

**HB385 Welcomes Retired  
Teachers Back to the  
Classroom**


**Frequently  
Asked  
Questions**

# Have questions but don't have time?

Quick! Tell me how to get started!

Double click the Reference Guides below for a general outline of the process of returning to full-time work under HB385.


**House Bill 385\***  
**Welcomes Retired Teachers Back to the Classroom**

 **Verify Years of Service with Teacher's Retirement System of Georgia**

This bill will only apply to educators who have obtained **30 years** of creditable service in TRS and who have been **retired for at least 1 year**.

**Confirm your Certification Status**


Log into your MyPSC account to review your certification status. If you hold a Professional certificate, you are ready. If you hold a Retired Educator or expired certificate, there are additional steps to take.

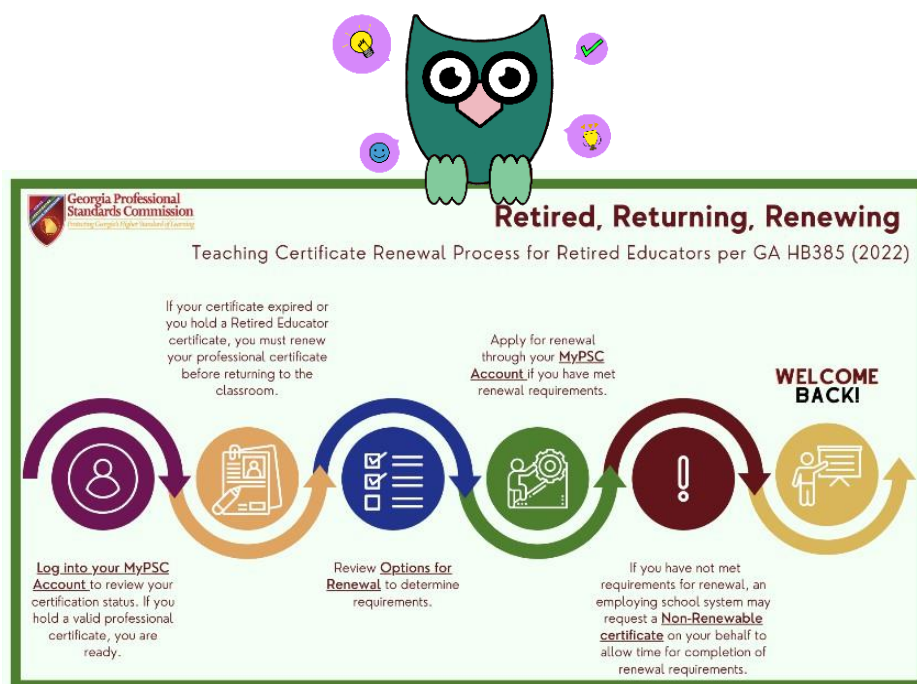
 **Verify the Areas of Highest Need with your Local RESA**

This bill allows retired educators to return to work in an area of highest need as determined by each school system's RESA.

**Welcome Back!**

Seek employment after verifying that all requirements have been met, including retirement and certification status.





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## GENERAL INFORMATION

### **Q1: What is Georgia House Bill 385?**

A1: In an effort to combat Georgia's teacher shortage while ensuring Georgia's students are taught by well-prepared educators, Governor Kemp signed House Bill 385 into Georgia law in May 2022. House Bill 385 permits public school systems to employ certain retirees of the Teachers Retirement System of Georgia (TRSGA) as classroom teachers in the areas of highest need as determined by the Regional Education Service Agency (RESA) to which such public school system is assigned. House Bill 385 will allow these TRSGA beneficiaries to return to work full-time and continue receiving their retirement allowance and any post-retirement benefit adjustments they are eligible to receive.

To review the bill, visit the Georgia State Legislature site:

<https://www.legis.ga.gov>.

**Q2: What is the duration of the bill?**

A2: Georgia House Bill 385 is in effect from July 1, 2022 until June 2026.

**Q3: Are private schools affected by this bill?**

A3: No. This bill applies to public charter and public school systems in Georgia.

**Q4: Am I affected by this bill?**

A4: This bill applies to TRSGA beneficiaries that wish to return to the classroom after obtaining 30 years of creditable service in the TRSGA, who have been retired for at least one year, who are certified teachers of pre-kindergarten through grade 12, and whose primary responsibility is academic instruction of students in a classroom area of highest need.

