



COMPETITIVE & FAIR COMPENSATION:

THE FUTURE OF JEFFERSON PARISH SCHOOLS

WHO ARE WE?

- Approximately 50,000 students
 - Largest school system in Louisiana; 98th largest in America
 - 82% economically disadvantaged
 - 14% limited English proficiency
 - 18% have exceptionalities
- Student diversity
 - 40% Black, 27% Hispanic, 27% White, 5% Asian, 1% Other
 - 49 different languages are spoken in our schools
- Approximately 6,600 employees (3,200 teachers) + contractors
 - An alarming 24% of our classes are taught by uncertified or out-of-area teachers
- General Fund = \$476.5 Million



OUR TEACHERS

- Over the past three school years, JPPSS has lost 1,555 teachers
- Average JPPSS teacher salary: \$49,590
 - Average Louisiana teacher pay: \$50,256 *
 - Average national teacher pay: \$60,483 *
- 2018-19 starting JPPSS teacher pay with Bachelors: \$41,199
- Most aggressive summer recruitment campaign in years and still started the school year with 39 vacancies (down from 100+ the previous year). As of December 13, 2018, our vacancy count was 44 (this is impacting approximately 1,100 students).
- JPPSS teacher retention rates (data shows that as teachers stay in their career, they're likely to stay in JP):

| Teaching Years of Experience | Retention Rate |
|------------------------------|----------------|
| 1 year or less | 64% |
| 2 to 5 years | 71% |
| 6 to 10 years | 79% |
| 11 to 15 years | 80% |
| 16 to 20 years | 86% |
| 21 or more years | 80% |

* Source: nea.org



WHAT HAVE WE DONE?

- Analysis of concerns from fall 2017's unsuccessful millage
- Superintendent's Compensation Committee
- Board President's Compensation Committee
- Hundreds of community meetings with the Superintendent
- Internal analysis of current pay scales
- Internal analysis of regional educator pay
- Internal analysis of challenging schools
- Internal analysis of challenging content areas
- Contracted with nationally-recognized District Management Group (DMG) to externally review the JPPSS budget and search for inefficiencies
- Adopted Master Facilities Plan



WHAT DO WE WANT TO ACHIEVE?

1. A millage less than November 2017's failed 8.45 mills proposal
2. Overcome concerns of the November 2017 proposal
3. Equivalency of \$15 floor for all employees (poverty level in LA for a family of 4= \$24,860)
4. Regionally-competitive teacher pay emphasizing early career
5. Majority of millage to teachers
6. Compensation system that supports student achievement
7. Market-responsive compensation
8. Internally fund a portion of cost
9. Eliminate existing pay inequalities
10. Research-based opportunities



REGIONAL TEACHER PAY: YEAR 1

| Parish | 2018-19 Starting Pay | Rank | Proposed Starting Pay | Proposed Rank |
|----------------------|----------------------|------|-----------------------|---------------|
| Plaquemines | \$ 46,300 | 1 | \$ 46,300 | 1 |
| Jefferson | 41,199* | 7 | 46,000+ | 2+ |
| St. Charles | 44,565 | 2 | 44,565 | 3 |
| St. Tammany | 44,300 | 3 | 44,300 | 4 |
| St. John the Baptist | 44,118 | 4 | 44,118 | 5 |
| Orleans | 43,929 | 5 | 43,929 | 6 |
| St. Bernard | 42,417 | 6 | 42,417 | 7 |
| Tangipahoa | 41,000 | 8 | 41,000 | 8 |
| Lafourche | 40,000 | 9 | 40,000 | 9 |

