House of Representatives

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Dr. Charles Knapp
11045 Big Canoe
310 Indian Pipe Drive
Big Canoe, Georgia 30143

Dear Dr. Knapp,

Teacher Compensation Proposal

Objective

To transition from a salary structure that mandates pay for teachers based on degree and years of experience to one that allows local school systems the flexibility to determine teacher compensation based on performance and local need. Such compensation system must maintain a structure at the state level so as to allow room for growth over time and to provide stability for current teachers by allowing them to continue to be paid under the current salary structure.

Current Funding Mechanism for Teacher Salary

QBE provides funding for teacher salary in two ways – through each FTE funded in a QBE program and by add-on funds for training and experience (T&E) which is based on a teacher's degree and years of experience. The current base salary for a teacher with a bachelor's degree and 0 years of experience is $33,424. These funds are included in the base funding amount for each student. Funding for training and experience (any additional degrees or years of service) is calculated separately and school systems must pay teachers according to the state salary schedule. School systems that are IE2 or charter system may currently opt out of the state salary schedule according to the terms of their contract.

Teacher Compensation Proposal for New Formula

One option for the new formula being discussed by the funding committee is to roll the current funding for training and experience into the base and allocate it on a per student basis to each school system regardless of actual current salary earnings of teachers. While this does not have an impact statewide, it creates winners and losers at the system level. Teacher profiles can

vary greatly by school system, with some systems having a more experienced teacher population and other systems having a large number of beginning teachers. As you can see in the attached document, the statewide average training and experience as a percentage of salary is 51.9%, but the range between school systems varies from a low of 39.5 % in Fulton County and 42.6% in Hancock County to 65% in Fannin County, Trion City, Schley County and Charlton County. Under this option, those school systems that have more experienced teachers and thus higher salaries than the state average would receive less funding than they currently receive for those teachers, while school systems with less experienced teachers and thus lower salaries than the state average would receive more funding. This option creates the need for hold harmless funding to diminish any negative impact and it creates uncertainty for existing teachers.

An alternative to this option is to maintain the existing structure of the salary schedule so as to not create winners and losers. Under this proposal school systems will continue to earn funding for teachers based on the teacher salary schedule, but will have the flexibility to determine how teachers in their school system will be compensated. The details of this proposal are as follows:

1. Salary Earnings Calculation – The state will continue to collect data, calculate earnings and fund salaries above the base according to the state salary schedule as is the current methodology. As is currently the case, teachers with an unsatisfactory or ineffective performance evaluation shall not advance on the salary schedule. This provides a stable framework for the state to determine earnings and provides a continued opportunity for earnings growth for school systems and income potential for teachers.

2. Salary Earnings Allocation – Funds earned for training and experience will continue to be calculated based on the current methodology and each system will receive the funds they earn. However, at the system level, funds for salaries may be allocated according to an alternative methodology. Upon the effective date of the new formula, any teacher currently being paid according to the teacher salary schedule will continue to earn funding and be paid according to the teacher salary schedule unless the teacher opts in to the new local salary model. Salaries for any new teacher who is hired after the effective date of the new formula or any current teacher who opts in will be determined by a salary model established by each local school system which may be based on performance, critical shortage areas or other local priorities provided that no teacher is compensated less than the base salary of a bachelor's degree and no years of experience.

3. Benefits of this approach – This approach to funding salaries still achieves the governor's objective of providing districts with the ability to set pay scales as needed and provide enhanced salary based on performance or local need. It provides school systems with a salary structure that includes the opportunity for growth and new education funding. Moreover,

because each system will be funded according to the current salary schedule, it does not create winners and losers and there is no need for a hold harmless. This approach provides current teachers with stability as they are able to continue operating under the current salary structure and allows new teachers and current teachers who opt in to potentially earn more income based on performance or other local criteria. Finally, by allocating funds based on a state salary schedule we will know where Georgia stands in comparison to other states, most notably our neighboring states, in regard to how much the state provides for teachers' salaries. This is important for recruiting and retaining the best teachers in a competitive market.

