



District Compensation Program Study

Compensation Analysis Final Report

January 10, 2024
Revised February 5, 2024



Restrictions

This report is based on information and documentation that was made available to LEAN Frog at the date of this report. LEAN Frog has not audited nor otherwise attempted to independently verify the information provided unless otherwise indicated. Should additional information be provided to LEAN Frog after the issuance of this report, LEAN Frog reserves the right (but will be under no obligation) to review this information and adjust its comments accordingly.

Pursuant to the terms of our engagement, it is understood and agreed that all decisions in connection with the implementation of advice and recommendations as provided by LEAN Frog during the course of this engagement shall be the responsibility of, and made by, the Livingston Parish School Board and leadership. LEAN Frog has not and will not perform management functions or make management decisions for Livingston Parish Public Schools.

Comments in this report are not intended, nor should they be interpreted, to be legal advice or opinion. LEAN Frog has no present or contemplated interest in Livingston Parish Public Schools nor are we an insider or associate of Livingston Parish Public Schools or its management team. Our fees for this engagement are not contingent upon our findings or any other event. Accordingly, we believe we are independent of Livingston Parish Public Schools and are acting objectively.



Work Completed

- Reviewed Livingston Parish’s district compensation program and employee pay data to gain a full understanding of the district’s current approach, opportunities, and challenges in compensating their employees
- Conducted projected retirement eligibility analysis of current employees in positions by group to assess potential turnover needs that may affect compensation strategy
- Collaborated with district leadership to select benchmark positions to be analyzed that included jobs across a variety of functional areas and at different levels in order to best compare the district to peer school districts and the current labor market
- Performed peer analysis of benchmark positions to compare schedules by researching peer organizational structure, individual positions, job descriptions, and salary schedules to ensure a match based on job duties, not job title
- Performed market analysis of benchmark positions to compare schedules and incumbent pay by researching salary study data to find accurate matches based on similarities in job content, not job title
- Conducted regular meetings with district leadership to review comparison data and provide findings from peer and market analysis
- Developed a summary of findings and opportunities to improve and better align compensation with peers/market and job responsibilities to ensure recruitment and retention competitiveness and alignment with the district’s strategy, policies, and goals



Benchmark Positions

NOTE: Benchmark positions were selected strategically to include jobs across a variety of functional areas and at different levels and were approved by LPPS prior to review.

- Teacher
- Accountant
- Assistant Superintendent
- Principal Designee (Assistant Principal - Elementary)
- Assistant Principal - Jr High
- Assistant Principal - High
- Building Maintenance - Carpenter
- Building Maintenance - Electrician
- Building Maintenance - HVAC
- Building Maintenance - Plumber
- Bus Attendant (SpEd)
- Bus Driver
- Business Manager
- Curriculum Coordinator
- Custodian
- Director of Curriculum
- Director of Special Education
- Facilities Manager
- Guidance Counselor - Elementary
- Guidance Counselor - High
- Instructional Supervisor
- Maintenance Supervisor
- Mechanic
- MIS LAN Manager
- Network Specialist
- Paraprofessional
- Principal - Elementary
- Principal - Jr High
- Principal - High
- Receptionist (Business Services Secretary)
- School Nurse - LPN
- School Nurse - RN
- School Secretary
- Secretary - Curriculum (Secretary of Instr. Supervisor)
- Secretary - Personnel (Business Services Secretary)
- SFS Technician
- Social Worker
- Superintendent
- Supervisor of Human Resources
- Technology Coordinator/Facilitator (Instructional Technology Facilitator)



Analysis Type by Position

Position	Analysis Type	Position	Analysis Type
Teacher	peer	Instructional Supervisor	peer
Accountant	peer/market	Maintenance Supervisor	peer/market
Assistant Superintendent	peer	Mechanic	peer/market
Principal Designee (Assistant Principal – Elementary)	peer	MIS LAN Manager	peer/market
Assistant Principal – Jr High	peer	Network Specialist	market
Assistant Principal – High	peer	Paraprofessional	peer
Building Maintenance – Carpenter	peer/market	Principal – Elementary	peer
Building Maintenance – Electrician	peer/market	Principal – Jr High	peer
Building Maintenance – HVAC	peer/market	Principal - High	peer
Building Maintenance – Plumber	peer/market	Receptionist (Business Services Secretary)	peer
Bus Attendant (SpEd)	peer	School Nurse – LPN	peer
Bus Driver	peer	School Nurse – RN	peer
Business Manager	peer/market	School Secretary	peer
Curriculum Coordinator	peer	Secretary – Curriculum (Secretary of Instr. Supervisor)	peer/market
Custodian	peer/market	Secretary – Personnel (Business Services Secretary)	peer/market
Director of Curriculum	peer	SFS Technician	peer
Director of Special Education	peer	Social Worker	peer
Facilities Manager	peer/market	Superintendent	peer
Guidance Counselor – Elementary	peer	Supervisor of Human Resources	peer
Guidance Counselor – High	peer	Technology Coordinator/Facilitator (Instruct. Tech Facilitator)	peer



Peer School Systems

School System	# of Students	# of Schools	Graduation Rate (2021)	Economically Disadvantaged %
Livingston Parish	26,819	44	90.1%	66.4%
Ascension Parish	24,077	32	90.1%	51.9%
Central Community	4,819	6	92.4%	54.1%
East Baton Rouge Parish	40,510	85	73.3%	76.6%
St. Tammany Parish	37,057	56	82.1%	44.7%
Tangipahoa Parish	19,463	34	74.0%	72.50%
Zachary Community	5,605	8	>95%	56.0%



Findings (1 of 3)

- LPPS schedules have low ranges, particularly for support positions. Certified schedules have ranges from less than 1% (senior positions) to 33.60%. Support/classified schedules range from 11.80% to 36.14%. The large variance in ranges creates inconsistency within the schedule structure when looking at position alignment.
- All schedules, other than those for senior leadership, contain 26 steps and only 18 pay increases. Most peer schedules (other than Ascension and Central certified schedules) increase at all steps. In all LPPS schedules, there is no increase between Step 0 and 1.
- Senior leadership schedules, such as Superintendent, Assistant Superintendent, and Director of Curriculum, only contain one increase of \$600. In accordance with the Superintendent's contract, the Assistant Superintendent pay is currently set at \$25,000 below the Superintendent pay.
- Although LPPS schedules indicate they are an index from the Teacher schedule, they no longer calculate as an index of the Teacher schedule. Per LPPS leadership, increases have been applied over time without the index calculation.
- The LPPS Steering Committee shared there has been no adjustment for long-term employees in the past 30 years and historically raises have been applied to all employees.
- More than 25% of Custodial and Technology staff are eligible for retirement within the next year.
- More than 25% of district leaders and Principals are eligible for retirement within the next year.
- Most employees are more than five years from retirement.
- When compared to peers, LPPS Teacher pay ranks as the lowest or next to lowest at all steps and degree levels reviewed. At some steps/degrees, East Baton Rouge pays lower than LPPS.
- LPPS Teacher schedules have fewer steps than peers. The LPPS schedule has 26 steps but only 18 pay increases. Peer Teacher schedules have 30-45 steps with 27-46 pay increases.
- Peers have standard degree values while LPPS degree differentials vary greatly.



Findings (2 of 3)

- When compared with peers, the following schedules reviewed fall more than 10% below the peer average at ALL steps/degree levels reviewed:
 - Business Manager (when annual rates are compared)
 - Facilities Manager
- When compared with peers, the following schedules reviewed fall below the peer average by varying amounts at ALL steps/degree levels reviewed:
 - Teacher
 - Receptionist
 - Secretary - Personnel
 - Paraprofessional
 - Business Manager
 - Supervisor of Human Resources (when annual rates are compared)
 - Technology Coordinator/Facilitator (when annual rates are compared)
 - Director of Special Education
 - Guidance Counselor - Elementary and High
 - Social Worker
 - Building Maintenance - Carpenter
 - Building Maintenance - Electrician



Findings (3 of 3)

- When comparing the Superintendent's total compensation with peer compensation, the LPPS compensation is 33% lower than the closest peer total compensation.
- All Assistant Principal and Principal schedules are below peer averages at all steps and degrees. Many steps are more than 10% below peer averages.
- Most peers pay School Nurses on their Teacher schedule. Since LPPS Teacher pay is below peers, Nurse pay is as well.
- When compared with peers, the following schedules are at or above peer averages at the starting step but below peer averages at higher steps/degrees (by as much as 10%):
 - Bus Driver
 - Bus Attendant
 - SFS Technician
 - Custodian
 - Accountant
 - Secretary - Curriculum (Secretary of Instr. Supervisor)
 - School Secretary
 - Building Maintenance - HVAC
 - Building Maintenance - Plumber
- When compared with peers, the following schedules are at or above peer and/or market average at ALL steps reviewed:
 - Curriculum Coordinator
 - Network Specialist



Opportunities

- For the Teacher schedule, add pay increments at more steps and increase to 30 steps.
- Increase step value for all schedules incrementally each year until schedules have reached 30 steps with pay increases in all steps and schedule range is 30-50%.
- Update index pay to be based on Teacher daily rates in order to better align positions and improve promotional paths.
- Standardize degree values in order to better compete at higher degree ranks.
- Increase starting pay for the schedules and related positions that are more than 10% below peer average.
- As funding allows, increase Teacher starting pay by 3.5% to meet the peer average.

LPPS Salary Schedule Structure

TEACHER/LEADERSHIP SCHEDULES - ANNUAL SALARIES (sorted low to high by **Starting BX**) - 1 of 2

Schedule – ANNUAL	Positions	Days/ Yr	STARTING – BX	STARTING – MX	ENDING – BX	ENDING – MX	Schedule Range (BX to PHD)
Teacher - 182 Day	Teacher (multiple titles); Assistive Technologist Support; Audiologist; Elem Guidance/Teacher; Librarian/Teacher; SBLC Pre-Referral Intervention; Speech Language Pathologist	182	\$47,117	\$47,581	\$58,256	\$59,985	33.60%
Index 1.05*	Principal Designee-Elementary (No Admin Cert)	192	\$49,456	\$49,944	\$61,121	\$62,938	33.56%
Teacher - 192 Day	HS Guidance/Teacher; Voc Ed Bus Teacher	192	\$49,687	\$50,177	\$61,404	\$63,229	33.55%
Index 1.07*	Principal Designee-Elementary (No Admin Cert)	192	\$50,356	\$50,853	\$62,232	\$64,083	33.56%
Index 1.09*	Principal Designee-Elementary (No Admin Cert)	192	\$51,257	\$51,776	\$63,344	\$65,242	33.56%
Teacher - 202 Day	Ad Ed State Teacher; High School Teacher	202	\$52,252	\$52,767	\$64,548	\$66,468	33.50%
Index 1.11*	Principal Designee-Elementary (Admin Cert)	202	\$52,256	\$52,772	\$64,554	\$66,474	33.51%
Index 1.12	Ed Diagnostician; Psychologist; Social Worker; SpEd Assistive Technologist	202	\$52,707	\$53,226	\$65,109	\$67,047	33.51%
Index 1.13	Principal Designee-Elementary (Admin Cert)	202	\$53,157	\$53,682	\$65,665	\$67,620	33.51%
Index 1.14*	N/A	202	\$53,607	\$54,136	\$66,221	\$68,193	33.51%
Index 1.15	Principal Designee-Elementary (Admin Cert)	202	\$54,057	\$54,591	\$66,776	\$68,766	33.52%
Teacher - 212 Day*	N/A	212	\$54,894	\$55,434	\$67,869	\$69,883	33.60%
Index 1.17*	Assistant Principal-Jr High	202	\$54,957	\$55,500	\$67,886	\$69,910	33.52%
Teacher - Voc Ed Ag	Voc Ed Ag Teacher	212	\$55,541	\$56,123	\$69,417	\$71,590	35.34%
Teacher - 240 Day*	N/A	240	\$55,848	\$56,430	\$69,724	\$71,897	35.15%
Index 1.19	Assistant Principal-Jr High	202	\$55,858	\$56,410	\$68,998	\$71,057	33.53%
Index 1.21	Assistant Principal-Jr High	202	\$56,758	\$57,320	\$70,109	\$72,203	33.53%
Index 1.22	Director of CABS; Assistant Principal-High	202	\$57,209	\$57,775	\$70,665	\$72,776	33.53%
Index 1.24	Assistant Principal-High	202	\$58,110	\$58,684	\$71,776	\$73,921	33.54%
Index 1.26	Assistant Principal-High	202	\$59,009	\$59,594	\$72,887	\$75,067	33.54%
Tech Coordinator	Technology Coor/Facilitator	212	\$59,894	\$60,434	\$72,869	\$74,883	30.79%
Index 1.28*	Assistant Principal-High	202	\$59,910	\$60,504	\$73,999	\$76,213	33.55%
Index 1.30	Assistant Principal-High	202	\$60,810	\$61,414	\$75,109	\$77,359	33.55%
Index 1.32	Assistant Principal-High; STEM Director	202	\$61,711	\$62,323	\$76,221	\$78,504	33.55%

*No employees were found to be paid on the following schedules: Teacher-212 Day; Teacher-240 Day; Indexes 1.05, 1.07, 1.09, 1.11, 1.14, 1.17, 1.28, 1.50, 1.61

TEACHER/LEADERSHIP SCHEDULES - ANNUAL SALARIES (sorted low to high by Starting BX) - 2 of 2

