

**RULES  
OF  
THE STATE BOARD OF EDUCATION**

**CHAPTER 0520-02-06  
EMPLOYMENT STANDARDS**

0520-02-06-.01	Purpose	0520-02-06-.04	Employment Standards for Additional Support Personnel
0520-02-06-.02	Employment Standards for Teachers		
0520-02-06-.03	Employment Standards for Supervisors		

**0520-02-06-.01 PURPOSE.**

- (1) A teacher or principal shall hold a valid Tennessee teacher license with an endorsement covering the work assignment as provided in T.C.A. Title 49, Chapter 5.
- (2) Employment standards identified in this Rule outline the requirements for certain school and district level positions not covered by an endorsement area.
- (3) The Department of Education may provide additional endorsement flexibility as appropriate.

**Authority:** T.C.A. §§ 49-1-302, 49-5-108, and 49-5-403. **Administrative History:** Original rules filed August 20, 2020; effective November 18, 2020.

**0520-02-06-.02 EMPLOYMENT STANDARDS FOR TEACHERS.**

- (1) A teacher with a professional license may teach Algebra I at any grade level if they have:
  - (a) An endorsement to teach at least through grade eight (8);
  - (b) A passing score on the middle school math PRAXIS or Pearson NES middle grades and early secondary assessment; and
  - (c) Successful completion of a state-approved training or a passing score on a supplemental test in the content area approved for this purpose by the Department of Education.
- (2) Gifted Education.
  - (a) A general education or special education teacher providing direct instruction to a student identified as intellectually gifted, in accordance with the student's individualized education program (IEP), shall meet the following employment standards:
    1. Hold a valid Tennessee teaching license with an endorsement in a general education area or special education area; and
    2. Meet one (1) of the following criteria:
      - (i) Hold an endorsement in gifted education;
      - (ii) Provide gifted services under the supervision of a gifted consulting teacher that meets the requirements of this rule;
      - (iii) Complete a minimum of six (6) semester hours in gifted coursework from a state board approved educator preparation program, or from an educator preparation program approved by a state other than Tennessee; or

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- (iv) Complete a gifted education training program recognized by the Department of Education.
- (b) Individuals serving as a consulting teacher in gifted education are responsible, either through direct instruction or supervision, for implementation of IEPs for gifted students. All consulting teachers in gifted education shall hold a valid Tennessee teaching license with an endorsement in gifted education.
- (c) Individuals serving as a gifted education coordinator in special or general education shall meet one (1) of the following employment standards:
  - 1. Hold a valid Tennessee teaching license with an endorsement in gifted education;
  - 2. Hold a valid Tennessee teaching license and complete six (6) semester hours in gifted education from a State Board approved educator preparation program or from an educator preparation program approved by a state other than Tennessee; or
  - 3. Hold a valid Tennessee Instructional Leader License.
- (d) Individuals serving as a gifted education coordinator in special or general education shall not serve as a consulting teacher in gifted education unless they meet the requirements of a consulting teacher in gifted education under this rule.
- (3) Personal Finance.
  - (a) A teacher of personal finance shall hold a valid Tennessee teacher license and shall meet one (1) of the following requirements:
    - 1. Complete a minimum of fourteen (14) clock hours of training on use of the state adopted Personal Finance standards provided by:
      - (i) The Department of Education; or
      - (ii) A Department of Education-approved organization or institution of higher education; or
    - 2. Hold an active endorsement in Economics, Business, Marketing, or Family and Consumer Sciences.

**Authority:** T.C.A. §§ 49-1-302, 49-5-108, 49-5-403, and 49-6-6006. **Administrative History:** Original rules filed August 20, 2020; effective November 18, 2020.

### 0520-02-06-.03 EMPLOYMENT STANDARDS FOR SUPERVISORS.

- (1) Supervisors of Instruction. A supervisor of instruction shall:
  - (a) Hold a valid Tennessee instructional leader license or professional administrator license; or
  - (b) Hold an advanced degree and a valid Tennessee teacher license with endorsement in the area for which they will be an instructional supervisor.
- (2) Special Education Supervisors. A supervisor of special education shall:

