

MATERIAL SHARED BY PAY RAISE COALITION AT JUNE 7 BOARD MEETING

3 CAMPAIGN OBJECTIVES

1. Reform salary schedule to address discrepancies between salary “steps” and years experience.

Status: Good progress in salary committee

2. Assure salary schedules in the future adjusts annually for inflation.

Status: Request for board to approve as policy at June 21st Board meeting.

3. Develop strategy for salary increases to match (at minimum) 2009 cost-of-living adjusted salaries (14% increase from current salaries)

Status: Work with Board, Superintendent and Salary Committee to have plan by end of June.

THIS IS WHERE EBR USUALLY IS SAID TO RANK AMONG LA SCHOOL DISTRICTS...

HOW EBR SALARIES RANK AMONG LOUISIANA DISTRICTS

BEFORE ACCOUNTING FOR CLASSROOM HOURS

**EBR ranks 15th
among Louisiana's
69 districts for
teacher salaries**

DEPARTMENT of
EDUCATION
Louisiana Believes

Source: Louisiana Department of Education, May, 2018

Average classroom teacher salary by public school district in Louisiana				
School District	Average Annual Salary	RAW Salary Rank (not factoring classroom hours)	Hourly Rate	REAL Salary Rank (accounting for classroom hours)
DeSoto Parish	\$60,294	1	\$42.90	4
Red River Parish	\$59,830	2	\$48.12	1
St. James Parish	\$57,182	3	\$44.60	3
Plaquemines Parish	\$57,060	4	\$45.05	2
St. Charles Parish	\$54,969	5	\$39.98	16
City of Monroe School District	\$54,790	6	\$39.92	18
Iberville Parish	\$54,509	7	\$42.58	5
Zachary Community School District	\$54,438	8	\$39.71	19
St. Tammany Parish	\$53,878	9	\$42.06	6
Bienville Parish	\$53,631	10	\$39.98	17
West Feliciana Parish	\$52,877	11	\$36.16	39
Richland Parish	\$52,801	12	\$41.66	8
Bossier Parish	\$52,650	13	\$41.02	11
Ascension Parish	\$52,162	14	\$38.09	26
East Baton Rouge Parish	\$52,061	15	\$34.48	53
Ouachita Parish	\$51,880	16	\$40.26	14
Caddo Parish	\$51,717	17	\$36.92	31
Calcasieu Parish	\$51,598	18	\$35.51	43

THIS IS WHERE EBR ACTUALLY RANKS ONCE YOU ACCOUNT FOR HOURS WORKED...

HOW EBR SALARIES RANK AMONG LOUISIANA DISTRICTS

AFTER ACCOUNTING FOR CLASSROOM HOURS

EBR ranks 53rd out of 69 school districts

IN LOUISIANA ...



Source: Louisiana Department of Education, May, 2018

Average classroom teacher salary by public school district in Louisiana				
School District	Average Annual Salary	RAW Salary Rank (not factoring classroom hours)	Hourly Rate	REAL Salary Rank (accounting for classroom hours)
Concordia Parish	\$44,905	57	\$34.88	49
East Carroll Parish	\$47,237	46	\$34.84	50
Beauregard Parish	\$47,894	37	\$34.62	51
Franklin Parish	\$43,565	63	\$34.55	52
East Baton Rouge Parish	\$52,061	15	\$34.48	53
Lincoln Parish	\$47,869	38	\$34.42	54
Jefferson Davis Parish	\$49,716	25	\$34.37	55
Washington Parish	\$43,854	62	\$34.29	56
Grant Parish	\$43,122	64	\$34.27	57
Madison Parish	\$44,209	60	\$34.25	58
Central Community School District	\$49,571	26	\$34.02	59
Vermilion Parish	\$47,522	42	\$32.85	60
Orleans Parish	\$50,320	22	\$32.69	61
East Feliciana Parish	\$40,954	66	\$32.49	62
Catahoula Parish	\$40,813	67	\$31.28	63
Acadia Parish	\$44,577	59	\$31.23	64
Cameron Parish	\$47,445	44	\$30.95	65

and that's in LOUISIANA ...

which ranks 49th among US states for recent change in teacher salary

Change in teacher salaries by state, 2010 to 2016 (inflation adjusted)

Source: National Center for Education Statistics / 1889 Institute (March 2017)

STATE	Real salary change, 2010-2016	Salary change rank among US states
United States	-4.3%	-
Mississippi	-14.8%	#51
→ Oklahoma	-14.3%	#50
Louisiana	-13.1%	#49
→ Arizona	-11.9%	#48

Between Oklahoma & Arizona

THIS IS HOW EBR SALARIES HAVE CHANGED OVER THE LAST 10 YEARS BEFORE YOU FACTOR IN INFLATION ...

HOW EBR SALARIES HAVE CHANGED SINCE 2008

NOT FACTORING COST-OF-LIVING

Nominal EBR avg teacher salaries have declined by about \$1K (2%) since 2008

Nominal average teacher salary for East Baton Rouge Parish, 2008 to 2017.

Sources:

Louisiana Department of Education for average teacher salary by school district.

<https://www.louisianabelieves.com/resources/library/workforce>



THIS IS HOW EBR SALARIES HAVE CHANGED OVER THE LAST 10 YEARS INCLUDING INFLATION ...

HOW EBR SALARIES HAVE CHANGED SINCE 2008

FACTORING COST-OF-LIVING

Real EBR avg teacher salaries have declined by about \$8500 (14%) since 2008

Average teacher salary for East Baton Rouge Parish, 2008 to 2017. Inflation adjusted. Expressed in 2017 dollars.

Sources:

Louisiana Department of Education for average teacher salary by school district.

<https://www.louisianabelieves.com/resources/library/workforce>

U.S. Bureau of Labor Statistics for inflation adjustment.

<https://data.bls.gov/cgi-bin/cpicalc.pl>

