

The Senate Committee on Education and Youth offered the following substitute to SB 466:

A BILL TO BE ENTITLED  
AN ACT

1 To amend Part 6 of Article 6 of Chapter 2 of Title 20 of the Official Code of Georgia  
2 Annotated, relating to employment under the "Quality Basic Education Act," so as to remove  
3 the needs development rating from the group of performance evaluation ratings which may  
4 adversely impact an educator's ability to obtain a renewable certificate from the Georgia  
5 Professional Standards Commission; to remove the needs development rating from the group  
6 of performance evaluation ratings which shall be reported by local school systems to the  
7 Georgia Professional Standards Commission; to provide for a pilot program for an alternative  
8 personnel evaluation system; to provide for the selection of school systems to participate in  
9 such pilot program; to provide for an annual report regarding such pilot program; to remove  
10 the needs development rating from the group of performance evaluation ratings which may  
11 adversely impact an educator's ability to obtain a year of creditable service on the state's  
12 minimum salary schedules; to provide for related matters; to repeal conflicting laws; and for  
13 other purposes.

14 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

15 **SECTION 1.**

16 Part 6 of Article 6 of Chapter 2 of Title 20 of the Official Code of Georgia Annotated,  
17 relating to employment under the "Quality Basic Education Act," is amended by revising  
18 subsection (c) of Code Section 20-2-200, relating to regulation of certificated professional  
19 personnel by Professional Standards Commission, rules and regulations, and fees, as follows:  
20 "(c) An individual who has received any combination of two unsatisfactory; or ineffective;  
21 ~~or needs development~~ annual summative performance evaluations in the previous five-year  
22 period pursuant to Code Section 20-2-210 shall not be entitled to a renewable certificate  
23 prior to demonstrating that such performance deficiency has been satisfactorily addressed,  
24 but such individual may apply to the commission for a nonrenewable certificate, as defined  
25 by the commission. Each local school system and charter school shall report all  
26 unsatisfactory; and ineffective, ~~and needs development~~ ratings of all performance

evaluations as provided in Code Section 20-2-210 for certificated personnel in their employ in a manner, format, and frequency determined by the commission. The commission is authorized to release such data provided it cannot be personally identifiable to any currently or formerly certificated person."

## SECTION 2.

Said part is further amended by adding a new Code section to read as follows:

"20-2-210.1.

(a) Beginning with the 2020-2021 school year, the department shall be authorized to design and implement a pilot program for a personnel evaluation system as an alternative to the evaluation system provided for in Code Section 20-2-210, except that such alternative evaluation system shall include the same elements as provided for in paragraph (3) of subsection (b) of Code Section 20-2-210. The pilot program for the alternative evaluation system shall provide for embedded supports, professional development opportunities, recognition and advancement for highly effective teachers, the creation of a pathway for progression, and differentiation of performance.

(b) The State School Superintendent shall select no more than ten local school systems to participate in the pilot program provided for in this Code section. In an effort to pilot the alternative evaluation system in various types of local school systems represented in this state, the State School Superintendent shall seek to include at least one local school system located in an urban setting, two local school systems located in a suburban setting, and three local school systems located in a rural setting. The participating local school systems shall be selected in a competitive process and based on criteria established by the State School Superintendent, including current compliance with the terms of each local school system's respective charter system contract or strategic waivers school system contract.

(c) Notwithstanding the provisions of Code Sections 20-2-82, 20-2-244, and 20-2-2065, the State Board of Education shall be authorized to waive, for the duration of the pilot program, the requirements of paragraph (4) of subsection (b) of Code Section 20-2-210 for each local school system participating in the pilot program.

(d) Each local school system participating in the pilot program shall amend its charter system contract or strategic waivers school system contract to reflect the teacher evaluation system pilot that will be utilized during the term of the pilot program provided for in this Code section. Any local school system in such pilot program that is not complying with the terms of its charter system contract or strategic waiver school system contract may be removed from such pilot program at the sole discretion of the State School Superintendent and shall be required to comply with the performance evaluation system provided for in Code Section 20-2-210.

(e) No later than June 30, 2021, and annually thereafter for the duration of the pilot program provided for in this Code section, the Department of Education shall, upon approval by the State Board of Education, submit a detailed written report on the implementation and effectiveness of such pilot program to the Governor, the Speaker of the House of Representatives, and the President of the Senate. The final report shall also include recommendations regarding whether the alternative evaluation system should be implemented throughout the state."

### SECTION 3.

Said part is further amended by revising subsection (a) of Code Section 20-2-212, relating to salary schedules, as follows:

"(a) The State Board of Education shall establish a schedule of minimum salaries for services rendered which shall be on a ten-month basis and which shall be paid by local units of administration to the various classifications of professional personnel required to be certificated by the Professional Standards Commission. The minimum salary schedule shall provide a minimum salary base for each classification of professional personnel required to be certificated; shall provide for increment increases above the minimum salary base of each classification based upon individual experience and length of satisfactory service; and shall include such other uniformly applicable factors as the state board may find relevant to the establishment of such a schedule. The minimum salary base for certificated professional personnel with bachelor's degrees and no experience, when annualized from a ten-month basis to a 12 month basis, shall be comparable to the beginning salaries of the recent graduates of the University System of Georgia holding bachelor's degrees and entering positions, excluding 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

99 professional employee less than a pro rata portion of the respective salary prescribed by the  
100 schedule of minimum salaries, except as required by this Code section. For purposes of  
101 this subsection, an educator's placement on the salary schedule shall not be based on a  
102 leadership degree, which shall mean a degree earned in conjunction with completion of an  
103 educator leadership preparation program approved by the Professional Standards  
104 Commission, unless the educator is employed in a leadership position as defined by the  
105 State Board of Education, but shall be placed on the salary schedule position attributable  
106 to the educator but for the leadership degree; provided, however, that this shall not apply,  
107 regardless of whether or not he or she is in a leadership position, to:

- 108 (1) An educator who possessed a leadership degree prior to July 1, 2010; or  
109 (2) An educator who possessed:  
110 (A) A master's level leadership degree prior to July 1, 2012;  
111 (B) An education specialist level leadership degree prior to July 1, 2013; or  
112 (C) A doctoral level leadership degree prior to July 1, 2014,  
113 so long as he or she was enrolled in such leadership preparation program on or before  
114 April 1, 2009."

115 **SECTION 4.**

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