



**COMPETITIVE & FAIR COMPENSATION:**

**THE FUTURE OF JEFFERSON PARISH SCHOOLS**

# WHO ARE WE?

- Approximately 50,000 students
  - Largest school system in Louisiana; 98<sup>th</sup> 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 \$3,625 plus stipends



# TEACHER SALARY SCHEDULE – BASE PAY

## Proposed

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

Proposed (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

Legacy Step

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



# 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
<b>Additional Earning Capacity for a Starting Teacher:</b>	<b>\$51,000+</b>

**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. Each target school will be eligible to submit an application for a target school grant program. The program will consist of remediation and extension opportunities for students. The opportunities will be driven by school need and will vary. Examples of program components would be options such as after-school tutoring, summer programs, and weekend options to be facilitated by school staff or reliable service partners. Proposals will be evaluated by district personnel and approved by the superintendent.

*\*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
<b>Additional Earning Capacity for Teachers:</b>	<b>\$1,000-TBD</b>

Category	Amount
Stipend: Principal Mentor	\$2,000
Stipend: Principal Performance	\$2,000
<b>Additional Earning Capacity for Principals:</b>	<b>\$4,000</b>



# 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	\$ 3,625
1 <sup>st</sup> 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)	1,977,000	
Stipend – Principal Mentors & Performance	300,000	
<b>Total Internal Budget Contribution</b>	<b>2,277,000 (above) + 2,223,000 Additional to Fund Needs Below</b>	<b>With approval, Board directs administration to redirect +/- \$4.5 million of existing funds to compensation effort.</b>
Pay Raises- Teacher	15,640,000	
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	3,997,000	
Stipends: Target School	1,300,000	
Stipends: Teacher Leaders	600,000	
Stipends: Teacher Performance	2,000,000	
Stipends: Critical Shortage	1,500,000	
		<b>73% of Millage to Teacher Pay 27% to Support Personnel Pay</b>
<b>Total External Dollars Needed</b>	<b>\$28,800,000</b>	<b>Proposed 7.9 mils</b>



# WHAT DID WE ACHIEVE?

1. A millage less than November 2017's failed 8.45 mills proposal  
✓ (proposed millage is 7.9 mils)
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 ✓



# 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 \$3.6 million.



THE BEST IS  
YET TO COME  
FOR JPPSS

