



**Great Teachers.  
Great Schools.  
Great Jefferson.**



# 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

To learn more about the teacher pay raises, visit:  
[www.jpschools.org/educatorpay](http://www.jpschools.org/educatorpay)



# OUR TEACHERS

- We've lost 1,555 teachers over the past three school years
- Average JP Schools teacher salary: \$49,590
  - Average national teacher pay: \$60,483 \*
- 2018-19 starting JP Schools teacher pay with Bachelors: \$41,199
- Currently 44 teacher vacancies in our system
  - Impacts 1,500 kids without teachers

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%

Starting around year six, more teachers choose to stay

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# WHAT HAVE WE DONE?

1. Analysis of concerns from fall 2017's unsuccessful millage
2. Superintendent's Compensation Committee
3. Board President's Compensation Committee
4. Hundreds of community meetings with the Superintendent
5. Internal analysis of current pay scales
6. Internal analysis of regional educator pay
7. Internal analysis of challenging schools
8. Internal analysis of challenging content areas
9. Contracted with nationally-recognized District Management Group (DMG) to externally review the JP Schools budget and search for inefficiencies
10. Adopted Master Facilities Plan

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# 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

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# 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

1<sup>ST</sup> Year Teacher:  
Increase of \$4,801 plus stipends

\*Includes 2018-19 \$250 salary increase from central office downsize

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# PROPOSED TEACHER SALARY SCHEDULE: BASE PAY

- Current Starting Pay (Bachelors) \$41,199
- Proposed Starting Pay (Bachelors) \$46,000

- Current Year 10 Pay (Bachelors) \$47,199
- Proposed Year 10 Pay (Bachelors) \$51,000

- Current Year 25 Pay (Bachelors) \$56,199
- Proposed Year 25 Legacy Step Pay (Bachelors) \$59,000

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
25L	37,000	59,000	59,500	60,000

- Average JP Schools teacher salary increase is \$3,625 plus stipends
- Plan includes minimum of a \$2,000 base pay increase for every certified educator

# HARD TO STAFF JOBS

	Total Candidates	No. of Job Postings	Ratio of Certified Candidate to Job Posting
High School - Chemistry	3	4	.75
High School - Math	9	37	.24
ESL	12	54	.22
SPED	37	169	.22
High School- Physics	0	3	.00

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# STAFFING TARGET SCHOOLS

90%+ Economically Disadvantaged

AND/OR

30%+ English Language Learners

(Currently 25 JP Schools)

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# PROPOSED STIPENDS

Category	Amount
Stipend: Target Content	\$1,000
Stipend: Target Schools Hiring Incentive (\$2,000)	\$2,000
Stipend: Highly Effective Teacher VAM/SLT	\$2,000/\$1,000
Stipend: Principal Performance	\$2,000

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# MULTIPLE CAREER PATH OPPORTUNITIES

Category	Amount
Stipend: Master Teacher	\$7,500
Stipend: Teacher Leader	\$1,000
Stipend: Principal Mentor	\$2,000

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# PROPOSED AVERAGE SALARY INCREASES

Category	Average Increase
Teacher	\$ 3,625
Support Staff	\$ 2,743

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# PROPOSED COMPENSATION PACKAGE

Category	Approximate Cost	Details
School/District Leaders (Fix Inequities)	1,977,000	
Stipend – Principal Mentors & Performance	300,000	
Total Internal Budget Contribution	2,277,000 (above) + 2,223,000 Additional to Fund Needs Below	With approval, Board directs administration to redirect +/- \$4.5 million of existing funds to compensation effort.
Pay Raises - Teachers	21,040,000	
Pay Raises - Support	9,983,000	
		73% of Millage to Teacher Pay 27% to Support Personnel Pay
<b>Total External Dollars Needed</b>	<b>\$28,800,000</b>	<b>Proposed 7.9 mills</b>

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# WHAT DO WE WANT TO 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 ✓ (73%)
6. Compensation system that supports student achievement ✓
7. Market-responsive compensation ✓
8. Internally fund a portion of cost ✓ (\$4.5M)
9. Eliminate existing pay inequalities ✓
10. Research-based opportunities ✓

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# JEFFERSON PARISH SCHOOL PROPERTY TAX VS. SURROUNDING PARISHES

Local School Boards	No. of Mills levied in 2017 *	No. of Mills 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 2017-19 for other school districts

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# HOW MUCH WILL IT COST? (7.90 MILLS)

## RESIDENCE with 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 mill equals approximately \$3.6 million.

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# ENDORSEMENTS



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**VOTE MAY 4**

**YOU CAN VOTE EARLY  
APRIL 20-27**

**This is a critical vote for the future of Jefferson Parish.**