



Investing in Veteran Teacher Salaries

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Veteran Teacher Salary: Key Issues

- Georgia provides step increases ***only*** through Year 21
- Teachers have on average **25.5** years of service at retirement
- Retirement benefit based on years of service & average monthly salary for two highest consecutive years of service
- Districts differ in their ability to provide step increases to veteran teachers

GSSA District Survey

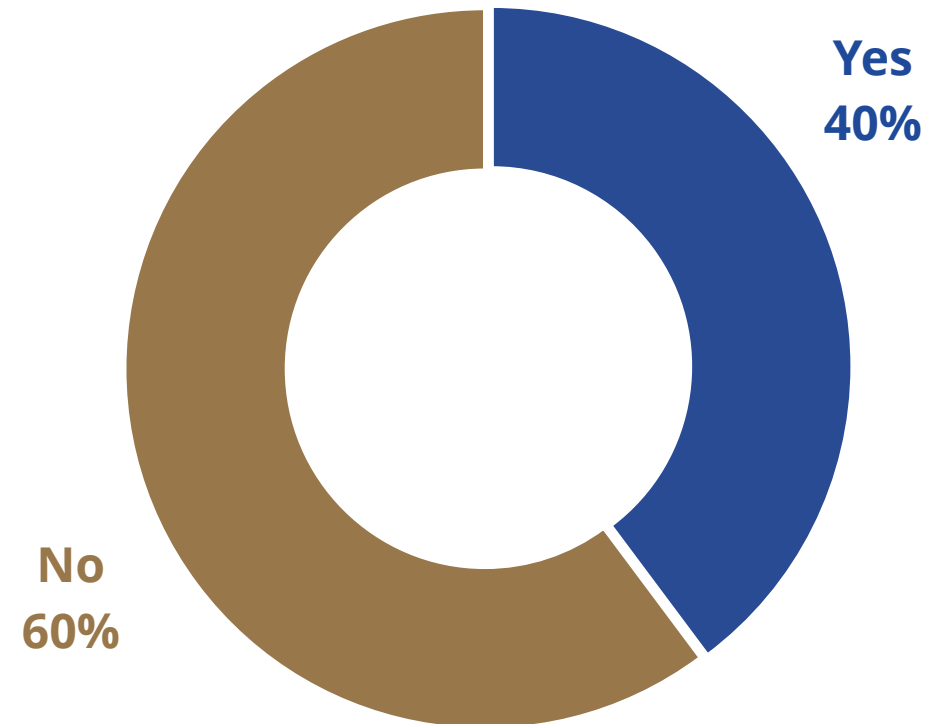
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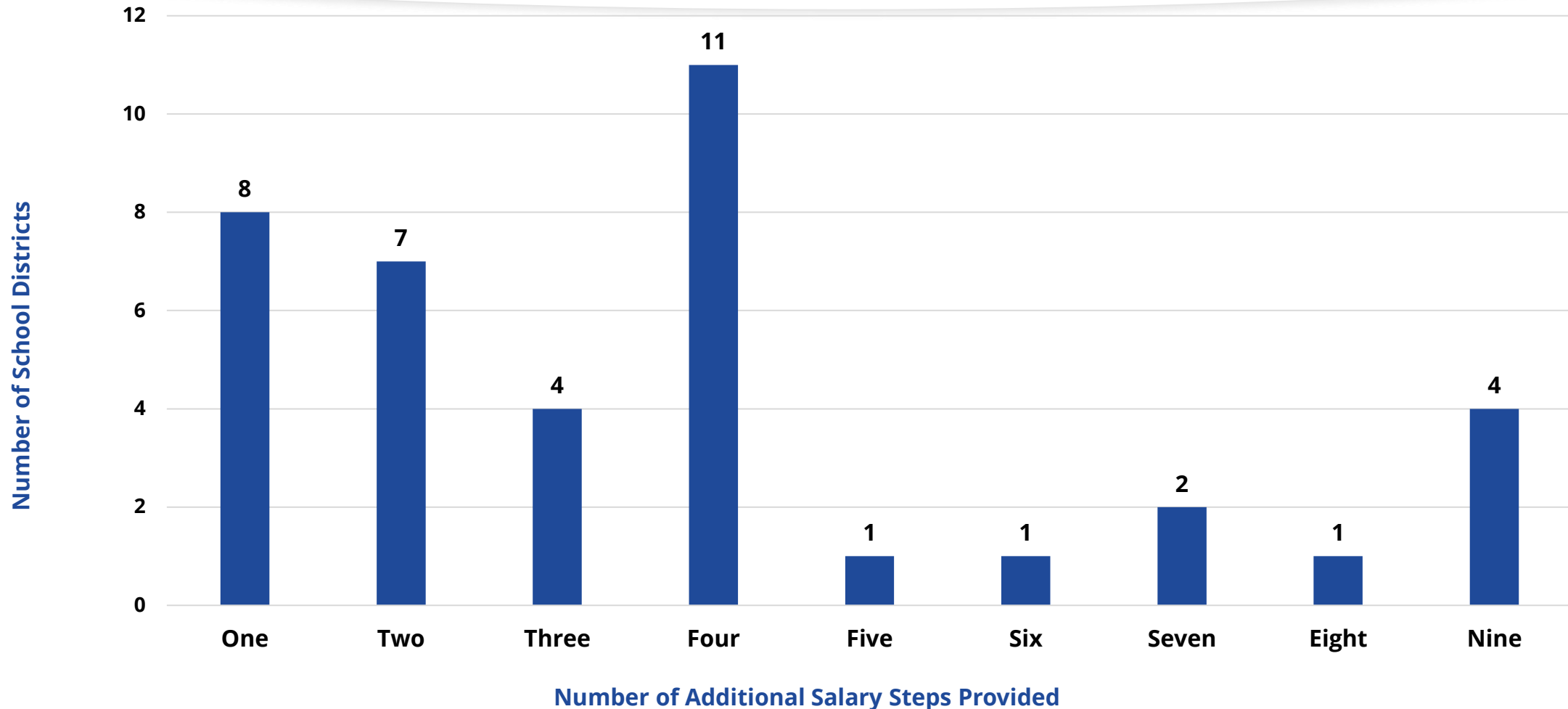
GSSA District Survey

