

The House Committee on Education offers the following substitute to SB 34:

A BILL TO BE ENTITLED  
AN ACT

1 To amend Article 6 of Chapter 2 of Title 20 of the Official Code of Georgia Annotated, the  
2 "Quality Basic Education Act," so as to provide for legislative findings; to provide for the  
3 establishment of the "Georgia Master Teacher Program"; to provide for the establishment of  
4 criteria for Master Teacher Certification; to provide for the establishment of rules and  
5 regulations by the Professional Standards Commission; to revise certain provisions relating  
6 to salary increases for persons receiving certification from the National Board for  
7 Professional Teaching Standards; to provide for the establishment of the "Academic Coach  
8 Program"; to provide for the establishment of rules and regulations by the State Board of  
9 Education; to provide for the employment of an academic coach by a public school in  
10 accordance with a school improvement plan; to provide for monetary and other incentives  
11 for academic coaches; to provide for the establishment of a Master Teacher and Academic  
12 Coach Implementation Committee; to provide for the composition, duties, and duration of  
13 the committee; to provide for automatic repeal; to provide for related matters; to provide an  
14 effective date; to repeal conflicting laws; and for other purposes.

15 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

**SECTION 1.**

16 Article 6 of Chapter 2 of Title 20 of the Official Code of Georgia Annotated, the "Quality  
17 Basic Education Act," is amended by inserting a new Code section after Code Section  
18 20-2-204 to be designated Code Section 20-2-205 to read as follows:  
19

20 "20-2-205.

21 (a) The General Assembly finds that excellent public school teachers deserve recognition  
22 for the extraordinary learning opportunity they provide to Georgia students.

23 (b) The Professional Standards Commission is authorized and directed to establish the  
24 'Georgia Master Teacher Program' to provide recognition to certificated public school  
25 teachers who exhibit excellence in the classroom.

(c) The Professional Standards Commission shall establish criteria for a Master Teacher Certification. Such criteria shall include, at a minimum, evidence of student achievement, which must include student progress. A public school teacher with three or more years of teaching experience in Georgia may submit an application to the Professional Standards Commission for a Master Teacher Certification. The Professional Standards Commission shall review each application and determine whether a teacher meets the criteria for a Master Teacher Certification. If the Professional Standards Commission finds that a teacher's application meets the criteria, the teacher will be given a Master Teacher Certification, and that teacher will be known as and may be called a Master Teacher for a term to be determined pursuant to rules and regulations of the Professional Standards Commission, but in no event longer than seven years. The Professional Standards Commission is authorized to develop rules and regulations governing the Master Teacher Certification.

(d) This Code section shall be repealed on June 30, 2009."

#### SECTION 1A.

Said article is further amended by striking Code Section 20-2-212.2, relating to salary increase for persons receiving certification from National Board for Professional Teaching Standards, and inserting in its place the following:

"20-2-212.2.

(a) As used in this Code section, the term:

(1) 'High-needs school' means a Georgia public school that has received an unacceptable rating for a period of two or more consecutive years; and

(2) 'national National certification' means certification obtained from the National Board for Professional Teaching Standards.

(b) For initial national certification prior to July 1, 2006, and subsequent renewals anytime thereafter,

(1) Any person who:

(~~1~~)(A) Is currently teaching full time in a Georgia public school and holds a valid Georgia teaching certificate; and

(~~2~~)(B) Has successfully completed the prerequisite portfolio of student work and examination and has received national certification

shall receive not less than a 10 percent rate increase in state salary for each year he or she holds national certification. Such increase shall be awarded beginning on the date such certification is received. The 10 percent increase shall be computed based on the state salary for such individual when national certification is received and recomputed each subsequent year based on the individual's state salary for that school year. In the case of

1 a person who has received such national certification prior to July 1, 2000, and is receiving  
 2 or is eligible to receive a 5 percent rate increase, the 5 percent rate increase shall be  
 3 changed to a 10 percent rate increase effective with the commencement of the 2000-2001  
 4 school year. The increase in state salary provided by this Code section shall be in addition  
 5 to any other increase for which the person is eligible.

6 ~~(c)~~(2) A teacher shall be granted two days of approved paid leave to prepare the portfolio  
 7 of student work required for national certification.

