



Pre-Retirement Seminars

1st
students



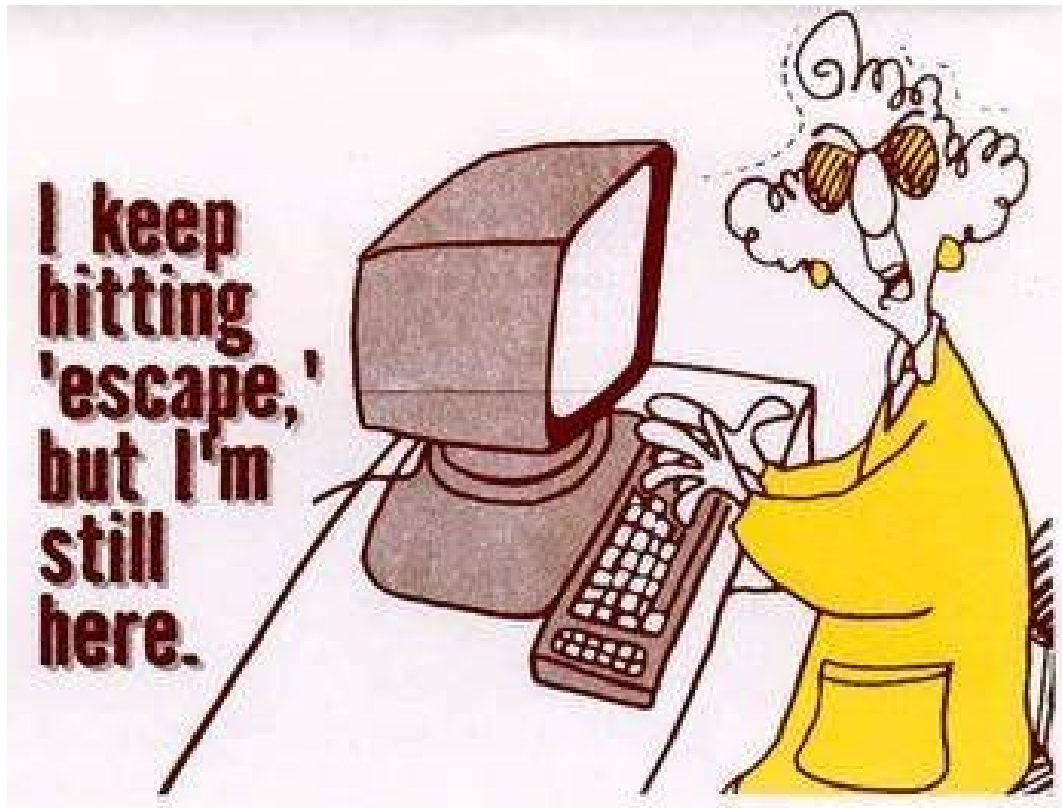
Agenda

- Team Introductions and Overview
- Steps in the Retirement Process
 - Intent to Retire
 - FCS Application
 - Dental, Vision and Health
 - Post Retirement
- Other Topics

Retirement Services Staff

- Greta Tinaglia, Executive Director
- Charles Robinson, Coordinator
- Fredrica Jones, Retirement Specialist
- Kendall Cherry, Retirement Specialist
- Maurice Roebuck, Payroll Financial Analyst
- Chunika Greene, Payroll Specialist
- Natika Watson, Financial Analyst
- Litesha Forbes, Benefits Specialist

Overview



FCS Retirement Plans

- Fulton County Schools Employee Pension Fund
– (FCSEPF)
- Teachers Retirement System (TRS)
- Tax Sheltered Investments(TSI)

Safety Net Participant

- Employed Prior to 1988
 - FCSEPF
- TRS covered position
 - TRS
- Membership in Both Plans

Tax Sheltered Investments

- Optional voluntary contributions
- Pretax Basis
- Money Grows Tax Deferred
- Vendor Administered

WHEN CAN I RETIRE AND HOW MUCH WILL MY BENEFIT BE?



When Can I Retire from FCSEPF

- 30 Years Service
- 25 Years Service and age 60
- 25 Years Service age 55 (2% Penalty per year ↓60)
- 10 Years Service age 65

FCEPF Beneficiary Coverage

- 6.6% of Pay
- Beneficiary receives 70% of benefit
- Spouse or minor child
- Election to purchase while still employed
- Contact Retirement Services

What does it mean to Vest?

