

Senate Bill 468

By: Senators Moody of the 56th, Carter of the 13th, Douglas of the 17th, Grant of the 25th,  
Bulloch of the 11th and others

**AS PASSED SENATE**

**A BILL TO BE ENTITLED  
AN ACT**

1 To amend Subpart 2 of Part 6 of Article 6 of Chapter 2 of Title 20 of the Official Code of  
2 Georgia Annotated, relating to conditions of employment under the "Quality Basic Education  
3 Act," so as to provide for the establishment of a grant program for High Performance  
4 Principals to attract successful principals to schools in need of improvement; to provide for  
5 legislative findings; to provide for a definition; to provide for rules and regulations; to  
6 provide for one-year salary supplements; to provide for reports; to provide for construction;  
7 to provide for related matters; to provide for an effective date; to repeal conflicting laws; and  
8 for other purposes.

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

10 **SECTION 1.**

11 Subpart 2 of Part 6 of Article 6 of Chapter 2 of Title 20 of the Official Code of Georgia  
12 Annotated, relating to conditions of employment under the "Quality Basic Education Act,"  
13 is amended by inserting a new Code section after Code Section 20-2-214, relating to salary  
14 schedule and supplements for principals, to be designated Code Section 20-2-214.1 to read  
15 as follows:

16 "20-2-214.1.

17 (a) The General Assembly finds that the driving force behind attracting quality teachers  
18 to a school and creating a culture of learning and respect in the school environment is the  
19 school leadership, and particularly, the school principal. The General Assembly further  
20 finds that teachers consider school leadership as one of the most important factors in  
21 creating good working conditions in a school environment. The General Assembly further  
22 finds that a school with strong leadership and teachers will be the most effective in  
23 improving and maintaining the academic success of its students.

24 (b) For purposes of this Code section, the term 'Needs Improvement School' means a  
25 school that has not made adequate yearly progress for two or more consecutive years in the

1 same subject, in accordance with the accountability system established pursuant to Article  
2 2 of Chapter 14 of this title.

3 (c) The State Board of Education is authorized to establish a grant program to attract  
4 proven leaders in school settings to accept positions as principals in secondary schools in  
5 this state that have been identified as a Needs Improvement School by the State Board of  
6 Education, as defined in state board rules relating to the accountability system. For  
7 purposes of this Code section, these individuals shall be known as High Performance  
8 Principals. The grant program shall include funding, subject to appropriations by the  
9 General Assembly, for grants from the state board to local boards of education for salary  
10 supplements for High Performance Principals.

11 (d) The state board is authorized to develop rules and regulations to implement the grant  
12 program, including requiring reports, data, or other measures of accountability. The grant  
13 program shall provide that the sole criteria for designating and selecting individuals as  
14 High Performance Principals shall be data based evidence of the effectiveness of a  
15 proposed High Performance Principal in improving a low performing school or in taking  
16 an average or excellent performing school to higher achievement within the last five years.  
17 Notwithstanding this, the state board shall have the discretion, only in extenuating  
18 circumstances, to consider other criteria. The state board shall be authorized to establish  
19 and maintain a nonexclusive pool of preapproved eligible candidates for High Performance  
20 Principals for consideration by local school systems.

21 (e) An individual selected as a High Performance Principal shall be eligible for a one-year  
22 salary supplement, in an amount as determined by the state board and subject to  
23 appropriations by the General Assembly. An individual grant shall not exceed \$15,000.00  
24 per year and such amount shall be awarded pursuant to state board rule based on the  
25 relative recruitment need of that Needs Improvement School. The local school system may  
26 apply for up to two additional school years for renewal of the High Performance Principal  
27 designation for an individual, subject to appropriation. An individual selected as a High  
28 Performance Principal shall be required to enter into a contract with the local board, in  
29 accordance with Code Section 20-2-211, which shall include terms and conditions relating  
30 to the designation of High Performance Principal, as required by the state board. An  
31 individual shall be required to reimburse the local board for any moneys paid to him or her  
32 relating to the High Performance Principal designation if he or she does not comply with  
33 the terms of the contract relating to the High Performance Principal designation.

34 (f) The local board shall be required to submit reports, as required by the state board,  
35 which quantify the effectiveness of an individual designated as a High Performance  
36 Principal and his or her impact on the improvement of the school in the school year in  
37 which he or she was designated a High Performance Principal. The state board shall use

1 the data in the reports as the primary factor in evaluating applications for renewal of a High  
2 Performance Principal designation, as provided for in subsection (e) of this Code section.  
3 (g) Salary supplements received by a High Performance Principal pursuant to this Code  
4 section shall not be considered regular or earnable compensation for any purpose.  
5 (h) Nothing in this Code section shall prohibit local boards of education from providing  
6 additional salary supplements and bonuses to any principal designated as a High  
7 Performance Principal."

8 **SECTION 2.**

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

11 **SECTION 3.**

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