8 ~~(d)~~(3) A portion of the national certification program participation fee may be paid by  
 9 the state prior to certification for any person who:

10 ~~(1)~~(A) Is currently teaching in a Georgia public school and holds a valid Georgia  
 11 teaching certificate;

12 ~~(2)~~(B) Has submitted an application and the initial qualifying payment to the National  
 13 Board for Professional Teaching Standards; and

14 ~~(3)~~(C) Has successfully completed a screening process developed by the Professional  
 15 Standards Commission.

16 ~~(e)~~(4) A teacher for whom the State of Georgia pays a portion of the national  
 17 certification participation fee and who does not teach in a Georgia public school for at  
 18 least one year after receiving certification shall repay the state's portion of the  
 19 participation fee to the state. Repayment is not required if the teacher is unable to  
 20 complete the additional year of teaching due to the death or disability of the teacher, and  
 21 repayment is not required if the teacher fails to receive national board certification.

22 ~~(f)~~(5) The portion of the national certification program participation fee paid by the  
 23 participant shall be reimbursed by the state upon certification for any teacher who is  
 24 eligible for an increase pursuant to subsection (b) of this Code section.

25 ~~(g)~~(6) A teacher for whom the State of Georgia reimburses the cost of the participation  
 26 fee and who does not teach in a Georgia public school for at least one year after receiving  
 27 certification shall repay the reimbursement payment to the state. Repayment is not  
 28 required if the teacher is unable to complete the additional year of teaching due to the  
 29 death or disability of the teacher.

30 (b.1) Any person who has enrolled in the process, as determined by the Professional  
 31 Standards Commission, of attaining national certification on or before December 31, 2004,  
 32 and who obtains initial certification and subsequent renewals after July 1, 2006, shall be  
 33 eligible for salary increases pursuant to subsection (b) of this Code section if such person  
 34 otherwise meets the requirements of subsection (b).

35 (c) Except as provided for in subsection (b.1) of this Code section, for initial national  
 36 certification on and after July 1, 2006, and subsequent renewals anytime thereafter,

37 (1) Any person who:

1 (A) Is currently teaching full time in a high-needs school and holds a valid Georgia  
 2 teaching certificate as defined by the Professional Standards Commission; and

3 (B) Has successfully completed the prerequisite portfolio of student work and  
 4 examination and has received national certification

5 shall receive not less than a 10 percent rate increase in state salary for each year he or she  
 6 holds national certification. Such increase shall be awarded beginning on the date such  
 7 certification is received. The 10 percent increase shall be computed based on the state  
 8 salary for such individual when national certification is received. A teacher who transfers  
 9 to a high-needs school after such individual receives national certification shall receive  
 10 such increase beginning on the effective date of transfer if the teacher meets the  
 11 requirements of this subsection, and such increase shall be computed based on the state  
 12 salary for such individual on the effective date of the transfer. Provided such individual  
 13 remains employed in a high-needs school or in a school that was designated as a high-needs  
 14 school at the time the individual received national certification or transferred to such school  
 15 and otherwise continues to meet the requirements of this subsection, the 10 percent  
 16 increase shall be recomputed each subsequent year based on such individual's state salary  
 17 for that school year.

18 (2) A teacher shall be granted two days of approved paid leave to prepare the portfolio  
 19 of student work required for national certification.

20 (3) The Professional Standards Commission shall provide annually to the Department  
 21 of Education a roster of teachers who have attained and retained national certification and  
 22 are eligible for the annual increase.

23 (4) The Professional Standards Commission shall be authorized to accept, receive,  
 24 distribute, and administer funds to be used for national certification program participation  
 25 fees."

## 26 SECTION 2.

27 Said article is further amended by inserting new Code sections after Code Section 20-2-212.4  
 28 to be designated Code Sections 20-2-212.5 and 20-2-212.6 to read as follows:

29 "20-2-212.5.

30 (a) The General Assembly finds that many teachers wish to spend their entire career  
 31 teaching in a classroom setting. However, the current salary structure offers few financial  
 32 incentives for public school teachers to continue in the classroom throughout their careers.  
 33 The General Assembly finds that new opportunities for career advancement must be  
 34 developed to encourage excellent public school teachers to continue teaching students and  
 35 to contribute to the development of other teachers.

