

**A T H L O S**

**A C A D E M I E S**



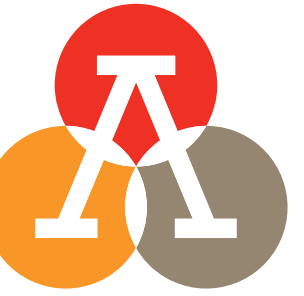
# Salary Schedule Analysis



ATHLOS  
ACADEMIES

# Comparison Districts

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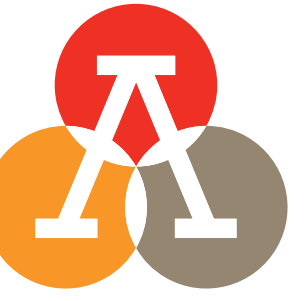


## **Jefferson Parish Public School System (JPPSS)**

- ✓ AAJP's primary competition for staffing as we sit right in the middle of the district
- ✓ Largest school district in Louisiana

## **New Orleans Public School System (NOLA PS)**

- ✓ AAJP's neighboring district and major competition for staffing



# Issue 1-AAJP vs Average of Surrounding Districts

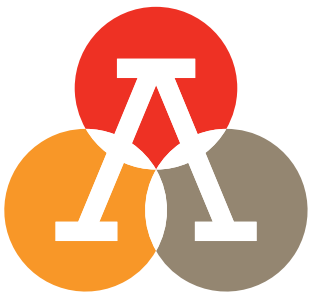
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- Average Yearly Pay Difference=\$7,257 **higher** than surrounding districts
- Average Yearly % Difference=15% **higher** than surrounding districts
- Uncertified teacher's pay is "frozen" at the top of the schedule for surrounding districts but are placed at AAJP

Note: Athlos Homecourt attempted to compare salary schedules to Young Audiences, but it was not posted on their site.

# Issue 1-AAJP vs Average of Surrounding Districts Cont.

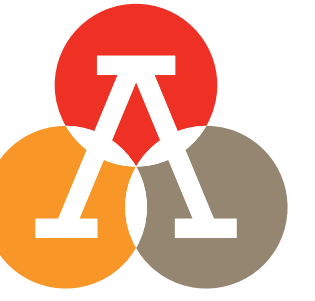
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- 55 teachers at an average of \$7,000 per teacher is potentially \$400,000 in salaries higher than surrounding districts.
- That \$400,000 equates to the following missed opportunity costs:
  - Increasing supply, curriculum and technology budget by 78% or
  - Adding 8 additional teachers, counselors, reading interventionist or other certified staff or
  - Adding 16 additional paraprofessionals or
  - Adding 800 computers or
  - Increasing unrestricted fund balance by 61%

# Issue 2-Uncertified Teachers

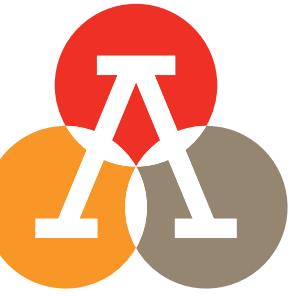
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- Average pay for uncertified teachers is \$51,107
- Average pay for certified bachelor's degree teachers is \$49,360
- This means that we pay more for uncertified teachers than for certified teachers with bachelor's degrees

# Issue 3-Inconsistent Pay Same Credentials

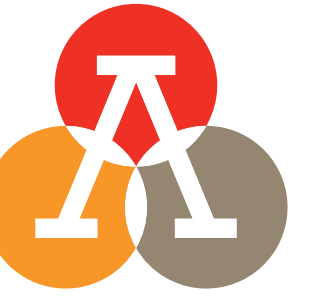
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- ✓ 20 of our teachers are paid less than their peers with the same education and experience.
- ✓ For example, one of our teachers with a bachelor's degree and 7 years of experience is paid \$5,000 less than their peer with the same education and experience.