Schedule – ANNUAL	Positions	Days/ Yr	STARTING – BX	STARTING – MX	ENDING – BX	ENDING – MX	Schedule Range (BX to PHD)
Index 1.34	504/Dyslexia Coordinator; Assistant Principal; Curriculum Coordinator; ECSE Coordinator; ELL Coordinator; Fed Programs Coordinator; RTI Coordinator; Special Ed Curriculum Coordinator; Special Ed IEP Facilitator; Special Ed Discipline/IEP Facilitator; Special Ed Transition Coordinator; Speech Coordinator	212	\$62,700	\$63,322	\$77,421	\$79,740	33.51%
Index 1.45	Nurse Supervisor; Pupil Appraisal Coordinator; Principal-Elementary	240	\$67,937	\$68,610	\$83,817	\$86,325	33.40%
Facilities Director	Facilities Manager	260	\$68,017	\$68,017	\$76,727	\$76,727	12.81%
Index 1.47	Energy Director; Principal-Elementary	240	\$68,838	\$69,520	\$84,928	\$87,472	33.40%
Index 1.49	Principal-Elementary	240	\$69,738	\$70,430	\$86,039	\$88,618	33.41%
Index 1.50*	Principal-Jr High	240	\$70,189	\$70,885	\$86,596	\$89,191	33.41%
Index 1.52	Principal-Jr High	240	\$71,089	\$71,794	\$87,707	\$90,336	33.41%
Index 1.54	Principal-Jr High; Program Development Coordinator; Special Needs Coordinator	240	\$71,990	\$72,704	\$88,818	\$91,483	33.42%
Index 1.55	Assistant Business Manager; Livingston Alternative Admin; MIS Director; Principal-High; Sales Tax Administrator; SFS Special Programs Admin	240	\$72,440	\$73,159	\$89,374	\$92,055	33.42%
Index 1.57	Principal-High	240	\$73,340	\$74,069	\$90,485	\$93,201	33.43%
Index 1.59	Principal-High	240	\$74,240	\$74,978	\$91,596	\$94,346	33.43%
Index 1.61*	Principal-High	240	\$75,141	\$75,888	\$92,707	\$95,493	33.44%
Index 1.63	Principal-High	240	\$76,041	\$76,798	\$93,818	\$96,639	33.44%
Index 1.65	Principal-High; Business Manager; Child Welfare Supervisor; Director of Special Education; Instructional Supervisor; Sales Tax Administrator; SFS Supervisor; Supervisor of Human Resources; Tech Director; Title I Director	240	\$76,941	\$77,707	\$94,930	\$97,784	33.45%
Director of Curriculum	Director of Curriculum	240		\$107,297		\$107,897	0.56%
Asst Superintendent	Asst Superintendent	240		\$117,297		\$117,897	0.51%
Superintendent	Superintendent	240		\$142,297		\$142,897	0.42%

*No employees were found to be paid on the following schedules: Teacher-212 Day; Teacher-240 Day; Indexes 1.05, 1.07, 1.09, 1.11, 1.14, 1.17, 1.28, 1.50, 1.61

TEACHER/LEADERSHIP SCHEDULES - DAILY RATES (sorted low to high by **Starting BX**) - 1 of 2

Schedule – DAILY	Positions	Days/ Yr	STARTING – BX	STARTING – MX	ENDING – BX	ENDING – MX	Schedule Range (BX to PHD)
Teacher - 240 Day*	N/A	240	\$232.70	\$235.13	\$290.52	\$299.57	35.15%
Index 1.05*	Principal Designee-Elementary (No Admin Cert)	192	\$257.58	\$260.13	\$318.34	\$327.80	33.56%
Teacher - 202 Day	Ad Ed State Teacher; High School Teacher	202	\$258.67	\$261.22	\$319.54	\$329.05	33.50%
Index 1.11*	Principal Designee-Elementary (Admin Cert)	202	\$258.69	\$261.25	\$319.57	\$329.08	33.51%
Teacher - 192 Day	HS Guidance/Teacher; Voc Ed Bus Teacher	192	\$258.79	\$261.34	\$319.81	\$329.32	33.55%
Teacher - 182 Day	Teacher (multiple titles); Assistive Technologist Support; Audiologist; Elem Guidance/Teacher; Librarian/Teacher; SBLC Pre-Referral Intervention; Speech Language Pathologist	182	\$258.88	\$261.43	\$320.09	\$329.59	33.60%
Teacher - 212 Day*	N/A	212	\$258.93	\$261.48	\$320.14	\$329.64	33.60%
Index 1.12	Ed Diagnostician; Psychologist; Social Worker; SpEd Assistive Technologist	202	\$260.93	\$263.50	\$322.32	\$331.92	33.51%
Facilities Director	Facilities Manager	260	\$261.60	\$261.60	\$295.10	\$295.10	12.81%
Teacher - Voc Ed Ag	Voc Ed Ag Teacher	212	\$261.99	\$264.73	\$327.44	\$337.69	35.34%
Index 1.07*	Principal Designee-Elementary (No Admin Cert)	192	\$262.27	\$264.86	\$324.13	\$333.77	33.56%
Index 1.13	Principal Designee-Elementary (Admin Cert)	202	\$263.15	\$265.75	\$325.07	\$334.75	33.51%
Index 1.14*	N/A	202	\$265.38	\$268.00	\$327.83	\$337.59	33.51%
Index 1.09*	Principal Designee-Elementary (No Admin Cert)	192	\$266.96	\$269.67	\$329.92	\$339.80	33.56%
Index 1.15	Principal Designee-Elementary (Admin Cert)	202	\$267.61	\$270.25	\$330.57	\$340.43	33.52%
Index 1.17*	Assistant Principal-Jr High	202	\$272.06	\$274.75	\$336.07	\$346.09	33.52%
Index 1.19	Assistant Principal-Jr High	202	\$276.52	\$279.26	\$341.57	\$351.77	33.53%
Index 1.21	Assistant Principal-Jr High	202	\$280.98	\$283.76	\$347.07	\$357.44	33.53%
Tech Coordinator	Technology Coor/Facilitator	212	\$282.52	\$285.07	\$343.72	\$353.22	30.79%
Index 1.45	Nurse Supervisor; Pupil Appraisal Coordinator; Principal-Elementary	240	\$283.07	\$285.88	\$349.24	\$359.69	33.40%
Index 1.22	Director of CABS; Assistant Principal-High	202	\$283.21	\$286.01	\$349.83	\$360.28	33.53%
Index 1.47	Energy Director; Principal-Elementary	240	\$286.83	\$289.67	\$353.87	\$364.47	33.40%
Index 1.24	Assistant Principal-High	202	\$287.67	\$290.51	\$355.33	\$365.95	33.54%
Index 1.49	Principal-Elementary	240	\$290.58	\$293.46	\$358.50	\$369.24	33.41%

*No employees were found to be paid on the following schedules: Teacher-212 Day; Teacher-240 Day; Indexes 1.05, 1.07, 1.09, 1.11, 1.14, 1.17, 1.28, 1.50, 1.61

TEACHER/LEADERSHIP SCHEDULES - DAILY RATES (sorted low to high by **Starting BX**) - 2 of 2

Schedule – DAILY	Positions	Days/ Yr	STARTING – BX	STARTING – MX	ENDING – BX	ENDING – MX	Schedule Range (BX to PHD)
Index 1.26	Assistant Principal-High	202	\$292.12	\$295.02	\$360.83	\$371.62	33.54%
Index 1.50*	Principal-Jr High	240	\$292.45	\$295.35	\$360.82	\$371.63	33.41%
Index 1.34	504/Dyslexia Coordinator; Assistant Principal; Curriculum Coordinator; ECSE Coordinator; ELL Coordinator; Fed Programs Coordinator; RTI Coordinator; Special Ed Curriculum Coordinator; Special Ed IEP Facilitator; Special Ed Discipline/IEP Facilitator; Special Ed Transition Coordinator; Speech Coordinator	212	\$295.75	\$298.69	\$365.19	\$376.13	33.51%
Index 1.52	Principal-Jr High	240	\$296.20	\$299.14	\$365.45	\$376.40	33.41%
Index 1.28*	Assistant Principal-High	202	\$296.58	\$299.52	\$366.33	\$377.29	33.55%
Index 1.54	Principal-Jr High; Program Development Coordinator; Special Needs Coordinator	240	\$299.96	\$302.93	\$370.08	\$381.18	33.42%
Index 1.30	Assistant Principal-High	202	\$301.04	\$304.03	\$371.83	\$382.97	33.55%
Index 1.55	Assistant Business Manager; Livingston Alternative Admin; MIS Director; Principal-High; Sales Tax Administrator; SFS Special Programs Admin	240	\$301.83	\$304.83	\$372.39	\$383.56	33.42%
Index 1.32	Assistant Principal-High; STEM Director	202	\$305.50	\$308.53	\$377.33	\$388.63	33.55%
Index 1.57	Principal-High	240	\$305.58	\$308.62	\$377.02	\$388.34	33.43%
Index 1.59	Principal-High	240	\$309.33	\$312.41	\$381.65	\$393.11	33.43%
Index 1.61*	Principal-High	240	\$313.09	\$316.20	\$386.28	\$397.89	33.44%
Index 1.63	Principal-High	240	\$316.84	\$319.99	\$390.91	\$402.66	33.44%
Index 1.65	Principal-High; Business Manager; Child Welfare Supervisor; Director of Special Education; Instructional Supervisor; Sales Tax Administrator; SFS Supervisor; Supervisor of Human Resources; Tech Director; Title I Director	240	\$320.59	\$323.78	\$395.54	\$407.43	33.45%
Director of Curriculum	Director of Curriculum	240		\$447.07		\$449.57	0.56%
Asst Superintendent	Asst Superintendent	240		\$488.74		\$491.24	0.51%
Superintendent	Superintendent	240		\$592.90		\$595.40	0.42%

*No employees were found to be paid on the following schedules: Teacher-212 Day; Teacher-240 Day; Indexes 1.05, 1.07, 1.09, 1.11, 1.14, 1.17, 1.28, 1.50, 1.61

SUPPORT/PROFESSIONAL SCHEDULES - ANNUAL SALARIES (sorted low to high by **Starting) - 1 of 3**

Schedule – ANNUAL	Days/ Yr	Hrs/ Day	STARTING	ENDING	Schedule Range
School Secretary 1/5	40	7.5	\$4,426	\$5,999	35.54%
Custodian - 195 Days 2 Hrs	195	2	\$4,912	\$6,426	30.82%
Custodian - 195 Days 3 Hrs	195	3	\$7,376	\$9,646	30.78%
School Secretary 2/5	80	7.5	\$8,852	\$11,998	35.54%
Custodian - 195 Days 4 Hrs	195	4	\$9,833	\$12,859	30.77%
SFS Tech - 4 Hr	180	4	\$10,551	\$12,856	21.85%
Custodian - 195 Days 5 Hrs	195	5	\$12,291	\$16,074	30.78%
School Secretary 3/5	120	7.5	\$13,279	\$17,997	35.53%
Custodian - 195 Days 6 Hrs	195	6	\$14,740	\$19,280	30.80%
Bus Aide	180	5	\$15,964	\$18,241	14.26%
School Secretary 4/5	160	7.5	\$17,705	\$23,996	35.53%
SFS Tech - 7 Hr	180	7	\$18,912	\$22,945	21.33%
Bus Driver	180	5	\$19,309	\$21,587	11.80%
Custodian - 195 Days 8 Hrs	195	8	\$19,664	\$25,717	30.78%
Paraprofessional - Non HQ	180	7.5	\$19,812	\$24,026	21.27%
SFS Production Manager	185	7	\$19,995	\$24,139	20.73%
Paraprofessional - HQ	180	7.5	\$20,136	\$24,350	20.93%
SFS Billing Clerk*	180	unkn	\$20,172	\$24,204	19.99%
Interpreter	180	7.5	\$20,836	\$25,050	20.22%
School Secretary 5/5	200	7.5	\$22,330	\$30,194	35.22%
SFS Manager B*	190	unkn	\$22,452	\$26,708	18.96%
SFS Manager A	190	7	\$23,782	\$28,038	17.90%
Receptionist	240	8	\$24,590	\$34,650	40.91%
Custodian - 240 Days 8 Hrs	240	8	\$26,278	\$32,940	25.35%
Warehouse/Helper*	260	8	\$26,599	\$35,564	33.70%
Maintenance/Mechanic 1	260	8	\$26,599	\$35,564	33.70%
SFS Multi-Site Manager	190	7	\$26,782	\$31,038	15.89%
Interpreter 1	180	7.5	\$26,900	\$31,114	15.67%

*No employees were found to be paid on the following schedules: SFS Billing Clerk; SFS Manager B; Warehouse/Helper; SFS Manager Coordinator; Transportation Secretary/Manager

SUPPORT/PROFESSIONAL SCHEDULES - ANNUAL SALARIES (sorted low to high by **Starting) - 2 of 3**

Schedule – ANNUAL	Days/ Yr	Hrs/ Day	STARTING	ENDING	Schedule Range
Maintenance/Mechanic 1 + \$0.50	260	8	\$27,639	\$36,604	32.44%
SFS Field Manager	190	7	\$27,782	\$32,038	15.32%
CO Secretary, Fixed Assets, Print Operator	240	8	\$28,334	\$38,394	35.51%
Maintenance/Mechanic 1 + \$1.00	260	8	\$28,679	\$37,644	31.26%
SFS Meal Coordinator	200	7.5	\$29,201	\$33,681	15.34%
Routing Analyst	240	8	\$29,294	\$39,354	34.34%
Interpreter 2	180	7.5	\$29,400	\$33,614	14.33%
SFS Manager Coordinator*	200	unkn	\$29,401	\$33,881	15.24%
Secretary + \$1.25/Hr	240	8	\$30,734	\$40,794	32.73%
Transportation Secretary/Manager*	240	8	\$30,734	\$40,794	32.73%
Warehouse/Trucker	260	8	\$30,800	\$39,765	29.11%
Maintenance/Mechanic 2	260	8	\$30,800	\$39,765	29.11%
Nurse - LPN	180	7	\$31,074	\$35,175	13.20%
Interpreter 3	180	7.5	\$31,900	\$36,114	13.21%
Warehouse/Pest	260	8	\$32,880	\$41,845	27.27%
Executive Secretary	240	8	\$34,094	\$44,154	29.51%
Maintenance/Mechanic 3	260	8	\$34,316	\$43,114	25.64%
Maintenance/Mechanic 3 + \$0.50	260	8	\$35,356	\$44,154	24.88%
Transportation Office/Shop Manager	240	8	\$35,762	\$43,881	22.70%
Maintenance/Mechanic 4	260	8	\$36,396	\$45,194	24.17%
Warehouse/Manager	260	8	\$38,476	\$47,274	22.87%
Maintenance/Mechanic 4 + \$1.00	260	8	\$38,476	\$47,274	22.87%
Bus Shop Leader	260	8	\$39,516	\$48,314	22.26%
Drill Instructor	182	7.5	\$40,193	\$52,549	30.74%
Mechanic Manager	260	8	\$40,414	\$52,060	28.82%
LAN Manager/Print Shop Manager	240	8	\$40,814	\$56,532	38.51%
HR Retirement Liaison/Staff Accountant	240	8	\$41,537	\$54,958	32.31%
HR Retirement Liaison/Staff Accountant - MX	240	8	\$42,210	\$57,466	36.14%

➤ Variation in schedules from steps 14-25

*No employees were found to be paid on the following schedules: SFS Billing Clerk; SFS Manager B; Warehouse/Helper; SFS Manager Coordinator; Transportation Secretary/Manager

SUPPORT/PROFESSIONAL SCHEDULES - ANNUAL SALARIES (sorted low to high by Starting) - 3 of 3

