



Office of Human Resources

East Baton Rouge Parish School System
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MEMO

TO: EBRPSS Employees
FROM: Executive Leadership Team
DATE: April 26, 2005
SUBJECT: Compensation

The East Baton Rouge Parish School Board voted at its Monday, April 25, 2005 meeting to approve the proposed pay raise for all employees as originally voted on August 19, 2004. This action was driven by the results of the recent compensation study completed by the Segal Company, which indicates that our salaries were below market. This increase approved by the Board is an effort to make teacher salaries market competitive at all levels of experience.

EBRPSS' starting salaries for teachers were found to be consistently below both the market survey and the Louisiana state average in the starting range (minimum and midpoint) when compared to other school systems within and outside Louisiana. Whereas, the higher end of the salary schedule (maximum) was relatively market competitive. This accounts for the varied amounts of the increase across the salary schedule. (Teachers with 20 years or more of experience received a smaller increase in this board action; however, they already receive an automatic \$1,000 increase per year).

Principal and Assistant Principal salary schedules have also been adjusted to approach the competitive market survey as well as Louisiana state average salaries for school administrators.

Other certificated and non-certificated staff received a set increase of \$650.

In addition to salary increases, consideration was given to set aside funds to help defray the rising cost of medical benefits for all employees.

The Board, Superintendent and Executive Leadership Team acknowledge that this is just a first step and are committed to continue seeking opportunities to make compensation competitive for all EBRPSS employees.