- 10 years of service
- Terminate employment prior to age eligibility
- Draw Benefit at eligible age

Example

- Mary has 10 years of service and is 52 years old
- Mary may terminate service with the District and retain her membership in the plan
- Once Mary turns 65 she will be eligible to draw her benefit

Benefit

3 Year
Salary

×

Years of
Service

×

2%

=

Monthly
Benefit

Example

- 3 year Highest Annual Salary
 - \$30,000 \$35,000 and \$40,000
- Sick Leave 40 day
- 30 Years Service
- 55 years old

Example Continued

Year 1	\$30,000
Year 2	\$35,000
Year 3	\$40,000
Sick Pay	\$8,421
Final Average Earnings	$\$113,421/36 = \$3,150.58$

Final

Average Earnings * Years of Service * 2.0% = Monthly FCS Pension Benefit
 $\$3,150.58 * 30 * 2.0\% = \$1,890$

Sick Leave & Vacation Leave

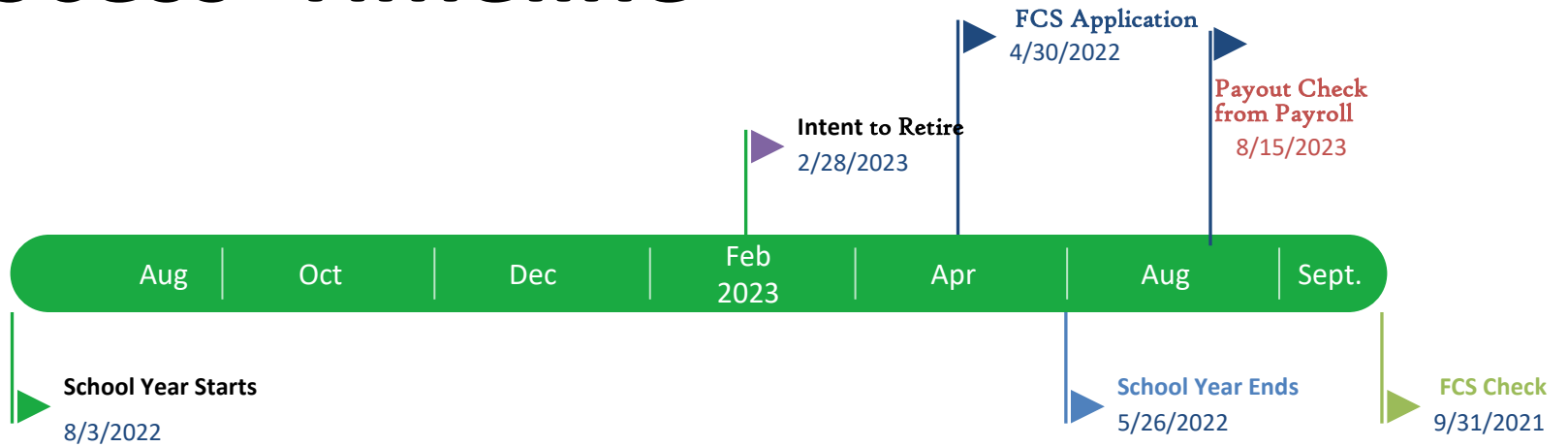
- Cash Payout for 40 Days Sick
- Cash Payout for 20 Days Vacation
- May wish to shelter this payout from taxes in TSI
- www.myfultonbenefits.com

What do I need to do now?



I am ready to retire this year, what process do I need to follow?

Process Timeline



STEP 1

- Submit Intent to Retire in Atlas

Online Intent to Retire

Home Our District Students & Families Community Departments Board Calendar [← I WANT TO...](#)

STRATEGIC PLAN 2022 SURVEY COMING SOON!

WE NEED YOUR INPUT!
CHECK BACK HERE SOON!



STUDENT ACHIEVEMENT
We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.

PEOPLE AND CULTURE
We provide a welcoming environment and positive school and district culture for students, families and employees.

COMMUNITY COLLABORATION
We engage families, community members and civic organizations as active partners.

FISCAL RESPONSIBILITY
We manage and protect public funds and assets through efficient and effective use of available resources.

Our goal is to prepare all students to graduate ready to pursue and succeed on their chosen paths.

