

Senate Bill 329

By: Senators Hecht of the 34th, Starr of the 44th and Seabaugh of the 28th

AS PASSED SENATE

**A BILL TO BE ENTITLED
AN ACT**

1 To amend Chapter 2 of Title 20 of the Official Code of Georgia Annotated, relating to
2 elementary and secondary education, so as to provide an incentive for unusually experienced,
3 well-educated, and talented teachers and principals to serve low-performing schools; to
4 provide a short title; to provide for legislative findings; to provide definitions; to provide for
5 a salary increase for certain teachers and principals; to provide for construction; to provide
6 for effective dates; to repeal conflicting laws; and for other purposes.

7 **BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:**

8 **SECTION 1.**

9 This Act shall be known as the "Education Resources Act for Improving Georgia's
10 Low-performing Schools."

11 **SECTION 2.**

12 The General Assembly finds that some of the problems confronting low-performing schools
13 could be solved by focusing resources, including human resources, on these specific schools.
14 The General Assembly further finds that one productive intervention for the improvement
15 of these schools would be providing students in low-performing schools with teachers and
16 principals who are unusually experienced and who have advanced degrees and exceptional
17 performance evaluations. The General Assembly further finds that unusually experienced,
18 talented, and well-educated teachers could serve as mentors to teachers with less experience
19 and education and that unusually experienced, talented, and well-educated principals, by
20 providing excellent leadership to these schools, could attract and retain effective teachers.
21 The General Assembly further finds that every school system tries to hire the most
22 experienced, talented, and well-educated teachers and principals, who can choose their
23 schools, especially during the shortage of teachers and principals. The General Assembly
24 further finds that a salary increase would be an effective incentive to encourage some of

1 Georgia's most experienced, talented, and well-educated teachers and principals to serve
2 students in low-performing schools.

3 **SECTION 3.**

4 Chapter 2 of Title 20 of the Official Code of Georgia Annotated, relating to elementary and
5 secondary education, is amended by inserting a new Code section to be designated Code
6 Section 20-2-212.4 to read as follows:

7 "20-2-212.4.

8 (a) As used in this Code section:

9 (1) 'Honor principal' means a principal or assistant principal who:

- 10 (A) Has five or more years of experience as a principal at the level of the school
11 (elementary, middle, or high school) where the principal or assistant principal serves;
12 (B) Holds a L-5, L-6, or L-7 certificate; and
13 (C) Has received five consecutive annual performance evaluations of satisfactory or
14 better.

15 (2) 'Honor teacher' means a teacher who:

- 16 (A) Has five or more years of experience at the level of the school (elementary, middle,
17 or high school) where the teacher teaches;
18 (B) Holds a T-5, T-6, or T-7 certificate in the instructional level or academic subject
19 taught by the teacher; and
20 (C) Has received five consecutive annual performance evaluations of satisfactory or
21 better.

22 (3) 'Low-performing school' means any school which has received a rating of D or F on
23 the established absolute achievement standard in accordance with Code Section 20-14-33.

24 (b) Subject to appropriation of sufficient funds by the General Assembly, any honor
25 teacher who teaches in a low-performing school shall receive a 10 percent increase in
26 annual state salary as long as the teacher continues to receive annual performance
27 evaluations of satisfactory or better and continues to teach in the same school, even if the
28 school's ranking improves and the school is no longer a low-performing school. The
29 increase in state salary provided by this Code section shall be in addition to any increase
30 in salary in accordance with Code Section 20-2-212.2 or any other salary increase. This
31 subsection shall not be construed to require or prohibit any increase in a local supplement
32 payable to an honor teacher who teaches in a low-performing school.

33 (c) Subject to appropriation of sufficient funds by the General Assembly, any honor
34 principal who serves a low-performing school as principal shall receive a 10 percent
35 increase in annual state salary as long as the principal continues to receive annual
36 performance evaluations of satisfactory or better and continues to serve the same school,

1 even if the school's ranking improves and the school is no longer a low-performing school.
2 The increase in state salary provided by this Code section shall be in addition to any other
3 increase in salary. This subsection shall not be construed to require or prohibit any
4 increase in a local supplement payable to an honor principal who serves a low-performing
5 school.

6 (d) This Code section shall not be construed to amend the provisions of Article 2 of
7 Chapter 14 of this title, relating to education accountability."

8 **SECTION 4.**

9 This Act shall become effective for kindergarten through grade eight at the beginning of the
10 school year which commences in 2003 and for grades nine through 12 at the beginning of the
11 school year which commences in 2004.

12 **SECTION 5.**

13 All laws and parts of laws in conflict with this Act are repealed.
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