

Career Ladder Program Overview

Scope

The career ladder program was discontinued in 1997; however, teachers with an active license who earned the career ladder endorsement prior to discontinuation of the program may continue to receive the career ladder supplement.

Eligibility

Teachers with a career ladder endorsement and who are employed in the following positions shall be eligible to receive career ladder supplement until retirement:

Assistant principals	Principals
Attendance supervisors	School Counselors
Career and technical education	School nutrition program supervisors
Consulting teachers	School psychologists and social workers
General education teachers	Special education teachers
Librarians	Speech and language specialists
Occupational teachers	Supervisors

The following positions do not qualify for the career ladder supplement:

Assistant Director of Schools	Human Resource Personnel
Charter School Director	School Nurses
Director of Schools	Technology
Finance Directors	Transportation Directors

Teachers, including retirees on a 120-day contract and retirees working under the 70% retirement allowance, must have worked for a minimum of 100 days in a career ladder position to be eligible to receive a proportionate share of the supplement.

Retirees who return to work under the 85% provision are not eligible for the supplement.

Note: The Career Ladder endorsement was no longer issued beginning July 1, 1997.

Payments

The Tennessee Department of Education calculates semi-annual payments to the local education agency (LEA) based on eligible teacher endorsements reported in TN Compass as of December 1 and based on the LEA's prior year career ladder reserve balance reported in the LEAs' final expenditure report (FER).

Career ladder supplements shall be paid by the LEA to eligible teachers according to the regular pay period or on a semi-annual basis. The LEA shall decide which method of payment to use.

Annual supplements are paid according to the teacher's career ladder endorsement: Career Ladder 1, \$1,000; Career Ladder II, \$2,000; and Career Ladder III, \$3,000.

Contact

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