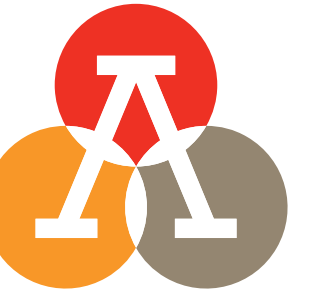
# Issue 4-Inconsistent Pay More Experience

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- ✓ 22 teachers are paid less than teachers with less experience.
- ✓ For example, one of our teachers with a bachelor's degree and 17 years of experience is paid \$5,000 less than a teacher with a bachelor's degree and 10 years of experience.



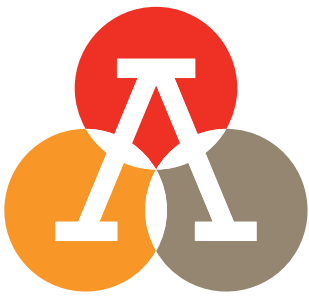


# Option 1-Increase Pay 2%

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- Cost Year 1=\$52,593
- Estimated 5 Year Total Cost= \$273,694
- Pros: Affordable in the first year, easy to implement and explain
- Cons: Does not address any of the above issues, makes the pay inequity worse in most cases, does not address teachers remaining uncertified

# Option 2-Balance Pay to Highest Paid

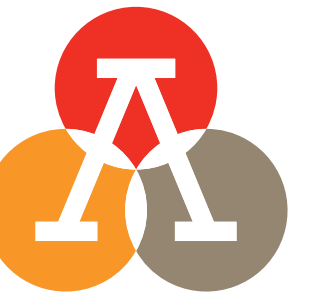


- Cost Year 1=\$171,900
- Estimated 5 Year total Cost= \$282,280
- Pros: Addresses issue 3 and 4 above
- Cons: Most expensive. Major pay increases first year for some staff. Frozen pay for others until catch up. Does not address future hires or uncertified teachers. Inconsistent pay raises. For example, here are bachelor's degree % changes:

Year's of Experience Raises	
Year to Year	% Raise
Year 1-2	2.27%
Year 2-3	10.76%
Year 3-4	0.00%
Year 4-5	2.33%
Year 5-8	0.00%
Year 8-9	1.96%
Year 9-13	0.00%
Year 13-14	1.92%
Year 14-15	3.77%

# Option 3-Develop Salary Schedule

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- **Details of Schedule**
  - **Create schedule that is the average of surrounding districts**
  - **Freeze in place staff that are paid above the salary schedule**
  - **Require uncertified staff to be in a certification program**
  - **Place all new hires on the salary schedule**
  - **Restrict all new uncertified staff to the bachelor's 0 experience category until certified**