Increase of \$4,801 plus stipends

* Includes 2018-19 \$250 salary increase from Central Office downsize

Average teacher salary increase is \$3,360 plus stipends



TEACHER SALARY SCHEDULE – BASE PAY

Proposed

Current Base Starting Pay (Bachelors) \$41,199

Current Year 10 Pay (Bachelors) \$47,199

Current Year 25 Pay (Bachelors) \$56,199

jpschools.org

| Step | Non Certified | Certified Bachelor's Degree | Certified Master's Degree | Certified Master's +30 and higher |
|------|---------------|-----------------------------|---------------------------|-----------------------------------|
| | Base | Base | Base | Base |
| 00 | \$37,000 | \$46,000 | \$46,500 | \$47,000 |
| 1 | 37,000 | 46,500 | 47,000 | 47,500 |
| 2 | 37,000 | 47,000 | 47,500 | 48,000 |
| 3 | 37,000 | 47,500 | 48,000 | 48,500 |
| 4 | 37,000 | 48,000 | 48,500 | 49,000 |
| 5 | 37,000 | 48,500 | 49,000 | 49,500 |
| 6 | 37,000 | 49,000 | 49,500 | 50,000 |
| 7 | 37,000 | 49,500 | 50,000 | 50,500 |
| 8 | 37,000 | 50,000 | 50,500 | 51,000 |
| 9 | 37,000 | 50,500 | 51,000 | 51,500 |
| 10 | 37,000 | 51,000 | 51,500 | 52,000 |
| 11 | 37,000 | 51,500 | 52,000 | 52,500 |
| 12 | 37,000 | 52,000 | 52,500 | 53,000 |
| 13 | 37,000 | 52,500 | 53,000 | 53,500 |
| 14 | 37,000 | 53,000 | 53,500 | 54,000 |
| 15 | 37,000 | 53,500 | 54,000 | 54,500 |
| 16 | 37,000 | 54,000 | 54,500 | 55,000 |
| 17 | 37,000 | 54,500 | 55,000 | 55,500 |
| 18 | 37,000 | 55,000 | 55,500 | 56,000 |
| 19 | 37,000 | 55,500 | 56,000 | 56,500 |
| 20 | 37,000 | 56,000 | 56,500 | 57,000 |
| 21 | 37,000 | 56,500 | 57,000 | 57,500 |
| 22 | 37,000 | 57,000 | 57,500 | 58,000 |
| 23 | 37,000 | 57,500 | 58,000 | 58,500 |
| 24 | 37,000 | 58,000 | 58,500 | 59,000 |
| 25 | 37,000 | 58,500 | 59,000 | 59,500 |

Proposed (Bachelors) \$46,000

Proposed Year 10 Pay (Bachelors) \$51,000

Proposed Year 25 Pay (Bachelors) \$58,500



APPLICANT POOL SUMMARY OF CONCERN

| | Total Candidates | No. of Job Postings | Ratio of Certified Candidate to Job Posting |
|------------------------|------------------|---------------------|---------------------------------------------|
| High School- Chemistry | 3 | 4 | .75 |
| High School- SPED | 18 | 42 | .43 |
| Elementary- ESL | 12 | 39 | .31 |
| High School- Math | 9 | 37 | .24 |
| Elementary- SPED | 19 | 127 | .15 |
| High School- Physics | 0 | 3 | .00 |
| High School- ESL | 0 | 15 | .00 |



STAFFING TARGET SCHOOLS

90%+ Economically Disadvantaged

AND/OR

30%+ English Language Learners

(Currently 25 JPPSS Schools)



PROPOSED TEACHER STIPENDS

| Category | Amount |
|------------------------------------------------------------|------------------|
| Starting Teacher Base Pay | \$46,000 |
| Stipend: Target Content | \$1,000 |
| Stipend: Target Schools Hiring Incentive (\$2,000) | \$2,000 |
| Stipend: Highly Effective VAM/SLT | \$2,000/\$1,000 |
| Additional Earning Capacity for a Starting Teacher: | \$51,000+ |

Target Content: Special Education (All grade levels), Math (grades 6-12), Physics, Chemistry and English Second Language (ESL) (All grade levels). Target content areas are subject to change based on critical shortage areas.

Target Schools: Hiring incentive + principal flexibility. Initial funds will be used for hiring incentives with remaining funds in Target Schools allocation to be used by principal (under district guidelines) to make flexible recruitment/retention decisions based on individual school needs (EXAMPLES: tutoring stipends, summer program stipends, effective educator recruitment incentives, effective educator retention incentives)

*Existing employees are eligible for Target School stipends (as determined by principal) under this guidance.

Highly Effective: All teachers are eligible for the Highly Effective stipend. FYI: St. Tammany's Highly Effective performance stipend is \$500. East Baton Rouge's Highly Effective performance stipend is \$550.