Schedule – ANNUAL	Days/ Yr	Hrs/ Day	STARTING	ENDING	Schedule Range
Nurse - RN	182	7.5	\$47,117	\$58,255	23.64%
Nurse - RN MX	182	7.5	\$47,581	\$59,985	26.07%
Risk Manager	240	8	\$48,979	\$65,761	34.26%
Risk Manager - MX	240	8	\$49,652	\$68,269	37.49%
Accountant	240	8	\$52,391	\$69,173	32.03%
Programmer/Analyst	240	8	\$52,491	\$68,673	30.83%
Accountant - MX	240	8	\$53,064	\$71,681	35.08%
Programmer/Analyst - MX	240	8	\$53,164	\$71,181	33.89%
Network Specialist	240	8	\$54,141	\$73,594	35.93%
Assistant Maintenance Director	260	8	\$56,577	\$65,287	15.39%
Assistant SFS	240	8	\$58,991	\$75,173	27.43%
Facilities Director	260	8	\$68,017	\$76,727	12.81%

**No employees were found to be paid on the following schedules: SFS Billing Clerk; SFS Manager B; Warehouse/Helper; SFS Manager Coordinator; Transportation Secretary/Manager*

SUPPORT/PROFESSIONAL SCHEDULES - HOURLY RATES (sorted low to high by *Starting*) - 1 of 3

Schedule – HOURLY	Days/ Yr	Hrs/ Day	STARTING	ENDING	Schedule Range
Custodian - 195 Days 2 Hrs	195	2	\$12.59	\$16.48	30.82%
Custodian - 195 Days 6 Hrs	195	6	\$12.60	\$16.48	30.80%
Custodian - 195 Days 8 Hrs	195	8	\$12.61	\$16.49	30.78%
Custodian - 195 Days 5 Hrs	195	5	\$12.61	\$16.49	30.78%
Custodian - 195 Days 4 Hrs	195	4	\$12.61	\$16.49	30.77%
Custodian - 195 Days 3 Hrs	195	3	\$12.61	\$16.49	30.78%
Warehouse/Helper*	260	8	\$12.79	\$17.10	33.70%
Maintenance/Mechanic 1	260	8	\$12.79	\$17.10	33.70%
Receptionist	240	8	\$12.81	\$18.05	40.91%
Maintenance/Mechanic 1 + \$0.50	260	8	\$13.29	\$17.60	32.44%
Custodian - 240 Days 8 Hrs	240	8	\$13.69	\$17.16	25.35%
Maintenance/Mechanic 1 + \$1.00	260	8	\$13.79	\$18.10	31.26%
SFS Tech - 4 Hr	180	4	\$14.65	\$17.86	21.85%
Paraprofessional - Non HQ	180	7.5	\$14.68	\$17.80	21.27%
School Secretary 1/5	40	7.5	\$14.75	\$20.00	35.54%
School Secretary 2/5	80	7.5	\$14.75	\$20.00	35.54%
School Secretary 3/5	120	7.5	\$14.75	\$20.00	35.53%
School Secretary 4/5	160	7.5	\$14.75	\$20.00	35.53%
CO Secretary, Fixed Assets, Print Operator	240	8	\$14.76	\$20.00	35.51%
Warehouse/Trucker	260	8	\$14.81	\$19.12	29.11%
Maintenance/Mechanic 2	260	8	\$14.81	\$19.12	29.11%
School Secretary 5/5	200	7.5	\$14.89	\$20.13	35.22%
Paraprofessional - HQ	180	7.5	\$14.92	\$18.04	20.93%
SFS Tech - 7 Hr	180	7	\$15.01	\$18.21	21.33%
Routing Analyst	240	8	\$15.26	\$20.50	34.34%
Interpreter	180	7.5	\$15.43	\$18.56	20.22%
SFS Production Manager	185	7	\$15.44	\$18.64	20.73%
Warehouse/Pest	260	8	\$15.81	\$20.12	27.27%

➤ Variation in schedules from steps 14-25

*No employees were found to be paid on the following schedules: SFS Billing Clerk; SFS Manager B; Warehouse/Helper; SFS Manager Coordinator; Transportation Secretary/Manager

SUPPORT/PROFESSIONAL SCHEDULES - HOURLY RATES (sorted low to high by **Starting) - 2 of 3**

Schedule – HOURLY	Days/ Yr	Hrs/ Day	STARTING	ENDING	Schedule Range
Secretary + \$1.25/Hr	240	8	\$16.01	\$21.25	32.73%
Transportation Secretary/Manager*	240	8	\$16.01	\$21.25	32.73%
Maintenance/Mechanic 3	260	8	\$16.50	\$20.73	25.64%
Maintenance/Mechanic 3 + \$0.50	260	8	\$17.00	\$21.23	24.88%
Maintenance/Mechanic 4	260	8	\$17.50	\$21.73	24.17%
Bus Aide	180	5	\$17.74	\$20.27	14.26%
Executive Secretary	240	8	\$17.76	\$23.00	29.51%
SFS Manager A	190	7	\$17.88	\$21.08	17.90%
Warehouse/Manager	260	8	\$18.50	\$22.73	22.87%
Maintenance/Mechanic 4 + \$1.00	260	8	\$18.50	\$22.73	22.87%
Transportation Office/Shop Manager	240	8	\$18.63	\$22.85	22.70%
Bus Shop Leader	260	8	\$19.00	\$23.23	22.26%
Mechanic Manager	260	8	\$19.43	\$25.03	28.82%
SFS Meal Coordinator	200	7.5	\$19.47	\$22.45	15.34%
Interpreter 1	180	7.5	\$19.93	\$23.05	15.67%
SFS Multi-Site Manager	190	7	\$20.14	\$23.34	15.89%
SFS Field Manager	190	7	\$20.89	\$24.09	15.32%
LAN Manager/Print Shop Manager	240	8	\$21.26	\$29.44	38.51%
Bus Driver	180	5	\$21.45	\$23.99	11.80%
HR Retirement Liaison/Staff Accountant	240	8	\$21.63	\$28.62	32.31%
Interpreter 2	180	7.5	\$21.78	\$24.90	14.33%
HR Retirement Liaison/Staff Accountant - MX	240	8	\$21.98	\$29.93	36.14%
Interpreter 3	180	7.5	\$23.63	\$26.75	13.21%
Nurse - LPN	180	7	\$24.66	\$27.92	13.20%
Risk Manager	240	8	\$25.51	\$34.25	34.26%
Risk Manager - MX	240	8	\$25.86	\$35.56	37.49%
Assistant Maintenance Director	260	8	\$27.20	\$31.39	15.39%
Accountant	240	8	\$27.29	\$36.03	32.03%

*No employees were found to be paid on the following schedules: SFS Billing Clerk; SFS Manager B; Warehouse/Helper; SFS Manager Coordinator; Transportation Secretary/Manager

SUPPORT/PROFESSIONAL SCHEDULES - HOURLY RATES (sorted low to high by Starting) - 3 of 3

Schedule – HOURLY	Days/ Yr	Hrs/ Day	STARTING	ENDING	Schedule Range
Programmer/Analyst	240	8	\$27.34	\$35.77	30.83%
Accountant - MX	240	8	\$27.64	\$37.33	35.08%
Programmer/Analyst - MX	240	8	\$27.69	\$37.07	33.89%
Network Specialist	240	8	\$28.20	\$38.33	35.93%
Drill Instructor	182	7.5	\$29.45	\$38.50	30.74%
Assistant SFS	240	8	\$30.72	\$39.15	27.43%
Facilities Director	260	8	\$32.70	\$36.89	12.81%
Nurse - RN	182	7.5	\$34.52	\$42.68	23.64%
Nurse - RN MX	182	7.5	\$34.86	\$43.95	26.07%
SFS Billing Clerk*	180			unknown	
SFS Manager B*	190			unknown	
SFS Manager Coordinator*	200			unknown	

**No employees were found to be paid on the following schedules: SFS Billing Clerk; SFS Manager B; Warehouse/Helper; SFS Manager Coordinator; Transportation Secretary/Manager*

Retirement Eligibility Analysis



Retirement Eligibility Profile

Position Group	# of Employees	Retirement Eligible		Retirement Eligible		Retirement Eligible		Retirement Eligible	
		0 to < 1 Yr		1 to <2 yrs		2 to <5 Yrs		5+ Yrs	
		#	%	#	%	#	%	#	%
Accounting Staff	11	2	18%	—	—	—	—	9	82%
Assistant Principals	58	6	10%	5	9%	8	14%	39	67%
Central Office Support Staff (Secretary/Clerk)	25	4	16%	—	—	2	8%	19	76%
Certified Non-Teachers	121	9	7%	2	2%	12	10%	98	81%
Classroom Teachers	1,914	198	10%	37	2%	128	7%	1551	81%
Custodial Staff	177	44	25%	9	5%	23	13%	101	57%
Food Nutrition Staff	292	38	13%	9	3%	30	10%	215	74%
Human Resources Staff	1	—	—	—	—	—	—	1	100%
Instructional Professional Staff (Non-Leader)	11	—	—	1	9%	1	9%	9	82%
Leaders (Directors, Supervisors, Coordinators)	71	24	34%	6	8%	18	25%	23	32%
Maintenance Staff	29	3	10%	2	7%	5	17%	19	66%
Nurses (RN/LPN)	49	2	4%	2	4%	3	6%	42	86%
Other	14	4	29%	—	—	3	21%	7	50%
Paraprofessionals/Educational Assistants	561	44	8%	10	2%	37	7%	470	84%
Principals	48	13	27%	3	6%	12	25%	20	42%
School Office Support Staff (Secretary/Clerk)	129	31	24%	5	4%	6	5%	87	67%
Technology Staff	11	3	27%	—	—	1	9%	7	64%
Transportation Staff (Non-Bus Drivers)	9	1	11%	—	—	1	11%	7	78%
Bus Drivers	287	64	22%	10	3%	30	10%	183	64%
Bus Aides	49	10	20%	4	8%	7	14%	28	57%

Eligibility based on 'Years of Public School Experience' data provided

	50% or more employees
	25-49% employees



Position Titles by Position Group (1 of 2)

Position Group	Position Titles
Accounting Staff	Accountant; Sales Tax Auditor; Staff Accountant
Assistant Principals	Assistant Principal; Principal Designee
Central Office Support Staff (Secretary/Clerk)	Business Services Secretary; Maintenance Secretary; PA Secretary; Sales Tax Secretary; Secretary of Instr Supervisor; Secretary of Superintendent; Secretary Sp Progr IDEA; Secretary Sp Programs; SFS Secretary; Title I Secretary; Trans Secretary/Manager
Certified Non-Teachers	Audiologist; Ed Diagnostician; PA Psychologist; PA Social Worker; SBLC Pre-Referral Intervention; Speech Language Pathologists
Classroom Teachers	Ad Ed State/Tchr/Full; Early Childhood Teacher; ECSE Teacher; Elem Guidance/Teacher; Elem Teacher; ELL Teacher; Foreign Lang Teacher Elem; Foreign Lang Teacher High; Gifted/Talented Teacher; High School Teacher; HS Guidance/Teacher; IT Adapt PE Teacher; IT Hear Imp Teacher; IT Homebound Teacher; IT Vis Imp Teacher; Kindergarten Teacher; Librarian/Teacher; Pathways Success Teacher; Special Education Teacher; Teacher - Literacy Center; Title I Teacher; Title II Teacher; Title IV Teacher/Facilitator; Voc Ed Ag Teacher; Voc Ed Bus Teacher; Voc Ed Home Econ Teacher
Custodial Staff	Custodian 195/2; Custodian 195/3; Custodian 195/4; Custodian 195/5; Custodian 195/6; Custodian 195/8; Custodian 240/8
Food Nutrition Staff	SFS Field Manager; SFS Manager; SFS Meal Benefit Coor; SFS Multi-Site Manager; SFS Production Manager; SFS Tech 4 Hour; SFS Tech 7 Hour
Human Resources Staff	HR Retirement Liaison
Instructional Professional Staff (Non-Leader)	Assistive Technologist Support; Drill Instructor; ROTC Instructor; Sp Ed Assistive Technologist
Leaders (Directors, Supervisors, Coordinators)	504/Dyslexia Coordinator; Assistant Business Manager; Assistant SFS Supervisor; Assistant Superintendent; Business Manager; Child Welfare Supervisor; Curriculum Coordinator; Director of CABS; Director of Curriculum; Director of Special Education; ECSE Coordinator; Energy Director; ELL Coordinator; Facilities Manager; Fed Programs Coordinator; Instructional Supervisor; Livingston Alternative Admin; Maintenance Supervisor; MIS Director; Nurse Supervisor; Program Development Coordinator; Pupil Appraisal Coordinator; Risk Management Coordinator; RTI Coordinator; Sales Tax Administrator; SFS Special Programs Admin; SFS Supervisor; Sp Ed Curriculum Coordinator; Sp Ed IEP Facilitator; Sp Ed IEP Facilitator G/F; Sp Needs Coordinator; Sped Discip/IEP Facilitator; Sped Transition Coordinator; Speech Coordinator; Superintendent; Supervisor of Human Resources; Tech Director; Technology Coor/Facilitator; Title I Director
Maintenance Staff	Building Maintenance; SFS Maintenance Laborer



Position Titles by Position Group (2 of 2)

Position Group	Position Titles
Nurses (RN/LPN)	Nurse/Preschool FT; School Nurse LPN; School Nurse RN
Other	Educational Interpreter; Warehouse/Driver; Warehouse/Manager; Printing Staff
Paraprofessionals/Educational Assistants	Ad Ed State Paraprofessional; Early Childhood Para; ECSE Paraprofessional; ELL Paraprofessional; Health Services Para; Para/Library; Para/Lab Manager - Regular; Pathways Success Para; Special Ed Paraprofessional; Title I ELL Paraprofessional; Title I Paraprofessional; Title III Paraprofessional
Principals	Principal
School Office Support Staff (Secretary/Clerk)	PA Secretary; Pathways Success Secretary; School Secretary 1/5; School Secretary 2/5; School Secretary 3/5; School Secretary 4/5; School Secretary 5/5; School Secretary 12 Mth
Technology Staff	MIS LAN Manager; Network Specialist; Systems Analyst Degreed
Transportation Staff (Non-Bus Drivers)	Mechanics; Transport Routing Analyst; Transportation Mechanic Mngr; Transportation Office Manager; Transportation Shop Manager
Bus Drivers	Bus Driver Pathways; Regular Bus Driver; Sp Ed Bus Driver
Bus Aides	Sp Ed Bus Attend

