

The Board of Trustees of the Teachers Retirement System of Georgia met in its bi-monthly meeting on January 22, 2025, at 10:30 a.m. via Zoom Video/Audio Conference. Trustees present were Ms. Deborah K. Simonds, Chair, Dr. Jason L. Branch, Mr. Kenneth Dyer, Mr. Greg S. Griffin, Mr. Christopher A. McGraw, Mr. Thomas W. Norwood, Ms. Miriam M. Shook, Dr. William G. Sloan and Mr. Christopher M. Swanson.

TRS staff members present were Dr. L. C. "Buster" Evans, Ms. Natalie Austin, Mr. Winston C. Buckley, Mr. R. Cory Buice, Ms. K. Paige Donaldson, Ms. Dina N. Jones, Ms. Sonya M. Kinley, Ms. Laura L. Lanier, Mr. Thomas W. McMurry, Mr. Beau Puckett and Ms. Vonnie B. Stewart.

Ms. Shelley Seinberg was present as legal counsel.

Visitors in attendance were Mr. Roy Aycok, Ms. Margaret Ciccarelli, Mr. Chase Jones, Mr. Ed Koebel, Ms. Lindsay McVicar, Ms. Karen Solheim, Ms. Micki Taylor and Ms. Lisa Underwood.

Ms. Simonds called the meeting to order and welcomed everyone present at meeting.

Item 1

Mr. Norwood made a motion to adopt the November 20, 2024, Board of Trustees meeting minutes and the Investment Committee meeting minutes for November 20, 2024, and December 11, 2024. Mr. Griffin seconded the motion. The motion was unanimously adopted.

Item 2

Dr. Evans presented the Executive Director's Operational Status Update. Work items, statistical data and updates for each division were reviewed. Communications and Outreach participated in 31 events reaching 18 counties, completed 9 workshops, 3 Employer Training sessions and 7 conferences. Member Services Outreach conducted 358 individual counseling sessions, attended 19 events reaching 16 counties, and visited 4 RESA regions. The January 1, 2025, benefit payroll showed the maximum plan continues to be the most popular plan elected by members at 56%. There were 152,629 benefits recipients who received an average monthly benefit of \$3,678, with a monthly total benefit payroll of \$541.3 million. The average age at retirement was 60.

Item 3

Ms. Lanier reported on the financial statements and expense fund:

- 3.1 Assets restricted for pensions were \$110.1 billion, a 10.3% increase from December 2023.
- 3.2 Total contributions recognized year-to-date as of December 31, 2024, were \$2.2 billion while benefit payments made were \$3.2 billion.
- 3.3 The expense fund remained on target with normal operations. Year-to-date with 50% of the year completed, TRS has expended 43.7%. Mr. Norwood made a motion to approve the expense fund. Dr. Branch seconded the motion. The motion was unanimously adopted.
- 3.4 The Beta Building report was provided for information.

Item 4

Dr. Evans provided a brief overview of the legislative process for retirement bills.

Item 5

Mr. Ed Koebel from Cavanaugh Macdonald Consulting presented the results of Experience Investigation for the Five-Year Period ending June 30, 2023. The study covered the five-year period from July 1, 2018 through July 30, 2023. Mr. Koebel explained the study focused on how well the System's actuarial assumptions compared to the actual experience of the System. The purpose of the experience study is to review and evaluate all actuarial assumptions and methods used in the actuarial valuation process. The experience study reviewed the economic and demographics assumptions. Based on the actual experiences of the System during the five-year period, the actuaries recommended no changes in the continued use of price inflation of 2.50%, wage inflation of 3.0%, and the payroll growth assumption of 2.5%. They also recommended that the long-term rate of return on assets assumption remain at 6.9%, reflecting the assumed inflation rate of 2.5% and the real rate of return assumption of 4.4%. Based on their review, the actuaries recommended no changes to the actuarial cost method, asset valuation method, and the amortization method. Demographic assumptions reviewed included service retirement, termination, disability retirement, salary scale and mortality improvement. For retiree mortality assumption, the study's recommendation is to adopt Pub 2010 Teachers Headcount Weighted Below Median mortality tables with separate tables for service retirees and contingent annuitants. In regards to termination of employment, recommended modifying the current assumption to better fit the actual experience and decrease future expectations. With regards to Disability Retirement, recommended lowering rates of to reflect the experience study. With regards to Service Retirements, recommended changes at most ages to better reflect future expectations. There were no changes recommended to salary scale.

Mr. Norwood made a motion to adopt the actuary's recommendations as outlined in the experience study. Mr. Dyer seconded the motion. The motion was unanimously adopted.

Item 6


Ms. Simonds introduced Winston Buckley to present an overview of the Communications and Outreach Division. Mr. Buckley outlined the reorganization of Communications and Outreach, discussed the types of events and workshops hosted by the division, and provided information and update on publications, internal and external communications, social media and on-demand content.

Item 7

Mr. Dyer made the motion to adopt the recommendation of the Salary Review Committee to increase the salary of the Executive Director by 3% effective February 1, 2025. Mr. Norwood seconded the motion. The motion was unanimously adopted.

There being no further business to discuss, Ms. Simonds thanked members and visitors for being present and adjourned the meeting at 11:50 a.m.


Deborah K. Simonds
Chair


L. C. Evans
Executive Director