## RETIREMENT INFORMATION

### **Q1: What do I need to do to return to work under HB385?**

- A1:** 1. Verify your years of service with the Teachers Retirement System of Georgia.
2. Confirm your certification status with the Georgia Professional Standards Commission (GaPSC). To return to teaching full-time, you must hold a Professional teaching certificate **or** qualify for a [One-Year Non-Renewable certificate to meet Renewal Requirements](#).
3. Verify the areas of highest need with your local RESA.
4. After verifying you have met all requirements, secure employment.

### **Q2: How many years of service must I have to return to working full-time using this bill?**

**A2:** Educators who have obtained 30 years of creditable service in the Teachers Retirement System of Georgia may be employed

in a full-time capacity as a certified P-12 teacher under the conditions of the bill.

**Q3: Who can I contact to find how many years of service I have earned?**

A3: Please contact TRSGA for information regarding your years of creditable service.

**Phone:** 404-352-6500

**Website:** <https://www.trsga.com/contact-us/>

**Secure account access:** <https://www.trsga.com/account-login/>

(Make sure to log in then click **My Payment Information** to find your service credit at retirement.)

**Q4: What if I have earned less than 30 years of service?**

A4: HB385 outlines that educators must have at least 30 years of creditable service in the TRSGA. Also, TRSGA beneficiaries must be retired for at least one year before they are eligible to return to work full-time and continue receiving their retirement

allowance. This does not apply to any retired educator restored to service as a teacher prior to the effective date of the bill.

**Q5: Can I return to full-time employment if I have been retired for less than one year?**

A5: No, you cannot return to full-time employment under House Bill 385 if you have been retired for less than one year. You must be retired through Teachers Retirement System of Georgia for at least one year.

**Q6: Will the years that I return from retirement count as additional years of creditable service?**

A6: House Bill 385 outlines that beneficiaries returning to full-time employment under the provisions of this bill will not earn additional years of creditable service.



**Q7: Does TRSGA calculate years working under a Permit, Provisional, Paraprofessional, or Strategic Waiver into the creditable years of service?**

A7: Please contact TRSGA for information regarding how they calculate years of creditable service.

**Phone:** 404-352-6500

**Website:** <https://www.trsga.com/contact-us/>

**Secure account access:** <https://www.trsga.com/account-login/>

(Make sure to log in then click **My Payment Information** to find your service credit at retirement.)

**Q8: For a retiree working under HB385, is the State Health Benefit Plan premium, if applicable, deducted from the compensation received for working or does it continue to be deducted from the retiree's pension payment?**

A8: When a retiree is working 50% or greater for a participating TRS employer, such as under HB 385, the Department of Community Health requires the employer to deduct State Health Benefit Plan premiums from the retiree's compensation, rather

than the pension payment. Once the retiree ceases to work at a rate of 50% or greater, the premium will revert back to being deducted from the retiree's pension payment.

Please contact TRSGA for information regarding how HB385 affects your retirement benefits:

<https://api.trsga.com//library/files/general/Legislative-Update-2022-05-05.pdf>.

**Phone:** 404-352-6500

**Website:** <https://www.trsga.com/contact-us/>

**Q9: Does TRSGA have a direct contact for HB385 questions?**

A9: The point of contact for returning to work issues is Christy Gray, Operations Manager of Working-after-Retirement in the Retirement Services Division.

# EMPLOYMENT INFORMATION

## **Q1: Who determines the areas of highest need?**

A1: The areas of highest need for each RESA are determined by the Georgia Department of Education (GaDOE) after consultation with the GaPSC, and they are based on the highest percentages of unfilled classroom teaching positions in the member school systems of each RESA.

Please visit the TRS HB385 FAQ for the Highest-need Subject Areas List: <https://www.trsga.com/employer/hb385-faq>

To identify and contact your RESA, please visit this link: [https://www.gadoe.org/Pages/Regional-Education-Service-Agencies-\(RESAs\).aspx](https://www.gadoe.org/Pages/Regional-Education-Service-Agencies-(RESAs).aspx).

**Q2: What can I do if I do not currently hold certification in an area of highest need?**

**A2:** If you do not hold certification in an area of highest need, you must qualify to add the field of certification. You may view more information on adding fields here:

<https://www.gapsc.com/CurrentEducator/takeCareYourCertificate/AddFieldEndorsement.aspx>.

Employers have the option of applying for a Three-Year Non-Renewable Certificate on an educator's behalf, which will allow retirees to be placed out-of-field while satisfying certification requirements, provided that the retiree meets the qualifications.

