

2024-2025 One-Time Teacher Bonus

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Agenda

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



Overview & Key Points

Overview & Key Points

- 2025 Special Legislative Session
 - [Chapter 7 of the Public Acts of the 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 the bonus plus benefits 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
 - Includes teachers employed in state special schools
 - Includes teachers in employed in public charter schools



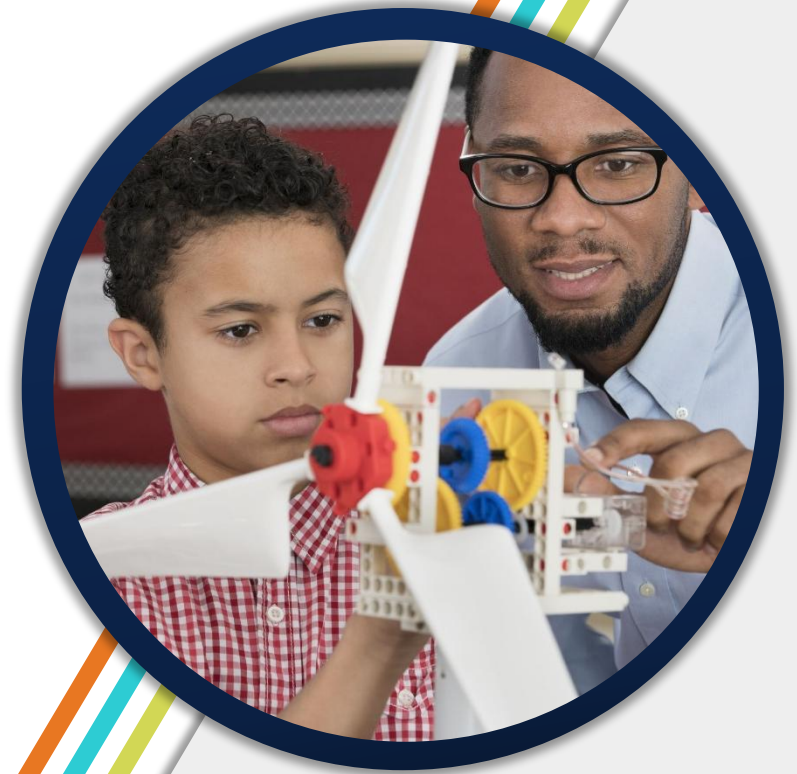
Eligible Educators

- 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



Timeline & 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.
- **July 1st** – Deadline for LEAs to upload verified rosters to the Completed Report folder in the district's Local Finance folder on TNShare.



Accounting for Teacher Bonuses

- Funds are appropriated in FY26.
- Funds will be disbursed in July 2025.
- TN Comptroller of the Treasury provided guidance on these one-time teacher bonuses, stating they should be paid in FY26.
 - TDOE is aligning guidance with TN Comptroller.
- LEA should include the teacher bonuses in its original FY26 budget, if possible.
- Otherwise, amend original FY26 budget in new year to include teacher bonuses.



Accounting for Teacher Bonuses

- 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



Accounting for Teacher Bonuses

- 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. ([Chapter 7 of the Public Acts of the 1st Extraordinary Session](#))
 - 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
 - Include 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

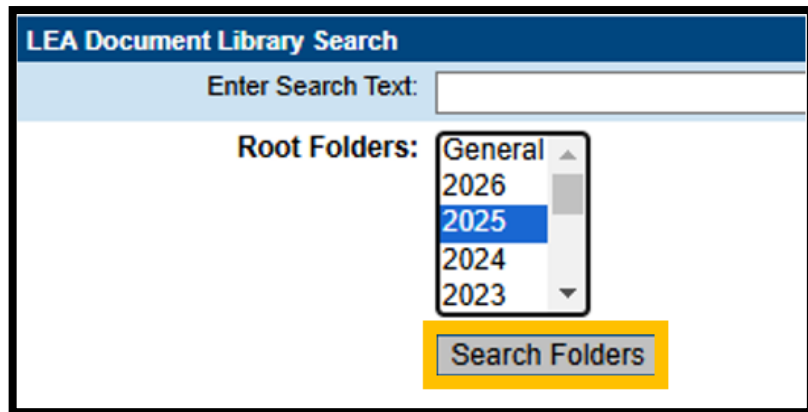
- In ePlan, select the LEA Document Library from the main menu.