Teacher Peer Comparisons



Peer School Systems

School System	# of Students	# of Schools	Graduation Rate (2021)	Economically Disadvantaged %
Livingston Parish	26,819	44	90.1%	66.4%
Ascension Parish	24,077	32	90.1%	51.9%
Central Community	4,819	6	92.4%	54.1%
East Baton Rouge Parish	40,510	85	73.3%	76.6%
St. Tammany Parish	37,057	56	82.1%	44.7%
Tangipahoa Parish	19,463	34	74.0%	72.50%
Zachary Community	5,605	8	>95%	56.0%



Peer Salary Schedule Summary (23/24): Teacher

School System	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Title	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher
Enrollment (22-23)	26,819	24,077	4,819	40,510	37,057	19,463	5,605
Days/Yr	182	182	182	182	181	182	182
Start/Low Step	0	0	0	0	0	0	0
End/High Step	26	40	30	40	45	30	30
# of Tiers	18	29	27	41	46	31	31
Salary Increase for Higher Degree?							
MS	✓	✓	✓	✓	✓	✓	✓
MS+30	✓	x	x	✓	✓	✓	x
EDS	✓	✓	✓	✓	✓	✓	✓
DR	✓	✓	✓	✓	✓	✓	✓



Peer Salary Schedule Ranking (23/24): Teacher - Starting Salary

TEACHER – STARTING SALARY (low to high)								
BACHELOR'S			MASTER'S			MASTER'S + 30		
School System	Salary	Variance	School System	Salary	Variance	School System	Salary	Variance
Livingston	\$47,117	—	Livingston	\$47,581	—	Livingston	\$47,681	—
Tangipahoa	\$47,300	\$183	Tangipahoa	\$48,800	\$1,219	Tangipahoa	\$49,300	\$1,619
East Baton Rouge	\$47,800	\$683	East Baton Rouge	\$49,000	\$1,419	East Baton Rouge	\$49,600	\$1,919
Ascension	\$48,783	\$1,666	St. Tammany	\$49,498	\$1,917	Ascension	\$49,813	\$2,132
St. Tammany	\$48,983	\$1,866	Ascension	\$49,813	\$2,232	St. Tammany	\$50,013	\$2,332
Central	\$50,000	\$2,883	Central	\$50,500	\$2,919	Central	\$50,500	\$2,819
Zachary	\$50,022	\$2,905	Zachary	\$51,022	\$3,441	Zachary	\$51,022	\$3,341

SPECIALIST			DOCTORATE		
School System	Salary	Variance	School System	Salary	Variance
Livingston	\$48,330	—	Livingston	\$49,158	—
Tangipahoa	\$50,050	\$1,720	Ascension	\$50,328	\$1,170
Ascension	\$50,071	\$1,741	Central	\$51,000	\$1,842
East Baton Rouge	\$50,200	\$1,870	St. Tammany	\$51,043	\$1,885
St. Tammany	\$50,528	\$2,198	Tangipahoa	\$51,050	\$1,892
Central	\$50,750	\$2,420	East Baton Rouge	\$51,700	\$2,542
Zachary	\$51,522	\$3,192	Zachary	\$52,022	\$2,864



Peer Salary Schedule Ranking (23/24): Teacher - Year/Step 5 Salary

TEACHER – YEAR/STEP 5 SALARY (low to high)								
BACHELOR'S			MASTER'S			MASTER'S + 30		
School System	Salary	Variance	School System	Salary	Variance	School System	Salary	Variance
Livingston	\$48,574	—	Livingston	\$49,039	—	Livingston	\$49,139	—
East Baton Rouge	\$48,925	\$351	Tangipahoa	\$51,136	\$2,097	Central	\$51,500	\$2,361
Tangipahoa	\$49,636	\$1,062	East Baton Rouge	\$51,250	\$2,211	Tangipahoa	\$51,636	\$2,497
Central	\$51,000	\$2,426	Central	\$51,500	\$2,461	East Baton Rouge	\$51,850	\$2,711
Ascension	\$51,358	\$2,784	St. Tammany	\$51,998	\$2,959	Ascension	\$52,388	\$3,249
St. Tammany	\$51,483	\$2,909	Ascension	\$52,388	\$3,349	St. Tammany	\$52,513	\$3,374
Zachary	\$52,522	\$3,948	Zachary	\$53,522	\$4,483	Zachary	\$53,522	\$4,383

SPECIALIST			DOCTORATE		
School System	Salary	Variance	School System	Salary	Variance
Livingston	\$49,787	—	Livingston	\$51,011	—
Central	\$51,750	\$1,963	Central	\$52,000	\$989
Tangipahoa	\$52,386	\$2,599	Ascension	\$52,903	\$1,892
East Baton Rouge	\$52,450	\$2,663	Tangipahoa	\$53,386	\$2,375
Ascension	\$52,646	\$2,859	St. Tammany	\$53,543	\$2,532
St. Tammany	\$53,028	\$3,241	East Baton Rouge	\$53,950	\$2,939
Zachary	\$54,022	\$4,235	Zachary	\$54,522	\$3,511



Peer Salary Schedule Ranking (23/24): Teacher - Year/Step 10 Salary

TEACHER – YEAR/STEP 10 SALARY (low to high)								
BACHELOR'S			MASTER'S			MASTER'S + 30		
School System	Salary	Variance	School System	Salary	Variance	School System	Salary	Variance
East Baton Rouge	\$50,050	(\$611)	Livingston	\$51,908	—	Livingston	\$52,485	—
Livingston	\$50,661	—	Central	\$53,500	\$1,592	Central	\$53,500	\$1,015
Tangipahoa	\$52,016	\$1,355	East Baton Rouge	\$53,500	\$1,592	East Baton Rouge	\$54,100	\$1,615
Central	\$53,000	\$2,339	Tangipahoa	\$53,666	\$1,758	Tangipahoa	\$54,366	\$1,881
St. Tammany	\$53,983	\$3,322	St. Tammany	\$54,498	\$2,590	St. Tammany	\$55,013	\$2,528
Ascension	\$54,448	\$3,787	Ascension	\$55,478	\$3,570	Ascension	\$55,478	\$2,993
Zachary	\$55,022	\$4,361	Zachary	\$56,022	\$4,114	Zachary	\$56,022	\$3,537

SPECIALIST			DOCTORATE		
School System	Salary	Variance	School System	Salary	Variance
Livingston	\$53,162	—	Livingston	\$53,930	—
Central	\$53,750	\$588	Central	\$54,000	\$70
East Baton Rouge	\$54,700	\$1,538	St. Tammany	\$56,043	\$2,113
St. Tammany	\$55,528	\$2,366	East Baton Rouge	\$56,200	\$2,270
Tangipahoa	\$55,566	\$2,404	Tangipahoa	\$56,766	\$2,836
Ascension	\$56,190	\$3,028	Zachary	\$57,022	\$3,092
Zachary	\$56,522	\$3,360	Ascension	\$57,355	\$3,425



Peer Salary Schedule Ranking (23/24): Teacher - Year/Step 20 Salary

TEACHER – YEAR/STEP 20 SALARY (low to high)								
BACHELOR'S			MASTER'S			MASTER'S + 30		
School System	Salary	Variance	School System	Salary	Variance	School System	Salary	Variance
East Baton Rouge	\$52,300	(\$3,793)	Livingston	\$57,648	—	East Baton Rouge	\$58,600	(\$96)
Livingston	\$56,093	—	East Baton Rouge	\$58,000	\$352	Livingston	\$58,696	—
Tangipahoa	\$57,578	\$1,485	Central	\$58,786	\$1,138	Central	\$58,786	\$90
Central	\$58,286	\$2,193	Tangipahoa	\$59,328	\$1,680	St. Tammany	\$60,013	\$1,317
St. Tammany	\$58,983	\$2,890	St. Tammany	\$59,498	\$1,850	Tangipahoa	\$60,978	\$2,282
Zachary	\$60,022	\$3,929	Zachary	\$61,022	\$3,374	Zachary	\$61,022	\$2,326
Ascension	\$60,058	\$3,965	Ascension	\$62,003	\$4,355	Ascension	\$62,003	\$3,307

SPECIALIST			DOCTORATE		
School System	Salary	Variance	School System	Salary	Variance
Central	\$59,036	(\$531)	Central	\$59,286	(\$920)
East Baton Rouge	\$59,200	(\$367)	Livingston	\$60,206	—
Livingston	\$59,567	—	East Baton Rouge	\$60,700	\$494
St. Tammany	\$60,528	\$961	St. Tammany	\$61,043	\$837
Zachary	\$61,522	\$1,955	Zachary	\$62,022	\$1,816
Tangipahoa	\$62,178	\$2,611	Tangipahoa	\$63,678	\$3,472
Ascension	\$64,076	\$4,509	Ascension	\$64,543	\$4,337



Peer Salary Schedule Ranking (23/24): Teacher - Year/Step 26 Salary

TEACHER – YEAR/STEP 26 SALARY (low to high)								
BACHELOR'S			MASTER'S			MASTER'S + 30		
School System	Salary	Variance	School System	Salary	Variance	School System	Salary	Variance
East Baton Rouge	\$55,050	(\$3,206)	Livingston	\$59,985	—	Livingston	\$61,180	—
Livingston	\$58,256	—	Tangipahoa	\$61,132	\$1,147	Central	\$62,146	\$966
Tangipahoa	\$59,382	\$1,126	Central	\$62,146	\$2,161	Tangipahoa	\$62,782	\$1,602
Ascension	\$61,452	\$3,196	St. Tammany	\$62,498	\$2,513	St. Tammany	\$63,013	\$1,833
Central	\$61,646	\$3,390	East Baton Rouge	\$62,500	\$2,515	East Baton Rouge	\$63,100	\$1,920
St. Tammany	\$61,983	\$3,727	Ascension	\$63,197	\$3,212	Ascension	\$63,197	\$2,017
Zachary	\$63,022	\$4,766	Zachary	\$64,022	\$4,037	Zachary	\$64,022	\$2,842

SPECIALIST			DOCTORATE		
School System	Salary	Variance	School System	Salary	Variance
Livingston	\$62,187	—	Central	\$62,646	(\$304)
Central	\$62,396	\$209	Livingston	\$62,950	—
St. Tammany	\$63,528	\$1,341	St. Tammany	\$64,043	\$1,093
East Baton Rouge	\$63,700	\$1,513	Zachary	\$65,022	\$2,072
Tangipahoa	\$63,982	\$1,795	East Baton Rouge	\$65,200	\$2,250
Zachary	\$64,522	\$2,335	Tangipahoa	\$65,482	\$2,532
Ascension	\$65,380	\$3,193	Ascension	\$65,849	\$2,899



Peer Salary Schedule Ranking (23/24): Teacher - Ending Salary

TEACHER – ENDING SALARY (low to high)								
BACHELOR'S			MASTER'S			MASTER'S + 30		
School System	Salary	Variance	School System	Salary	Variance	School System	Salary	Variance
East Baton Rouge	\$58,050	(\$206)	Livingston	\$59,985	—	Livingston	\$61,180	—
Livingston	\$58,256	—	Tangipahoa	\$63,052	\$3,067	Central	\$64,386	\$3,206
Tangipahoa	\$61,302	\$3,046	Central	\$64,386	\$4,401	Tangipahoa	\$64,702	\$3,522
Ascension	\$62,895	\$4,639	Ascension	\$65,114	\$5,129	Ascension	\$65,114	\$3,934
Central	\$63,886	\$5,630	Zachary	\$66,022	\$6,037	Zachary	\$66,022	\$4,842
Zachary	\$65,022	\$6,766	East Baton Rouge	\$68,500	\$8,515	East Baton Rouge	\$69,100	\$7,920
St. Tammany	\$71,483	\$13,227	St. Tammany	\$71,998	\$12,013	St. Tammany	\$72,513	\$11,333

SPECIALIST			DOCTORATE		
School System	Salary	Variance	School System	Salary	Variance
Livingston	\$62,187	—	Livingston	\$62,950	—
Central	\$64,636	\$2,449	Central	\$64,886	\$1,936
Tangipahoa	\$65,902	\$3,715	Zachary	\$67,022	\$4,072
Zachary	\$66,522	\$4,335	Tangipahoa	\$67,402	\$4,452
Ascension	\$67,422	\$5,235	Ascension	\$67,887	\$4,937
East Baton Rouge	\$69,700	\$7,513	East Baton Rouge	\$71,200	\$8,250
St. Tammany	\$73,028	\$10,841	St. Tammany	\$73,543	\$10,593



Degree Values Peer Comparison

School System	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Start/Low							
BS to MS	\$464	\$1,030	\$500	\$1,200	\$515	\$1,500	\$1,000
MS to MS+30	\$100	—	—	\$600	\$515	\$500	—
MS+30 to EDS	\$649	\$258	\$250	\$600	\$515	\$750	\$500
EDS to DR	\$828	\$257	\$250	\$1,500	\$515	\$1,000	\$500
Year/Step 5							
BS to MS	\$465	\$1,030	\$500	\$2,325	\$515	\$1,500	\$1,000
MS to MS+30	\$100	—	—	\$600	\$515	\$500	—
MS+30 to EDS	\$648	\$258	\$250	\$600	\$515	\$750	\$500
EDS to DR	\$1,224	\$257	\$250	\$1,500	\$515	\$1,000	\$500
Year/Step 10							
BS to MS	\$1,247	\$1,030	\$500	\$3,450	\$515	\$1,650	\$1,000
MS to MS+30	\$577	—	—	\$600	\$515	\$700	—
MS+30 to EDS	\$677	\$712	\$250	\$600	\$515	\$1,200	\$500
EDS to DR	\$768	\$1,165	\$250	\$1,500	\$515	\$1,200	\$500
Year/Step 20							
BS to MS	\$1,555	\$1,945	\$500	\$5,700	\$515	\$1,750	\$1,000
MS to MS+30	\$1,048	—	—	\$600	\$515	\$1,650	—
MS+30 to EDS	\$871	\$2,073	\$250	\$600	\$515	\$1,200	\$500
EDS to DR	\$639	\$467	\$250	\$1,500	\$515	\$1,500	\$500
Year/Step 26							
BS to MS	\$1,729	\$1,745	\$500	\$7,450	\$515	\$1,750	\$1,000
MS to MS+30	\$1,195	—	—	\$600	\$515	\$1,650	—
MS+30 to EDS	\$1,007	\$2,183	\$250	\$600	\$515	\$1,200	\$500
EDS to DR	\$763	\$469	\$250	\$1,500	\$515	\$1,500	\$500
End/High							
BS to MS	\$1,729	\$2,219	\$500	\$10,450	\$515	\$1,750	\$1,000
MS to MS+30	\$1,195	—	—	\$600	\$515	\$1,650	—
MS+30 to EDS	\$1,007	\$2,308	\$250	\$600	\$515	\$1,200	\$500
EDS to DR	\$763	\$465	\$250	\$1,500	\$515	\$1,500	\$500

