



July 22, 2024

Miscellaneous Education Issues

Dear Reader:

The following document was created from the CTAS website (ctas.tennessee.edu). This website is maintained by CTAS staff and seeks to represent the most current information regarding issues relative to Tennessee county government.

We hope this information will be useful to you; reference to it will assist you with many of the questions that will arise in your tenure with county government. However, the *Tennessee Code Annotated* and other relevant laws or regulations should always be consulted before any action is taken based upon the contents of this document.

Please feel free to contact us if you have questions or comments regarding this information or any other CTAS website material.

Sincerely,

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Miscellaneous Education Issues

Reference Number: CTAS-2486

Paid Leave for Childbirth and Adoption

Reference Number: CTAS-2485

T. C. A. § 8-50-814 allows a teacher, principal, supervisor, or other individual required to hold a license in a local education agency (LEA) who has been employed by the LEA for at least 12 months, to take up to six weeks of paid leave after the birth, stillbirth, or adoption of a child. The employee must give at least 30 days advance notice to the LEA. Employees using leave pursuant to T. C. A. § 8-50-814 are not required to use sick, annual, or similar leave, but this leave will be counted against the employee's Family and Medical Leave. The leave does not have to be taken consecutively as long as it is used in a 12-month period. The state will reimburse an LEA in amount equal to leave paid by the LEA to the employee.

Personal Injury Caused by Assault

Reference Number: CTAS-2484

T. C. A. § 49-5-714 requires a local education agency (LEA) to pay a teacher's full salary and benefits if a teacher is absent from work due to a personal injury caused by a violent assault on the teacher during the teacher's employment activities. The LEA must pay the teacher's full salary and benefits until the teacher is released by a physician to return to work or is permanently and totally disabled from returning to work. A teacher is required to apply for workman's compensation or similar benefits if eligible. The LEA must pay the difference between the teacher's full salary and the workman's compensation, or similar benefits received. A leave of absence due to violent assault may not be charged against a teacher's sick leave, personal leave, or professional leave. The LEA is not required to pay the full salary and benefits of a teacher assaulted during employment activities for more than one year.

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