



# Understanding Bossier Parish School Millage

**VOTE: May 4, 2019**

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A resolution calling for a special election for the purpose of levying 22.94 mills for the purpose of **funding pay raises of \$3,000 for support personnel, \$7,200 for professional personnel**, and 3.22 mills to fund the enhancement of our technology infrastructure.

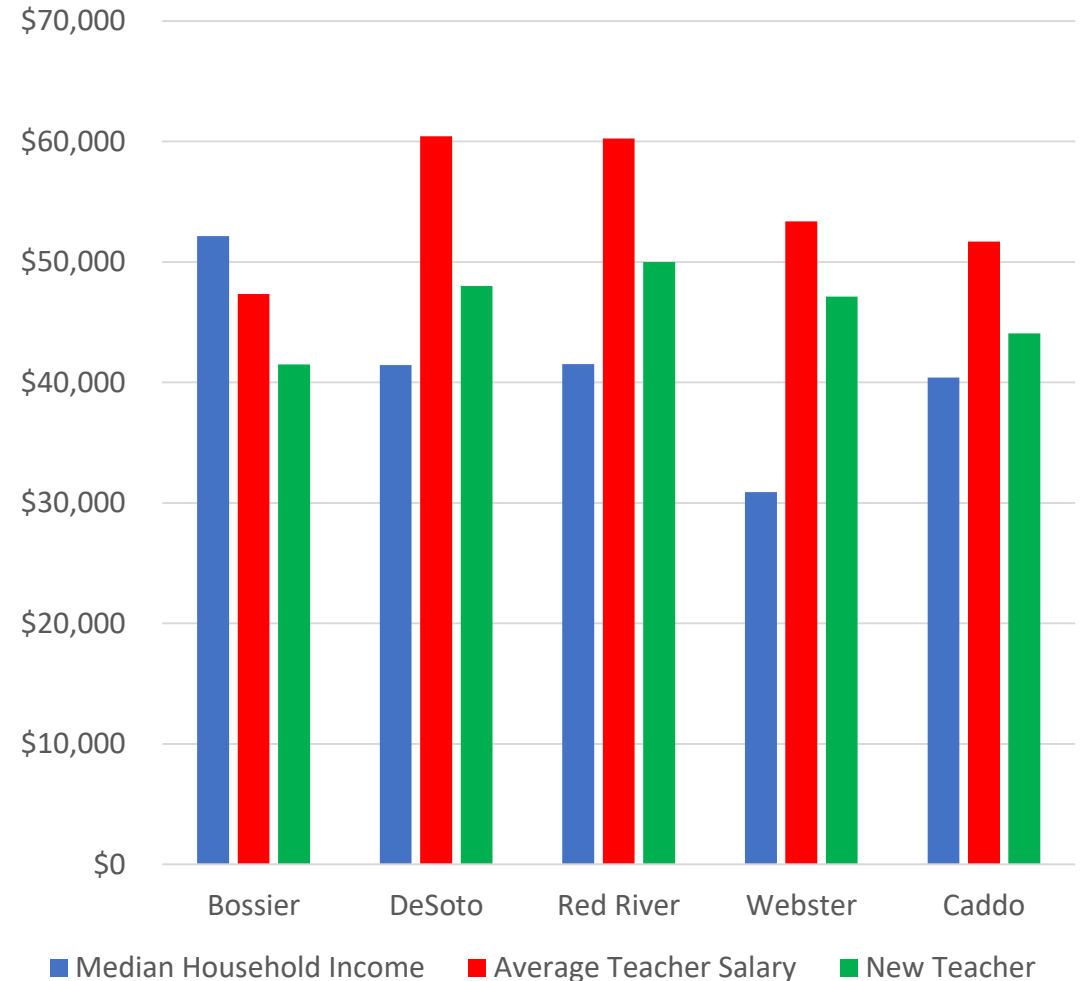
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# Bossier Compared to Surrounding Parishes

- Despite having the highest median income, **Bossier is #45 in the state for teacher pay and surrounded by school districts listed in the top ten** (including DeSoto, Red River and Webster).
- Average income in Bossier is \$10,000 above state average, but the Bossier teacher salary schedule is at the bottom compared to other local districts.



# Teachers and Support Employees in Bossier Schools

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- Pay is the number one issue facing our schools, according to Bossier teachers.
- 76% of Bossier teachers have considered leaving the profession due to low pay. In surrounding Red River and Desoto parishes that number is more than 20% less.
- Talented teachers and school staff are taking higher paid jobs in surrounding parishes.
- Bossier Parish had 200 open positions at the beginning of the year.
- Studies show there is a direct correlation between teacher retention and academic achievement, which in turn impacts the earning potential of our community in the future.