Summary

As proposed, the training and experience calculation and funding will continue under the current methodology to ensure stability and to prevent winners and losers at the system level. Upon the effective date of the new formula, any new teachers and any current teachers who choose to opt in to the new system will be paid according to salary schedules set by local school systems which may be based on performance, critical shortage areas or other local priorities provided that no teacher is compensated less than the base salary of a bachelor's degree and no years of experience.

Respectfully Submitted

House Appropriations Chairman Terry England

Cc: Governor Nathan Deal
Dr. Susan Andrews (via email)

FY 2016 Training and Experience as Percentage of Salaries - Statewide Average 51.89%

System	Positions	T&E Percentage
Appling County	271	58.31%
Atkinson County	121	54.93%
Bacon County	153	61.56%
Baker County	29	51.58%
Baldwin County	356	54.00%
Banks County	212	56.96%
Barrow County	967	47.78%
Bartow County	1,032	53.80%
Ben Hill County	221	58.87%
Berrien County	215	53.29%
Bibb County	1,664	47.94%
Bleckley County	170	62.81%
Brantley County	249	57.35%
Brooks County	154	48.24%
Bryan County	541	50.39%
Bulloch County	651	57.39%
Burke County	340	55.14%
Butts County	238	50.17%
Calhoun County	53	42.90%
Camden County	645	62.73%
Candler County	137	50.42%
Carroll County	993	51.94%
Catoosa County	796	61.76%
Charlton County	106	65.08%
Chatham County	2,807	49.97%
Chattahoochee County	77	47.13%
Chattooga County	197	56.71%
Cherokee County	2,707	55.64%
Clarke County	1,085	47.69%
Clay County	29	49.31%
Clayton County	3,452	46.49%
Clinch County	98	51.82%
Cobb County	8,085	46.31%
Coffee County	542	53.87%
Colquitt County	656	54.17%
Columbia County	1,683	55.32%
Cook County	207	55.61%
Coweta County	1,558	55.91%
Crawford County	123	55.54%
Crisp County	281	52.80%
Dade County	168	57.64%
Dawson County	264	57.29%
Decatur County	336	58.39%
Dekalb County	7,165	48.28%
Dodge County	223	60.88%
Dooly County	87	57.95%
Dougherty County	1,079	52.99%
Douglas County	1,856	51.92%
Early County	176	58.56%
Echols County	63	50.20%
Effingham County	810	54.11%

FY 2016 Training and Experience as Percentage of Salaries - Statewide Average 51.89%

System	Positions	T&E Percentage
Elbert County	213	62.12%
Emanuel County	271	59.26%
Evans County	142	51.96%
Fannin County	242	65.59%
Fayette County	1,494	60.24%
Floyd County	764	64.97%
Forsyth County	2,835	50.80%
Franklin County	261	62.93%
Fulton County	7,091	39.54%
Gilmer County	284	60.62%
Glascock County	44	53.23%
Glynn County	899	55.98%
Gordon County	468	55.34%
Grady County	305	58.63%
Greene County	187	46.01%
Gwinnett County	11,449	52.87%
Habersham County	533	59.85%
Hall County	1,889	53.60%
Hancock County	74	42.58%
Haralson County	276	56.04%
Harris County	347	59.16%
Hart County	242	61.35%
Heard County	146	57.97%
Henry County	2,915	51.12%
Houston County	2,074	56.23%
Irwin County	133	57.43%
Jackson County	509	55.71%
Jasper County	147	51.02%
Jeff Davis County	200	55.42%
Jefferson County	203	56.74%
Jenkins County	102	57.53%
Johnson County	75	48.08%
Jones County	406	56.02%
Lamar County	189	53.45%
Lanier County	133	49.85%
Laurens County	437	59.44%
Lee County	417	54.20%
Liberty County	742	53.39%
Lincoln County	88	60.86%
Long County	207	45.73%
Lowndes County	701	56.72%
Lumpkin County	264	55.41%
Macon County	111	51.72%
Madison County	376	59.45%
Marion County	85	56.40%
McDuffie County	319	54.91%
McIntosh County	116	46.51%
Meriwether County	244	47.53%
Miller County	75	46.64%
Mitchell County	195	48.46%
Monroe County	294	54.45%

