

SALARY AVERAGES FOR PUBLIC CLASSROOM TEACHERS

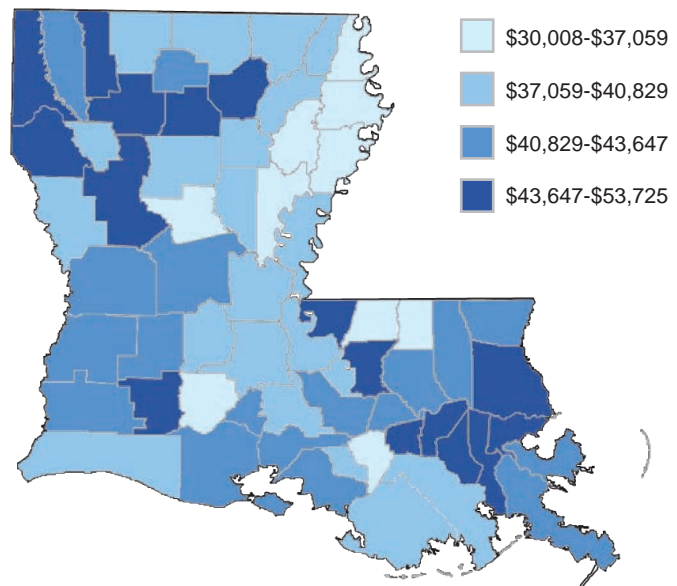
DEFINITION: Classroom teacher average salaries for a school year, including any extra compensation.

SIGNIFICANCE

Adequate salaries are key to attracting and retaining highly qualified teachers. On average, Louisiana teachers earn considerably less than their counterparts in other states. In the 2005-2006 school year, Louisiana ranked 43rd among states in terms of average teacher pay, with an average classroom teacher salary that was \$9,085 less than the national average.¹ Education Week's "Quality Counts" report examined how teachers' salaries compared to similar professions in each state. By this measure, Louisiana teachers earn an average of just 80 cents for every dollar earned by workers in comparable occupations.² Pay parity can affect not only how many qualified candidates are attracted to the field of teaching, but also how many teachers will remain in the profession. While adequate pay is important, other factors, such as working conditions, may also affect teachers' decisions to work at a particular school or remain in the profession.³

Variations in salary averages (both over time and among parishes) can be due to a variety of factors, including differences in the education levels of teachers, years of experience, and pay scales. As a result, two parishes with the same exact pay scale could have very different salary averages if one parish had a large proportion of experienced teachers with Master's degrees and the other parish employed a high proportion of recent college graduates without Master's degrees.

Average classroom teacher salaries vary considerably among Louisiana's parishes, with a high of \$53,725 in Jackson Parish and a low of \$30,008 in St. Helena Parish. Most parishes saw their average classroom teacher salary grow between the 2000 and 2006 school years (in terms of constant 2006 dollars), except for five parishes that saw declines ranging from just \$20 in West Baton Rouge to \$5,969 in St. Helena. Among parishes that saw a real increase in average teacher salaries, the median increase was \$3,462.



**PUBLIC SCHOOL CLASSROOM
TEACHER SALARY AVERAGES**
(IN 2006 DOLLARS) (CURRENCY) — SY 2006

DATA SOURCE

Department of Education, Division of Planning, Analysis, and Information Resources, "End-of-Year School Year Profile of Educational Personnel reports by city/parish school districts."

DATA NOTE

District teachers on sabbatical leave status and all post-secondary, 3rd-party, or contract services staff members are excluded from these averages, while ROTC instructors, rehires, and teachers receiving salary reductions are included in these figures. Salary averages from 2000 were adjusted for inflation using the Consumer Price Index to allow for comparability across time.

Averages for East Baton Rouge Parish represent a weighted average of East Baton Rouge Parish District, City of Baker, and City of Zachary school districts. Averages for Ouachita Parish represent a weighted average of Ouachita Parish and City of Monroe school districts. Averages for Washington Parish represent a weighted average of Washington Parish and City of Bogalusa school districts.

¹ Thomas D. Snyder, Sally A. Dillow, and Charlene M. Hoffman, "Estimated average annual salary of teachers in public elementary and secondary schools, by state or jurisdiction: Selected years, 1969-1970 through 2005-2006," *Digest of Education Statistics 2007*, (Washington D.C.: U.S. Department of Education, IES National Center for Education Statistics, 2008), 110, retrieved from <http://nces.ed.gov/> on 2/1/2009.

² Education Week, "Quality Counts 2008: Tapping into Teaching, Unlocking the Key to Student Success," Education Week. Vol. 27, Issue 18, Retrieved from www.edweek.org/ on 2/1/2009.

³ Eric A. Hanushek and Steven G. Rivkin "Pay, Working Conditions, and Teacher Quality" *Future of Children* 17, no. 1, 2007: 82.

