

Overview of AFY 2024 Salary Supplements for K-12

Governor Kemp's AFY 2024 budget recommendation includes \$188,279,314 in additional state funds for grants to the state's K-12 entities for \$1,000 salary supplements to support retention of educators and support staff. These grants to local education agencies (LEAs) were determined based on the count of certified and support positions earned in the Quality Basic Education (QBE) and associated formulas as outlined below.

School districts earn QBE funds for positions based on student enrollment. QBE earned positions funded in supplements include:

- Teacher
- Art/Music/PE (Subj. Specialist)
- Aide (parapro)
- Clerk
- Counselor
- Psychologist
- Social Worker
- Technology Specialist
- Lab Supervisor
- Special Ed Specialist
- Superintendent
- Asst. Superintendent
- Secretary
- Accountant
- Principal

Non-QBE state funds for specified positions vary across the programs but generally earned based on student enrollment. Non-QBE positions funded in supplements include:

- School Nurse
- Ag Ed – Extended Day/Year
- Ag Ed – Young Farmer, Area Teachers
- Tech/Career Ed – Extended Day/Year
- Tech/Career Ed – Other
- Nutrition Workers
- Custodians
- Bus Drivers
- Preschool Disabilities Teacher

Note: Total count of funded nurse, nutrition, bus driver, and preschool disabilities positions based on formula earnings. Custodian counts based on DOE reported positions as of October 2023. CTAE position counts were reported by DOE as of December 2023.

Georgia Network for Educational and Therapeutic Support (GNETS) positions generally based on student enrollment. Positions funded in supplements include:

- Teachers
- Parapro
- Supervisors
- Psychologist
- Social Worker
- Clerical
- Director

The Regional Education Service Agencies (RESA) formula provides the positions below across each region of the state:

- Math Mentor
- School Climate Specialist
- ETC Service Providers
- English Language Arts Specialist
- Director
- Secretary
- Bookkeeper
- Consultant

Pre-K teachers and assistant teachers will receive supplemental funds through lottery-funded pre-k grants distributed by the Department of Early Care and Learning.

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\$1k AFY Supplement for School Districts			
Teachers and Certified Staff			
Formula Location	Certified Positions	Count	Supplement and FICA @ .0145
QBE - Formula Weights	Teacher	119,552	\$ 121,285,720
QBE - Formula Weights	Art, Music, PE (Subj. Specialist)	2,422	\$ 2,457,310
QBE - Formula Weights	Aide (parapro)	6,248	\$ 6,338,909
QBE - Formula Weights	Clerk	1,467	\$ 1,488,502
QBE - Formula Weights	Counselor	3,874	\$ 3,930,172
QBE - Formula Weights	Psychologist	704	\$ 714,577
QBE - Formula Weights	Social Worker	704	\$ 714,577
QBE - Formula Weights	Technology Specialist	1,585	\$ 1,607,798
QBE - Formula Weights	Lab Supervisor	290	\$ 294,484
QBE - Formula Weights	Special Ed Specialist	1,309	\$ 1,327,494
QBE Formula Core Positions		138,156	\$ 140,159,543
QBE- Central Admin	Superintendent	180	\$ 182,610
QBE- Central Admin	Asst. Superintendent	564	\$ 572,178
QBE- Central Admin	Secretary	180	\$ 182,610
QBE- Central Admin	Accountant	180	\$ 182,610
QBE - School Admin	Principals	2,292	\$ 2,325,300
QBE Formula Central & School Admin Positions		3,396	\$ 3,445,308
Non-QBE - School Nurse	Elementary RN	144	\$ 146,305
Non-QBE - School Nurse	Elementary LPN	721	\$ 731,523
Non-QBE - School Nurse	Secondary RN	122	\$ 123,356
Non-QBE - School Nurse	Secondary LPN	608	\$ 616,781
School Nurses		1,595	\$ 1,617,965
Non-QBE - Preschool Disasbilities	Teacher	951	\$ 965,134
Preschool Disabilities Services		951	\$ 965,134
Non-QBE- CTAE	Ag Ed - Extended Day/Year	551	\$ 558,482
Non-QBE- CTAE	Ag Ed - Young Farmer, Area Teachers, Other	81	\$ 82,175
Non-QBE- CTAE	Tech/Career Ed - Extended Day/Year	2,160	\$ 2,191,348
Non-QBE- CTAE	Tech/Career Ed - Other	195	\$ 197,574
CTAE Extended Day/Year/Young Farmers/Area Teachers		2,986	\$ 3,029,579
NonCertified Staff			
Formula Location	Noncertified Positions	Count	Supplement and FICA at @ 7.65%
Non-QBE - Nutrition	Nutrition FTEs	13,294	\$ 14,310,992
Non-QBE - Custodians (Full Time)	Custodians	8,357	\$ 8,996,787
Non-QBE - Pupil Transportation (bus count)	Bus drivers	13,378	\$ 14,401,461
Noncertified Positions Total		35,029	\$ 37,709,240
Non-QBE Grant: RESAs and GNETS			
Formula Location	Non-QBE grants	Count	Supplement and FICA @ .0145
Non-QBE - GNETS	Teachers	455	\$ 461,675
Non-QBE - GNETS	Parapro	455	\$ 461,675
Non-QBE - GNETS	Supervisor	59	\$ 60,018
Non-QBE - GNETS	Psychologist	30	\$ 30,009
Non-QBE - GNETS	Social Worker	59	\$ 60,018
Non-QBE - GNETS	Clerical	59	\$ 60,018
Non-QBE - GNETS	Director	24	\$ 24,348
GNETS		1,141	\$ 1,157,761
RESAs	Math Mentor	16	\$ 16,232
RESAs	School Climate	16	\$ 16,232
RESAs	ETC Services	16	\$ 16,232
RESAs	ELA	16	\$ 16,232
RESAs	Director, Secretary, Bookkeeper, Consultant	128	\$ 129,856
RESAs		192	\$ 194,784
Total AFY \$1k Supplement to Districts			
			\$ 188,279,314
*Small adjustments added on top of formulas in Column D to reflect rounded totals by district.			