

House Bill 631

By: Representatives McQueen of the 61st, Herring of the 145th, Glaize of the 67th, Berry of the 56th, and Olaleye of the 59th

A BILL TO BE ENTITLED
AN ACT

1 To amend Code Section 20-2-212 of the Official Code of Georgia Annotated, relating to
2 salary schedules for professionals in elementary and secondary education, so as to require
3 that the minimum base salary for certificated professional personnel with bachelor's degrees
4 be based upon the national average living wage as determined by the State Board of
5 Education; to provide for the calculation and publication of such national average living
6 wage at least once every three years; to provide for related matters; to provide for an
7 effective date; to repeal conflicting laws; and for other purposes.

8 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

9 **SECTION 1.**

10 Code Section 20-2-212 of the Official Code of Georgia Annotated, relating to salary
11 schedules for professionals in elementary and secondary education, is amended by revising
12 subsection (a) as follows:

13 "20-2-212.

14 (a)(1) The State Board of Education shall establish a schedule of minimum salaries for
15 services rendered by teachers, administrators, and other certificated professional
16 personnel employed by local units of administration which shall be on a ten-month basis

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17 and which shall be paid by local units of administration to the various classifications of
 18 professional personnel required to be certificated by the Professional Standards
 19 Commission. The minimum salary schedule shall provide a minimum salary base for
 20 each classification of professional personnel required to be certificated;~~;~~ shall provide for
 21 increment increases above the minimum salary base of each classification based upon
 22 individual experience and length of satisfactory service;~~;~~ and shall include such other
 23 uniformly applicable factors as the state board may find relevant to the establishment of
 24 such a schedule.

25 (2)(A) Effective July 1, 2026, the The minimum salary base for certificated
 26 professional personnel with a bachelor's degrees degree and no experience, when
 27 annualized from a ten-month basis to a 12 month basis, shall be comparable to the
 28 national average living wage as determined by the State Board of Education of the
 29 recent graduates of the University System of Georgia holding bachelor's degrees and
 30 entering positions, excluding professional educator teaching positions, in Georgia
 31 having educational entry requirements comparable to the requirements for entry into
 32 Georgia public school teaching.

33 (B) No less than every three years by December 1, beginning in 2026, the State Board
 34 of Education shall:

35 (i) Calculate the national average living wage required under subparagraph (A) of
 36 this paragraph utilizing research based data compiled from no less than three
 37 nationally recognized authorities; and

38 (ii) Publish on the Department of Education's public website such national average
 39 living wage along with an explanation of how such average was calculated including
 40 all of the authorities upon which such calculation was based.

41 (3) The placement of teachers on the salary schedule of minimum salaries provided for
 42 in this subsection shall be based on certificate level and years of creditable experience,
 43 except service; provided, however, that a teacher shall not receive credit for any year of

44 experience in which the teacher received an ~~unsatisfactory or ineffective annual~~
 45 ~~summative performance evaluation rating, or its equivalent, pursuant to Code~~
 46 ~~Section 20-2-210 or for the second year in which a teacher receives two consecutive~~
 47 ~~annual summative needs development ratings pursuant to Code Section 20-2-210.~~

48 (4) The General Assembly shall annually appropriate funds to implement a salary
 49 schedule for certificated professional personnel. For each state fiscal year, the state board
 50 shall adopt the salary schedule for which funding has been appropriated by the General
 51 Assembly. A local unit of administration shall not pay to any full-time certificated
 52 professional employee a salary less than that prescribed by the schedule of minimum
 53 salaries, except as required by this Code section; nor shall a local unit of administration
 54 pay to any part-time certificated professional employee less than a pro rata portion of the
 55 respective salary prescribed by the schedule of minimum salaries, except as required by
 56 this Code section.

57 (5) For purposes of this subsection, an educator's placement on the salary schedule shall
 58 not be based on a leadership degree, which shall mean a degree earned in conjunction
 59 with completion of an educator leadership preparation program approved by the
 60 Professional Standards Commission, unless the educator is employed in a leadership
 61 position as defined by the State Board of Education, but shall be placed on the salary
 62 schedule position attributable to the educator but for the leadership degree; provided,
 63 however, that this shall not apply, regardless of whether or not he or she is in a leadership
 64 position, to:

65 ~~(H)~~(A) An educator who possessed a leadership degree prior to July 1, 2010; or

66 ~~(2)~~(B) An educator who possessed:

67 ~~(A)~~(i) A master's level leadership degree prior to July 1, 2012;

68 ~~(B)~~(ii) An education specialist level leadership degree prior to July 1, 2013; or

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

71 **SECTION 2.**

72 This Act shall become effective on July 1, 2025.

73 **SECTION 3.**

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