

House Bill 457

By: Representatives Ballard of the 147<sup>th</sup>, Erwin of the 32<sup>nd</sup>, Wade of the 9<sup>th</sup>, Dubnik of the 29<sup>th</sup>, Corbett of the 174<sup>th</sup>, and others

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

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

- 66 (1) An educator who possessed a leadership degree prior to July 1, 2010; or  
67 (2) An educator who possessed:  
68 (A) A master's level leadership degree prior to July 1, 2012;  
69 (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.