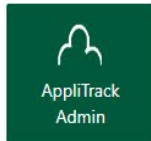
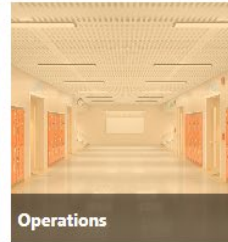
EFFECTIVE COMMUNICATION

CONTACT US CAREERS TRANSPORTATION FOOD MENUS CALENDAR HOME ACCESS CENTER **EMPLOYEE PORTAL** LAUNCHPAD



Employee Hub

[FCS Hub](#) [My Work](#) [Resources](#) [Life & Career](#) [Divisions](#) [News & Events](#) [Employee Directory](#)





Get Ready to Explore



Password Reset

Access Training Sessions

FCS atlas TALENT
Powered by SuccessFactors

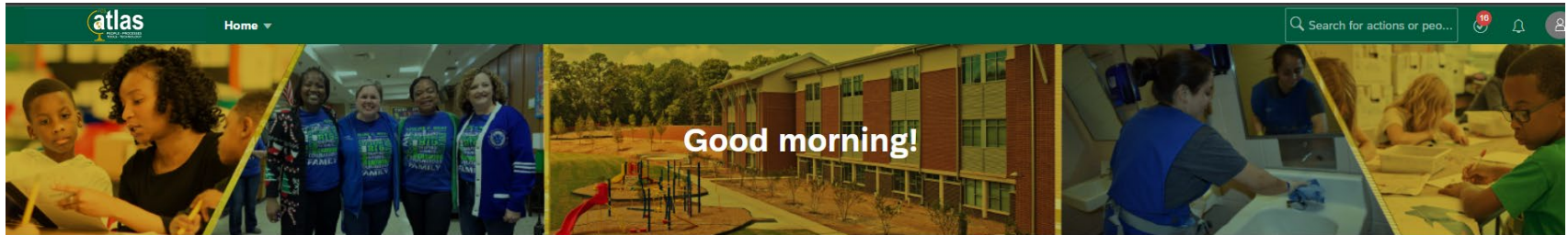
FCS atlas TIME
Powered by UKG Dimensions

FCS atlas TRAVEL
Powered by Concur

FCS atlas PROCUREMENT
Powered by Ariba

FCS atlas Fiori Dashboard


- Atlas Support Portal
 - Report a Payroll Discrepancy
 - Reset Password
 - Workflow Request
- Atlas Training & Resources
- Access Training Sessions
 - FY23 Shift Schedules
 - Mobile App Downloads



Quick Actions

- [My Profile](#)
- [Org Chart](#)
- [My Learning](#)
- [Reminders](#)
- [Favorites](#)

Organizational Updates



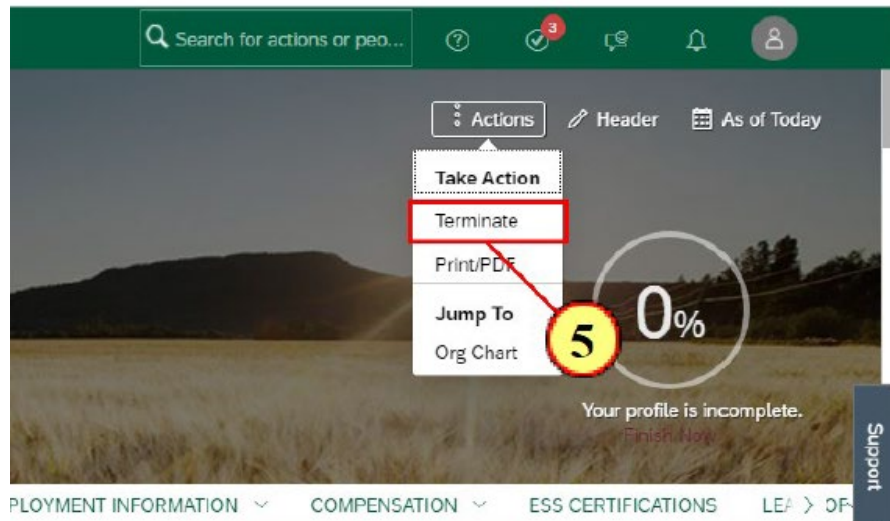
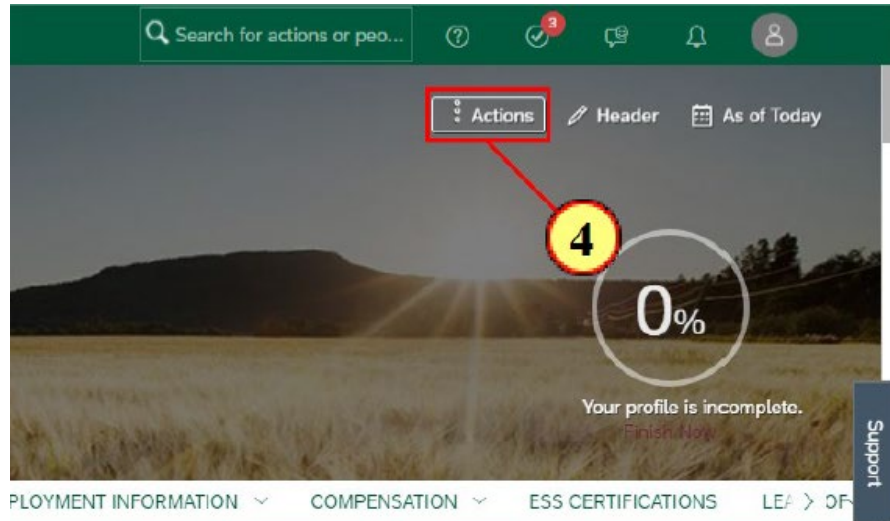
Benefits Information - QLE
Qualified Life Events