1 (b) The State Board of Education is authorized and directed to establish the 'Academic  
2 Coach Program' to provide certificated public school teachers who exhibit excellence in  
3 the classroom with salary supplements or bonuses in exchange for mentoring other public  
4 school teachers. The state board is authorized to develop rules and regulations for such  
5 program, including requiring reports, data, or other measures of accountability.

6 (c) A local school system desiring the expertise and competency of an academic coach in  
7 one or more of its schools shall develop a school improvement plan for each such school  
8 which identifies the academic strengths and the areas which need improvement in each  
9 such school and which identifies areas where the expertise and competency of an academic  
10 coach could lead to improved academic performance of its students. A local school system  
11 desiring an academic coach in one or more of its schools shall submit such plan or plans  
12 on behalf of the school or schools in its district to the Department of Education which will  
13 certify that the plan or plans includes identified deficiencies in school performance that an  
14 academic coach can address. Once such certification is obtained, the school system may  
15 employ an academic coach or coaches according to the terms of the school improvement  
16 plan to be a classroom teacher for one or more segments per day or to perform other duties  
17 commensurate with the school improvement plan.

18 (d) Prior to working as an academic coach in a school, an academic coach must receive a  
19 Master Teacher Certification from the Professional Standards Commission, as provided for  
20 in Code Section 20-2-205. The academic coach shall participate in professional learning  
21 relative to performing duties as an academic coach and to the teaching and learning needs  
22 identified in the school improvement plan as described in subsection (c) of this Code  
23 section.

24 (e) As part of its review of a school improvement plan, the school council at each school  
25 is authorized to request and receive data from the school relative to the school's utilization  
26 of an academic coach and whether such use of an academic coach has led to increased  
27 academic performance.

28 (f) The state board is authorized, subject to appropriations by the General Assembly, to:

29 (1) Provide funds to local school systems that release academic coaches from the regular  
30 classroom for one or more segments per day;

31 (2) Compensate academic coaches with salary supplements if they serve schools that  
32 have received an unacceptable rating for a period of two or more consecutive years; and

33 (3) Compensate academic coaches and other teachers or personnel participating or  
34 involved in the program with bonuses based on demonstrated school-wide gains in  
35 student achievement.

36 Nothing shall prohibit local boards of education from providing additional salary  
37 supplements and bonuses to any teacher serving as an academic coach.

1 (g) This Code section shall be repealed on June 30, 2009.

2 20-2-212.6.

3 The Governor shall appoint a Master Teacher and Academic Coach Implementation  
4 Committee to advise the Professional Standards Commission and the State Board of  
5 Education on the development of such rules governing the Georgia Master Teacher  
6 Program, in accordance with Code Section 20-2-205, and the Academic Coach Program,  
7 in accordance with this Code section. Such committee shall include at a minimum, two  
8 Department of Education staff members, two State Board of Education members, two  
9 Professional Standards Commission staff members, two Professional Standards  
10 Commission members, four teachers, one local school superintendent, one principal, one  
11 local school board member, two parents of public school students, the director of the Office  
12 of Student Achievement or his or her designee, one staff member from Georgia's  
13 Leadership Institute for School Improvement, the chair of the Senate Education Committee  
14 or his or her designee, the chair of the House Committee on Education or his or her  
15 designee, and the director of the Office of Planning and Budget. The implementation  
16 committee shall hold public hearings across the state for the purpose of receiving input  
17 from parents, teachers, and other educators. In addition to developing recommendations  
18 for rules governing the designation of Master Teachers, the implementation committee  
19 shall develop recommendations for guidelines designed to provide information to  
20 principals on hiring and utilizing the services of an academic coach. The Master Teacher  
21 and Academic Coach Implementation Committee shall make its recommendations to the  
22 Professional Standards Commission and the State Board of Education no later than  
23 December 31, 2005. The implementation committee shall be disbanded on December 31,  
24 2005. This Code section shall be repealed on December 31, 2005."

25 **SECTION 3.**

26 This Act shall become effective upon its approval by the Governor or upon its becoming law  
27 without such approval.

28 **SECTION 4.**

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