AVERAGE SALARY FOR CLASSROOM TEACHERS IN PUBLIC SCHOOLS

REPORTED IN 2006 DOLLARS

| | SY 2000 | SY 2006 | Change SY 2000-2006 |
|----------------------|-----------------|-----------------|---------------------|
| LOUISIANA | \$39,433 | \$42,971 | \$3,538 |
| Acadia | \$35,622 | \$36,013 | \$391 |
| Allen | \$34,544 | \$42,103 | \$7,559 |
| Ascension | \$40,185 | \$43,257 | \$3,072 |
| Assumption | \$36,962 | \$36,902 | -\$60 |
| Avoyelles | \$35,330 | \$37,570 | \$2,240 |
| Beauregard | \$37,689 | \$41,928 | \$4,239 |
| Bienville | \$38,294 | \$44,890 | \$6,596 |
| Bossier | \$39,224 | \$43,373 | \$4,149 |
| Caddo | \$43,743 | \$44,700 | \$957 |
| Calcasieu | \$40,434 | \$43,359 | \$2,925 |
| Caldwell | \$35,574 | \$38,931 | \$3,358 |
| Cameron | \$38,278 | \$40,578 | \$2,301 |
| Catahoula | \$30,895 | \$31,419 | \$525 |
| Claiborne | \$36,268 | \$39,650 | \$3,382 |
| Concordia | \$35,992 | \$38,317 | \$2,325 |
| De Soto | \$37,018 | \$45,537 | \$8,519 |
| East Baton Rouge | \$40,283 | \$45,281 | \$4,998 |
| East Carroll | \$35,090 | \$35,851 | \$761 |
| East Feliciana | \$37,524 | \$37,059 | -\$465 |
| Evangeline | \$33,983 | \$39,612 | \$5,629 |
| Franklin | \$34,833 | \$36,773 | \$1,940 |
| Grant | \$33,649 | \$36,484 | \$2,836 |
| Iberia | \$40,768 | \$41,849 | \$1,081 |
| Iberville | \$42,174 | \$43,647 | \$1,473 |
| Jackson | \$40,029 | \$53,725 | \$13,696 |
| Jefferson | \$40,212 | \$46,135 | \$5,923 |
| Jefferson Davis | \$39,218 | \$44,387 | \$5,168 |
| Lafayette | \$38,912 | \$42,356 | \$3,445 |
| Lafourche | \$36,362 | \$40,829 | \$4,467 |
| La Salle | \$36,175 | \$40,342 | \$4,167 |
| Lincoln | \$38,812 | \$42,778 | \$3,966 |
| Livingston | \$40,163 | \$42,653 | \$2,490 |
| Madison | \$33,231 | \$35,409 | \$2,178 |
| Morehouse | \$32,378 | \$40,717 | \$8,340 |
| Natchitoches | \$38,974 | \$48,269 | \$9,296 |
| Orleans | \$41,068 | \$44,682 | \$3,614 |
| Ouachita | \$40,198 | \$44,427 | \$4,228 |
| Plaquemines | \$36,698 | \$41,668 | \$4,970 |
| Pointe Coupee | \$38,018 | \$39,696 | \$1,678 |
| Rapides | \$38,291 | \$41,532 | \$3,241 |
| Red River | \$35,752 | \$39,901 | \$4,149 |
| Richland | \$36,629 | \$39,755 | \$3,126 |
| Sabine | \$34,336 | \$38,919 | \$4,583 |
| St. Bernard | \$40,092 | \$41,494 | \$1,402 |
| St. Charles | \$41,869 | \$44,932 | \$3,063 |
| St. Helena | \$35,977 | \$30,008 | -\$5,969 |
| St. James | \$41,360 | \$47,344 | \$5,984 |
| St. John the Baptist | \$38,468 | \$47,798 | \$9,330 |
| St. Landry | \$37,291 | \$38,468 | \$1,176 |
| St. Martin | \$37,818 | \$40,723 | \$2,905 |
| St. Mary | \$38,851 | \$41,590 | \$2,738 |
| St. Tammany | \$41,744 | \$46,653 | \$4,909 |
| Tangipahoa | \$42,689 | \$42,293 | -\$397 |
| Tensas | \$31,890 | \$34,606 | \$2,716 |
| Terrebonne | \$38,400 | \$40,378 | \$1,978 |
| Union | \$33,746 | \$40,014 | \$6,268 |
| Vermilion | \$40,037 | \$42,219 | \$2,182 |
| Vernon | \$37,751 | \$41,230 | \$3,479 |
| Washington | \$36,629 | \$41,454 | \$4,824 |
| Webster | \$40,519 | \$46,265 | \$5,746 |
| West Baton Rouge | \$38,274 | \$38,255 | -\$20 |
| West Carroll | \$33,279 | \$38,626 | \$5,347 |
| West Feliciana | \$42,647 | \$46,502 | \$3,855 |
| Winn | \$37,642 | \$40,659 | \$3,017 |