**Q3: How are the areas of highest need calculated?**

**A3:** The determinations are based on a five-year average review of a survey reported by local school systems to the GaDOE.

**Q4: Will the areas of highest need be recalculated?**

A4: The areas of highest need shall be determined for each RESA annually by the GaDOE after consultation with the GaPSC. The areas of highest need for each RESA will be reported to the TRSGA on an annual basis beginning July 1, 2022 and ending July 1, 2025.

**Q5: How will an employer know I am seeking employment under this bill?**

A5: You must notify your employer of your status as a TRSGA beneficiary of this bill prior to accepting employment with them.

**Q6: How will TRSGA know I am placed in a highest-need position?**

A6: Within 30 days of employing a beneficiary of this bill, your employer must notify the Teachers Retirement System of any retired member who is hired to work full-time under the

provisions of this bill through the TRSGA online employer portal. The employer will include the following information: Educator's name, number of hours to be worked, job responsibilities, and other information that the Board of Trustees may prescribe.

**Q7: Will the provisions of this bill be included in employment contracts of current educators?**

A7: House Bill 385 will not be added to employment contracts.

**Q8: I have worked in a Georgia school 49% for the past two years. Am I eligible to return to work full-time under the provisions of this bill?**

A8: Yes, you are eligible to return to work full-time. A retiree who has been working at 49% or less is NOT considered restored to service. You may contact the TRSGA to determine eligibility.

**Phone:** 404-352-6500

**Website:** <https://www.trsga.com/contact-us/>

**Q9: How does HB385 affect Certified/Classified Personnel Information (CPI)?**

A9: For questions regarding CPI, please contact GaDOE.

Website: <https://georgiainsights.gadoe.org/Data-Collections/Pages/CPI-Resources.aspx>.

**Q10: When are districts able to begin hiring retired educators?**

A10: Districts began hiring retired educators July 1, 2022.

## CERTIFICATION INFORMATION

### **Q1: How can I make sure my certificate is up-to-date?**

A1: 1. [Log into your MyPSC account](#) to review your certification status. If you hold a valid professional certificate, you are ready.

2. If your certificate has expired or you hold a Retired Educator certificate, you must renew your professional certificate before returning to the classroom.

3. Review [Options for Renewal](#) to determine requirements.

4. Apply for renewal through your [MyPSC Account](#) if you have met renewal requirements. Access this website for more information on the application process:

<https://www.gapsc.com/Certification/ApplicationProcedures.asp>

[X](#)



## **Q2: What if I do not meet the requirements to renew?**

A2: If you do not meet requirements for renewal, an employing school system may request a [Non-Renewable certificate](#) on your behalf to allow time for completion of renewal requirements.

## **Q3: Why can't I return to teaching full-time while maintaining my Retired Educator certificate?**

A3: Retired Educator certificate holders may not serve in any position requiring GaPSC educator certification. Retired educators who are hired in positions requiring certification must meet requirements to renew their expired professional certificates.

## **Q4: What if I do not hold certification in one of the areas of highest need?**

A4: If you do not hold certification in an area of highest need, you must qualify to add the field of certification. For more information on adding fields, please see:

<https://www.gapsc.com/CurrentEducator/takeCareYourCertificate/AddFieldEndorsement.aspx>. Employers have the option of applying for a Three-Year Non-Renewable Certificate on the educator's behalf, which will allow retirees to be placed out-of-field while satisfying certification requirements, provided that the retiree meets the qualifications.

**Q5: What will happen if the list of areas of highest need changes next year and my certification area is no longer on the list?**

A5: If an educator is employed in an area that is no longer of highest need, they will not be able to remain in that same position under the provisions of this bill the next academic year.

**Q6: How do I know what field of certification is required for general areas of highest need?**

A6: The areas of highest need do not reflect specific grade bands. For example: if the area of highest need is “Math,” the certification fields include Mathematics at the P-5, 4-8 and 6-12 grade levels. In other words, the educator must hold certification to teach Math at the elementary level, middle school level or high school level.

**Q7: Can an educator certified in Middle Grades Math and Middle Grades Science teach at the elementary level?**

A7: Yes, the educator is eligible to return to full-time employment in an elementary school under the provisions of HB385 as long as the educator’s primary responsibility is to teach math and science in grades 4 and 5. Please be advised TRSGA reserves the right to audit the hiring records of any TRSGA participating employer that employs TRSGA retirees in any capacity.