, 1992. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.24 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-5003, and 49-5-5004. **Administrative History:** Repeal and new rule filed March 16, 1992; effective June 29, 1992. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.25 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-5003, 49-5-5004, and 49-5-5103. **Administrative History:** Repeal and new rule filed March 16, 1992; effective June 29, 1992. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.26 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-302, 49-5-5003, 49-5-5004, and 49-6-303. **Administrative History:** Repeal and new rule filed March 16, 1992; effective June 29, 1992. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.27 REPEALED.

Authority: T.C.A. §§ 49-1-302 and 49-5-5004. **Administrative History:** Repeal and new rule filed March 16, 1992; effective June 29, 1992. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.28 RESERVED.

0520-02-02-.29 REPEALED.

Authority: T.C.A. §§ 49-1-302 and 49-5-5009. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Repeal filed August 29, 2018; effective November 27, 2018.

0520-02-02-.30 REPEALED.

Authority: T.C.A. § 49-1-302, 49-5-108, 49-5-5009, 49-5-5103(4) and (9), and 49-5-5201. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Amendment filed October 18, 1988; effective January 29, 1989. Amendment filed January 31, 1991; effective May 1, 1991. Repeal filed March 16, 1992; effective June 29, 1992.

0520-02-02-.31 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-5201, 49-5-5203, and 49-5-5009. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Repeal filed March 16, 1992; effective June 29, 1992.

0520-02-02-.32 REPEALED.

Authority: T.C.A. §§ 49-1-302 and 49-5-5009. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Repeal filed March 16, 1992; effective June 29, 1992.

0520-02-02-.33 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-5004, and 49-5-5009. **Administrative History:** (For history prior to October 20, 1987 see pages i through vii.) Repeal filed October 20, 1987; effective December 22, 1987. Repeal filed March 16, 1992; effective June 29, 1992.

0520-02-02-.34 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-5004, and 49-5-5009. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Amendment filed October 15, 1986; effective January 27, 1987. Repeal filed March 16, 1992; effective June 29, 1992.

0520-02-02-.35 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-5004(f), and 49-5-5009. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Amendment filed January 31, 1991; effective May 1, 1991. Repeal filed March 16, 1992; effective June 29, 1992.

0520-02-02-.36 REPEALED.

Authority: T.C.A. §§ 49-1-302, 49-5-108, and 49-5-5009. **Administrative History:** (For history prior to November 14, 1986 see pages i through vii.) Amendment filed September 30, 1986; effective November 14, 1986. Amendment filed November 22, 1988; effective February 28, 1989. Repeal filed March 16, 1992; effective June 29, 1992.