

House Bill 275

By: Representatives Jordan of the 83rd, Williams of the 61st, Post 2, Thomas of the 43rd, Post 1, Greene of the 134th, Stephens of the 124th, Post 2, and others

A BILL TO BE ENTITLED
AN ACT

To amend Chapter 2 of Title 20 of the Official Code of Georgia Annotated, relating to elementary and secondary education, so as to enact a bill of rights for Georgia teachers; to provide for related matters; to repeal conflicting laws; and for other purposes.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

SECTION 1.

Chapter 2 of Title 20 of the Official Code of Georgia Annotated, relating to elementary and secondary education, is amended by inserting in Subpart 2 of Part 6 of Article 6, relating to conditions of employment for the purposes of the "Quality Basic Education Act," a new Code section to be designated Code Section 20-2-221 to read as follows:

"20-2-221.

Notwithstanding any other provision of law to the contrary, each certificated teacher serving in the public schools of Georgia shall have the following rights as a condition of employment:

(1) Constructive criticism offered in a professional manner is an appropriate way to seek improvement of the educational system. School board members and administrators shall respect the right of a teacher to exercise independent thought and to express constructive criticism in an appropriate and professional manner;

(2) Each teacher in Georgia shall have the right to associate with an educational organization, association, or union. This freedom of association shall not be abridged and a teacher shall not suffer reprisal for exercising this right;

(3) A teacher shall not be coerced, threatened, or intimidated to change a student's grade if, in the opinion of the teacher, the student truly earned that grade;

(4) If, in the professional judgment of a teacher, a student needs to be removed from the regular classroom environment because the student's misconduct is materially and substantially disrupting the learning processes of the other students, the administrator shall respect the teacher's professional judgment. At the minimum, the student shall not

1 be returned to the classroom on that particular day. The administrator shall not
2 undermine the teacher's authority in the classroom by questioning the teacher's account
3 of what happened in front of one or more students;

4 (5) A teacher has a right to file a grievance about an evaluation if, in the opinion of the
5 teacher, the evaluation was unfair, false, or retaliatory for the exercise of a right granted
6 by this Code section;

7 (6) Each teacher shall be afforded the opportunity to participate in an annual evaluation
8 of each administrator at his or her school. These evaluations shall be conducted in a way
9 that assures each teacher complete confidentiality and anonymity. These evaluations
10 shall be forwarded to the superintendent who in turn shall send copies of all the
11 evaluations to each school board member;

12 (7) No teacher shall be discriminated against on the basis of the teacher's race, gender,
13 age, religion, nationality, disability, or exercise of the freedom of association;

14 (8) No teacher shall be the object of capricious or arbitrary treatment;

15 (9) Upon transfer to a different school system, a teacher's service in any public school of
16 the state shall receive full credit for purposes of calculating the teacher's eligibility for
17 any local supplement to salary; and

18 (10) The teacher of the year at each school shall be nominated and selected solely by the
19 anonymous votes of the teachers at the school."

20 **SECTION 2.**

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