MULTIPLE CAREER PATH OPPORTUNITIES

| Category | Amount |
|----------------------------------------------------------|--------------------|
| Stipend: Master Teacher | \$7,500 |
| Stipend: Teacher Leader | \$1,000 |
| Stipend: Target Content | \$1,000 |
| Stipend: Target Schools (Principal/District Flexibility) | TBD |
| Additional Earning Capacity for Teachers: | \$1,000-TBD |

| Category | Amount |
|----------------------------------------------------|----------------|
| Stipend: Principal Mentor | \$2,000 |
| Stipend: Highly Effective | \$2,000 |
| Additional Earning Capacity for Principals: | \$4,000 |



2019-2020 SALARY INFORMATION

| Category | Current Pay Method | Proposed Pay Method |
|-----------------------------|--------------------|----------------------------|
| Teacher | Salary Chart | Salary Chart |
| School Based Administrators | Salary Chart | Ratio of Teacher Pay Scale |
| Cafeteria staff | Salary Chart | Salary Chart |
| Clerical | Salary Chart | Salary Chart |
| Transportation | Salary Chart | Salary Chart |
| Custodial | Salary Chart | Salary Chart |
| District Personnel | Pay Range | Ratio of Teacher Pay Scale |

No employee will receive a pay reduction from the present year unless they change positions.



PROPOSED AVERAGE SALARY INCREASES

| Category | Average Increase |
|------------------------------|------------------|
| Teacher | \$ 3,360 |
| 1 st Year Teacher | \$4,000-\$9,000+ |
| Cafeteria staff | \$ 2,315 |
| Clerical | \$ 2,977 |
| Transportation | \$ 2,859 |
| Custodial | \$ 2,982 |
| Instructional Support | \$ 2,711 |



LEADER RATIOS TO ELIMINATE INEQUITIES

| Category | Current Starting Pay | Current Ending Pay | Proposed Ratio to Teacher Pay Scale |
|---------------------------------------|----------------------|--------------------|-------------------------------------|
| Elementary Dean of Students | 55,689 | 67,860 | 1.05 |
| Middle Dean of Students | 55,689 | 67,860 | 1.10 |
| K-8 Dean of Students | 55,689 | 67,860 | 1.10 |
| Alternative Dean of Students | 55,689 | 67,860 | 1.10 |
| High Dean of Students | 55,689 | 67,860 | 1.15 |
| Elementary Assistant Principal | 60,194 | 71,694 | 1.20 |
| Middle Assistant Principal | 69,694 | 81,194 | 1.25 |
| K-8 Assistant Principal | 69,694 | 81,194 | 1.25 |
| Alternative Assistant Principal | 69,694 | 81,194 | 1.25 |
| High Assistant Principal | 69,694 | 81,194 | 1.35 |
| Elementary Principal | 79,694 | 90,694 | 1.55 |
| Middle Principal | 82,694 | 93,694 | 1.65 |
| K-8 Principal | 82,694 | 93,694 | 1.65 |
| Alternative Principal | 87,694 | 98,694 | 1.65 |
| High Principal | 87,694 | 98,694 | 1.75 |
| K-12 Principal | 87,694 | 98,694 | 1.75 |
| Coordinator (R) | 50,000 | 75,000 | 1.20 |
| Director (R) | 60,000 | 85,000 | 1.45 |
| Executive Director (R) | 85,000 | 110,000 | 1.65 |
| Executive Director School Support (R) | 85,000 | 110,000 | 2.00 |
| Chiefs * (R) | 110,000 | 140,000 | 2.25 |

(R)- Indicates that position is currently a pay range and not a set pay scale with Superintendent flexibility to set pay. Proposed ratios remove Superintendent flexibility. Target School/Content Stipends are not provided to administrators

* Chiefs can be assigned an additional multiplier ranging from .01 to .20 for responsibilities/expertise as determined by the Superintendent.



