



## *House of Representatives*

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STANDING COMMITTEES:  
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NATURAL RESOURCES AND ENVIRONMENT  
WAYS AND MEANS – EX-OFFICIO

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:

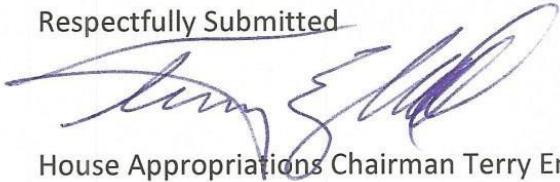
1. Salary Earnings Calculation – The state will continue to collect data, calculate earnings and fund salaries above the base according to the state salary schedule as is the current methodology. As is currently the case, teachers with an unsatisfactory or ineffective performance evaluation shall not 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

A handwritten signature in blue ink, appearing to read "Terry England", written over the typed name below.

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<br>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%         |
| Glascok 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%        |
| <b>State Total/Average</b>   | <b>121,826</b> | <b>51.89%</b> |