

Senate Bill 530

By: Senators Anavitarte of the 31st, Hickman of the 4th, Burns of the 23rd and Dixon of the 45th

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 under the "Quality Basic Education
3 Act," so as to provide for the placement of certificated professional personnel on the state
4 minimum salary schedule; to provide for related matters; to repeal conflicting laws; and for
5 other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 Subpart 2 of Part 6 of Article 6 of Chapter 2 of Title 20 of the Official Code of Georgia
9 Annotated, relating to conditions of employment under the "Quality Basic Education Act,"
10 is amended by revising Code Section 20-2-212, relating to salary schedules, as follows:

11 "20-2-212.

12 (a)(1) The State Board of Education shall establish a ~~schedule~~ of minimum salary
13 schedule ~~salaries~~ for services rendered which shall be on a ten-month basis and which
14 shall be paid by local units of administration to the various classifications of professional
15 personnel required to be certificated by the Professional Standards Commission.

16 (2) The minimum salary schedule shall provide a minimum salary base for each
17 classification of professional personnel required to be certificated; shall provide for
18 increment increases above the minimum salary base of each classification based upon
19 individual experience and length of satisfactory service; and shall include such other
20 uniformly applicable factors as the state board may find relevant to the establishment of
21 such a schedule.

22 (3) The minimum salary base for certificated professional personnel with bachelor's
23 degrees and no experience, when annualized from a ten-month basis to a 12 month basis,
24 shall be comparable to the beginning salaries of the recent graduates of the University
25 System of Georgia holding bachelor's degrees and entering positions, excluding
26 professional educator teaching positions, in Georgia having educational entry
27 requirements comparable to the requirements for entry into Georgia public school
28 teaching.

29 (4) The placement of ~~teachers~~ certificated professional personnel on the minimum salary
30 schedule shall be based on: ~~certificate level and years~~

31 (A) Years of creditable experience, except that a ~~teacher~~ certificated professional
32 personnel shall not receive credit for any year of experience in which ~~the teacher~~ he or
33 she received an ~~unsatisfactory~~ or ineffective annual summative performance evaluation
34 or for the second consecutive year in which a ~~teacher~~ he or she receives ~~two~~
35 ~~consecutive~~ an annual summative needs development ~~ratings~~ rating pursuant to Code
36 Section 20-2-210; and

37 (B) Certificate level; provided, however, that, effective July 1, 2025, placement on the
38 minimum salary schedule of certificated professional personnel shall not be based on
39 having a leadership degree unless such leadership degree was earned in conjunction
40 with the completion of an educator leadership preparation program approved by the
41 Professional Standards Commission; and provided, further, that until July 1, 2025,
42 placement on the minimum salary schedule of certificated professional personnel shall

43 not be based on having a leadership degree, including, but not limited to, a degree
44 earned in conjunction with completion of an educator leadership preparation program
45 approved by the Professional Standards Commission, unless the certificated
46 professional personnel is currently employed in a leadership position as defined by the
47 State Board of Education.

48 (b) The General Assembly shall annually appropriate funds to implement a minimum
49 salary schedule for certificated professional personnel as provided for in subsection (a) of
50 this Code section. For each state fiscal year, the ~~state board~~ State Board of Education shall
51 adopt the minimum salary schedule for which funding has been appropriated by the
52 General Assembly.

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

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

68 (1) ~~An educator~~ Certificated professional personnel who possessed a leadership degree
69 prior to July 1, 2010; or

70 (2) ~~An educator~~ Certificated professional personnel who possessed:

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

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

73 (C) A doctoral level leadership degree prior to July 1, 2014,

74 so long as he or she was enrolled in such leadership preparation program on or before
75 April 1, 2009. This subsection shall stand repealed and reserved on June 30, 2025.

76 ~~(b)(e)(1)~~ Local units of administration may supplement the salaries of certificated
77 professional personnel subject to the ~~schedule of minimum salary schedule~~ salaries under
78 subsection (a) of this Code section and, in fixing the amount of those supplements, may
79 take into consideration the nature of duties to be performed, the responsibility of the
80 position held, the subject matter or grades to be taught, and the experience and
81 performance of the particular ~~employee~~ certificated professional personnel whose salary
82 is being supplemented.

83 (2) In any fiscal year in which ~~such~~ certificated professional personnel receive an
84 increase under the minimum salary schedule, a local unit of administration shall not
85 decrease any local salary supplement for such certificated professional personnel below
86 the local supplement amount received in the immediately preceding fiscal year by ~~those~~
87 such certificated professional personnel of that local unit of administration unless such
88 local unit of administration has conducted at least two public hearings regarding such
89 decrease, notice of which hearings, including the time, place, agenda, and specific subject
90 matter of the meeting, the local unit shall cause to be published in the legal organ of the
91 county which is the legal situs of such local unit one time at least seven days prior to the
92 date such hearings are to be held. Written notice shall be provided to each ~~employee~~
93 certificated professional personnel subject to the ~~schedule of minimum salary schedule~~
94 salaries under subsection (a) of this Code section at least seven days prior to the date of
95 the hearings. Each such hearing shall be held and shall commence after school hours to
96 allow certificated and noncertificated personnel to attend.

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

101

SECTION 2.

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