**98
Districts
Responded**

**Does Your District Provide Salary Step
Increases After 21 Years**

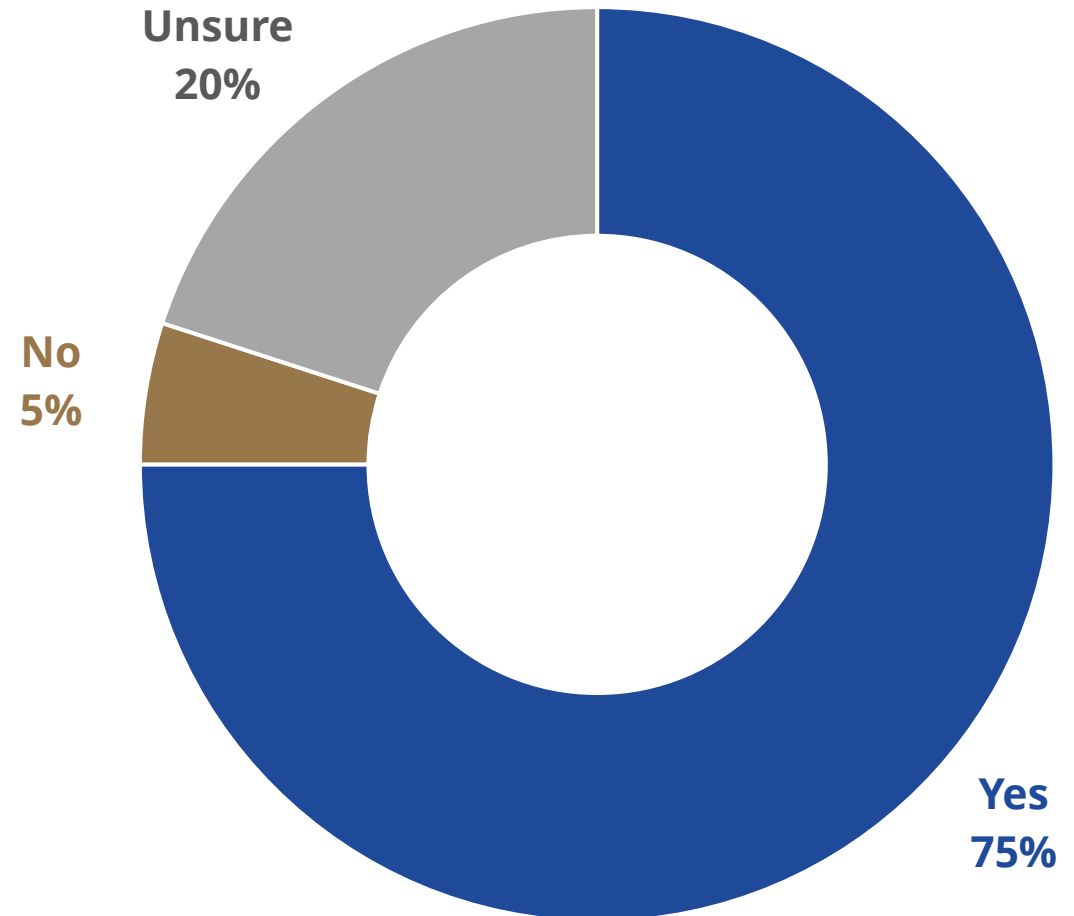


Frequency of Additional Step Increases



District Leader Views: Retention

Do Step Increases
Improve Veteran Teacher
Retention?



District Leader Views: Funding Constraints

“Rising operational costs, budget constraints, and state-mandated requirements that are not fully funded place additional pressure on local resources. As a result, the district has limited flexibility to provide [additional] salary step increases.”

