

What's Wrong with

Senate Bill 386, or the Pay-for-Performance Bill?

The Georgia Association of Educators opposes SB 386, a new bill that would add a performance-based pay option in addition to the existing salary schedule. Here's what the bill would do and why GAE supports another plan.

What SB 386 would do.

- The new system would be based 50% on student growth and 50% on one or more factors yet to be determined by the State Board of Education (SBOE). SB 386 does not provide details on how a teacher or administrator will be evaluated in order to determine effectiveness.
- The bill preserves the current salary schedule and allows current classroom professionals to choose the alternative route when it is ready for implementation in the year 2014.
- New teachers, as of 2014, will not have the right to choose and will be automatically paid according to this new system.
- The pay-for-performance bonus pay will supplement a base salary that has yet to be determined.

Why GAE does not support it.

In other industries, you're able to negotiate your salary based on level of experience and expertise. Teaching should be no different.

- We believe in the value of EXPERIENCE. Your years of experience in the classroom should count.
- We believe you should be rewarded for your EXPERTISE. You believe in being the best teacher you can be — for yourself and your students. Your advanced degree signifies that you hold yourself to a higher standard.
- Uncertainty of pay will create instability for Georgia families.
- This legislation does not create an environment conducive for collaborative teaching and planning.

- RIGHT NOW, THERE ARE MORE QUESTIONS THAN ANSWERS. Who will determine the evaluation tool? How will teachers and administrators be evaluated? Who will do these evaluations? What will be the base pay for new teachers? Veterans? When will bonuses be determined? Once a year? Twice?

What GAE proposes.

- To view GAE's Alternative Compensation Plan and post YOUR ideas, go to www.voicesforrealchange.org.

How YOU can help.

- Contact the Education and Youth Committee members and your State Senator with the message:

VOTE NO ON SB 386!!!

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