### Teacher Pay Raise

**Proposal by Governor John Bel Edwards**

The First Step in a Multi-Year Plan to increase salaries above the Southern regional average.

#### Funding

<table>
<thead>
<tr>
<th>Total MFP Increase</th>
<th>$134.7 Million</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1 Per Pupil</td>
<td>$37.5M</td>
</tr>
<tr>
<td>Level 3 Raises (Teachers)</td>
<td>$74.4M</td>
</tr>
<tr>
<td>Level 3 Raises (Support)</td>
<td>$25.1M</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$137.0M</strong></td>
</tr>
</tbody>
</table>

#### Teachers

- Level 3 Funding
- Minimum of $1,000 pay raise
- Includes teachers and certificated personnel
- Certificated personnel – therapists, specialists, counselors, librarians, administrators – school and central office, nurses and employees on sabbatical
- Impacts roughly 59,000 employees
- Base cost of raise - $59 million
- Associated retirement contribution – (26.0%) – $15.4 Million
- **Total: $74.4 million**

#### K-12 Facts

- Louisiana has reported teacher shortages in nearly every subject.
- Fewer people are completing teacher preparation, and 20% of teachers are either uncertified or teaching out-of-field.
- Funding for K-12 education has remained basically stagnant for the past 10 years.
- Pay increases will help recruit talented teachers by reducing the pay gap between teachers and other comparable professions, making Louisiana more competitive relative to other SREB states.
- It is important that these increases are placed into the MFP so that they will become permanent.

#### School Support Employees

- Level 3 Funding
- Minimum of $500 pay raise
- Includes school support employees - paraprofessionals, clerical/secretarial, service workers, skilled craftsmen and bus operators
- Impacts roughly 39,000 employees
- Base cost of raise - $19.4 million.
- Associated retirement contribution (28%) - $5.7 million
- **Total: $25.1 million**

#### MFP Per Pupil Allocation

- Level 1 Funding
- Proposed increase of 1.375% to the per-pupil allocation
- **Total: $37.5 million**