“We have had the discussion with our board, but they had concerns regarding the potential funding losses associated with SHBP increases and legislation concerning local tax exemptions.”

Impacts of Current State Salary Schedule

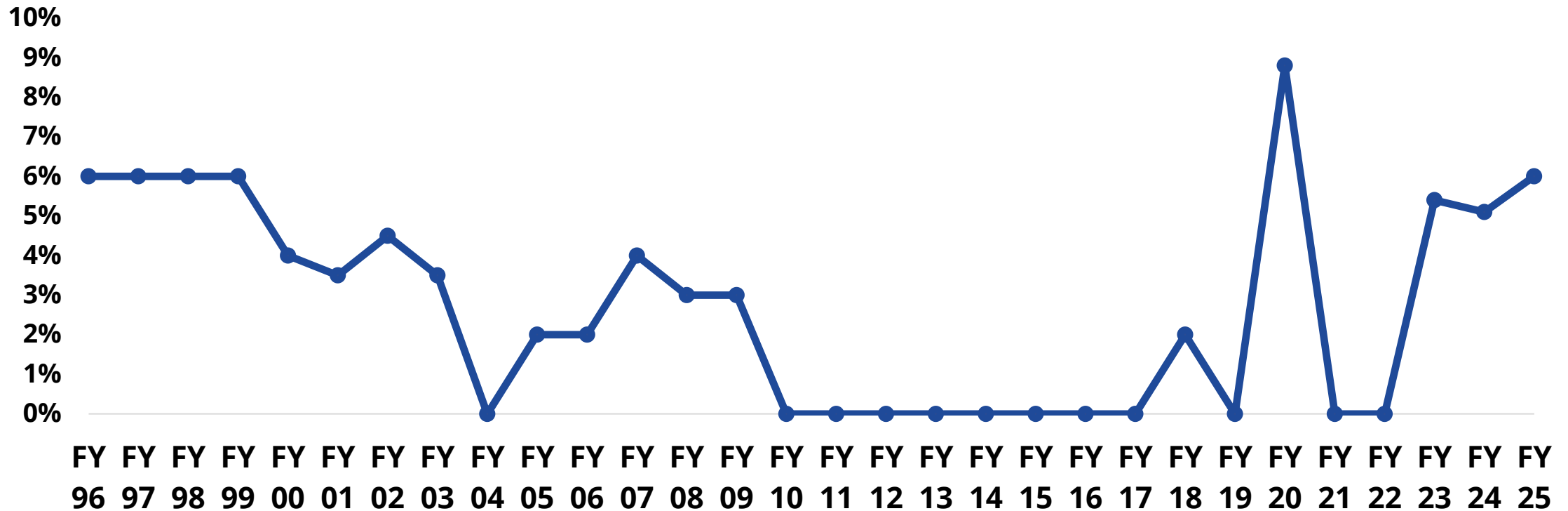


Impact: Diminishing Compensation Value

- Step increases help offset inflation
- Without step increases, veteran teachers' salaries decrease in purchasing power

