

2024-2025 One-Time Teacher Bonus

Maryanne Durski

Chief Financial Officer | Finance and Operations



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Agenda

- Overview & Key Points
- Amount
- Timing & Accounting
- Eligibility Requirements
- Verifying Datasets
- Board Resolution



Overview & Key Points

Overview & Key Points

- 2025 Special Legislative Session
 - [TN Public Chapter 7 - 1st Extraordinary Session](#)
- \$2,000 bonus for eligible teachers
- Employed in a K-12 public school during 2024-25 school year
- Funds appropriated in FY26
- LEAs must pass a resolution to participate
- [One-time Teacher Bonus Information](#)



Amount

Amount

- \$2,000 teacher bonus
- LEAs will receive \$2,306.60 per eligible teacher
 - Includes employer share of Social Security, Medicare, and TCRS
 - Employee's share of payroll taxes and retirement to be deducted from bonus
- Solely state funded
- Not part of TISA, as defined in T.C.A. § 49-3-104



Amount

- Bonus must not be considered salary payments or supplements for purposes of T.C.A. § 49-3-306.
- Bonus must be included as earnable compensation for retirement purposes.



Eligibility Requirements

Eligible Educators

- Educators employed in K–12 public schools in 2024-25 school year
 - Includes Pre-K teachers employed in K-12 schools
 - Does not include Pre-K teachers employed in schools that only serve Pre-K students
 - Includes teachers employed in state special schools
 - Includes teachers in employed in public charter schools



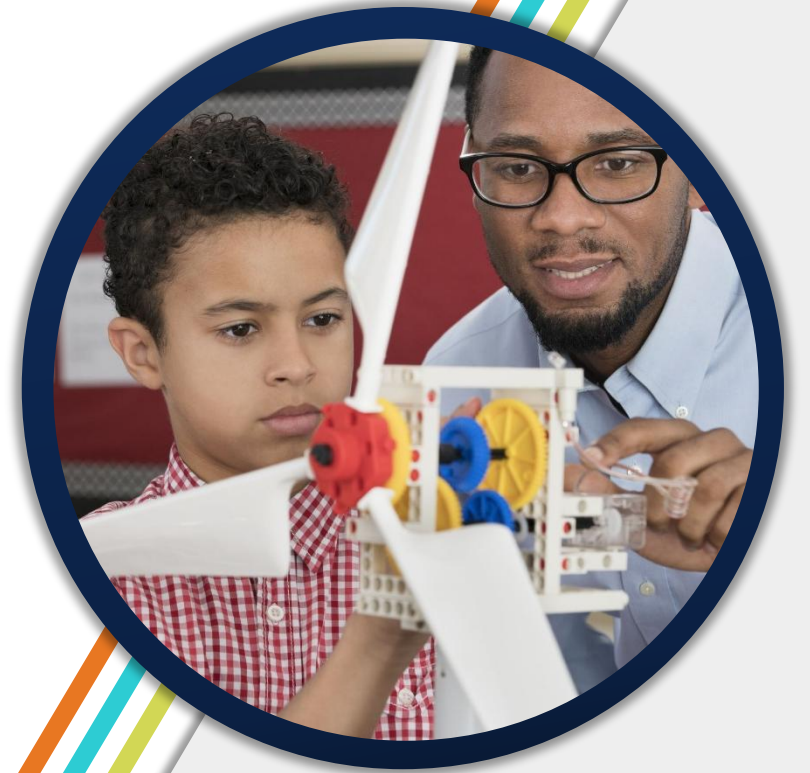
Eligible Educators

- Must meet state definition of “existing educator”
 - T.C.A. § 49-3-104
 - Evaluated pursuant to T.C.A. § 49-1-302(d)(2)
 - Provides direct services to students at school sites
 - SBE 0520-02-01-.01(b)
 - Teacher means licensed, instructional staff
 - Responsible for providing direct instruction to students for majority of instructional day



Eligible Educators

- T.C.A. § 49-1-302(d)(2) - Evaluation reference includes an **exclusion**
 - Teachers who are employed 120 days or less per school year
 - Teachers who are not employed full-time
- To be eligible, the educator must:
 - Spend majority of day in direct service to students,
 - Be employed more than 120 days, and
 - Be in full-time employment status



TNCompass

- Department will use data in TNCompass
- Will pull educators who are:
 - Licensed
 - Staffed at school site(s)
 - For whom “Teacher” is selected as broad evaluation category
- “Teacher” in TNCompass includes:
 - Pre-K teachers
 - Interventionists
 - School counselors
 - Library/Media specialists
- Evaluation categories of “Administrator” and “Instructional Supervisor” are excluded from the bonus



Verifying Datasets

- Base list pulled from TNCompass
 - April 15
 - May 15
 - June 15
- List loaded into TNShare
 - Local Finance folder
 - LEAs to be notified of availability



Verifying Datasets

- First two lists are preliminary
 - LEAs to ensure rosters are correct
 - LEAs to begin assessing educator eligibility
 - Time to make any needed changes in TN Compass
 - The April and May datasets should not be returned to the department



Verifying Rosters

- Final data pull will be on June 15
 - LEAs to review list and confirm teacher eligibility
 - Spend a majority of their day in direct services to students
 - Employed more than 120 days in a full-time position
 - LEAs to return finalized roster to the department
- LEAs are responsible for ensuring compliance



Timing & Accounting

Timeline

- **April 15th** – Preliminary data pull (available to districts shortly after the 15th). Review and make adjustments in TNCompass.
- **May 15th** – Preliminary data pull (available to districts shortly after the 15th). Review and make adjustments in TNCompass.
- **June 1st** – Statutory deadline for districts to upload their local board’s resolution into ePlan.
- **June 15th**—Final data pull (available to districts shortly after the 15th). Districts will review final rosters, confirm whether each educator on the list met the criteria, and return the finalized roster to the department for processing.



