
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

**TOTAL MFP INCREASE
\$134.7 MILLION**

Level 1 Per Pupil - \$37.5M

Level 3 Raises (Teachers) - \$74.4M

Level 3 Raises (Support) - \$25.1M

TOTAL: \$137.0M

+ K - 1 2 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.

+ 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**

+ 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**