# Bossier's Future

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- Bossier Parish is the second fastest growing parish in the state with the median age at 32: **more than ever, young families have children in Bossier schools**, and in surrounding Red River and Desoto parishes.
- Bossier recently moved from an “A” level to a “B” level rating based on a formula change, but in order to continue being one of the best school districts in the area, **we need competitive salaries and modern technology in the classroom.**
- We’ve had state teachers of the year, state students of the year, and state principals of the year, but continue to underpay our school employees.
- Bossier’s economy is increasingly technology driven, but our schools lack a sustained source of revenue to address its crumbling infrastructure and introduce emerging technologies.



**Bossier can not expect to continue to have a great school district if talented educators are moving to higher paying school districts.**

# Price Per Household: 22.94 mills – Pay Raise

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Residences with Homestead Exemption:

Value of Asset	Annual Tax	Cost Per Month
\$50,000	\$0	\$0
\$100,000	\$57.35	\$4.78
\$150,000	\$172.05	\$14.34
\$164,600*	\$205.54	\$17.13
\$200,000	\$286.75	\$23.90
\$250,000	\$401.45	\$33.45



\*Median value of owner-occupied housing units in Bossier Parish, 2013-2017

# Price Per Household: 3.22 mills – Infrastructure & Technology

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Residences with Homestead Exemption:

Value of Asset	Annual Tax	Cost Per Month
\$50,000	\$0	\$0
\$100,000	\$8.05	\$.67
\$150,000	\$24.15	\$2.01
\$164,600*	\$28.85	\$2.40
\$200,000	\$40.25	\$3.35
\$250,000	\$56.35	\$4.70



\*Median value of owner-occupied housing units in Bossier Parish, 2013-2017

# Price Per Household: 26.16 mills

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Residences with Homestead Exemption:

Value of Asset	Annual Tax	Cost Per Month
\$50,000	\$0	\$0
\$100,000	\$65.40	\$5.45
\$150,000	\$196.20	\$16.35
\$164,600*	\$234.39	\$19.53
\$200,000	\$327.00	\$27.25
\$250,000	\$457.80	\$38.15



\*Median value of owner-occupied housing units in Bossier Parish, 2013-2017



# Salary Increase and Percentages

Employee	Current Salary	Salary with Proposed Increase	Percent Increase
Teacher- 0 years	\$41, 502	\$48, 702	17%
Teacher – 5 years	\$44, 946	\$52, 146	16%
Teacher- 10 years	\$47, 419	\$54, 619	16%
Paraprofessional	\$20, 086	\$23, 086	15%
Bus Driver	\$20, 298	\$ 23, 298	15%
Food Service	\$16, 494	\$19, 494	18%
Custodian	\$22, 831	\$25, 831	13%
Clerical	\$16,920	\$19, 920	18%
Principal	\$90, 714	\$97, 914	8%



# Bossier Pay Raise vs. State Wide Pay Raises

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- Louisiana teachers currently make **\$2,200 below the Southern Regional Average** (and 9,860 below the national average).
- **Governor Edwards wants to raise salaries for teachers and support staff** to meet that regional average, beginning with a \$1000 increase for teachers and a \$500 increase for support employees to be included in the 2019-2020 state budget.
- Louisiana expects ~\$130 million surplus in state funds this fiscal year, which will more than pay for the raises in next year's budget.



**TOWN HALL- APRIL 2, 2019**

**Independence Stadium- 5PM**

**SkyBox @ South Entrance**



# Bossier Pay Raise vs. State Wide Pay Raises

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- The state wide pay increase does alleviate some of the burden on our teachers and school employees, but without a Bossier-specific raise, we will continue to lose talented educators to surrounding parishes.
- The state wide raises will have no anticipated impact on our tax rate.
- Across the country, more people are getting an advanced education, but fewer students are pursuing Master's Degrees in education:
  - In Louisiana the number of students finishing teacher preparation programs has dropped 18% since the 2010-11 school year.
  - **In order to maintain our A-level schools, we need to be able to recruit the most talented educators, and that is only possible if we win both a statewide raise and a Bossier Parish millage.**



# Voting

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To register or change current voter registration:

<https://voterportal.sos.la.gov/VoterRegistration>



# Contact Us for More Information

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# Sources

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<https://www.census.gov/>

<http://blog.iteach.net/average-louisiana-teacher-salary>

<http://bossiercity.areaconnect.com/statistics.htm>

