

Update from the Louisiana Department of Education Regarding the Continuation of Pay Raises
July 2018

In prior years, the continuation of prior year pay raises was set for each entity/LEA/charter school across Orleans differently. It all depended on the time in which a charter school was authorized in relation to when the pay raises were recalculated to be provided based on student counts. When these pay raises were originally given many many years ago, they were provided based on the number of certificated personnel times a specific pay raise amount. However as the number of years increased between the original allocation and more recent years, the total pay raise amounts were converted to a per pupil amount and based on the number of students enrolled in a school/LEA. The allocation grows or declines now based on the enrollment count.

This conversion created different per pupil amounts across the schools in Orleans. The per pupil allocation amounts ranged from \$1,003 to \$592. There are seven schools that have received substantially less than the other schools with amounts ranging from \$687 to a low of \$592. This means that these schools have received substantially less than the other schools in Orleans for many years. Conversely, there are two schools with per pupil amounts of \$1,003 and \$804 that have received substantially greater than all other schools over time.

As reunification has now occurred, the continuation pay raise amount allocated in the MFP would best be moved to one number for all LEAs/charter schools under OPSB in 2018-19. This would align to the start of reunification and ensure that going forward all LEAs/charter schools within the District Level Funding Formula (DLFF) receive the same amount per student. This would assist those seven schools having received substantially less with a needed influx of cash they have not received in the past.

Simulations have been created and yield both increases and decreases as a result of this conversion to one pay raise amount. The most common adjustments include a plus of .72% with a common decrease amount of 1.82%.

There are a few outliers with greater increases or decreases. Only two schools have changes in allocation dollar amounts that result in allocation decreases that may be somewhat of a challenge to make adjustments for. On the other hand, seven schools that had received substantially less would have the per pupil amount increased for them from \$687 to a low of \$592 upward to the new average of \$732.46.

The LDOE is committed to making this change this year because it only makes sense for all of the LEAs participating in the District Level Funding Formula and especially due to reunification, to have the same per pupil amount. Per SCR 48, the continuation funding for pay raises is calculated the same as all other City/Parish School System. With the reunification, all LEAs under OPSB become the same and fall under the calculation for OPSB. Subsequently, any individual changes to pay raises must be calculated by OPSB by using the DLFF as LDOE no longer has the authority to do so.