FY 2016 Training and Experience as Percentage of Salaries - Statewide Average 51.89%

System	Positions	T&E Percentage
Montgomery County	77	56.58%
Morgan County	250	56.69%
Murray County	473	59.72%
Muscogee County	2,261	53.80%
Newton County	1,356	47.92%
Oconee County	495	61.79%
Oglethorpe County	192	57.93%
Paulding County	1,897	54.31%
Peach County	260	51.00%
Pickens County	312	61.06%
Pierce County	269	56.50%
Pike County	227	57.69%
Polk County	523	57.69%
Pulaski County	100	62.64%
Putnam County	213	50.24%
Quitman County	29	50.77%
Rabun County	185	61.35%
Randolph County	78	44.29%
Richmond County	2,134	51.85%
Rockdale County	1,237	51.36%
Schley County	86	65.31%
Screven County	170	54.35%
Seminole County	108	57.66%
Spalding County	718	50.43%
Stephens County	289	58.85%
Stewart County	43	59.36%
Sumter County	316	48.10%
Talbot County	40	53.65%
Taliaferro County	25	47.41%
Tattnall County	256	55.76%
Taylor County	101	63.48%
Telfair County	113	53.73%
Terrell County	98	56.56%
Thomas County	370	52.62%
Tift County	570	51.20%
Toombs County	222	54.04%
Towns County	88	61.87%
Treutlen County	72	54.78%
Troup County	858	55.55%
Turner County	103	59.86%
Twiggs County	73	43.97%
Union County	222	64.35%
Upson County	289	57.77%
Walker County	687	55.76%
Walton County	886	60.50%
Ware County	438	54.12%
Warren County	47	45.57%
Washington County	200	55.44%
Wayne County	364	51.94%
Webster County	33	57.77%
Wheeler County	77	50.22%

FY 2016 Training and Experience as Percentage of Salaries - Statewide Average 51.89%

System	Positions	T&E Percentage
White County	285	60.23%
Whitfield County	975	54.94%
Wilcox County	85	61.02%
Wilkes County	124	57.61%
Wilkinson County	123	53.71%
Worth County	238	54.24%
Atlanta City	4,416	47.95%
Bremen City	139	63.29%
Buford City	289	60.05%
Calhoun City	238	59.76%
Carrollton City	301	54.67%
Cartersville City	278	63.00%
Chickamauga City	90	58.60%
Commerce City	114	56.61%
Dalton City	565	56.75%
Decatur City	366	55.95%
Dublin City	174	56.90%
Gainesville City	526	46.89%
Jefferson City	198	60.84%
Marietta City	713	51.81%
Pelham City	110	55.18%
Rome City	439	51.48%
Social Circle City	130	56.15%
Thomasville City	231	47.87%
Trion City	100	65.52%
Valdosta City	584	47.99%
Vidalia City	173	51.68%
CCAT	13	23.39%
Odyssey	30	27.30%
Mt. Education Ctr	94	80.19%
Ivy Prep at Kirkwood	22	28.69%
Cherokee Academy	71	19.89%
Georgia Connections	127	30.62%
Ivy Prep Young Men's	23	25.25%
Pataula Charter	29	29.98%
Fulton Leadership Academy	27	23.51%
Atlanta Heights	38	15.75%
Coweta Charter School	53	17.91%
Provost Academy	24	54.09%
Ivy Prep Gwinnett	19	28.56%
Utopian Academy for the Arts	20	19.56%
Georgia Cyber Academy	368	42.75%
State Total/Average	**121,826**	**51.89%**