Screenshot

The screenshot displays the Atlas dashboard interface. At the top, there is a navigation bar with the 'atlas' logo, a 'Home' dropdown menu, and a search bar. Below the navigation bar, the dashboard is organized into several sections:

- To-Do:** A 'Finish Your Profile' card showing 17% completion.
- My Specialty:** A grid of dashboard tiles including 'Admin Favorites', 'Admin Center', 'Admin Alerts 2.0' (918 alerts), 'Payroll', 'Reports', 'Onboarding Dashboard' (13 new team members), 'Onboarding Dashboard (New)' (13 new team members), and 'Offboarding Dashboard' (5 team members).
- Finish Your Profile:** A larger card showing 17% completion.
- My Specialty:** A dropdown menu is open, listing various options: Performance, Continuous Performance, Continuous Feedback, Development, Careers, Recruiting, Payroll, Company Info, My Employee File (highlighted with a red box), Reporting, Admin Center, and OpenText Home Page.

Red callouts with yellow circles containing the numbers 2 and 3 are present. Callout 2 points to the 'Home' dropdown menu in the navigation bar. Callout 3 points to the 'My Employee File' option in the dropdown menu.



Screenshot

atlas
My Employee File

Terminate

Terminate

Termination Date* Termination Reason* Last Date Worked

MMM dd, yyyy No Selection MMM dd, yyyy

Attachment

No attachment

Drop files to upload, or use

September 2021

Sun	Mon	Tue	Wed	Thu	Fri	Sat
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2

No attachment

Drop files to upload, or use

Deactivate Position

Screenshot

My Employee File Search for act

Terminate

Termination Date* Termination Reason* Last Date Worked

No attachments uploaded

Drop files to upload, or use the "Upload" button.

