

Outreach Plan Update

December 2019





Outreach Plan Update



Teacher Salary Proposal



Missouri Teacher Table

October 29-30, 2019

- Over 30 participants
- 18 Teachers (51%)
 - Rural, suburban, urban
 - Elementary, middle school, high school
 - All regions of the state
- 17 Stakeholders (49%)
 - Professional associations
 - Focus group representatives
 - Business

Teacher Salary Proposal

- **Adequacy Target**
 - Increase salary of all teachers
 - Increase the minimum teacher salary requirement
 - Adjust all teachers to earn the new minimum
- **Equity Target**
 - Innovation and Equity Fund

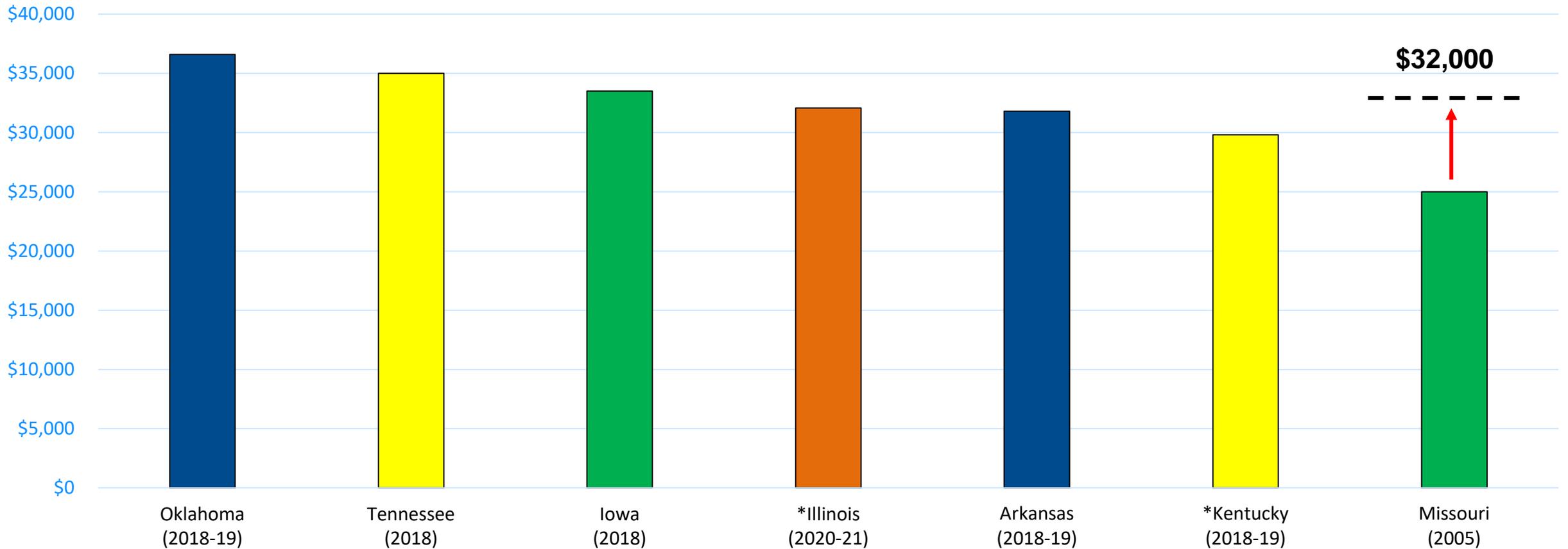
Teacher Salary Proposal

- Adequacy Target
 - Increase salary for all teachers

Total Number of Teachers	Salary Increase per teacher	Estimated Total Cost Includes both salary and benefits
Option 1 (preferred)		
70,433	\$4,000	\$322,583,140
Option 2		
70,433	\$3,000	\$241,937,355
Option 3		
70,433	\$2,000	\$161,291,570

Teacher Salary Proposal

Increase the minimum teacher salary requirement to \$32,000



Illinois: \$40,000 (2023-24)

Kentucky: Rank III schools

Teacher Salary Proposal

- Adequacy Target
 - Adjust all teachers to earn the new minimum

Salary Increase for all Teachers	Number of Teachers still making less than \$32,000 after the increase	Total Cost Raise all teacher salaries to \$32,000
Option 1 (preferred)		
\$4,000	246	\$277,675
Option 2		
\$3,000	483	\$658,043
Option 3		
\$2,000	816	\$1,321,893

Teacher Salary Proposal

Adequacy Target Summary Chart

Total cost for salary increase for all teachers	Adjustment to remaining teachers to minimum \$32,000	Total Cost increase for all + minimum from \$25,000 to \$32,000	Average teacher salary per year (average \$ and % increase)	* Approximate national ranking
Option 1				
\$281,732,000 (\$4,000 X 70,433 teachers)	\$277,675	\$322,860,815	\$54,126 (\$4,822 / 9.7%)	26
Option 2				
\$211,299,000 (\$3,000 X 70,433 teachers)	\$658,043	\$242,595,398	\$53,142 (\$3,838 / 7.7%)	28
Option 3				
\$140,866,000 (\$2,000 X 70,433 teachers)	\$1,321,893	\$162,613,463	\$52,160 (\$2,856 / 5.7%)	32

Current average teacher salary \$48,293

Teacher Salary Proposal

- Equity Target
 - Innovation and Equity Fund \$75,000,000
 - Incentives for hard-to-staff areas
 - **Content areas:** Special Education, Math, Science, Foreign Language, English as a Second Language (or other areas as declared shortage by the school district or charter school)
 - **Types of schools:** high minority, high poverty and rural schools

Teacher Salary Proposal

- Revenue Sources for Consideration
- Allocation of Resources



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