

## House Bill 262

By: Representatives Scott of the 76<sup>th</sup>, Jordan of the 77<sup>th</sup>, Thomas of the 56<sup>th</sup>, Jones of the 53<sup>rd</sup>, Anderson of the 92<sup>nd</sup>, and others

**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 for professionals in elementary and  
3 secondary education, so as to revise the minimum base salary for certified professional  
4 personnel with bachelor's degrees and no experience; to provide for a minimum base salary  
5 for paraprofessionals; to provide for related matters; to repeal conflicting laws; and for other  
6 purposes.

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

8                   **SECTION 1.**

9 Subpart 2 of Part 6 of Article 6 of Chapter 2 of Title 20 of the Official Code of Georgia  
10 Annotated, relating to conditions of employment for professionals in elementary and  
11 secondary education, is amended in Code Section 20-2-212, relating to salary schedules, by  
12 revising subsection (a) and adding a new subsection as follows:

13     "(a) The State Board of Education shall establish a schedule of minimum salaries for  
14 services rendered which shall be on a ten-month basis and which shall be paid by local  
15 units of administration to the various classifications of professional personnel required to  
16 be certificated by the Professional Standards Commission. The minimum salary schedule  
17 shall provide a minimum salary base for each classification of professional personnel  
18 required to be certificated; shall provide for increment increases above the minimum salary  
19 base of each classification based upon individual experience and length of satisfactory  
20 service; and shall include such other uniformly applicable factors as the state board may  
21 find relevant to the establishment of such a schedule. On and after July 1, 2015, the The  
22 minimum salary base for certificated professional personnel with bachelor's degrees and  
23 no experience, ~~when annualized from a ten-month basis to a 12 month basis,~~ shall be  
24 ~~\$50,000.00 comparable to the beginning salaries of the recent graduates of the University~~  
25 ~~System of Georgia holding bachelor's degrees and entering positions, excluding~~  
26 ~~professional educator teaching positions, in Georgia having educational entry requirements~~

comparable to the requirements for entry into Georgia public school teaching. The placement of teachers on the salary schedule shall be based on certificate level and years of creditable experience, except that a teacher shall not receive credit for any year of experience in which the teacher received an unsatisfactory or ineffective annual summative performance evaluation or for the second year in which a teacher receives two consecutive annual summative needs development ratings pursuant to Code Section 20-2-210. The General Assembly shall annually appropriate funds to implement a salary schedule for certificated professional personnel. For each state fiscal year, the state board shall adopt the salary schedule for which funding has been appropriated by the General Assembly. A local unit of administration shall not pay to any full-time certificated professional employee a salary less than that prescribed by the schedule of minimum salaries, except as required by this Code section; nor shall a local unit of administration pay to any part-time certificated professional employee less than a pro rata portion of the respective salary prescribed by the schedule of minimum salaries, except as required by this Code section. For purposes of this subsection, an educator's placement on the salary schedule shall not be based on a leadership degree, which shall mean a degree earned in conjunction with completion of an educator leadership preparation program approved by the Professional Standards Commission, unless the educator is employed in a leadership position as defined by the State Board of Education, but shall be placed on the salary schedule position attributable to the educator but for the leadership degree; provided, however, that this shall not apply, regardless of whether or not he or she is in a leadership position, to:

- (1) An educator who possessed a leadership degree prior to July 1, 2010; or
- (2) An educator who possessed:

- (A) A master's level leadership degree prior to July 1, 2012;
- (B) An education specialist level leadership degree prior to July 1, 2013; or
- (C) A doctoral level leadership degree prior to July 1, 2014,

so long as he or she was enrolled in such leadership preparation program on or before April 1, 2009."

"(d)(1) As used in this subsection, the term 'paraprofessional' shall have the same meaning as provided for in Code Section 20-2-204.

(2) The State Board of Education shall establish a schedule of minimum salaries for services rendered by paraprofessionals which shall be on a ten-month basis and which shall be paid by local units of administration to paraprofessionals. On and after July 1, 2015, the minimum salary base for paraprofessionals shall be \$30,000.00. The placement of paraprofessionals on the schedule of minimum salaries as provided for under this subsection shall be based on years of creditable service. A local unit of administration

63 shall not pay to any paraprofessional a salary less than that prescribed by the schedule of  
64 minimum salaries provided for under this subsection."

65 SECTION 2.

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