Benchmark Position Comparisons (23/24): Peer & Market

School-Level Support & Professional



Peer Comparison: Bus Driver **(UPDATED)**

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

*Per request of the LPPS leadership team, hourly comparisons have been added for this position. Please note - St. Tammany's Bus Operator hours could not be confirmed and were based on Bus Attendant hours for comparison purposes. **On 1/10/24, St. Tammany's hours were confirmed.***

	Livingston	Ascension	Central	East Baton Rouge*	St. Tammany*	Tangipahoa	Zachary
Days/Year	180	180	no match (outsourced)	180	177	180	no match (outsourced)
Hours/Day	5	6		8	7***	5	
End/High Step	26	30		40	45	23	
# of Step Tiers	18	16		41	46	23	

	ANNUAL				DAILY				HOURLY			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$19,309	\$21,809	(\$2,500)	(11.46%)	\$107.27	\$121.82	(\$14.55)	(11.94%)	\$21.45	\$19.16	\$2.30	11.98%
Yr/Step 5/6	\$19,457	\$23,130	(\$3,673)	(15.88%)	\$108.09	\$129.20	(\$21.10)	(16.34%)	\$21.62	\$20.28	\$1.34	6.58%
Yr/Step 10/11	\$19,640	\$24,703	(\$5,063)	(20.50%)	\$109.11	\$137.98	(\$28.87)	(20.92%)	\$21.82	\$21.68	\$0.15	0.68%
Yr/Step 20/21	\$20,852	\$27,367	(\$6,515)	(23.81%)	\$115.84	\$152.87	(\$37.02)	(24.22%)	\$23.17	\$24.04	(\$0.87)	(3.61%)
Yr/Step 26/27	\$21,587	\$28,698	(\$7,111)	(24.78%)	\$119.93	\$160.31	(\$40.38)	(25.19%)	\$23.99	\$25.14	(\$1.15)	(4.59%)
End/High	\$21,587	\$31,302	(\$9,715)	(31.04%)	\$119.93	\$174.92	(\$54.99)	(31.44%)	\$23.99	\$27.13	(\$3.15)	(11.59%)

Emp. Count	Low Pay	High Pay	Avg Pay
287**	\$21.45	\$23.99	\$22.05

LPPS	Peer Low	Peer High
11.80%	19.27% (Ascension)	62.66% (EBR)

	Low	High
Starting	\$13.30 (EBR)	\$22.66 (St. Tammany)
Ending	\$21.63 (EBR)	\$34.81 (St. Tammany)

NOTE(S):

*EBR and St. Tammany offer additional step increases for degrees (EBR – 2 steps for BA, MA, or DR; St. Tammany – 1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).

**LPPS employee count includes 237 Regular Bus Drivers, 46 SpEd Bus Drivers, and 4 Pathways Bus Drivers (per employee data provided).

***Assumed # of hours for St. Tammany (see note above)



Peer Comparison: Bus Attendant (SpEd)

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge*	St. Tammany*	Tangipahoa	Zachary
Days/Year	180	180	no match (outsourced)	180	177	180	no match (outsourced)
Hours/Day	5	6		6	7	5	
End/High Step	26	30		40	45	23	
# of Step Tiers	18	16		41	46	23	

	ANNUAL				DAILY				HOURLY			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$15,964	\$16,743	(\$779)	(4.65%)	\$88.69	\$93.52	(\$4.83)	(5.16%)	\$17.74	\$15.48	\$2.25	14.56%
Yr/Step 5/6	\$16,111	\$17,807	(\$1,696)	(9.52%)	\$89.51	\$99.47	(\$9.97)	(10.02%)	\$17.90	\$16.45	\$1.45	8.84%
Yr/Step 10/11	\$16,295	\$19,130	(\$2,835)	(14.82%)	\$90.53	\$106.87	(\$16.34)	(15.29%)	\$18.11	\$17.67	\$0.44	2.49%
Yr/Step 20/21	\$17,506	\$21,218	(\$3,712)	(17.50%)	\$97.26	\$118.55	(\$21.29)	(17.96%)	\$19.45	\$19.60	(\$0.15)	(0.76%)
Yr/Step 26/27	\$18,241	\$22,318	(\$4,077)	(18.27%)	\$101.34	\$124.71	(\$23.37)	(18.74%)	\$20.27	\$20.58	(\$0.31)	(1.51%)
End/High	\$18,241	\$24,754	(\$6,513)	(26.31%)	\$101.34	\$138.40	(\$37.06)	(26.78%)	\$20.27	\$22.64	(\$2.37)	(10.47%)

Emp. Count	Low Pay	High Pay	Avg Pay
49	\$17.74	\$20.27	\$18.26

LPPS	Peer Low	Peer High
14.26%	23.05% (Ascension)	73.59% (St. Tammany)

	Low	High
Starting	\$14.12 (EBR)	\$17.27 (St. Tammany)
Ending	\$19.35 (Ascension)	\$29.99 (St. Tammany)

NOTE(S):
 *EBR and St. Tammany offer additional step increases for degrees (EBR – 2 steps for BA, MA, or DR; St. Tammany – 1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).



Peer Comparison: SFS Technician (7 hours)*

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge**	St. Tammany**	Tangipahoa	Zachary
Days/Year	180	180	182	180	179	180	180
Hours/Day	7	7.5	7	7	7	8	8***
End/High Step	26	30	30	40	45	23	30
# of Step Tiers	18	13	31	41	46	23	31

	ANNUAL				DAILY				HOURLY			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$18,912	\$19,893	(\$981)	(4.93%)	\$105.07	\$110.45	(\$5.38)	(4.87%)	\$15.01	\$14.97	\$0.04	0.28%
Yr/Step 5/6	\$19,222	\$21,352	(\$2,130)	(9.98%)	\$106.79	\$118.54	(\$11.75)	(9.91%)	\$15.26	\$16.08	(\$0.82)	(5.12%)
Yr/Step 10/11	\$19,539	\$23,002	(\$3,463)	(15.05%)	\$108.55	\$127.68	(\$19.13)	(14.98%)	\$15.51	\$17.32	(\$1.82)	(10.49%)
Yr/Step 20/21	\$21,659	\$26,294	(\$4,635)	(17.63%)	\$120.33	\$145.92	(\$25.59)	(17.54%)	\$17.19	\$19.81	(\$2.62)	(13.23%)
Yr/Step 26/27	\$22,945	\$28,043	(\$5,098)	(18.18%)	\$127.47	\$155.62	(\$28.14)	(18.09%)	\$18.21	\$21.14	(\$2.93)	(13.87%)
End/High	\$22,945	\$30,409	(\$7,464)	(24.54%)	\$127.47	\$168.77	(\$41.30)	(24.47%)	\$18.21	\$23.00	(\$4.79)	(20.81%)

Emp. Count	Low Pay	High Pay	Avg Pay
174	\$15.01	\$18.21	\$15.48

LPPS	Peer Low	Peer High
21.85%	10.95% (Ascension)	98.28% (Central)

	Low	High
Starting	\$13.32 (Tangipahoa)	\$18.32 (St. Tammany)
Ending	\$16.48 (Ascension)	\$30.89 (St. Tammany)

NOTE(S):

*The comparison above is only for LPPS SFS Technician working 7 hours. LPPS has an additional schedule (hourly range: \$14.65-\$17.86) for SFS Technicians working 4 hours, as shown in the table below:

Emp. Count	Low Pay	High Pay	Avg Pay
62	\$14.65	\$15.82	\$14.77

**EBR and St. Tammany offer additional step increases for degrees (EBR – 2 steps for BA, MA, or DR; St. Tammany – 1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).

***Assumed # of hours for Zachary



Peer Comparison: Custodian (240 days, 8 hours)*

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany**	Tangipahoa***	Zachary
Days/Year	240	260	no match (outsourced)	no match (outsourced)	261	240	260
Hours/Day	8	8****			8	8	8****
End/High Step	26	30			45	23	30
# of Step Tiers	18	16			46	23	31

	ANNUAL				DAILY				HOURLY			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$26,278	\$25,995	\$283	1.09%	\$109.49	\$101.72	\$7.77	7.64%	\$13.69	\$12.72	\$0.97	7.64%
Yr/Step 5/6	\$27,257	\$27,830	(\$573)	(2.06%)	\$113.57	\$108.84	\$4.73	4.34%	\$14.20	\$13.61	\$0.59	4.34%
Yr/Step 10/11	\$27,756	\$29,927	(\$2,171)	(7.25%)	\$115.65	\$117.04	(\$1.39)	(1.18%)	\$14.46	\$14.63	(\$0.17)	(1.18%)
Yr/Step 20/21	\$30,982	\$33,671	(\$2,689)	(7.99%)	\$129.09	\$131.73	(\$2.64)	(2.00%)	\$16.14	\$16.47	(\$0.33)	(2.00%)
Yr/Step 26/27	\$32,940	\$35,602	(\$2,662)	(7.48%)	\$137.25	\$139.21	(\$1.96)	(1.41%)	\$17.16	\$17.40	(\$0.25)	(1.41%)
End/High	\$32,940	\$38,885	(\$5,945)	(15.29%)	\$137.25	\$151.80	(\$14.55)	(9.58%)	\$17.16	\$18.97	(\$1.82)	(9.58%)

Emp. Count	Low Pay	High Pay	Avg Pay
95	\$13.69	\$17.16	\$14.96

LPPS	Peer Low	Peer High
25.35%	15.94% (Ascension)	91.21% (St. Tammany)

	Low	High
Starting	\$11.88 (Ascension)	\$13.63 (St. Tammany)
Ending	\$13.77 (Ascension)	\$26.07 (St. Tammany)

Hours	Emp. Count	Low Pay	High Pay	Avg Pay
2	1		\$12.59	
3	1		\$13.84	
4	12	\$12.61	\$16.49	\$13.59
5	1		\$16.49	
6	14	\$12.60	\$16.48	\$13.57
8	53	\$12.61	\$16.49	\$13.77

NOTE(S):
*The comparison above is only for LPPS Custodians working 240 days, 8 hours. LPPS has 6 additional schedules (hourly range: \$12.59-\$16.49) for Custodians working 195 days with differing hours, as shown in the table to the right:

**St. Tammany offers additional step increases for degrees (1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).
***Tangipahoa’s Custodians receive a \$250 stipend per 9-week period based on receipt of a “satisfactory” school cleanliness rating.
****Assumed # of hours for Ascension and Zachary



Market Comparison: Custodian (240 days, 8 hours)

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$15.25	\$14.86	\$15.05	\$13.55	\$16.56

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay	
	Schedule: 240/8 Custodian*		# of Employees: 95	
	Starting Step	Ending Step	Low Pay	High Pay
LPPS Info (23/24)	\$13.69	\$17.16	\$13.69	\$17.16
Comparison to Combined Data Market Consensus	90.92%	113.97%	90.92%	113.97%

*The comparison above is only for LPPS Custodians working 240 days, 8 hours. LPPS has 6 additional schedules (hourly range: \$12.59-\$16.49) for Custodians working 195 days with differing hours.

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Comparison: Paraprofessional (Highly Qualified)*

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa*	Zachary
Days/Year	180	180	182	180	179	180	180
Hours/Day	7.5	7.5	8	8	7	8	8**
End/High Step	26	30	30	40	45	23	30
# of Step Tiers	18	16	31	41	46	23	31
Increase for Degree?	No	Yes - \$1,030 for AA	No	Yes – 2 steps for BA, MA, or DR	Yes – 1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR	No	Yes - \$1,000 for degree

	ANNUAL				DAILY				HOURLY			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$20,136	\$21,616	(\$1,480)	(6.85%)	\$111.87	\$120.00	(\$8.13)	(6.78%)	\$14.92	\$15.57	(\$0.66)	(4.21%)
Yr/Step 5/6	\$20,466	\$23,165	(\$2,699)	(11.65%)	\$113.70	\$128.59	(\$14.89)	(11.58%)	\$15.16	\$16.68	(\$1.52)	(9.12%)
Yr/Step 10/11	\$20,798	\$24,954	(\$4,156)	(16.65%)	\$115.54	\$138.51	(\$22.96)	(16.58%)	\$15.41	\$17.96	(\$2.56)	(14.23%)
Yr/Step 20/21	\$22,973	\$28,189	(\$5,216)	(18.50%)	\$127.63	\$156.45	(\$28.82)	(18.42%)	\$17.02	\$20.27	(\$3.25)	(16.04%)
Yr/Step 26/27	\$24,350	\$29,931	(\$5,581)	(18.65%)	\$135.28	\$166.11	(\$30.83)	(18.56%)	\$18.04	\$21.51	(\$3.48)	(16.16%)
End/High	\$24,350	\$32,462	(\$8,112)	(24.99%)	\$135.28	\$180.18	(\$44.90)	(24.92%)	\$18.04	\$23.39	(\$5.35)	(22.87%)

Emp. Count	Low Pay	High Pay	Avg Pay
531***	\$14.92	\$18.04	\$15.39

LPPS	Peer Low	Peer High
20.93%	19.27% (Ascension)	69.40% (Central)

	Low	High
Starting	\$14.01 (Tangipahoa)	\$19.92 (St. Tammany)
Ending	\$17.94 (Ascension)	\$32.49 (St. Tammany)

NOTE(S):
 *LPPS also has a salary schedule for Paraprofessionals who are NOT highly qualified (hourly range: \$14.68-\$17.80). Tangipahoa is the only peer with a non-highly qualified schedule (hourly range: \$13.42-\$18.28).
 **Assumed # of hours for Zachary
 ***LPPS employee count includes the following Paraprofessionals (per employee data provided): 2 Adult Ed, 37 Early Childhood, 63 ECSE, 18 ELL, 1 Health Services, 2 Library, 41 Lab Manager-Reg, 2 Pathways Success, 340 SpEd, 20 Title I, 3 Title I ELL, and 2 Title III.



