



DEPARTMENT OF AUDITS AND ACCOUNTS

270 Washington St., S.W., Suite 1-156
Atlanta, Georgia 30334-8400

Greg S. Griffin
STATE AUDITOR
(404) 656-2174

January 15, 2020

The Honorable Mike Glanton
State Representative
408-D Coverdell Legislative Office Building
Atlanta, GA 30334

SUBJECT: Fiscal Note
House Bill (LC 49 0041)

Dear Representative Glanton:

This bill would provide a salary incentive to certain public school teachers who are certified in any special education category by the Professional Standards Commission and are currently employed in special education by a local school system in Georgia. Upon consultation with the Office of Legislative Counsel regarding the proper interpretation of the bill, the bill would provide special education teachers with five or fewer years of service with a salary equivalent to that applicable to six years of creditable service. For each subsequent year, those teachers will gain an additional year of creditable service and receive salary adjustments accordingly. If a teacher does not meet student achievement criteria established by the Office of Student Achievement, the teacher's salary would be changed to reflect the actual years of service. Teachers with six years of experience or greater will not be impacted by the bill. Finally, the bill would be effective until the State Board of Education no longer finds an insufficient supply of special education teachers.

As an example of the bill's impact, a teacher who currently holds three years of experience would be moved to the salary grade equal to six years of experience. In the next year, the teacher would receive an increase to the salary grade equal to seven years of experience. This increase would continue for the remainder of the teacher's career, unless the teacher fails to meet student achievement criteria.

Impact on State Expenditures

The bill would have required an additional \$10.0 million for the 2,483 special education teachers that would have qualified during the current 2019-20 school year (Exhibit 1). Under current law, these teachers receive additional pay increases in subsequent years. The bill would have increased the pay of these teachers by approximately \$10.7 million in FY 2021 and \$13.3 million in FY 2022. The additional funding required under the bill would decline slightly in later years because of smaller increases between years 8 and 10 on the salary schedule. Over five years, the bill would cost an additional \$55.4 million.

Exhibit 1: Budget Impact for Fiscal Years 2020 - 2024

(In millions)	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Total
Cost Under Bill	\$10.0	\$13.8	\$19.7	\$23.7	\$23.7	\$91.0
<u>Cost Under Current Law</u>	<u>\$0</u>	<u>\$3.1</u>	<u>\$6.4</u>	<u>\$10.9</u>	<u>\$15.2</u>	<u>\$35.6</u>
Difference	\$10.0	\$10.7	\$13.3	\$12.8	\$8.5	\$55.4*

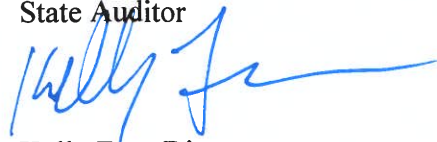
*Rounding Effect

While our analysis does not include the additional cost for special education teachers hired in the future, it also does not include a reduction in cost for current special education teachers that may leave an eligible position. The analysis assumes that the number of special education teachers receiving the supplement would number approximately 2,500.

Sincerely,



Greg S. Griffin
State Auditor



Kelly Farr, Director
Office of Planning and Budget

GSG/KF/as