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:

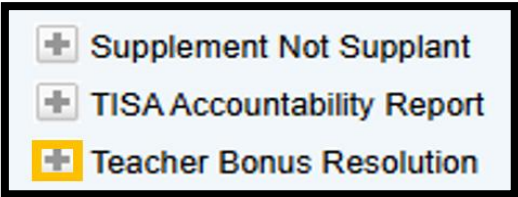
- General
- 2026
- 2025**
- 2024
- 2023

Search Folders

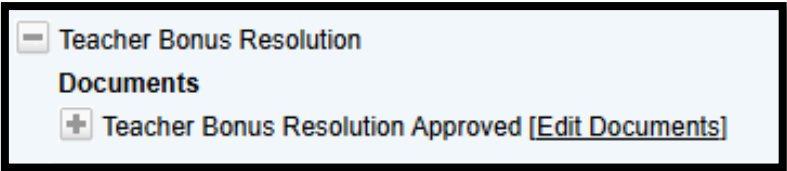


Board Approved Resolution

- 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	



Frequently Asked Questions

Frequently Asked Questions

- Are teachers with permits or waivers eligible?
 - Yes. Teachers with permits or waivers are eligible for the bonus.
- If a teacher has not been employed for 120 days in my district, but transferred from another district, are they eligible?
 - Yes. Teachers are eligible if they have been employed for more than 120 days total, even if that time was split across multiple districts or schools. The current district is responsible for claiming the teacher and issuing the bonus payment



Frequently Asked Questions

- If a teacher retires or does not return at the end of the school year, should they still receive the bonus?
 - Yes. If the teacher meets the eligibility requirements, they must receive the bonus, regardless of their future employment plans.
- Does PYE (Partial Year Exemption) impact the “more than 120 days employed” requirement for the teacher bonus?
 - The PYE flag in TNCompass is a reference point but does not determine bonus eligibility. The key requirement is more than 120 days of employment, regardless of leave status. If a teacher was employed for more than 120 days—even if they were on leave—they are eligible.



Frequently Asked Questions

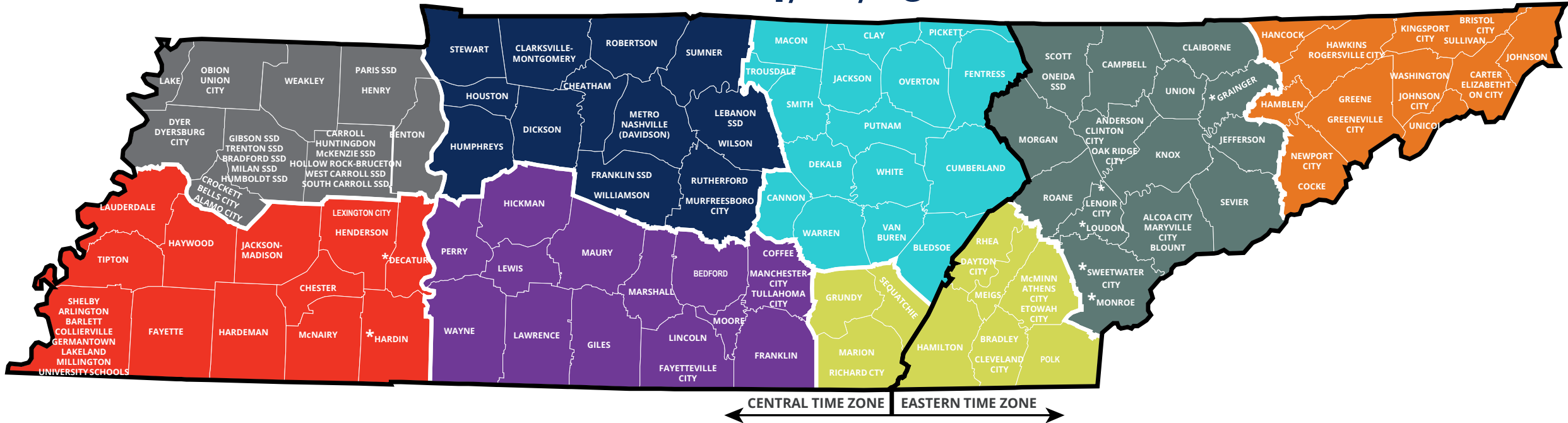
- Would a school-based social worker or librarian be eligible for the one-time teacher bonus?
 - If the school-based social worker meets all the following criteria, they are eligible:
 - Holds a valid license (including permits or waivers)
 - Is evaluated as a teacher in TNCompass
 - Has been employed in a K-12 school for more than 120 days
 - Spends the majority of the school day providing direct services to students (not limited to academic instruction)