8

Terminate

Termination Date* Termination Reason* Last Date Worked

Attachment

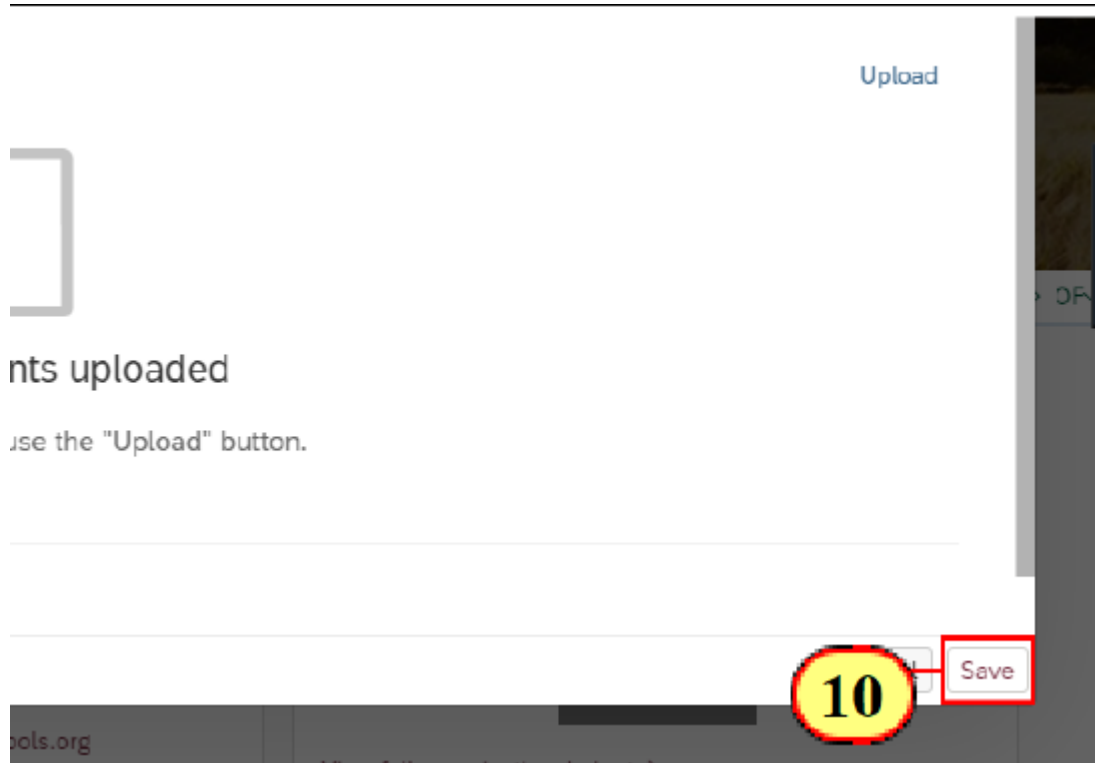
- Assignment Complete (TERASSNCMP)
- Voluntary - Declined offer (TEROFFR)
- Voluntary - Disability Retiree (TERDISRET)
- Voluntary - Failure to sign contract (TERCONTRACT)
- Voluntary - Pension Retiree (TERPENRET)**
- Voluntary - Pension/TRS Retiree (TERBOTHRET)
- Voluntary - Resign: Leave Expired (TERLEVEEXP)

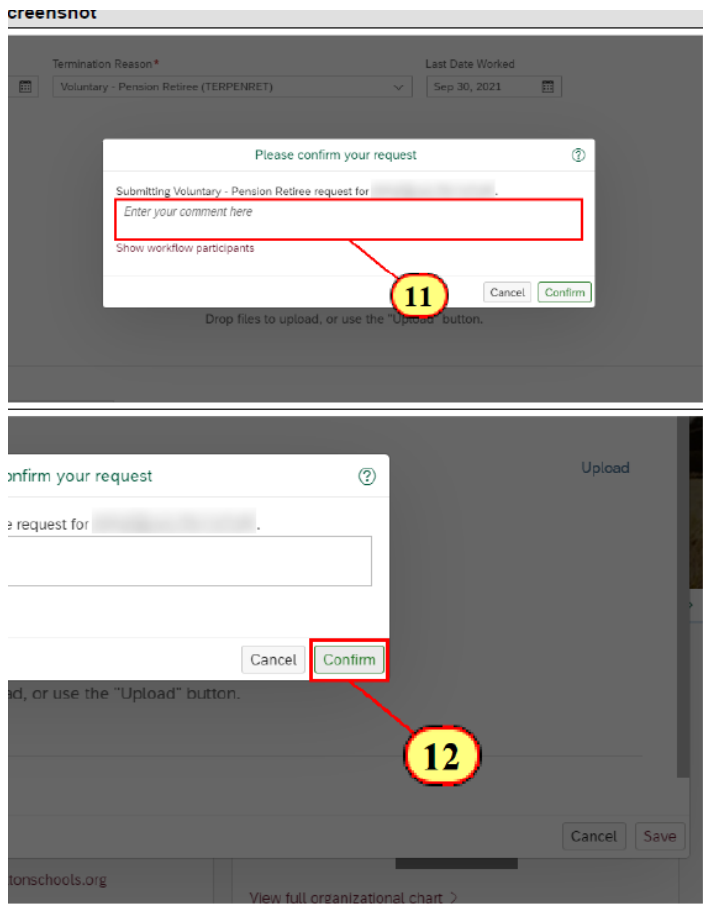
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Drop files to upload, or use the "Upload" button.