Peer Comparison: School Nurse - LPN

[SEE PEER TITLES](#)

	Livingston	East Baton Rouge	St. Tammany	Tangipahoa
Days/Year	180	N/A	N/A	180
Hours/Day	7			8
End/High Step	26			23
# of Step Tiers	18			23
ANNUAL				
Start/Low	\$31,074			\$21,435
Yr/Step 5/6	\$31,395			\$22,465
Yr/Step 10/11	\$31,718			\$24,324
Yr/Step 20/21	\$33,835			\$28,644
Yr/Step 26/27	\$35,175			\$29,550
End/High	\$35,175			\$29,550
DAILY				
Start/Low	\$172.63			\$119.08
Yr/Step 5/6	\$174.42			\$124.81
Yr/Step 10/11	\$176.21			\$135.13
Yr/Step 20/21	\$187.97			\$159.13
Yr/Step 26/27	\$195.42			\$164.17
End/High	\$195.42			\$164.17
HOURLY				
Start/Low	\$24.66	PT Nurse LPN – flat hourly rate of \$15.00	“specialized service” – flat hourly rate of \$22.00	\$14.89
Yr/Step 5/6	\$24.92			\$15.60
Yr/Step 10/11	\$25.17			\$16.89
Yr/Step 20/21	\$26.85			\$19.89
Yr/Step 26/27	\$27.92			\$20.52
End/High	\$27.92			\$20.52

Schedule Range	
LPPS	Tangipahoa
13.20%	37.86%

LPPS Employee Overview – Hourly			
Emp. Count	Low Pay	High Pay	Avg Pay
30	\$24.66	\$25.79	\$24.83

NOTE(S):
No comparable positions or schedules found for Ascension, Central, or Zachary.



Peer Comparison: School Nurse - RN (Bachelor's)

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	182	182	182	N/A	N/A	182	182
Hours/Day	7.5	8*	8			8	8*
End/High Step	26	40	30			23	30
# of Step Tiers	18	29	27			23	31
Schedule Structure	Teacher schedule - BA & MA	Teacher schedule - BA	Teacher schedule	Flat hourly rate	Flat hourly rate	Teacher schedule	Nurse schedule**
ANNUAL – BACHELOR'S							
Start/Low	\$47,117	\$48,783	\$50,000			\$47,300	\$49,352
Yr/Step 5/6	\$48,574	\$51,358	\$51,000			\$49,636	\$51,852
Yr/Step 10/11	\$50,661	\$54,448	\$53,000			\$52,016	\$54,352
Yr/Step 20/21	\$56,093	\$60,058	\$58,286			\$57,578	\$59,352
Yr/Step 26/27	\$58,255	\$61,452	\$61,646			\$59,382	\$62,352
End/High	\$58,255	\$62,895	\$63,886			\$61,302	\$64,352
DAILY – BACHELOR'S							
Start/Low	\$258.88	\$268.04	\$274.73			\$259.89	\$271.16
Yr/Step 5/6	\$266.89	\$282.19	\$280.22			\$272.73	\$284.90
Yr/Step 10/11	\$278.36	\$299.16	\$291.21			\$285.80	\$298.64
Yr/Step 20/21	\$308.20	\$329.99	\$320.25			\$316.36	\$326.11
Yr/Step 26/27	\$320.08	\$337.65	\$338.71			\$326.27	\$342.59
End/High	\$320.08	\$345.58	\$351.02			\$336.82	\$353.58
HOURLY – BACHELOR'S							
Start/Low	\$34.52	\$33.50	\$34.34	PT Nurse RN – flat hourly rate of \$18.00	"specialized service" – flat hourly rate of \$44.00	\$32.49	\$33.90
Yr/Step 5/6	\$35.59	\$35.27	\$35.03			\$34.09	\$35.61
Yr/Step 10/11	\$37.11	\$37.40	\$36.40			\$35.73	\$37.33
Yr/Step 20/21	\$41.09	\$41.25	\$40.03			\$39.55	\$40.76
Yr/Step 26/27	\$42.68	\$42.21	\$42.34			\$40.78	\$42.82
End/High	\$42.68	\$43.20	\$43.88			\$42.10	\$44.20

NOTE(S):
 *Assumed # of hours for Ascension and Zachary
 **Zachary has a separate Nurse schedule that is lower than the Teacher schedule.

Deg	Emp. Count	Low Pay	High Pay	Avg Pay
BA	18	\$34.78	\$41.90	\$38.24
MA	1	\$39.35		

LPPS	Peer Low	Peer High
23.64%	27.77% (Central)	30.39% (Zachary)



Peer Comparison: Guidance Counselor - Elementary - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	182	192	202	182	181*	182	182*
End/High Step	26	40	30	40	45	30	30
# of Step Tiers	18	31	27	41	46	31	31
Schedule Structure	Teacher schedule	192-day Teacher schedule	202-day Teacher schedule	Teacher schedule	Teacher schedule	Teacher schedule	Teacher schedule

	ANNUAL - BACHELOR'S				ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$47,117	\$50,131	(\$3,014)	(6.01%)	\$47,581	\$51,107	(\$3,526)	(6.90%)	\$47,681	\$51,376	(\$3,695)	(7.19%)
Yr/Step 5/6	\$48,574	\$52,178	(\$3,604)	(6.91%)	\$49,039	\$53,342	(\$4,303)	(8.07%)	\$49,139	\$53,611	(\$4,472)	(8.34%)
Yr/Step 10/11	\$50,661	\$54,509	(\$3,848)	(7.06%)	\$51,908	\$55,885	(\$3,977)	(7.12%)	\$52,485	\$56,188	(\$3,703)	(6.59%)
Yr/Step 20/21	\$56,093	\$59,442	(\$3,349)	(5.63%)	\$57,648	\$61,371	(\$3,723)	(6.07%)	\$58,696	\$61,832	(\$3,136)	(5.07%)
Yr/Step 26/27	\$58,256	\$62,068	(\$3,812)	(6.14%)	\$59,985	\$64,253	(\$4,268)	(6.64%)	\$61,180	\$64,714	(\$3,534)	(5.46%)
End/High	\$58,256	\$65,472	(\$7,216)	(11.02%)	\$59,985	\$68,241	(\$8,256)	(12.10%)	\$61,180	\$68,702	(\$7,522)	(10.95%)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$48,330	\$51,861	(\$3,531)	(6.81%)	\$49,158	\$52,539	(\$3,381)	(6.43%)
Yr/Step 5/6	\$49,787	\$54,097	(\$4,310)	(7.97%)	\$51,011	\$54,774	(\$3,763)	(6.87%)
Yr/Step 10/11	\$53,162	\$56,828	(\$3,666)	(6.45%)	\$53,930	\$57,699	(\$3,769)	(6.53%)
Yr/Step 20/21	\$59,567	\$62,711	(\$3,144)	(5.01%)	\$60,206	\$63,509	(\$3,303)	(5.20%)
Yr/Step 26/27	\$62,187	\$65,613	(\$3,426)	(5.22%)	\$62,950	\$66,411	(\$3,461)	(5.21%)
End/High	\$62,187	\$69,623	(\$7,436)	(10.68%)	\$62,950	\$70,420	(\$7,470)	(10.61%)

Deg	Emp. Count	Low Pay	High Pay	Avg Pay
ND	2	\$40,950		
BA	1	\$52,416		
MA	23	\$47,581	\$59,985	\$52,601
MA+30	9	\$51,148	\$61,180	\$59,513

	Low	High
Starting	\$47,300 (Tangipahoa)	\$55,495 (Central)
Ending	\$58,050 (EBR)	\$71,483 (St. Tammany)

NOTE(S):
*Assumed # of days for St. Tammany and Zachary

LPPS	Peer Low	Peer High
23.64%	21.44% (EBR)	45.93% (St. Tammany)



Peer Comparison: Guidance Counselor - Elementary - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	182	192	202	182	181*	182	182*
End/High Step	26	40	30	40	45	30	30
# of Step Tiers	18	31	27	41	46	31	31
Schedule Structure	Teacher schedule	192-day Teacher schedule	202-day Teacher schedule	Teacher schedule	Teacher schedule	Teacher schedule	Teacher schedule

	DAILY - BACHELOR'S				DAILY - MASTER'S				DAILY - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$258.88	\$268.22	(\$9.33)	(3.48%)	\$261.43	\$273.48	(\$12.05)	(4.40%)	\$261.98	\$274.96	(\$12.98)	(4.72%)
Yr/Step 5/6	\$266.89	\$279.25	(\$12.36)	(4.43%)	\$269.45	\$285.55	(\$16.10)	(5.64%)	\$269.99	\$287.03	(\$17.03)	(5.93%)
Yr/Step 10/11	\$278.36	\$291.71	(\$13.36)	(4.58%)	\$285.21	\$299.18	(\$13.97)	(4.67%)	\$288.38	\$300.84	(\$12.46)	(4.14%)
Yr/Step 20/21	\$308.20	\$318.03	(\$9.83)	(3.09%)	\$316.75	\$328.48	(\$11.73)	(3.57%)	\$322.51	\$331.01	(\$8.51)	(2.57%)
Yr/Step 26/27	\$320.09	\$332.06	(\$11.97)	(3.61%)	\$329.59	\$343.93	(\$14.34)	(4.17%)	\$336.15	\$346.47	(\$10.31)	(2.98%)
End/High	\$320.09	\$350.52	(\$30.43)	(8.68%)	\$329.59	\$365.57	(\$35.98)	(9.84%)	\$336.15	\$368.11	(\$31.95)	(8.68%)

	DAILY - SPECIALIST				DAILY - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$265.55	\$277.60	(\$12.05)	(4.34%)	\$270.10	\$281.28	(\$11.18)	(3.98%)
Yr/Step 5/6	\$273.55	\$289.66	(\$16.11)	(5.56%)	\$280.28	\$293.35	(\$13.07)	(4.45%)
Yr/Step 10/11	\$292.10	\$304.30	(\$12.20)	(4.01%)	\$296.32	\$309.00	(\$12.68)	(4.10%)
Yr/Step 20/21	\$327.29	\$335.72	(\$8.43)	(2.51%)	\$330.80	\$340.06	(\$9.26)	(2.72%)
Yr/Step 26/27	\$341.69	\$351.28	(\$9.59)	(2.73%)	\$345.88	\$355.61	(\$9.73)	(2.74%)
End/High	\$341.69	\$373.03	(\$31.34)	(8.40%)	\$345.88	\$377.36	(\$31.48)	(8.34%)

Deg	Emp. Count	Low Pay	High Pay	Avg Pay
ND	2	\$225.00		
BA	1	\$288.00		
MA	23	\$261.43	\$329.59	\$289.02
MA+30	9	\$281.03	\$336.15	\$327.00

	Low	High
Starting	\$259.89 (Tangipahoa)	\$274.85 (Zachary)
Ending	\$318.96 (EBR)	\$394.93 (St. Tammany)

NOTE(S):
*Assumed # of days for St. Tammany and Zachary

LPPS	Peer Low	Peer High
23.64%	21.44% (EBR)	45.93% (St. Tammany)



Peer Comparison: Guidance Counselor - High - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	192	192	202	182	181*	202	182*
End/High Step	26	40	30	40	45	30	30
# of Step Tiers	18	31	27	41	46	31	31
Schedule Structure	192-day Teacher schedule	192-day Teacher schedule	202-day Teacher schedule	Teacher schedule	Teacher schedule	1.1111 index from Teacher for days	Teacher schedule

	ANNUAL - BACHELOR'S				ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$49,687	\$51,006	(\$1,319)	(2.59%)	\$50,177	\$52,010	(\$1,833)	(3.52%)	\$50,282	\$52,289	(\$2,007)	(3.84%)
Yr/Step 5/6	\$51,224	\$53,097	(\$1,873)	(3.53%)	\$51,715	\$54,289	(\$2,574)	(4.74%)	\$51,820	\$54,567	(\$2,747)	(5.03%)
Yr/Step 10/11	\$53,426	\$55,472	(\$2,046)	(3.69%)	\$54,742	\$56,879	(\$2,137)	(3.76%)	\$55,350	\$57,194	(\$1,844)	(3.22%)
Yr/Step 20/21	\$59,124	\$60,508	(\$1,384)	(2.29%)	\$60,764	\$62,469	(\$1,705)	(2.73%)	\$61,870	\$62,961	(\$1,091)	(1.73%)
Yr/Step 26/27	\$61,404	\$63,167	(\$1,763)	(2.79%)	\$63,229	\$65,385	(\$2,156)	(3.30%)	\$64,490	\$65,876	(\$1,386)	(2.10%)
End/High	\$61,404	\$66,608	(\$5,204)	(7.81%)	\$63,229	\$69,408	(\$6,179)	(8.90%)	\$64,490	\$69,900	(\$5,410)	(7.74%)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$50,967	\$52,788	(\$1,821)	(3.45%)	\$51,840	\$53,484	(\$1,644)	(3.07%)
Yr/Step 5/6	\$52,504	\$55,067	(\$2,563)	(4.65%)	\$53,795	\$55,763	(\$1,968)	(3.53%)
Yr/Step 10/11	\$56,064	\$57,857	(\$1,793)	(3.10%)	\$56,875	\$58,750	(\$1,875)	(3.19%)
Yr/Step 20/21	\$62,788	\$63,863	(\$1,075)	(1.68%)	\$63,462	\$64,688	(\$1,226)	(1.90%)
Yr/Step 26/27	\$65,552	\$66,798	(\$1,246)	(1.86%)	\$66,357	\$67,623	(\$1,266)	(1.87%)
End/High	\$65,552	\$70,843	(\$5,291)	(7.47%)	\$66,357	\$71,668	(\$5,311)	(7.41%)

Deg	Emp. Count	Low Pay	High Pay	Avg Pay
MA	15	\$51,330	\$63,229	\$57,840
MA+30	3	\$57,527	\$60,619	\$59,161
EDS	1	\$62,788		

	Low	High
Starting	\$47,800 (EBR)	\$55,495 (Central)
Ending	\$58,050 (EBR)	\$71,483 (St. Tammany)

NOTE(S):
*Assumed # of days for St. Tammany and Zachary

LPPS	Peer Low	Peer High
23.58%	21.44% (EBR)	45.93% (St. Tammany)



Peer Comparison: Guidance Counselor - High - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	192	192	202	182	181*	202	182*
End/High Step	26	40	30	40	45	30	30
# of Step Tiers	18	31	27	41	46	31	31
Schedule Structure	192-day Teacher schedule	192-day Teacher schedule	202-day Teacher schedule	Teacher schedule	Teacher schedule	1.1111 index from Teacher for days	Teacher schedule

	DAILY - BACHELOR'S				DAILY - MASTER'S				DAILY - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$258.79	\$268.26	(\$9.48)	(3.53%)	\$261.34	\$273.53	(\$12.19)	(4.46%)	\$261.89	\$275.01	(\$13.13)	(4.77%)
Yr/Step 5/6	\$266.79	\$279.30	(\$12.51)	(4.48%)	\$269.35	\$285.60	(\$16.25)	(5.69%)	\$269.90	\$287.08	(\$17.18)	(5.99%)
Yr/Step 10/11	\$278.26	\$291.77	(\$13.51)	(4.63%)	\$285.11	\$299.23	(\$14.11)	(4.72%)	\$288.28	\$300.89	(\$12.61)	(4.19%)
Yr/Step 20/21	\$307.94	\$318.09	(\$10.15)	(3.19%)	\$316.48	\$328.54	(\$12.06)	(3.67%)	\$322.24	\$331.08	(\$8.84)	(2.67%)
Yr/Step 26/27	\$319.81	\$332.12	(\$12.31)	(3.71%)	\$329.32	\$343.99	(\$14.68)	(4.27%)	\$335.89	\$346.53	(\$10.64)	(3.07%)
End/High	\$319.81	\$350.58	(\$30.77)	(8.78%)	\$329.32	\$365.63	(\$36.32)	(9.93%)	\$335.89	\$368.17	(\$32.28)	(8.77%)

