

**Board Policy GARJ: Employee Retirement**

**Status:** DRAFT

**Original Adopted Date:** Pending

All professional employees are covered by the Georgia Teacher Retirement System. All non-certificated classified employees not covered by the Teachers' Retirement System of Georgia shall be covered by the Public-School Employee's Retirement System. Mandatory employee contributions will be deducted from the payroll.

For those employees who qualify for retirement and are eligible to receive retirement pay according to policies and regulations of the Georgia Teacher Retirement System or the Public School Employee Retirement System and who have been employed in the Newton County School System for at least five consecutive years immediately preceding retirement, the Newton County School System will buy back, if the employee so chooses, accumulated sick leave at sixty-five dollars per day up to a maximum of 120 days.

**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Note: To access the policy references, click here [State of Georgia Terms and Conditions](#)(<https://simbli.eboardsolutions.com/SU/amlgTZiB9plushNjl6VWXhfiOQ==>) and close the LexisNexis tab, which will return you to the policy. Click on the links below to be taken to each specific code. **You should only have to do this one time per session.**

**State References**

**Description**

O.C.G.A. 20-02-0915	Coverage for retiring and retired school employees - <a href="https://simbli.eboardsolutions.com/SU/316NHHXE8LHdEYIPR9iGFQ==">https://simbli.eboardsolutions.com/SU/316NHHXE8LHdEYIPR9iGFQ==</a>
O.C.G.A. 47-01-0021	Termination of membership in public retirement system for public employment related crimes - <a href="https://simbli.eboardsolutions.com/SU/kYb3HU0pjynhHyplus2plusuSuplusCw==">https://simbli.eboardsolutions.com/SU/kYb3HU0pjynhHyplus2plusuSuplusCw==</a>
O.C.G.A. 47-01-0022	Forfeiture of rights and benefits for committing public employment related crimes - <a href="https://simbli.eboardsolutions.com/SU/jhrbwBsnGHhdAtwQn0AZtw==">https://simbli.eboardsolutions.com/SU/jhrbwBsnGHhdAtwQn0AZtw==</a>
O.C.G.A. 47-01-0031	Discretionary post-retirement benefit increases subject to reduction by legislation - <a href="https://simbli.eboardsolutions.com/SU/6FVIOi2QslshJ5nplus1GzPNSUTA==">https://simbli.eboardsolutions.com/SU/6FVIOi2QslshJ5nplus1GzPNSUTA==</a>
O.C.G.A. 47-03-0001	Teacher Retirement System - general definitions - <a href="https://simbli.eboardsolutions.com/SU/rw6Jaf15nyWIOUo2MSGPow==">https://simbli.eboardsolutions.com/SU/rw6Jaf15nyWIOUo2MSGPow==</a>
O.C.G.A. 47-03-0060	Membership requirements in Teachers Retirement System - <a href="https://simbli.eboardsolutions.com/SU/uUyTFqJZBzBNplusoJyRplusKRDQ==">https://simbli.eboardsolutions.com/SU/uUyTFqJZBzBNplusoJyRplusKRDQ==</a>
O.C.G.A. 47-03-0063	Membership of full-time lunchroom, maintenance or warehouse managers in TRS - <a href="https://simbli.eboardsolutions.com/SU/BNI35He4GCgHCg2WUrnLw==">https://simbli.eboardsolutions.com/SU/BNI35He4GCgHCg2WUrnLw==</a>
O.C.G.A. 47-03-0092	Absence from employment due to sick leave; TRS creditable service - <a href="https://simbli.eboardsolutions.com/SU/963dRgFEWwATzIsoVnlkhQ==">https://simbli.eboardsolutions.com/SU/963dRgFEWwATzIsoVnlkhQ==</a>
O.C.G.A. 47-03-0101	Eligibility and application for retirement; duration of benefits - <a href="https://simbli.eboardsolutions.com/SU/isgOEWJu369ZZbLcNsuiWw==">https://simbli.eboardsolutions.com/SU/isgOEWJu369ZZbLcNsuiWw==</a>
O.C.G.A. 47-03-0127.1	Full-time employment of beneficiaries permitted under limited conditions; required employer contributions; areas of highest need - <a href="https://simbli.eboardsolutions.com/SU/OY0uZbBHY0eL4E2UtEsxYQ==">https://simbli.eboardsolutions.com/SU/OY0uZbBHY0eL4E2UtEsxYQ==</a>
O.C.G.A. 47-04-0001	Public School Employees Retirement System Act - short title - <a href="https://simbli.eboardsolutions.com/SU/HlbMOKbSfnp2sTPgmbn33A==">https://simbli.eboardsolutions.com/SU/HlbMOKbSfnp2sTPgmbn33A==</a>
O.C.G.A. 47-04-0100	Normal, early and delayed retirement; vesting of right to retirement benefit - <a href="https://simbli.eboardsolutions.com/SU/rrfD9IELbdulTb7ZvLyEslshQ==">https://simbli.eboardsolutions.com/SU/rrfD9IELbdulTb7ZvLyEslshQ==</a>

**Federal References**

**Description**

29 USC 623

Prohibition of age discrimination -

<https://simbli.eboardsolutions.com/SU/MRhtUplus3Jjg8Zxa9mrKMmrQ==>

29 USC 631

Age Discrimination in Employment-age limits -

<https://simbli.eboardsolutions.com/SU/rILRtFGCHYSFFMAwzMnwgQ==>