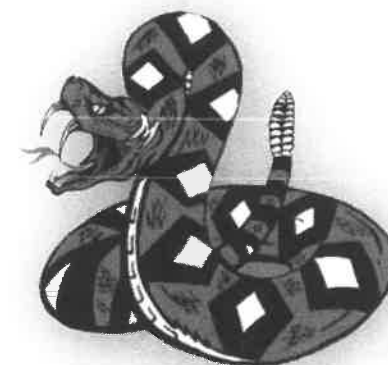




Educator Compensation Reform Act



Fiscal Impact
for Paris and Magazine School Districts

A needed change...

Paris School District:

Enrollment: 997

Number of Certified Staff: 97

Free/Reduced Lunch: 78%

Teacher Retention Rate: 88%

Millage Rate: 38

Dollars generated per mill: \$91,569

Magazine School District:

Enrollment: 512

Number of Certified Staff: 51

Free/Reduced Lunch: 78%

Teacher Retention Rate: 80%

Millage Rate: 39

Dollars generated per mill: \$32,030

Current changes made to accomodate increase

Reduction in staff

Reduced the number of staff

More reliance on categorical for salaries

No raises if above the minimum range

Replaced only when state required with less experienced staff

Reduced the number of field trips

Reduce all budgets by 5%

Total Minimum Wage Impact:

Approximate Cost: \$37,821.60

Voluntary RIF of classified staff with rearrangement of duties

Approximate Cost: \$75,000

Reduced the total number and/or hours of classified staff

Replace only when state required

Big Picture (what this means to districts)

Future considerations for 2024 and beyond

- ❑ Further staff reductions that will drive up class size ratios
- ❑ Reduction in other budgeted areas such as maintenance, equipment, travel, PD, etc.
- ❑ Potential program reductions to include athletics, course offerings, etc.

Reduce staff and programs to state required

- Wellness Center
- Birth-PreK Center
- Athletics
- Career Tech Offerings
- Library/Media Specialists
- Counselors
- School Resource Officer
- Reduce Steps on Teacher Salary Schedule
- Reduce Teacher Contract Days
- Reduce transportation routes

Paris School District State Mandated Cost:

Requirement	19/20 Increase	Increase from 19/20 to 22/23
Dyslexia Programs		
Computer Science		
CPR/Stop the Bleed		
Distance Learning		
Expulsion Program		
Student Meal Access		
School Safety		
School Dude		
Minimum Teacher Salary	\$43,348.50	\$365,066.00

Paris School District State Mandated Cost:

Requirement	19/20 Increase	Increase from 19/20 to 22/23
Minimum Wage	\$30,876.81	\$185,293.92
ATRS Employer Contribution	\$14,528.50	\$145,284.93
Health Insurance Match	\$2,846.16	\$11,384.64
Classified Background Checks	\$868.50	\$2,991.50
Total	\$92,468.47	\$710,020.99

Magazine School District State Mandated Cost:

Requirement	2019 Expenditure	Increase from 2018-2019 to 2022-2023
Dyslexia Programs	\$41,614.34	\$41,614.34
Computer Science	\$12,010.00	\$12,010.00
CPR/Stop the Bleed	\$989.96	\$1,000.00
Distance Learning	\$3,755.00	\$3,755.00
Expulsion Program	\$4,161.49	\$4,161.49
Student Meal Access	\$73.40	\$418.01
School Safety	\$40,000	\$40,000
School Dude	\$1,200	\$1,200
Minimum Teacher Salary	\$51,667.14	\$720,454.31

Magazine School District State Mandated Cost:

Requirement	2019 Expenditure	Increase from 2019 to 2022-2023
Minimum Wage	\$17,732.19	\$75,000
ATRS Employer Contribution	\$8,057.19	\$32,228.77
Health Insurance Match	\$2,193.84	\$2,193.84
Classified Background Checks	\$1,996.25	\$1,996.25
Total	\$185,450.80	\$936,032.01

Approximate Cost:

Dollars allotted in Educator Compensation
Reform Act: Total = \$268,285.23

19/20 - None
20/21 - \$11,664.58
21/22 - \$128,310.33
22/23 - \$128,310.33

Approximate Yearly Cost: Total = \$365,066.00

19/20 - \$43,348.50
20/21 - \$55,451.50
21/22 - \$133,133.00
22/23 - \$133,133.00

Total Approximate Salary Cost Compounded
w/o Benefits After 4 Years less ECR Act:
\$656,156.19

Dollars allotted in Educator Compensation
Reform Act: Total = \$239,417.74

19/20 - \$42,568.62;
20/21 - \$61,515.35;
21/22 - \$67,666.89;
22/23 - \$67,666.89

Approximate Yearly Cost: Total = \$312,887.9

19/20 - \$51,667.14;
20/21 - \$81,180.51;
21/22 - \$90,203.97;
22/23 - \$89,836.28

Total Approximate Salary Cost Compounded w/o
Benefits After 4 Years less ECR Act:
\$871,476.66