	DAILY - SPECIALIST				DAILY - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$265.45	\$277.65	(\$12.19)	(4.39%)	\$270.00	\$281.33	(\$11.33)	(4.03%)
Yr/Step 5/6	\$273.46	\$289.71	(\$16.25)	(5.61%)	\$280.18	\$293.40	(\$13.22)	(4.51%)
Yr/Step 10/11	\$292.00	\$304.36	(\$12.36)	(4.06%)	\$296.22	\$309.06	(\$12.83)	(4.15%)
Yr/Step 20/21	\$327.02	\$335.78	(\$8.76)	(2.61%)	\$330.53	\$340.12	(\$9.59)	(2.82%)
Yr/Step 26/27	\$341.42	\$351.34	(\$9.92)	(2.82%)	\$345.61	\$355.68	(\$10.07)	(2.83%)
End/High	\$341.42	\$373.09	(\$31.68)	(8.49%)	\$345.61	\$377.43	(\$31.82)	(8.43%)

Deg	Emp. Count	Low Pay	High Pay	Avg Pay
MA	15	\$267.34	\$329.32	\$301.25
MA+30	3	\$299.62	\$315.72	\$308.13
EDS	1	\$327.02		

	Low	High
Starting	\$260.17 (Tangipahoa)	\$274.85 (Zachary)
Ending	\$318.96 (EBR)	\$394.93 (St. Tammany)

NOTE(S):
*Assumed # of days for St. Tammany and Zachary

LPPS	Peer Low	Peer High
23.58%	21.44% (EBR)	45.93% (St. Tammany)



Peer Comparison: Social Worker - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	202	202	200	192	202*
End/High Step	26	40	30	40	45	30	30
# of Step Tiers	18	31	27	41	46	31	31
Schedule Structure	1.12 index	Pupil Appraisal schedule	202-day Teacher schedule	202-day Teacher schedule	200-day Teacher schedule	1.0556 index from Teacher for days	202-day Teacher schedule

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$53,226	\$54,671	(\$1,445)	(2.64%)	\$53,338	\$54,956	(\$1,618)	(2.94%)
Yr/Step 5/6	\$54,859	\$56,989	(\$2,130)	(3.74%)	\$54,971	\$57,274	(\$2,303)	(4.02%)
Yr/Step 10/11	\$58,072	\$59,631	(\$1,559)	(2.61%)	\$58,719	\$59,951	(\$1,232)	(2.05%)
Yr/Step 20/21	\$64,429	\$65,687	(\$1,258)	(1.91%)	\$65,603	\$66,174	(\$571)	(0.86%)
Yr/Step 26/27	\$67,047	\$68,791	(\$1,744)	(2.54%)	\$68,385	\$69,278	(\$893)	(1.29%)
End/High	\$67,047	\$73,140	(\$6,093)	(8.33%)	\$68,385	\$73,627	(\$5,242)	(7.12%)

LPPS Employee Overview				
Deg	Emp. Count	Low Pay	High Pay	Avg Pay
MA	17	\$53,226	\$61,900	\$56,362
MA+30	3	\$57,971	\$65,603	\$62,163
EDS	8	\$63,736	\$69,512	\$66,976

Schedule Range - MA		
LPPS	Peer Low	Peer High
25.97%	26.72% (Zachary)	45.46% (St. Tammany)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$54,065	\$55,457	(\$1,392)	(2.51%)	\$54,992	\$56,169	(\$1,177)	(2.09%)
Yr/Step 5/6	\$55,697	\$57,775	(\$2,078)	(3.60%)	\$57,068	\$58,487	(\$1,419)	(2.43%)
Yr/Step 10/11	\$59,477	\$60,709	(\$1,232)	(2.03%)	\$60,337	\$61,663	(\$1,326)	(2.15%)
Yr/Step 20/21	\$66,579	\$67,137	(\$558)	(0.83%)	\$67,294	\$67,994	(\$700)	(1.03%)
Yr/Step 26/27	\$69,512	\$70,264	(\$752)	(1.07%)	\$70,367	\$71,123	(\$756)	(1.06%)
End/High	\$69,512	\$74,640	(\$5,128)	(6.87%)	\$70,367	\$75,499	(\$5,132)	(6.80%)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$51,513 (Tangipahoa)	\$56,139 (Zachary)
Ending	\$66,558 (Tangipahoa)	\$79,479 (St. Tammany)

NOTE(S):
*Assumed # of days for Zachary



Peer Comparison: Social Worker - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	202	202	200	192	202*
End/High Step	26	40	30	40	45	30	30
# of Step Tiers	18	31	27	41	46	31	31
Schedule Structure	1.12 index	Pupil Appraisal schedule	202-day Teacher schedule	202-day Teacher schedule	200-day Teacher schedule	1.0556 index from Teacher for days	202-day Teacher schedule

	DAILY - MASTER'S				DAILY - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$263.50	\$273.31	(\$9.82)	(3.59%)	\$264.05	\$274.75	(\$10.70)	(3.89%)
Yr/Step 5/6	\$271.58	\$284.92	(\$13.34)	(4.68%)	\$272.13	\$286.35	(\$14.22)	(4.97%)
Yr/Step 10/11	\$287.49	\$298.13	(\$10.65)	(3.57%)	\$290.69	\$299.75	(\$9.06)	(3.02%)
Yr/Step 20/21	\$318.96	\$328.42	(\$9.46)	(2.88%)	\$324.77	\$330.91	(\$6.14)	(1.86%)
Yr/Step 26/27	\$331.92	\$343.89	(\$11.98)	(3.48%)	\$338.54	\$346.38	(\$7.84)	(2.26%)
End/High	\$331.92	\$365.60	(\$33.68)	(9.21%)	\$338.54	\$368.09	(\$29.55)	(8.03%)

LPPS Employee Overview				
Deg	Emp. Count	Low Pay	High Pay	Avg Pay
MA	17	\$263.50	\$306.44	\$279.02
MA+30	3	\$286.99	\$324.77	\$307.74
EDS	8	\$315.52	\$344.12	\$331.56

Schedule Range - MA		
LPPS	Peer Low	Peer High
25.97%	26.72% (Zachary)	45.46% (St. Tammany)

	DAILY - SPECIALIST				DAILY - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$267.65	\$277.27	(\$9.62)	(3.47%)	\$272.24	\$280.84	(\$8.60)	(3.06%)
Yr/Step 5/6	\$275.73	\$288.87	(\$13.15)	(4.55%)	\$282.51	\$292.45	(\$9.93)	(3.40%)
Yr/Step 10/11	\$294.44	\$303.57	(\$9.13)	(3.01%)	\$298.70	\$308.35	(\$9.65)	(3.13%)
Yr/Step 20/21	\$329.60	\$335.73	(\$6.13)	(1.83%)	\$333.14	\$340.05	(\$6.91)	(2.03%)
Yr/Step 26/27	\$344.12	\$351.32	(\$7.20)	(2.05%)	\$348.35	\$355.65	(\$7.29)	(2.05%)
End/High	\$344.12	\$373.16	(\$29.04)	(7.78%)	\$348.35	\$377.49	(\$29.13)	(7.72%)

Peer Schedule Low/High - MA		
	Low	High
Starting	\$268.30 (Tangipahoa)	\$277.92 (Zachary)
Ending	\$346.65 (Tangipahoa)	\$397.40 (St. Tammany)

NOTE(S):
*Assumed # of days for Zachary



Peer Position Matches: School-Level Support & Professional (1 of 3)

Below are the peer school system positions used in the previous comparisons. Every effort was made to match positions as closely as possible (considering duties, education requirements, hierarchy as appropriate, etc.) to each reviewed LPPS position, using peer salary schedules, job descriptions (where available), and other available documentation. In the case of multiple classes of positions for one role, the classification that aligns most similarly to the most common LPPS position is used. Un-matched positions are noted where applicable.

Livingston	<u>Bus Attendant (SpEd)</u>	<u>Bus Driver</u>	<u>Custodian (240 days, 8 hours)</u>	<u>Paraprofessional</u>
Ascension	Bus Attendant	Bus Driver	Custodian	Paraprofessional
Central	no match - outsourced	no match - outsourced	no match - outsourced	Paraprofessional
East Baton Rouge	Transportation Bus Attendant	Bus Operator, Bus Operator-Special Education (same schedule)	no match - outsourced	Paraprofessional/SpecEd Aide
St. Tammany	Bus Attendant	Bus Operator	Custodian 8 Hr Level 1	Instructional Aide
Tangipahoa	School Bus Attendant	School Bus Driver	Custodian 12 Mo	Paraprofessional
Zachary	no match - outsourced	no match - outsourced	Custodian	Paraprofessional



Peer Position Matches: School-Level Support & Professional (2 of 3)

Below are the peer school system positions used in the previous comparisons. Every effort was made to match positions as closely as possible (considering duties, education requirements, hierarchy as appropriate, etc.) to each reviewed LPPS position, using peer salary schedules, job descriptions (where available), and other available documentation. In the case of multiple classes of positions for one role, the classification that aligns most similarly to the most common LPPS position is used. Un-matched positions are noted where applicable.

Livingston	School Nurse - LPN	School Nurse - RN	SFS Technician (7 hours)
Ascension	no match	School Nurse	FT CNP Technician
Central	no match	Nurse	Child Nutrition Technician
East Baton Rouge	LPN (PT Nurse - flat hourly rate)	RN (PT Nurse - flat hourly rate)	CNP Technician II
St. Tammany	LPN ("specialized service" - flat hourly rate)	Nurse Substitute - RN ("specialized service" - flat hourly rate)	Lunch Technician
Tangipahoa	LPN	School Nurse – RN	Food Service Worker
Zachary	no match	Nurse	Child Nutrition Tech I



Peer Position Matches: School-Level Support & Professional (3 of 3)

Below are the peer school system positions used in the previous comparisons. Every effort was made to match positions as closely as possible (considering duties, education requirements, hierarchy as appropriate, etc.) to each reviewed LPPS position, using peer salary schedules, job descriptions (where available), and other available documentation. In the case of multiple classes of positions for one role, the classification that aligns most similarly to the most common LPPS position is used. Un-matched positions are noted where applicable.

Livingston	<u>Guidance Counselor - Elementary</u>	<u>Guidance Counselor – High</u>	<u>Social Worker</u>
Ascension	Counselor	Counselor	Social Worker
Central	Guidance Counselor	Guidance Counselor	School Social Worker
East Baton Rouge	School Counselor	School Counselor	Social Worker
St. Tammany	School Counselor	School Counselor	Social Worker
Tangipahoa	Teacher Counselor (Elementary/Middle)	Guidance Counselor (High)	Social Worker
Zachary	Counselor	Counselor	Social Worker

Benchmark Position Comparisons (23/24): Peer & Market

Clerical/Secretarial



Peer Comparison: School Secretary (5/5)* **(ALL SCHOOL SECRETARY LEVELS)**

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

NOTE: Data below was presented in the 10/18/23 meeting and compares LPPS's position to all levels of School Secretary positions found at peers.

	Livingston	Ascension	Central	East Baton Rouge**	St. Tammany**	Tangipahoa	Zachary
Title(s)	School Secretary 5/5	School A Secretary High School A Secretary	School Secretary Exec. School Secretary***	Exec. School Secretary	School Secretary I School Secretary II	School Secretary (10M or 11M)	School Secretary (Clerical schedule B, C, D, or E)
Days/Year	200	200 or 260	202 or 242	260	199	200 or 220	260
Hours/Day	7.5	8****	8	8	8	8	8****
End/High Step	26	30	30	40	45	23	30
# of Step Tiers	18	18	31	41	46	23	31
Bookkeeping Duties?	Yes	Yes	Yes – Exec. Secretary only	Yes	Yes – Secretary II only	Yes	Yes (assumed)

	HOURLY			
	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$14.89	\$14.84	\$0.05	0.33%
Yr/Step 5/6	\$15.79	\$16.00	(\$0.22)	(1.37%)
Yr/Step 10/11	\$16.91	\$17.30	(\$0.40)	(2.28%)
Yr/Step 20/21	\$19.11	\$19.86	(\$0.75)	(3.78%)
Yr/Step 26/27	\$20.13	\$21.17	(\$1.04)	(4.90%)
End/High	\$20.13	\$22.96	(\$2.83)	(12.32%)

LPPS Employee Overview – Hourly			
Emp. Count	Low Pay	High Pay	Avg Pay
100	\$14.89	\$20.13	\$17.50

	Peer Schedule Low/High - Hourly	
	Low	High
Starting	\$13.29 (Zachary)	\$17.32 (St. Tammany)
Ending	\$18.91 (Ascension)	\$28.21 (St. Tammany)

Schedule Range		
LPPS	Peer Low	Peer High
35.22%	27.09% (Ascension)	67.99% (Central)

NOTE(S):
*The comparison above is only for LPPS School Secretaries (5/5) working 200 days. LPPS has 4 additional schedules (hourly range: \$14.75-\$20.00) for School Secretaries working differing days, as shown in the table to the right:

School Secretaries – Other Days Worked					
Schedule	Days	Emp. Count	Low Pay	High Pay	Avg Pay
1/5	40	5	\$14.75	\$16.77	\$15.16
2/5	80	7	\$14.75	\$17.45	\$15.36
3/5	120	8	\$14.75	\$18.47	\$16.79
4/5	160	3	\$15.20	\$18.47	\$16.89

**EBR and St. Tammany offer additional step increases for degrees (EBR – 2 steps for BA, MA, or DR; St. Tammany – 1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).
***Central's Executive School Secretary receives an annual student count supplement – NOT included in comparisons above (0-500 students: \$600; 501-750 students: \$800; 751-1,000 students: \$1,200; 1,000-1,400 students: \$2,400).
****Assumed # of hours for Ascension and Zachary



Peer Comparison: School Secretary (5/5)* **(UPDATED - BOOKKEEPING DUTIES)**

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

NOTE: Data below compares LPPS's position to the highest School Secretary peer positions that include bookkeeping duties.