Timing & Accounting

- Funds are appropriated in FY26.
- Funds will be disbursed in July 2025.
- LEAs may pay bonus before receiving state funds.
- If paying bonus in FY25, a budget amendment is required.
- If paying bonus in FY26, include appropriations in original budget.



Timing & Accounting

- Account for funds in:
 - Fund 141 General Purpose Schools, or Fund 145 Other Education Special Revenue
 - Revenue - 46590 Other State Education Funds
 - Expenditures - Appropriate function & 188 Bonus Payments



Timing and Accounting

- Charter school bonus funds will flow through the authorizing LEA, provided the LEA has adopted the resolution to participate.
- If the LEA does not adopt the resolution, funds will be paid directly to the charter school.



Board Resolution

Board Approved Resolution

- Each local board of education must pass a resolution to be paid for teacher bonuses.
 - Approved resolution signals intent to participate in Section 4 of the Education Freedom Act.
 - Resolution must be uploaded into ePlan by deadline of June 1, 2025.
 - Approval does not mean the board endorses other sections of the Education Freedom Act of 2025.
 - Approval or non-approval of the resolution does not impact eligibility of a student in the LEA to qualify for a voucher.



Board Approved Resolution

- If the public charter school is authorized by an LEA, they are not required to adopt a separate resolution if the local board approved a resolution.
- If the authorizing LEA does not adopt the resolution, then the governing body of public charter school must adopt a resolution.



Board Approved Resolution

- TSBA provided a template to districts for the resolution
- In addition to the language in the template, the resolution uploaded to ePlan should include:
 - Date of Board of Education meeting at which the resolution was approved
 - Signatures of Director of Schools and Board Chair
 - Be on district letterhead



Board Approved Resolution

- Instructions for uploading the resolution into ePlan are found in TDOE Resources > Fiscal-District Technical Assistance.
 - [Teacher Bonus Resolution Instructions 2024-25](#)



Board Approved Resolution

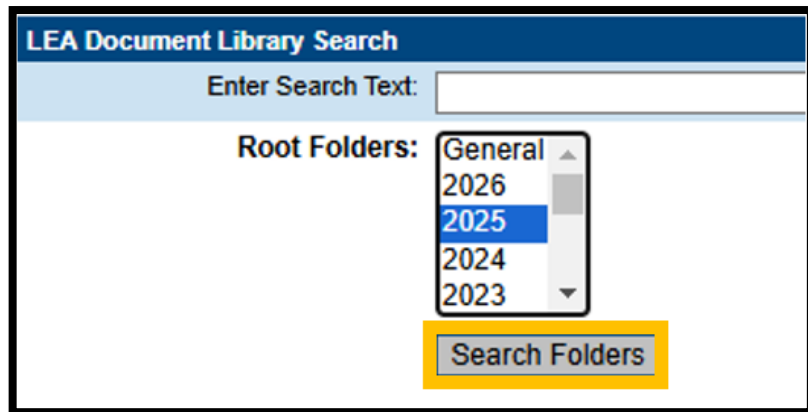
- In ePlan, select the LEA Document Library from the main menu.

Search
Reports
Inbox
Planning
Monitoring
Funding
Data and Information
Reimbursement Requests
Project Summary
LEA Document Library
Address Book
TDOE Resources



Board Approved Resolution

- To open the 2025 LEA Document Library, click **2025** and then click **Search Folders**. Next, click the **+ icon** in front of **2025**.



LEA Document Library Search

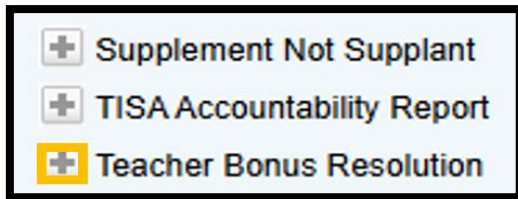
Enter Search Text:

Root Folders:

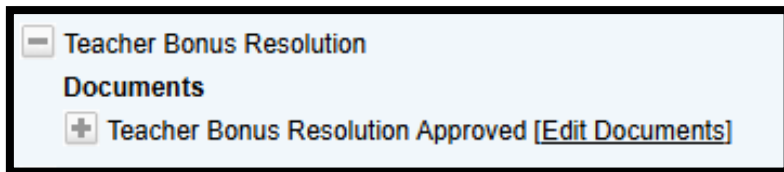


Board Approved Resolution

- Scroll down the list to click the **+ icon** to open the **Teacher Bonus Resolution** folder.



- Click the **+ icon** for **Teacher Bonus Resolution Approved**.



- Click on **Edit Documents**.



Board Approved Resolution

- Click **Upload Document** to upload the approved resolution.

Document Information	
Document Name	Teacher Bonus Resolution Approved
Folder Hierarchy	2025 Teacher Bonus Resolution
Upload Begin Date ⓘ	3/3/2025
Upload End Date ⓘ	6/1/2025
Minimum Required Count	1
Maximum Allowed Count	2
Upload Document	



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1-800-232-5454

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comptroller.tn.gov/hotline