

HOUSE BILL 2003

By Cepicky

AN ACT to amend Tennessee Code Annotated, Title 49,
relative to educator performance.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 1, Part 6, is amended by adding the following as a new section:

(a) Subject to appropriation, the department of education shall establish and administer a grant program to award annual bonuses to teachers employed in public elementary or secondary schools in this state to reward the teachers' performance.

(b) The grant program must award a teacher:

(1) A one-thousand-dollar bonus if the teacher earned an overall performance designation of "above expectations" on the teacher's most recent evaluation conducted pursuant to § 49-1-302;

(2) A two-thousand-dollar bonus if the teacher earned an overall performance designation of "significantly above expectations" on the teacher's most recent evaluation conducted pursuant to § 49-1-302;

(3) A three-thousand-dollar bonus, in addition to the bonus described in subdivision (b)(1), if:

(A) The teacher earned an overall performance designation of "above expectations" on the teacher's most recent evaluation; and

(B) At least forty percent (40%) of the students taught by the teacher during the school year for which the teacher was most recently evaluated pursuant to § 49-1-302, received a passing, proficient, or "on track" overall score on a state assessment administered in a subject

taught by the teacher and for which the teacher's students were tested as part of the Tennessee comprehensive assessment program; and

(4) A four-thousand-dollar bonus, in addition to the bonus described in subdivision (b)(2), if:

(A) The teacher earned an overall performance designation of "significantly above expectations" on the teacher's most recent evaluation; and

(B) At least fifty-five percent (55%) of the students taught by the teacher during the school year for which the teacher was most recently evaluated pursuant to § 49-1-302, received a passing, proficient, or "on track" overall score on a state assessment administered in a subject taught by the teacher and for which the teacher's students were tested as part of the Tennessee comprehensive assessment program.

(c) A teacher:

(1) May only receive one (1) bonus payment per year, unless the teacher meets the requirements of subdivision (b)(3) or (b)(4), in which case the teacher may receive up to two (2) bonus payments per year; and

(2) Shall not receive more than one (1) bonus payment for the teacher's performance on any one (1) annual evaluation.

(d)

(1) Subdivision (c)(1) does not prohibit an LEA or school from providing performance bonuses or rewards to teachers in addition to the bonus payments authorized by this section.

(2) Subdivision (c)(2) does not prohibit a teacher from receiving a bonus payment authorized by this section if the teacher's overall performance on an

annual evaluation is based, in part, on the teacher's performance on a prior year's evaluation in order to evaluate the teacher's performance over time.

(e) Grants shall not be awarded pursuant to this section unless funds are specifically appropriated by the general assembly to fund the grant program.

(f) Grants awarded pursuant to this section are not part of the basic education program, as defined in § 49-3-302, and shall not be considered salary payments or supplements for purposes of § 49-3-306.

SECTION 2. It is the intent of the 112th General Assembly that the amount of, and qualifications for, grants awarded to teachers pursuant to this act remain unchanged for a period of no less than three years from the effective date of this act.

SECTION 3. This act is not an appropriation of funds, and funds shall not be obligated or expended pursuant to this act unless the funds are specifically appropriated by the general assembly.

SECTION 4. This act takes effect upon becoming a law, the public welfare requiring it, and applies to award bonuses to teachers earning the requisite overall performance designation on their 2022-2023 evaluation or on a subsequent evaluation.