Resources

Regional Finance Consultant District Map

As of 4/22/25



Northwest	Southwest	Mid Cumberland	Upper Cumberland	South Central	Southeast	East TN	First TN
Cindy Smith	Meribeth Carpenter	Rob Mynhier	Joshua Dehnz	Open Position	Taffe Bishop	Shelby Ownbey	Jill Lewis
Cindy.Smith@tn.gov	Meribeth.B.Carpenter@tn.gov	Robert.Mynhier@tn.gov	Joshua.Dehnz@tn.gov	Temporarily Assigned to Multiple Consultants*	Taffe.Bishop@tn.gov	Shelby.Ownbey@tn.gov	Jill.Lewis@tn.gov

*District assigned to a finance consultant in a different CORE region. *See list on next page for temporary assignments.

Regional Finance Consultant District Assignment

As of 4/22/2025

Northwest	Southwest	Mid Cumberland	Upper Cumberland	South Central	Southeast	East TN	First TN
Cindy Smith	Meribeth Carpenter	Rob Mynhier	Joshua Dehnz	Open Position	Taffe Bishop	Shelby Ownbey	Jill Lewis
Cindy.Smith@tn.gov	Meribeth.B.Carpenter@tn.gov	Robert.Mynhier@tn.gov	Joshua.Dehnz@tn.gov	Temporarily Assigned to Multiple Consultants*	Taffe.Bishop@tn.gov	Shelby.Ownbey@tn.gov	Jill.Lewis@tn.gov
Districts: Alamo City Bells City Benton County Bradford SSD Carroll County Crockett County Dyer County Dyersburg City Gibson County SSD Henry County Hollow Rock-Bruceton SSD Humboldt SSD Huntingdon SSD Lake County McKenzie SSD Milan SSD Obion County Paris SSD South Carroll SSD Trenton SSD Union City Weakley County West Carroll SSD	Districts: Achievement Schools Arlington SSD Bartlett SSD Chester County Collierville SSD Fayette County Germantown SSD Hardeman County Haywood County Henderson County Jackson-Madison County Lakeland SSD Lauderdale County Lexington City McNairy County Millington Shelby County Tipton County University Schools WTSD *Hardin County	Districts: Cheatham County Charter Schools Commission Dickson County Dept. of Children Services Dept. of Corrections Franklin SSD Houston County Humphreys County Lebanon SSD Metro-Nashville Montgomery County Murfreesboro City Robertson County Rutherford County Stewart County Sumner County TN School for Blind Williamson County Wilson County *Jackson County *Decatur County *Perry County	Districts: Alvin York Institute Bledsoe County Cannon County Clay County Cumberland County DeKalb County Fentress County Macon County Overton County Pickett County Putnam County Smith County Trousdale County Van Buren County Warren County White County *Sequatchie County *Lawrence County *Lewis County *Maury County *Wayne County	Districts: Bedford County Coffee County Fayetteville City Franklin County Giles County Hickman County Lawrence County Lewis County Lincoln County Manchester City Marshall County Maury County Moore County Perry County Tulahoma City Wayne County *Decatur County *Hardin County	Districts: Athens City Bradley County Cleveland City Dayton City Etowah City Grundy County Hamilton County Marion County McMinn County Meigs County Polk County Rhea County Richard City *Lenoir City *Loudon County *Monroe County *Sweetwater City *Coffee County *Franklin County *Manchester City *Tulahoma City	Districts: Alcoa City Anderson County Blount County Campbell County Claiborne County Clinton City Jefferson County Knox County Maryville City Morgan County Oak Ridge Oneida SSD Roane County Scott County Sevier County TSDK Union County *Giles County *Hickman County *Marshall County *Moore County	Districts: Bristol City Carter County Cocke County Elizabethton City Greene County Greeneville City Hamblen County Hancock County Hawkins County Johnson City Johnson County Kingsport City Newport City Rogersville City Sullivan County Unicoi County Washington County *Grainger County *Bedford County *Fayetteville City *Lincoln County

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comptroller.tn.gov/hotline



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