



Legislative Update

March 12, 2025

2025-26 Biennium Session

The 2025 Georgia General Assembly convened on January 13, 2025, and is the first year of the two-year (2025-2026) biennium session. Only retirement bills introduced during the first session (2025) are eligible to be acted on in the 2025 session. Retirement bills that have a fiscal (monetary) impact can only be introduced during the first year of a two-year session and can only be acted on during the second year. The earliest effective date for a fiscal bill introduced during the 2025 session will be July 1, 2026.

The Georgia Constitution contains several provisions relating to retirement legislation, which require that retirement bills be treated differently from other legislation. In Georgia, each bill having a fiscal (monetary) impact on a public retirement system such as TRS must be funded in the year it is enacted. In TRS, both the employee and the employer pay monthly into the retirement fund to pay for the employee's retirement benefits. This "pay as you work" system ensures that future benefits are already paid for and do not depend on future appropriations. Thus, any bill that increases the liability of the retirement system must be funded "up front." This ensures the fiscal stability of the retirement system.

The following is a brief summary of House bills (HB) and Senate bills (SB) that would affect TRS if passed:

HB 372 removes the requirement that certain subject areas be designated as highest need by a RESA and allow public school systems to make the determination. This would allow retired teachers, who have been retired for at least one year, to return to work on a full-time basis. Additionally, it would extend the provision allowing those rehired teachers to do so until June 30, 2030.

HB 599 would also extend the period during which retired teachers can be rehired full-time in high-need areas until Jun 30, 2030. Retired teachers with at least 30 years of service can serve in areas of highest need which would be determined by the Department of Education in consultation with the Professional Standards Commission.

SB 150 lowers the eligibility for retired teachers to return to work on a full-time basis from 30 to 25 years of creditable service. It removes the requirement that rehired teachers must work in a determined area of highest need, but specifies that the work cannot be in athletics or coaching.

SB 209 allows permanent PSERS-eligible employees to make a one-time, irrevocable choice to switch to TRS. This bill would also modify the definition of "teacher" and "public school employee" for both TRS and PSERS.

Supporting Legislation

If you are interested in expressing your support for legislation currently being considered, please contact your State Representative or Senator, as the Legislature is responsible for enacting Georgia law. Please visit www.legis.ga.gov for more information.



How a Retirement Bill Becomes Law

In 1st year, State Representative or Senator introduces legislation.

Legislation is assigned to Committee (House or Senate depending on the chamber from which the bill is introduced).

After the Session, Committee determines if the bill should be forwarded for actuarial study.

- If forwarded for study, legislative process continues.
- If not forwarded for study, bill dies in Committee.

In 2nd year, Committee receives actuarial study and determines if the bill should pass Committee for consideration by full House or Senate.

If bill passes one Chamber, House or Senate, the bill is then transmitted to the other Chamber for Committee assignment and recommendation.

If the bill passes both Chambers, the legislation is then sent to the Governor for his signature or veto.

The complete legislative process for retirement legislation is very detailed and is located at www.trsga.com/Legislation/.



www.trsga.com



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Legislation

Please see the following for a summary of legislation that has been introduced that could affect TRS.

HB 372 extends the provision that allows retired teachers that are TRS beneficiaries to be rehired full-time until June 30, 2030. Retired teachers must have been retired for at least one year. It removes the requirement that certain subject areas be designated as highest need by a RESA and places that responsibility with the local public school systems.

Assigned to the House of Representatives Retirement Committee.

HB 599 changes the period during which retired teachers can be rehired full-time in high-need areas from June 30, 2026, to June 30, 2030. Specifically, it allows public school systems to employ retired teachers with 30 years of creditable service as full-time classroom teachers in areas of highest need. The Georgia Department of Education, in consultation with the Professional Standards Commission, will determine these high-need areas annually.

Assigned to the House of Representatives Retirement Committee.

SB 150 proposes a new sunset date of June 30, 2034 to allow retired teachers that are TRS beneficiaries to work full-time. It lowers the required years of creditable service for eligibility from 30 to 25, removes the requirement of areas of highest need, and reduces the waiting period from one year to 60 days.

Heard by Senate Retirement Committee and referred for actuarial study.

SB 209 aims to allow specific Public School Employees Retirement System (PSERS) eligible employees to make an irrevocable election to join TRS. Those who make this decision cannot transfer any prior creditable service from PSERS to TRS. Employees with less than 10 years of service may withdraw their service and those with more than 10 years can retain their retirement eligibility with PSERS.

Heard by Senate Retirement Committee and referred for actuarial study.