

PAGE Teaching 411 Presentation

12 Key Points

1. In Georgia, teachers are paid on degree and years of experience.
 - There are 181 school districts in Georgia
 - The higher your degree (T-4, T-5, T-6, T-7) and the more years of experience the more money you make
 - Educators in the metro Atlanta are paid more each year compared to educators in rural areas of Georgia
 - Find this information for each school district by going to the HR link of each school district
2. Georgia educators are paid once a month on the last working day of the month.
 - Last working day of the month in December
 - Last working day of the month in January
3. As a first year teacher, how many pay periods do you want that year, 12 or 13?
 - Start your career in July
 - If paid on 12 pay periods, you will receive your first pay check at the end of September
 - If paid on 13 pay periods, you will receive your first pay check at the end of August
 - Find this information for each district by calling HR of the school district
4. What is the optimum number of days you want to sign a contract?
 - 190 day which includes 180 instructional days and 10 teacher work days
 - As a first year teacher, you will sign a contract with additional days (2 or 3) at the beginning of the year that will provide you with days at the school district office
5. Always check the calendar of the school district
 - School districts have the calendar posted for 2 years
 - The current school year calendar and the following year calendar
6. Benefits for Georgia educators
 - Health Care
 - Insurance after you retire
 - If you retire after 30 years or 60 years of age, you can keep your health care coverage for the rest of your life and this would include coverage for your spouse
7. 3 Sources of Income after you retire: First source
 - Georgia Teacher Retirement (TRS)
 - 30 years of service or 60 years of age
 - Each month educators have 6% of their pay deducted and placed into TRS
 - The state contributes and additional 19.81% into TRS each month
 - Formula is 30 yrs. x 2% for each year of service = .60
 - .60 x the average of the two highest years of service= yearly salary
 - Divide yearly salary into 12 payments (deposited into your checking account on the first day of each month)
 - 1.5% Cost of Living Assistance (COLA) 2 times a year (Jan. 1 and July 1)

8. Second Source of Income, Social Security
 - Social Security (SS)
 - Not all school systems are equal
 - To find out if a school system contributes to SS you must call HR of the school district
 - You get SS when you retire you must be in a school districts that contributes to SS the last 60 consecutive month (5 yrs) of your teaching career
 - If you are not in a school district that contributes, you will not receive SS when you are of SS age
9. Third Source of Income, Tax Shelter Annuity(TSA)
 - Tax Shelter Annuity (401 K, 403 B, 457) this is optional, BUT DO IT RIGHT AWAY
 - Contribute 6% each month
 - Increase your contribution every time you get a pay raise and step increase
 - After 30 years of contributions you could have ½ million or ¾ million at retirement
 - By federal law, 4% must be withdrawn at 70.5 years of age each year
 - If you follow these guidelines this could be an extra \$2,500 per month
10. As an educator you will receive 1.25 days of sick leave every month
 - Sick leave used for illness of self, spouse, children or immediate family
 - Sick leave accumulates over years in every school district in Georgia
 - If you have 60+ days of sick leave when you retire, it can be applied as years of service to TRS
 - This means you can retire early or with more years of service
11. Sign a contract as an educator.
 - Read contract
 - Make sure your contract have the correct number of days
 - Match contract to district calendar of start date and end date
 - Read the termination/liquidation clause (it could cost you if you break your contract)
 - Contract is with the school district, not the individual school
12. Georgia Professional Standards Commission (GAPSC)
 - GAPSC make the guidelines on what you need to do to get and keep your certificate
 - As a student you have a pre-service certificate when you are admitted into the college of education
 - Induction certificate is provided to you when you get your first teaching job
 - Always check your My PSC account to keep track of your certificate and make sure all is correct with your certification