

Senate Bill 207

By: Senators Esteves of the 6th, Mallow of the 2nd, Islam of the 7th, Butler of the 55th,  
Jackson of the 41st 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 certificated professional  
4 personnel with bachelor's degrees and from zero to two years of creditable service; to provide  
5 for periodic salary studies; to provide for exemptions; to provide for related matters; to repeal  
6 conflicting laws; and for other 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 by revising Code Section 20-2-212, relating to salary  
12 schedules, 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  
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) Effective July 1, 2023, the ~~The~~ minimum salary base for certificated professional  
26 personnel with a bachelor's degrees and no experience zero, one, or two years of  
27 creditable service, when annualized from a ten-month basis to a 12 month basis, shall be  
28 comparable to the ~~beginning salaries of the recent graduates of the University System of~~  
29 ~~Georgia holding bachelor's degrees and entering positions, excluding professional~~  
30 ~~educator teaching positions, in Georgia having educational entry requirements~~  
31 ~~comparable to the requirements for entry into Georgia public school teaching~~ no less than  
32 \$49,092.00.

33 (3) The placement of teachers on the ~~salary schedule~~ of minimum salaries provided for  
34 in this subsection shall be based on certificate level and years of creditable ~~experience,~~  
35 ~~except service; provided, however,~~ that a teacher shall not receive credit for any year of  
36 experience in which the teacher received an ~~unsatisfactory or ineffective annual~~  
37 ~~summative performance evaluation~~ rating, or its equivalent, pursuant to Code  
38 Section 20-2-210 or for the second year of two consecutive years in which a teacher  
39 ~~receives two consecutive annual summative~~ received a needs development annual

40 summative performance rating, or its equivalent, ratings pursuant to Code  
 41 Section 20-2-210.

42 (4) Beginning in 2027, and not less than once every five years thereafter, the State Board  
 43 of Education, through a study which shall include consultation with the Department of  
 44 Administrative Services, the Department of Labor, the University System of Georgia, the  
 45 Technical College System of Georgia, representatives of local units of administration,  
 46 and such others as the State Board of Education may consult, shall determine whether to  
 47 recommend to the General Assembly an adjustment to the minimum salaries provided for  
 48 in this Code section. Not later than October 1 of the year in which such study is  
 49 concluded, the State School Superintendent shall submit a report of such study to the  
 50 House Committee on Appropriations, the House Committee on Education, the Senate  
 51 Appropriations Committee, and the Senate Education and Youth Committee.

52 (b) The General Assembly shall annually appropriate funds to implement a salary schedule  
 53 for certificated professional personnel. For each state fiscal year, the state board shall  
 54 adopt the salary schedule for which funding has been appropriated by the General  
 55 Assembly.

56 (c)(1) A local unit of administration shall not pay to any full-time certificated  
 57 professional ~~employee~~ personnel a salary less than that prescribed by the schedule of  
 58 minimum salaries, except as required by this Code section; nor shall a local unit of  
 59 administration pay to any part-time certificated professional ~~employee~~ personnel less than  
 60 a pro rata portion of the respective salary prescribed by the schedule of minimum salaries,  
 61 except as required by this Code section.

62 (2) For purposes of this subsection, an educator's placement on the salary schedule shall  
 63 not be based on a leadership degree, which shall mean a degree earned in conjunction  
 64 with completion of an educator leadership preparation program approved by the  
 65 Professional Standards Commission, unless the educator is employed in a leadership  
 66 position as defined by the State Board of Education, but shall be placed on the salary

67 schedule position attributable to the educator but for the leadership degree; provided,  
68 however, that this shall not apply, regardless of whether or not he or she is in a leadership  
69 position, to:

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

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

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

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

74 ~~(C)~~(iii) A doctoral level leadership degree prior to July 1, 2014,

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

77 ~~(b)~~(d) Local units of administration may supplement the salaries of personnel subject to  
78 the schedule of minimum salaries under subsection (a) of this Code section and, in fixing  
79 the amount of those supplements, may take into consideration the nature of duties to be  
80 performed, the responsibility of the position held, the subject matter or grades to be taught,  
81 and the experience and performance of the particular employee whose salary is being  
82 supplemented. In any fiscal year in which such personnel receive an increase under the  
83 minimum salary schedule, a local unit of administration shall not decrease any local salary  
84 supplement for such personnel below the local supplement amount received in the  
85 immediately preceding fiscal year by those personnel of that local unit of administration  
86 unless such local unit of administration has conducted at least two public hearings  
87 regarding such decrease, notice of which hearings, including the time, place, agenda, and  
88 specific subject matter of the meeting, the local unit shall cause to be published in the legal  
89 organ of the county which is the legal situs of such local unit one time at least seven days  
90 prior to the date such hearings are to be held. Written notice shall be provided to each  
91 employee subject to the schedule of minimum salaries under subsection (a) of this Code  
92 section at least seven days prior to the date of the hearings. Each such hearing shall be held

93 and shall commence after school hours to allow certificated and noncertificated personnel  
94 to attend.

95 ~~(c)~~(e) A local unit of administration shall pay beginning classroom teachers the first salary  
96 payment for the number of days worked at the end of the first month of the school year in  
97 which service is rendered. The State Board of Education shall develop rules and  
98 procedures for implementing this subsection by July 1, ~~2001~~ 2023.

99 (f) The provisions of this Code section shall not apply to school principals or local school  
100 superintendents."

101

**SECTION 2.**

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