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January 25, 2024

To Whom It May Concern,

Bedford County Schools (BCS), located in southern Middle Tennessee approximately 50 miles southeast of Nashville, is seeking individuals to teach English as a Second Language (ESL). Bedford County continues to see exponential growth in the local Hispanic community. New students arrive on a daily basis with limited to no knowledge of the English language. The State of Tennessee mandates a student to teacher ratio of 35:1 (ESL students to teacher ratio). States across the nation are experiencing an extreme shortage of ESL teachers. In order to meet the compliance expectations of the Tennessee Department of Education, BCS is in need of many ESL teachers.

Bedford County Schools is reaching out to the Assemblies of God Colleges and Universities and the Assemblies of God World Missions to explore a potential source of ESL teachers. This was initiated by our senior school board member, Rev. Glenn Forsee. Rev. Forsee served as pastor of First Assembly of God, in Shelbyville, for 37 years, retiring in June 2022. During that time, he also served as a Sectional Presbyterian, founder, and Director of the Tennessee School of Ministry. As pastor, he led the church to faithfully support missions, and personally engaged in foreign missions. He is a 1978 & 1979 graduate of Central Bible College. Rev. Forsee has been a member of the Bedford County Board of Education since June of 2005.

Whether one is a current graduate or returning from the mission field, there are several paths to becoming a licensed ESL teacher in the State of Tennessee. The attached document provides several points of interest regarding Bedford County Schools including salary range, benefits, retirement, licensure paths, etc. If you are interested in discussing the opportunity to serve our local community as an ESL teacher, please reach out to the BCS Human Resources department at 931-684-3284 or watsonn@bedfordk12tn.net.

Sincerely,

A handwritten signature in brown ink, appearing to read "Neil E. Watson", is written over a white background.

Neil E. Watson

Bedford County Schools HR Director

Bedford County Schools
Shelbyville, Bedford County, Tennessee

Position – English as a Second Language (ESL) teacher

- Please see attached job description

Qualifications – Minimum of a conferred Bachelor’s degree

Grade Levels – Elementary (K-5), (6-8), (9-12)

Salary (\$2500 signing bonus paid at completion of 200-day contract)

- Bachelor’s degree (1st year) – (2023-2024) pay scale = \$44,225 (*200-day contract)
- Master’s degree (1st year) – (2023-2024) pay scale = \$47,845 (*200-day contract)
- PhD (1st year) - (2023-2024) pay scale = \$56,033 (*200-day contract)

Insurance – BCS offers a wide variety of health/vision/dental insurance options. BCS also has a limited PPO health insurance option that is at no cost to employees. Other plan options, depending on your need, have payroll deductions but BCS pays a portion of each of these other plans. BCS does not currently pay any portion of vision, dental or other supplemental plans such as disability plans, etc.

Retirement fund – Tennessee Consolidated Retirement System (TCRS) –

- Auto deduction and contribution to TCRS
- Vested in 5 years (fully vested at 30 years)

ESL classroom resources

- Imagine Learning – online program
- Off2Class – online program
- Language Live
- Other various online software programs
- Elevation strategies

Training and Support

- District Level new teacher professional development at the beginning of each school year
- District and school level instructional coaches
- District level new teacher cohort
- School level teacher mentor programs

Evaluation

- Tennessee Educator Acceleration Model (TEAM)

Licensure

- Permit – with a conferred Bachelor’s degree or higher, a request for a 1-year teaching permit can be made to the State of Tennessee
 - With a recommendation from the school level principal to return the following school year, a 1-year permit can be requested up to three times (3 school years)
 - Licensure would need to be completed within three years.
- Obtaining Tennessee licensure to teach – endorsement only programs through approved educator preparation programs (EPPs) are available to qualified candidates.
 - Many are online, virtual programs and can cost around \$4200 or higher for the program.
 - Depending on the program, licensure could be attained in approximately 1 year.
 - Qualified candidates typically must have a GPA of 2.75-3.0 for their Bachelor’s degree
- State licensure assessments – PRAXIS exams vary for different endorsement areas but are required by the State of TN for licensure. These are in addition to any coursework through an EPP.

Employment opportunities for a spouse without a Bachelor’s degree or higher:

- Educational assistant
- Tutor
- Bus Driver (CDL required)
- Custodial staff
- Child Nutrition staff
- SACP – extended school program staff