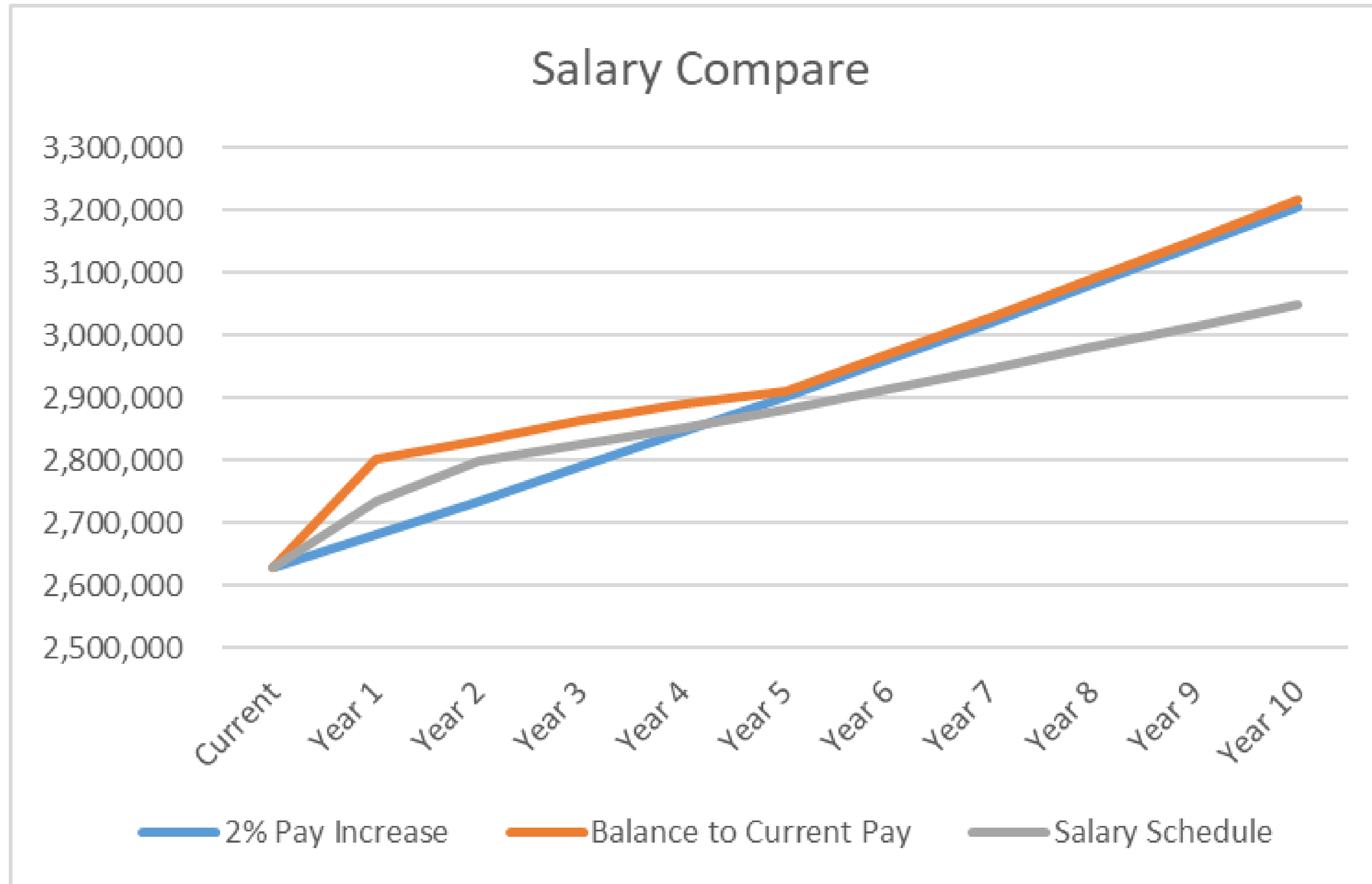
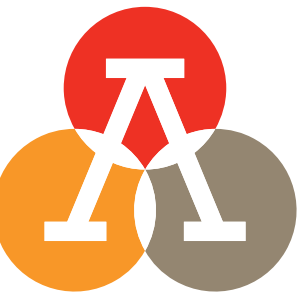
# Option 3-Develop Salary Schedule Cont.

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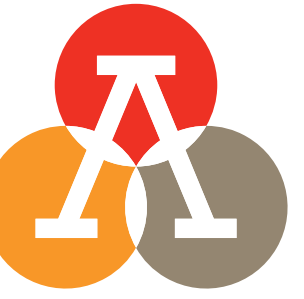
- Cost Year 1=\$112,906
- Estimated 5 Year total Cost= \$251,575
- Pros: Addresses all above issues. Is consistent with other school districts. Is transparent to the community and to our staff. Will help streamline budgeting, offer letters and new staff onboarding. Will motivate certification.
- Cons: Some staff will be frozen in pay for 1-2 years until the other pay categories catch up.

# Long Term Impact



# Next Steps

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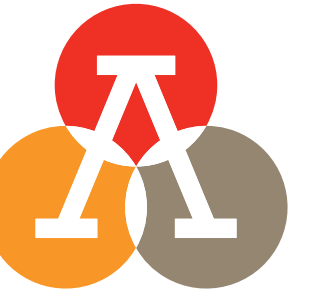
## April Board Meeting

Board chooses  
option &  
administration  
Implements

Complete by Mid-April  
Offer letters sent to staff

## May Board Meeting

Budget review with staff  
pay factored



# Questions?

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