

The Senate Education and Youth Committee offered the following substitute to SR 487:

A RESOLUTION

1 Creating the Senate Study Committee on the Teacher Complaint/Grievance Procedure; and
2 for other purposes.

3 WHEREAS, the importance of good workplace conditions for teachers has been shown to
4 be a strong contributing factor to teacher job satisfaction and a successful school climate; and

5 WHEREAS, a fair, expeditious, and uniform complaint process that resolves problems at the
6 lowest possible organizational level with a minimum of conflict and formal proceedings is
7 an important contributor to good morale and enhanced job performance of certified school
8 employees; and

9 WHEREAS, while a fair and thorough job performance evaluation is an important factor in
10 high-quality instruction, it is also a major determinant of an employee's salary and job
11 security; and

12 WHEREAS, current law does not allow complaints about the fairness or accuracy of ratings
13 in certified personnel evaluations to be resolved through the complaints policy; and

14 WHEREAS, substantial problems occur in resolving complaints through the process
15 provided in current state law and local policy, as reported by individual teachers across the
16 state and by their professional organizations.

17 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE that there is created the Senate
18 Study Committee on the Teacher Complaint/Grievance Procedure to be composed of ten
19 members appointed by the Lieutenant Governor as follows: five members of the Senate, the
20 president of the Georgia Association of Educators or his or her designee, the executive
21 director of the Georgia School Superintendents Association or his or her designee, the
22 president of the Professional Association of Georgia Educators or his or her designee, the

1 president of the Georgia Parent Teacher Association or his or her designee, and the executive
2 director of the Georgia Association of Educational Leaders or his or her designee.

3 BE IT FURTHER RESOLVED that the committee shall undertake a study of the conditions,
4 needs, issues, and problems regarding grievances and evaluations mentioned above or related
5 thereto and recommend any actions or legislation which the committee deems necessary or
6 appropriate. The committee may conduct such meetings at such places and at such times as
7 it may deem necessary or convenient to enable it to exercise fully and effectively its powers,
8 perform its duties, and accomplish the objectives and purposes of this resolution. The
9 legislative members of the committee shall receive the allowances provided for in Code
10 Section 28-1-8 of the Official Code of Georgia Annotated, but shall receive the same for not
11 more than five days unless additional days are authorized. The members of the committee
12 who are not legislative members and who are not public employees shall receive no
13 compensation for their services on the committee. The funds necessary to carry out the
14 provisions of this resolution shall come from the funds appropriated to or otherwise available
15 to the Senate.

16 BE IT FURTHER RESOLVED that the Lieutenant Governor shall designate a member of
17 the committee as chairperson of the committee. The chairperson shall call all meetings of
18 the committee. The committee shall issue a final report no later than December 31, 2007,
19 with findings and recommendations to be acted upon during the 2008 session of the General
20 Assembly. The committee shall stand abolished on December 31, 2007.