**Audubon Schools Compensation Plan**

1. **Desired Outcomes** – Creates a compensation plan that is competitive in the New Orleans landscape, reducing risk of turnover, loss of institutional knowledge, and high-quality educators
2. **Current Context** – Teachers and Teaching Assistants are being compensated less than their peers in other organizations (comparatively to TRSL and non-TRSL schools)
3. **Competitive Indicators** – Many competing organizations are offering higher starting salaries, longevity bonus, parental leave policies, leadership stipends, and bonuses.

**Additional Context –** Compensation is important, but we also know that Audubon Schools offers a variety of other elements outside of compensation that make working here desirable. A strong school culture, high academics, collegial environment, autonomy in teaching, and a healthy work life balance are all important aspects of Audubon Schools.

**Compensations Plan**

1. All Teachers receive $2500 raise in 24-25
2. All Teaching Assistants receive $1250 raise in 24-25
3. All Teachers and Teaching Assistants entering year 4 (or who are in or beyond year 4) receive a 5% salary increase.
4. A 2% COLA increase is recommended annually
5. Starting salaries for Teachers and TA’s new to the organization will increase 4 steps for teachers and 2.5 steps for TA’s from the current salary schedule.

**Current Compensation Landscape**

|  |  |  |  |
| --- | --- | --- | --- |
| **Teachers** | Median Salary | NOLA Median Salary | Percentile |
| Audubon Uptown | $51,247 | $55,250 | 26th  |
| Audubon Gentilly | $55,547 | $55,250 | 52nd  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Teaching Assistants** | Median Salary | NOLA Median Salary | Percentile |
| Audubon Uptown | $32,150 | $35,663 | 36th  |
| Audubon Gentilly | $34,971 | $35,663 | 46th  |

***Current Compensation Proposal 2024-25 (+$2500/$1250)***

|  |  |  |  |
| --- | --- | --- | --- |
| **Teachers** | Median Salary | NOLA Median Salary | Approx. Percentile |
| Audubon Uptown | $53,747 | $55,250 | 40th  |
| Audubon Gentilly | $58,047 | $55,250 | 67th  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Teaching Assistants** | Median Salary | NOLA Median Salary | Percentile |
| Audubon Uptown | $33,400 | $35,663 | 40th  |
| Audubon Gentilly | $36,221 | $35,663 | 57th  |

***Current Compensation Proposal 2025-26 (5% Longevity Bonus)***

|  |  |  |  |
| --- | --- | --- | --- |
| **Teachers** | Median Salary | NOLA Median Salary | Approx. Percentile |
| Audubon Uptown | $56,434 | $55,250 | 58th  |
| Audubon Gentilly | $60,949 | $55,250 | 80th  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Teaching Assistants** | Median Salary | NOLA Median Salary | Percentile |
| Audubon Uptown | $35,070 | $35,663 | 48th  |
| Audubon Gentilly | $38,032 | $35,663 | 74th  |