

## 2025 Local Education Agency Compliance Report

Local education agencies (LEAs) are required to comply with all federal and state education laws and State Board of Education (SBE) rules. This annual compliance report is one mechanism the department uses to ensure education laws and rules are faithfully executed. The commissioner of education is charged with taking corrective action when an LEA is noncompliant with those laws and rules or is not following a department-approved compliance plan.

Each LEA must submit this report and, if applicable, the corresponding corrective action plan, to the department by **November 28, 2025**. During completion, an LEA should carefully check the status of its compliance with all federal and state education laws and SBE rules. The department monitors and verifies LEA compliance via multiple data sources (e.g., Education Information System, internal program managers) and will consider those sources in making a final determination of an LEA's compliance. Please be advised annual compliance report data may inform an LEA's approval classification.

I certify that the LEA is in compliance with all federal and state education laws and SBE rules.

I certify that, with the exception of areas indicated in the **attached corrective action plan**, the LEA is in compliance with all federal and state education laws and SBE rules.

**LEA Name:**

**Director of Schools/Superintendent Name:**

**Director of Schools/Superintendent Signature:**

**School Board Chair Name:**

**School Board Chair Signature:**

**Date of School Board Approval:**

**UPLOAD COMPLETED REPORT TO ePlan BY NOVEMBER 28, 2025**

(including the corresponding corrective action plan if applicable).

Upload instructions are accessible [here](#).

## Appendix A

### 2025 Noncompliance Corrective Action Plan

**Instructions:** Below is a screenshot of the corrective action plan template. The actual template, which is provided [here](#) in Word format, includes an example and can also be accessed by downloading and opening this PDF and then clicking the attachment (paper clip) icon in the navigation pane.

Additionally, the current edition of *Commissioner's Update for Directors* includes individual links to the compliance report, corrective action plan template, and ePlan submission instructions.

Area of Noncompliance	Scope and Reason(s) for Noncompliance	Corrective Action Step(s)	Person(s) Responsible	Anticipated Completion Date(s)
T.C.A. § 49-5-413(a) (background checks)	An internal audit conducted on October 1, 2025, revealed eleven (13) employees with an expired background check.  <b>E X</b>	<ul style="list-style-type: none"> <li>Notify the thirteen (13) impacted employees and their managers of the noncompliance in writing and include next steps.</li> <li>Coordinate fingerprinting scheduling, results processing, and related communications.</li> <li>Notify the TDOE director of LEA approval of corrective action plan completion.</li> </ul>	Human Resources Director  Human Resources Director  Human Resources Director (with director of schools copied)	Oct. 15, 2025  Oct. 15 – Oct. 29, 2025  Nov. 3, 2025

## Appendix B

The following is a list of helpful links to state education laws and SBE rules:

Public chapters regarding education passed during the 2025 legislative session:

<https://www.tn.gov/content/dam/tn/education/legal/2025%20Legislative%20Report.pdf>

Current and pending SBE rules:

<https://www.tn.gov/sbe/rules--policies-and-guidance.html>

Tennessee Code Annotated:

<http://www.lexisnexis.com/hottopics/tncode/>

If you have questions regarding education laws or SBE rules, please contact the department's general counsel, Christy Ballard, at (615) 741-2921 or [Christy.Ballard@tn.gov](mailto:Christy.Ballard@tn.gov).