

Georgia's Pre-K Program FY25 Teacher Salary Frequently Asked Questions

This document is designed to provide guidance only. All of Georgia's Pre-K Program personnel are employees of the Pre-K provider for whom they work, not DECAL or the State of Georgia. Teachers should direct specific salary questions to their employer.

Question	Answer
General	
Where can I find information pertaining to teacher salary for Georgia's Pre-K Lead and Assistant teachers at?	For lead teacher salary information refer to section 12.4 in the Pre-K Providers' Operating Guidelines. For assistant teacher salary information refer to section 13.5.
Where is the FY25 Budget Information and Rate Chart located?	There are two rate charts posted to provide support in estimating grant funding. One was developed for local school systems and a separate one for Private Programs/Public Providers who are not local school systems. They are located at the following link: https://www.decal.ga.gov/Prek/ProjectDirectors.aspx
How is teacher salary paid out by DECAL?	Grant funds are paid to the grant each month. Salary is part of the monthly payment. Pre-K payments are distributed by electronic fund transfer by the 10th of each month. Payments are made each month August – May. Pre-K employers determine the payment schedule for Pre-K employees.
Changes for School Year 2024 - 2025	
What are the changes to the lead teacher salary in FY25?	There were two changes in Pre-K lead teacher salary: -Base salary increased by \$2500 at each approved credential level. -Pre-K lead teachers will move from Creditable Years of Experience (CYE) salary steps to the FY25 K-12 State Teacher Salary Schedule Training and Experience (T&E) salary steps. This change will be reflected in October's payment.
How will lead teacher salary be calculated?	In August and September, the lead teacher salary will be calculated using the FY 24 Base Salary, the \$2,500 state salary increase, and FY 24 Creditable Years of Experience (CYE). For additional information please see the August-September 2024 Salary Estimate Worksheet for Lead Teachers . Starting in October, teacher salary will be calculated on the FY25 State Teacher Salary Schedule. This scale is maintained by the Georgia Department of Education. DECAL is currently updating the scale to accommodate all of the Pre-K credential levels
When transitioning to the State Teacher Salary Scale, will all lead teachers receive an increase?	All lead teachers with approved credentials will receive an increased salary due to the \$2500 increase in base salary. When transitioning to the

	<p>new State Teacher Salary Scale in October, the K-12 Salary steps will be applied.</p> <p>For the majority of lead teachers, the transition will result in an increase in salary. A lead teacher whose current salary (FY24 salary + \$2500) is higher than the equivalent level (credential + CYE) on the State Teacher Salary Scale will not receive a reduction in salary. Unless there are changes in the teacher's credential or years of experience causing the salary change, then DECAL will continue to pay the FY24 salary until the teacher reaches a salary step in which the compensation is higher. An increase in a salary step is due to gaining a higher credential or additional years of experience.</p>
Are there any changes to assistant teacher salary in FY25?	The assistant teacher salary increased to \$25,741.38. This increase will start in August.
Teacher Credentials and Waivers	
Will teacher credential waivers be accepted for this school year?	Yes, teacher credential waivers can be submitted for approval for this school year.
What is the process for submitting a request?	Waivers will be submitted in the new GAPREK system. Click on Waivers on the left panel. You will then be directed to the Waivers tab and will create a Teacher Credential Waiver Application there.
Can I apply for a teacher credential waiver for a new teacher?	Yes, waivers will be submitted in the new GAPREK system. Click on Waivers on the left panel. You will then be directed to the Waivers tab and will create a Teacher Credential Waiver Application there.
Will the grandfathered two-year degree (associate degree or Montessori Diploma) continue to be accepted?	If a program employs a lead teacher with an approved two-year degree, then the credential will be accepted. A two-year degree is not accepted for any new teachers.
Benefits	
Where can I find information on the benefit rates for SY2025?	Benefit information can be found on the Pre-K Budget Information and Rate Chart on the Pre-K Project Director page of the DECAL website. It is located at the following link: https://www.decal.ga.gov/Prek/ProjectDirectors.aspx
How are benefits determined for teachers?	DECAL provides funding for benefits. Individual programs make decisions about benefit packets offered to teachers.
Pre-K At-Will Employment Agreement/Teacher Work Agreement	
What should be included in a teacher work agreement?	<p>This written agreement should detail the employment terms between the employer and all Georgia's Pre-K lead teachers. At a minimum, it should include:</p> <ul style="list-style-type: none"> ○ Employment begin and end date ○ Compensation information ○ Benefits information ○ Professional conduct expectation ○ Broad scope or work <p>A sample Georgia's Pre-K At-Will Employment Agreement (Appendix S) for guidance in developing the employment terms document.</p>

Are employment agreements required for assistant teachers?

It is recommended, but not required for Pre-K assistant teachers.