

The House Committee on Education offers the following substitute to HB 1295:

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 remove the needs development rating from
8 the group of performance evaluation ratings which may adversely impact an educator's
9 ability to obtain a year of creditable service on the state's minimum salary schedules; to
10 provide for related matters; to repeal conflicting laws; and for other purposes.

11 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

12 **SECTION 1.**

13 Part 6 of Article 6 of Chapter 2 of Title 20 of the Official Code of Georgia Annotated,
14 relating to employment under the "Quality Basic Education Act," is amended in Code
15 Section 20-2-200, relating to regulation of certificated professional personnel by Professional
16 Standards Commission, rules and regulations, and fees, by revising subsection (c) as follows:

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17 "(c) An individual who has received any combination of two unsatisfactory, or ineffective;
18 ~~or needs development~~ annual summative performance evaluations in the previous five-year
19 period pursuant to Code Section 20-2-210 shall not be entitled to a renewable certificate
20 prior to demonstrating that such performance deficiency has been satisfactorily addressed,
21 but such individual may apply to the commission for a nonrenewable certificate, as defined
22 by the commission. Each local school system and charter school shall report all
23 unsatisfactory, and ineffective, ~~and needs development~~ ratings of all performance
24 evaluations as provided in Code Section 20-2-210 for certificated personnel in their employ
25 in a manner, format, and frequency determined by the commission. The commission is
26 authorized to release such data provided it cannot be personally identifiable to any
27 currently or formerly certificated person."

28 SECTION 2.

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

31 "(a) The State Board of Education shall establish a schedule of minimum salaries for
32 services rendered which shall be on a ten-month basis and which shall be paid by local
33 units of administration to the various classifications of professional personnel required to
34 be certificated by the Professional Standards Commission. The minimum salary schedule
35 shall provide a minimum salary base for each classification of professional personnel
36 required to be certificated; shall provide for increment increases above the minimum salary
37 base of each classification based upon individual experience and length of satisfactory
38 service; and shall include such other uniformly applicable factors as the state board may
39 find relevant to the establishment of such a schedule. The minimum salary base for
40 certificated professional personnel with bachelor's degrees and no experience, when
41 annualized from a ten-month basis to a 12 month basis, shall be comparable to the
42 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 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

70 (C) A doctoral level leadership degree prior to July 1, 2014,
71 so long as he or she was enrolled in such leadership preparation program on or before
72 April 1, 2009."

73 **SECTION 3.**

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