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- (a) Hold a valid Tennessee instructional leader license or professional administrator license and shall have three (3) years of experience with programs for children with disabilities; or
  - (b) Hold an advanced degree and a valid Tennessee teacher license with endorsement in at least one (1) area of special education and shall have three (3) years of experience with programs for children with disabilities.
- (3) Career and Technical Education (CTE) Directors. A CTE director shall:
- (a) Hold an instructional leader license or a professional administrator license; or
  - (b) Hold a bachelor's degree with a major in career and technical education with:
    - 1. At least three (3) years of teaching experience in an approved CTE program; and
    - 2. At least two (2) years in an industry-related field.
- (4) School Nutrition Program Directors.
- (a) School nutrition program directors hired on or after July 1, 2015, shall complete at least eight (8) hours of food safety training either not more than five (5) years prior to the employee's start date or within thirty (30) days of the employee's start date and shall meet the following criteria:
    - 1. School nutrition program directors employed by local education agencies (LEAs) with a student enrollment of 500 to 2,499 must meet one (1) of the following criteria:
      - (i) Bachelor's degree or equivalent educational experience with academic major in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or a related field;
      - (ii) Bachelor's degree in any academic major and a School Nutrition Association Level 3 Certificate in School Nutrition;
      - (iii) A valid Tennessee teacher license with a school food service supervisor endorsement or a food production and management services endorsement;
      - (iv) Bachelor's degree in any academic major and at least one (1) year of relevant school nutrition experience;
      - (v) Associate's degree or equivalent educational experience, with academic major in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or a related field and at least one (1) year of relevant school nutrition programs experience; or
      - (vi) High school diploma, or equivalency diploma, and at least three (3) years of relevant experience in school nutrition programs.
    - 2. School nutrition program directors employed by LEAs with a student enrollment of 2,500 to 9,999 must meet one (1) of the following criteria:
      - (i) Bachelor's degree or equivalent educational experience with academic major in food and nutrition, food service management, dietetics, family and

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- consumer sciences, nutrition education, culinary arts, business, or a related field;
  - (ii) Bachelor's degree in any academic major and a School Nutrition Association Level 3 Certificate in School Nutrition;
  - (iii) A valid Tennessee teacher license with a school food service supervisor endorsement or a food production and management services endorsement;
  - (iv) Bachelor's degree in any academic major and at least two (2) years of relevant school nutrition experience; or
  - (v) Associate's degree or equivalent educational experience, with academic major in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or a related field and at least two (2) years of relevant school nutrition programs experience.
3. School nutrition program directors employed by LEAs with a student enrollment of more than 10,000 must meet one (1) of the following criteria:
- (i) Bachelor's degree or equivalent educational experience with academic major in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or a related field;
  - (ii) Bachelor's degree in any academic major and a School Nutrition Association Level 3 Certificate in School Nutrition;
  - (iii) A valid Tennessee teacher license with a school food service supervisor endorsement or a food production and management services endorsement; or
  - (iv) Bachelor's degree in any academic major and at least five (5) years of experience in management of school nutrition programs.

**Authority:** T.C.A. §§ 49-1-302, 49-5-108, and 49-5-403. **Administrative History:** Original rules filed August 20, 2020; effective November 18, 2020.

#### 0520-02-06-.04 EMPLOYMENT STANDARDS FOR ADDITIONAL SUPPORT PERSONNEL.

- (1) Educational Assistants. Educational assistants shall, at a minimum, have a high school diploma, GED, or HiSet equivalent, and shall show demonstrable proficiency in reading and writing skills.
  - (a) Educational assistants who have completed one (1) or more years of college shall be given preference in employment.
  - (b) Educational assistants shall only be employed in nonteaching positions and shall be subject to direct supervision of licensed teachers when directly involved in the instructional program.
  - (c) If a licensed teacher to whom an educational assistant has been assigned is required to be absent from the classroom, the educational assistant may assume responsibility for the classroom in lieu of a substitute teacher. However, no educational assistant shall assume responsibility for the classroom for more than three (3) consecutive school days.

(Rule 0520-02-06-.04, continued)

- (2) Educational Interpreters. All individuals employed by LEAs or charter schools to provide educational interpreting for students who are deaf, deaf-blind, or hard of hearing must hold a valid Tennessee School Services Personnel license with the appropriate endorsement or must meet the following employment standards:
  - (a) All non-licensed educational interpreters employed by an LEA or charter school prior to January 1, 2021, shall satisfy the following requirements by January 1, 2021:
    1. Obtain a passing score on the written portion of the Educational Interpreter Performance Assessment (EIPA); and
    2. Obtain a minimum score of 3.0 on the performance assessment portion of the EIPA.
  - (b) All non-licensed educational interpreters employed by an LEA or charter school on January 1, 2021 or after, shall satisfy the following requirements:
    1. Hold at a minimum an associate's degree;
    2. Obtain a passing score on the written portion of the EIPA; and
    3. Obtain a minimum score of 3.0 on the performance assessment portion of the EIPA.
  - (c) Compensation of non-licensed individuals providing educational interpreting shall be determined by the LEA or charter school and shall take into consideration the level of preparation, training, and work requirements.
- (3) Speech-Language Teachers. A school speech-language teacher hired by an LEA or charter school to work under the direction of a school speech-language pathologist shall hold a school services personnel license with a speech-language teacher endorsement.
- (4) Speech-Language Pathology Assistants and Aides. All non-licensed speech-language pathology assistants or speech-language pathology aides shall work under the supervision of a licensed speech-language pathologist. All non-licensed speech-language pathology assistants or speech-language pathology aides employed by an LEA or charter school on January 1, 2021 or after shall hold a valid speech language pathology assistant certification issued by the Tennessee Board of Communication Disorders and Sciences.

**Authority:** T.C.A. §§ 49-1-302, 49-2-203, 49-2-301, 49-5-108, 49-5-111, 49-5-412, and 49-6-6006.

**Administrative History:** Original rules filed August 20, 2020; effective November 18, 2020.