

The House Committee on Education offers the following substitute to HB 257:

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 educators 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 provide an
5 effective date; to repeal 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 educator over the past three years, one measure of which may be student academic
17 performance. Secondary factors may include length of service and other factors as
18 determined by the local board. For educators who have not completed three years of
19 service, such educator's performance shall be extrapolated from the service that he or she
20 has completed. This Code section shall not apply if a local board of education eliminates
21 an entire program."

22 **SECTION 2.**

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

25

SECTION 3.

26 All laws and parts of laws in conflict with this Act are repealed.