Impact: Diminishing Compensation Value

Trends in Teacher Pay Increases



Impact: Reduced Retirement Benefits

Hypothetical Effects of Additional Salary Steps on Retirement Benefits

	District 1 (No Salary Steps)	District 2 (5% Salary Step at Year 25)	District 3 (5% Salary Step at Year 25 & Year 30)
Year 22	\$ 70,000	\$ 70,000	\$ 70,000
Year 25	\$ 70,000	\$ 73,500	\$ 73,500
Year 30	\$ 70,000	\$ 73,500	\$ 77,175
Estimated Annual Retirement Benefit @ 30 Years	\$ 42,000	\$44,100	\$ 46,305

Impact: Reduced Retirement Benefits

Salary for a Teacher with a Masters Degree, 2026-2027

	State Salary Schedule	North Metro District	Northwest District	Southeast District
Year 22	\$ 68,481	\$ 86,756	\$ 75,329	\$ 70,081
Year 25	\$ 68,481	\$ 89,828	\$ 75,329	\$ 70,181
Year 30	\$ 68,481	\$ 94,948	\$ 75,329	\$ 70,181
Local Supplement @ Year 30		\$ 26,467	\$ 6,848	\$ 1,700
Estimated Monthly Retirement Benefit @ 30 Years	\$41,089	\$ 56,969	\$ 45,197	\$ 42,109

Impact: Teacher Replacement Costs

Small district
(Under 10,000 students) **\$11,860**

Medium district
(10,000-50,000 students) **\$ 16,450**

Large district
(Over 50,000 students) **\$ 24,930**

District Leader Recommendations to Improve Veteran Teacher Retention

1. State Salary Step increases after 21 years

2. Maintain Return-to-Work program

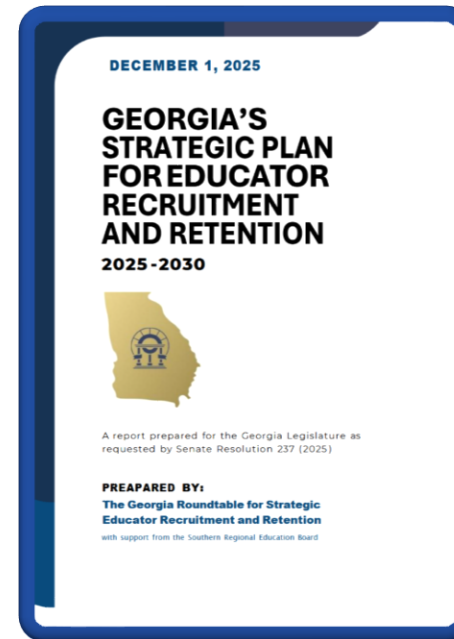
3. Explore and implement other incentives:

- Retention bonuses or stipends for teachers in high need schools
- Offset cost of graduate degrees to reduce student loan debt

4. Reduce unfunded/partially funded mandates

Georgia Roundtable Recommendation

“Incentivize veteran teacher retention by adding a new salary step at Year 28 to encourage continued service.”



State Cost to Add Salary Steps

Scenario 1	Scenario 2	Scenario 3	Scenario 4
One additional step at year 26	Step every other year	One additional step at year 28	One additional step at year 28
5% increase	2.5% increase each step	2.5% increase	5% increase
	Year 23: \$18.7M with TRS & FICA		
	Year 25: \$36.6M with TRS & FICA		
	Year 27: \$48M with TRS & FICA		
	Year 29: \$119M with TRS & FICA		
Total cost: \$107M	Total cost: \$223M	Total cost: \$34.5M	Total cost: \$69M

(Costs estimates were prepared by GaDOE)

PAGE Recommendation

Scenario 1 provides the greatest impact to veteran teachers while maintaining a strong state return on investment by improving retention rates.

Scenario 1
One additional step at year 26
5% increase
Total cost: \$107M

PAGE Contacts



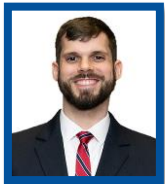
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