Private Position

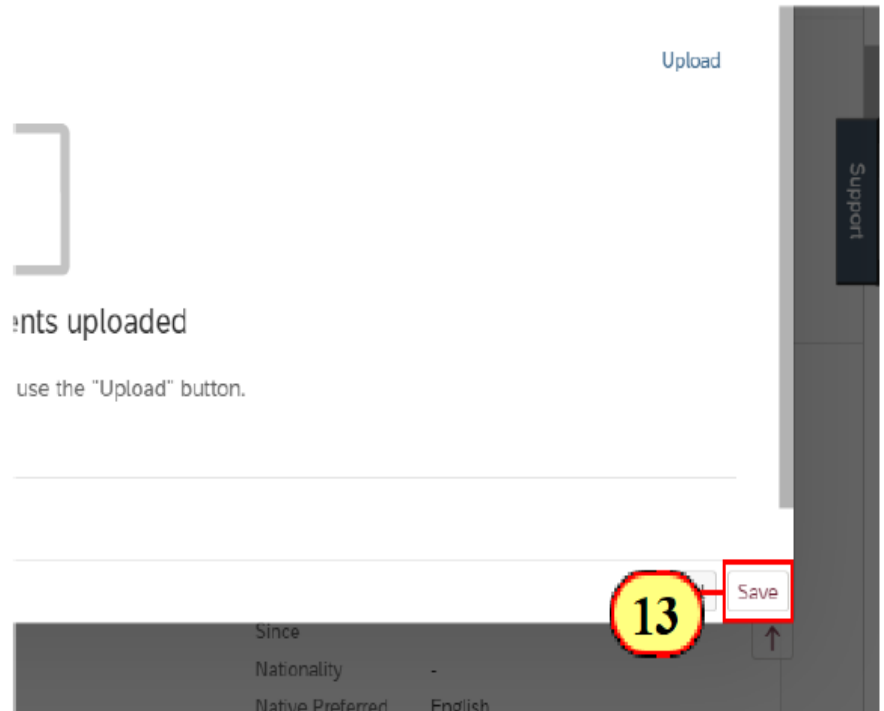
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Documents uploaded

use the "Upload" button.



STEP 2 Submit FCS Application

- Application for Retirement
 - www.fultonschools.org/retirementservices
(Preparing for Retirement Section)
 - Withholding Forms
 - Direct Deposit
 - Beneficiary Designations

STEP 3 APPLY FOR POST RETIREMENT BENEFITS

- Vision, Dental, and Health

Sample Retiree E-mail

Dear Future Retiree:

Congratulations! Your retirement is in process! You have only a few things to do in order to complete the required paperwork for your final pay and benefits.

- 1. If you elect to receive your sick leave payout, complete and return the "Payout of Sick Leave Form" and return it to the Payroll Department. The form is located in the retiree benefits section of this correspondence. For questions regarding completion of the form, please contact the Payroll Department at (470) 254-6849 or by email at payroll@fultonschools.org.*
- 2. If you wish to shelter some or all of your sick leave payout in your pre-tax plan (optional), please contact your 403(b) or 457 vendor. A list of retirement plan vendors can be found at www.myfultonbenefits.com, Retirement, Retirement Savings Plans.*
- 3. Please review the "Retiree Benefits Information" section of this correspondence. Follow the instructions and complete all required forms in which to elect or decline coverages. For questions regarding your current and/or future coverages, please contact the Retiree Benefits Department at (470) 254-6848 or email Litesha Forbes at forbesl@fultonschools.org.*

For general questions regarding the retirement process, please contact the Retirement Services Department at (470) 254-0102 or by email at retirementservices@fultonschools.org.

Health Insurance

- Must have insurance at time of Retirement
- Retiree Option Change Period
- If you drop insurance during retirement, NO reenrollment

Medicare

- Retirees age 65 + will want to enroll in a Medicare Advantage Plan
- Retirees not enrolling in Medicare will be charged full premium for selected plan
- Retiree ***must*** be enrolled in Medicare Part B to qualify for MA

Dental Insurance

- Delta Dental Insurance-effective 01/01/2015
- Two coverage tiers available: Single, Family
- www.deltadentalins.com
- No Open Enrollment Period
- If you drop insurance during retirement, NO reenrollment

Vision

- Davis
- NO Open Enrollment Periods
- Three Coverage Tiers
 - Single, Employee + 1, Family
- www.davisvision.com
- If you drop insurance during retirement, NO reenrollment

POST RETIREMENT

- AFTER you have received final Paycheck from District
- Payroll last business day of the month

CAUTION

RETIRED

**KNOWS EVERYTHING
AND HAS PLENTY OF
TIME TO TELL YOU
ABOUT IT**