PROPOSED COMPENSATION PACKAGE

| Category | Approximate Cost | Details |
|-------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| School/District Leaders (Fix Inequities) | 1,878,000 | |
| Stipend – Principal Mentors & Performance | 230,000 | |
| Total Internal Budget Contribution | 2,108,000 (above) + 3,522,000 Additional to Fund Needs Below | With approval, Board directs administration to redirect +/- \$5.6 million of existing funds to compensation effort. |
| Pay Raises- Teacher | 15,148,000 | |
| Pay Raises- Cafeteria staff | 1,233,000 | |
| Pay Raises- Clerical | 2,025,000 | |
| Pay Raises- Transportation | 1,022,000 | |
| Pay Raises- Custodial | 1,706,000 | |
| Pay Raises- Instructional Support | 3,988,000 | |
| Stipends: Target School | 1,300,000 | |
| Stipends: Critical Shortage | 600,000 | |
| Stipends: Teacher Performance | 2,000,000 | |
| Stipends: Teacher Leaders | 1,500,000 | |
| | | 75% of Millage to Teacher Pay 25% to Support Personnel Pay |
| Total External Dollars Needed | \$27,000,000 | Proposed 7.9 mils |

WHAT DID WE ACHIEVE?

1. A millage less than November 2017's failed 8.45 mills proposal
✓ (proposed millage is 7.9 mills)
2. Overcome concerns of the November 2017 proposal ✓
3. Equivalency of \$15 floor for all employees (poverty level in LA for a family of 4= \$24,860) ✓
4. Regionally-competitive teacher pay emphasizing early career ✓
5. Majority of millage to teachers ✓ (75%)
6. Compensation system that supports student achievement ✓
7. Market-responsive compensation ✓
8. Internally fund a portion of cost ✓ (\$5.6M)
9. Eliminate existing pay inequalities ✓
10. Research-based opportunities ✓



HISTORY OF SCHOOL BOARD MILLAGES

| Year | Constitutional | Maintenance and Operations | Debt Service | Teacher Raises | Technology, Building Maintenance and Capital Projects | Total |
|-----------|----------------|----------------------------|--------------|----------------|-------------------------------------------------------|-------|
| 1993-1995 | 2.91 | 7.0 | 3.63 | - | - | 13.54 |
| 1996 | 2.91 | 7.0 | 4.29 | - | - | 14.20 |
| 1997-1998 | 2.91 | 7.0 | 4.0 | - | - | 13.91 |
| 1999-2002 | 2.91 | 7.0 | - | - | 4.0 | 13.91 |
| 2003-2018 | 2.91 | 7.0 | - | 9.0 | 4.0 | 22.91 |



JEFFERSON PARISH SCHOOL PROPERTY TAX VS. SURROUNDING PARISHES

| Local School Boards | No. of Mils levied in 2017 * | No. of Mils levied in 2019 ** |
|---------------------|------------------------------|-----------------------------------------|
| Caddo | 73.40 | 73.40 |
| St. Tammany | 66.41 | 66.41 |
| St. Charles | 55.76 | 55.76 |
| Orleans | 45.31 | 45.31 |
| East Baton Rouge | 43.45 | 43.45 |
| Lafourche | 43.30 | 43.30 |
| St. Bernard | 41.22 | 41.22 |
| Plaquemines | 27.02 | 27.02 |
| Jefferson | 22.91 | 30.81 (existing + compensation millage) |

* Source: June 30, 2017 audit reports

** Assumes no change from 2017 to 2019 for other school districts



HOW MUCH WILL IT COST? (7.90 MILS)

RESIDENCE with a homestead exemption...

| Value of Asset | Annual Taxes | Cost per month |
|----------------|--------------|----------------|
| \$100,000 | \$19.75 | \$1.65 |
| \$200,000 | \$98.75 | \$8.23 |
| \$300,000 | \$177.74 | \$14.81 |
| \$400,000 | \$256.71 | \$21.39 |
| \$500,000 | \$335.70 | \$27.98 |

COMMERCIAL PROPERTY...

| Value of Asset | Annual Taxes | Cost per month |
|----------------|--------------|----------------|
| \$100,000 | \$118.50 | \$9.88 |
| \$200,000 | \$237.00 | \$19.75 |
| \$300,000 | \$355.50 | \$29.63 |
| \$400,000 | \$474.00 | \$39.50 |
| \$500,000 | \$592.50 | \$49.38 |

This is a 10-year millage. One mil equals approximately \$3.5 million.



THE BEST IS
YET TO COME
FOR JPPSS

