

House Bill 257

By: Representatives Morgan of the 39th, Lindsey of the 54th, Casas of the 103rd, Evans of the 40th, Dobbs of the 53rd, and others

A BILL TO BE ENTITLED
AN ACT

1 To amend Part 7 of Article 17 of Chapter 2 of Title 20 of the Official Code of Georgia
2 Annotated, relating to termination, suspension, nonrenewal, demotion, or reprimand of
3 teachers and other school personnel, so as to provide for reduction in force policies; to
4 provide for performance as the primary factor; to provide for related matters; to repeal
5 conflicting laws; and for other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 Part 7 of Article 17 of Chapter 2 of Title 20 of the Official Code of Georgia Annotated,
9 relating to termination, suspension, nonrenewal, demotion, or reprimand of teachers and
10 other school personnel, is amended by adding a new Code section to read as follows:

11 "20-2-948.

12 In the event a local board of education determines that a reduction in force is necessary,
13 the local board shall make such reduction in accordance with a written established
14 reduction in force policy. Such policy shall provide that when selecting positions to be
15 eliminated, the local board shall consider as the primary factor the performance of the
16 teacher over the past three years. Such performance shall include documented job
17 performance, classroom management, absenteeism, tardiness, handling of extra school
18 responsibilities, and student academic performance. Secondary factors may include length
19 of service and other factors as determined by the local board. For teachers that have not
20 completed three years of service, such teacher's performance shall be extrapolated from the
21 service that he or she has completed."

22 **SECTION 2.**

23 All laws and parts of laws in conflict with this Act are repealed.