	Livingston	Ascension	Central	East Baton Rouge**	St. Tammany**	Tangipahoa	Zachary
Title(s)	School Secretary 5/5	High School A Secretary	Exec. School Secretary***	Exec. School Secretary	School Secretary II	School Secretary (10M or 11M)	School Secretary (Clerical schedule E)
Days/Year	200	260	242	260	199	200 or 220	260
Hours/Day	7.5	8****	8	8	8	8	8****
End/High Step	26	30	30	40	45	23	30
# of Step Tiers	18	18	31	41	46	23	31

	HOURLY			
	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$14.89	\$15.29	(\$0.40)	(2.64%)
Yr/Step 5/6	\$15.79	\$16.45	(\$0.67)	(4.06%)
Yr/Step 10/11	\$16.91	\$17.75	(\$0.84)	(4.74%)
Yr/Step 20/21	\$19.11	\$20.30	(\$1.19)	(5.86%)
Yr/Step 26/27	\$20.13	\$21.60	(\$1.47)	(6.81%)
End/High	\$20.13	\$23.39	(\$3.26)	(13.93%)

LPPS Employee Overview – Hourly			
Emp. Count	Low Pay	High Pay	Avg Pay
100	\$14.89	\$20.13	\$17.50

Schedule Range		
LPPS	Peer Low	Peer High
35.22%	27.29% (Ascension)	66.07% (Zachary)

	Peer Schedule Low/High - Hourly	
	Low	High
Starting	\$14.61 (EBR)	\$17.83 (St. Tammany)
Ending	\$18.80 (Ascension)	\$28.71 (St. Tammany)

School Secretaries – Other Days Worked					
Schedule	Days	Emp. Count	Low Pay	High Pay	Avg Pay
1/5	40	5	\$14.75	\$16.77	\$15.16
2/5	80	7	\$14.75	\$17.45	\$15.36
3/5	120	8	\$14.75	\$18.47	\$16.79
4/5	160	3	\$15.20	\$18.47	\$16.89

NOTE(S):
*The comparison above is only for LPPS School Secretaries (5/5) working 200 days. LPPS has 4 additional schedules (hourly range: \$14.75-\$20.00) for School Secretaries working differing days, as shown in the table to the right:

**EBR and St. Tammany offer additional step increases for degrees (EBR – 2 steps for BA, MA, or DR; St. Tammany – 1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).
***Central's Executive School Secretary receives an annual student count supplement – NOT included in comparisons above (0-500 students: \$600; 501-750 students: \$800; 751-1,000 students: \$1,200; 1,000-1,400 students: \$2,400).
****Assumed # of hours for Ascension and Zachary



Peer Comparison: Receptionist (Business Services Secretary)

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge*	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	no match	260	261	no match	260
Hours/Day	8	8**		8	8		8**
End/High Step	26	30		40	45		30
# of Step Tiers	18	18		41	46		31

	ANNUAL				DAILY				HOURLY			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$24,590	\$28,504	(\$3,914)	(13.73%)	\$102.46	\$109.52	(\$7.06)	(6.45%)	\$12.81	\$13.69	(\$0.88)	(6.45%)
Yr/Step 5/6	\$26,318	\$30,883	(\$4,565)	(14.78%)	\$109.66	\$118.66	(\$9.00)	(7.59%)	\$13.71	\$14.83	(\$1.13)	(7.59%)
Yr/Step 10/11	\$28,468	\$33,388	(\$4,920)	(14.73%)	\$118.62	\$128.28	(\$9.67)	(7.54%)	\$14.83	\$16.04	(\$1.21)	(7.54%)
Yr/Step 20/21	\$32,692	\$38,051	(\$5,359)	(14.08%)	\$136.22	\$146.20	(\$9.99)	(6.83%)	\$17.03	\$18.28	(\$1.25)	(6.83%)
Yr/Step 26/27	\$34,650	\$40,726	(\$6,076)	(14.92%)	\$144.38	\$156.48	(\$12.10)	(7.73%)	\$18.05	\$19.56	(\$1.51)	(7.73%)
End/High	\$34,650	\$45,651	(\$11,001)	(24.10%)	\$144.38	\$175.38	(\$31.01)	(17.68%)	\$18.05	\$21.92	(\$3.88)	(17.68%)

Emp. Count	Low Pay	High Pay	Avg Pay
1	\$12.81		

LPPS	Peer Low	Peer High
40.91%	29.33% (Ascension)	75.79% (St. Tammany)

	Low	High
Starting	\$11.85 (Zachary)	\$14.52 (EBR)
Ending	\$18.15 (Ascension)	\$25.24 (St. Tammany)

NOTE(S):
The position used for this comparison was the Business Services Secretary identified as Receptionist per the job analysis questionnaire and salary schedule.

*EBR and St. Tammany offer additional step increases for degrees (EBR – 2 steps for BA, MA, or DR; St. Tammany – 1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).

**Assumed # of hours for Ascension and Zachary



Peer Comparison: Secretary - Personnel (Business Services Secretary)

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge*	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
Hours/Day	8	8**	8	8	8	8	8**
End/High Step	26	30	30	40	45	23	30
# of Step Tiers	18	18	31	41	46	23	31

	LPPS	ANNUAL – MINIMUM			ANNUAL – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$28,334	\$30,233	(\$1,899)	(6.28%)	\$31,589	(\$3,255)	(10.30%)
Yr/Step 5/6	\$30,062	\$32,496	(\$2,434)	(7.49%)	\$33,956	(\$3,894)	(11.47%)
Yr/Step 10/11	\$32,212	\$35,012	(\$2,800)	(8.00%)	\$36,576	(\$4,364)	(11.93%)
Yr/Step 20/21	\$36,436	\$39,936	(\$3,500)	(8.76%)	\$41,708	(\$5,272)	(12.64%)
Yr/Step 26/27	\$38,394	\$42,462	(\$4,068)	(9.58%)	\$44,360	(\$5,966)	(13.45%)
End/High	\$38,394	\$46,119	(\$7,725)	(16.75%)	\$48,099	(\$9,705)	(20.18%)

LPPS Employee Overview – Hourly			
Emp. Count	Low Pay	High Pay	Avg Pay
2	\$14.98	\$15.21	\$15.09

Schedule Range		
LPPS	Peer Low	Peer High
35.51%	29.33% (Ascension)	67.11% (St. Tammany)

	LPPS	DAILY – MINIMUM			DAILY – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$118.06	\$119.33	(\$1.27)	(1.07%)	\$124.54	(\$6.48)	(5.21%)
Yr/Step 5/6	\$125.26	\$128.23	(\$2.97)	(2.32%)	\$133.84	(\$8.58)	(6.41%)
Yr/Step 10/11	\$134.22	\$138.15	(\$3.94)	(2.85%)	\$144.17	(\$9.95)	(6.90%)
Yr/Step 20/21	\$151.82	\$157.63	(\$5.81)	(3.69%)	\$164.44	(\$12.63)	(7.68%)
Yr/Step 26/27	\$159.98	\$167.56	(\$7.58)	(4.53%)	\$174.85	(\$14.88)	(8.51%)
End/High	\$159.98	\$181.71	(\$21.73)	(11.96%)	\$189.32	(\$29.34)	(15.50%)

	Peer Schedule Low/High - Hourly	
	Low	High
Starting	\$11.85 (Zachary)	\$19.25 (Central)
Ending	\$18.15 (Ascension)	\$27.93 (Central)

NOTE(S):
The positions used for this comparison were the Business Services Secretaries identified as Certified and Classified Employee Personnel Specialists per department duties documentation.

*EBR and St. Tammany offer additional step increases for degrees (EBR – 2 steps for BA, MA, or DR; St. Tammany – 1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).

**Assumed # of hours for Ascension and Zachary

	LPPS	HOURLY – MINIMUM			HOURLY – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$14.76	\$14.92	(\$0.16)	(1.07%)	\$15.57	(\$0.81)	(5.21%)
Yr/Step 5/6	\$15.66	\$16.03	(\$0.37)	(2.32%)	\$16.73	(\$1.07)	(6.41%)
Yr/Step 10/11	\$16.78	\$17.27	(\$0.49)	(2.85%)	\$18.02	(\$1.24)	(6.90%)
Yr/Step 20/21	\$18.98	\$19.70	(\$0.73)	(3.69%)	\$20.56	(\$1.58)	(7.68%)
Yr/Step 26/27	\$20.00	\$20.94	(\$0.95)	(4.53%)	\$21.86	(\$1.86)	(8.51%)
End/High	\$20.00	\$22.71	(\$2.72)	(11.96%)	\$23.66	(\$3.67)	(15.50%)



Market Comparison: Secretary - Personnel (Business Services Secretary)

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$19.54	\$20.58	\$20.06	\$18.05	\$22.06

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay	
	Schedule: Central Office Secretary, Fixed Assets, & Print Operator		# of Employees: 2*	
	Starting Step	Ending Step	Low Pay	High Pay
LPPS Info (23/24)	\$14.76	\$20.00	\$14.98	\$15.21
Comparison to Combined Data Market Consensus	73.58%	99.71%	74.68%	75.83%

*The positions used for this comparison were the Business Services Secretaries identified as Certified and Classified Employee Personnel Specialists per department duties documentation.

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Comparison: Secretary - Curriculum (Secretary of Instr. Supervisor)

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge*	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
Hours/Day	8	8**	8	8	8	8	8**
End/High Step	26	30	30	40	45	23	30
# of Step Tiers	18	18	31	41	46	23	31

	LPPS	ANNUAL – MINIMUM			ANNUAL – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$28,334	\$29,442	(\$1,108)	(3.76%)	\$31,051	(\$2,717)	(8.75%)
Yr/Step 5/6	\$30,062	\$31,688	(\$1,626)	(5.13%)	\$33,425	(\$3,363)	(10.06%)
Yr/Step 10/11	\$32,212	\$34,171	(\$1,959)	(5.73%)	\$36,056	(\$3,844)	(10.66%)
Yr/Step 20/21	\$36,436	\$39,045	(\$2,609)	(6.68%)	\$41,239	(\$4,803)	(11.65%)
Yr/Step 26/27	\$38,394	\$41,552	(\$3,158)	(7.60%)	\$43,890	(\$5,496)	(12.52%)
End/High	\$38,394	\$45,165	(\$6,771)	(14.99%)	\$47,586	(\$9,192)	(19.32%)

LPPS Employee Overview – Hourly			
Emp. Count	Low Pay	High Pay	Avg Pay
1	\$18.47		

Schedule Range		
LPPS	Peer Low	Peer High
35.51%	27.29% (Ascension)	67.11% (St. Tammany)

	LPPS	DAILY – MINIMUM			DAILY – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$118.06	\$116.02	\$2.04	1.76%	\$122.33	(\$4.27)	(3.49%)
Yr/Step 5/6	\$125.26	\$124.85	\$0.41	0.33%	\$131.66	(\$6.40)	(4.86%)
Yr/Step 10/11	\$134.22	\$134.65	(\$0.43)	(0.32%)	\$142.04	(\$7.83)	(5.51%)
Yr/Step 20/21	\$151.82	\$153.94	(\$2.12)	(1.38%)	\$162.55	(\$10.73)	(6.60%)
Yr/Step 26/27	\$159.98	\$163.79	(\$3.81)	(2.33%)	\$172.96	(\$12.99)	(7.51%)
End/High	\$159.98	\$177.77	(\$17.79)	(10.01%)	\$187.26	(\$27.29)	(14.57%)

Peer Schedule Low/High - Hourly		
	Low	High
Starting	\$11.85 (Zachary)	\$16.84 (St. Tammany)
Ending	\$18.40 (Tangipahoa)	\$27.72 (St. Tammany)

NOTE(S):
The position used for this comparison was the Secretary of Instructional Supervisor identified as Curriculum Secretary per the job analysis questionnaire.

*EBR and St. Tammany offer additional step increases for degrees (EBR – 2 steps for BA, MA, or DR; St. Tammany – 1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).

**Assumed # of hours for Ascension and Zachary

	LPPS	HOURLY – MINIMUM			HOURLY – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$14.76	\$14.50	\$0.25	1.76%	\$15.29	(\$0.53)	(3.49%)
Yr/Step 5/6	\$15.66	\$15.61	\$0.05	0.33%	\$16.46	(\$0.80)	(4.86%)
Yr/Step 10/11	\$16.78	\$16.83	(\$0.05)	(0.32%)	\$17.76	(\$0.98)	(5.51%)
Yr/Step 20/21	\$18.98	\$19.24	(\$0.26)	(1.38%)	\$20.32	(\$1.34)	(6.60%)
Yr/Step 26/27	\$20.00	\$20.47	(\$0.48)	(2.33%)	\$21.62	(\$1.62)	(7.51%)
End/High	\$20.00	\$22.22	(\$2.22)	(10.01%)	\$23.41	(\$3.41)	(14.57%)



Market Comparison: Secretary - Curriculum (Secretary of Instr. Supervisor)

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$18.80	\$19.52	\$19.16	\$17.24	\$21.07

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay
	Schedule: Central Office Secretary, Fixed Assets, & Print Operator		# of Employees: 1*
	Starting Step	Ending Step	Pay
LPPS Info (23/24)	\$14.76	\$20.00	\$18.47
Comparison to Combined Data Market Consensus	77.03%	104.38%	96.39%

*The position used for this comparison was the Secretary of Instructional Supervisor identified as Curriculum Secretary per the job analysis questionnaire.

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Position Matches: Clerical/Secretarial

Below are the peer school system positions used in the previous comparisons. Every effort was made to match positions as closely as possible (considering duties, education requirements, hierarchy as appropriate, etc.) to each reviewed LPPS position, using peer salary schedules, job descriptions (where available), and other available documentation. In the case of multiple classes of positions for one role, the classification that aligns most similarly to the most common LPPS position is used. Un-matched positions are noted where applicable.

Livingston	School Secretary (5/5)	Receptionist (Business Services Secretary)	Secretary - Personnel (Business Services Secretary) – Certified Employee Personnel Specialist & Classified Employee Personnel Specialist	Secretary - Curriculum (Secretary of Instructional Supervisor)
Ascension	School A Secretary High School A Secretary (both have bookkeeping duties)	12-month Receptionist	Human Resources Clerk	Director's Secretary
Central	School Secretary (secretarial duties, supports Exec Secretary) Executive School Secretary (bookkeeping duties at this level)	no match	Administrative Assistant (serves as HR Secretary, Superintendent Secretary, Board Secretary)	Management Secretary
East Baton Rouge	Executive School Secretary (has bookkeeping duties)	Building Receptionist	MIN: Personnel Specialist I MAX: Personnel Specialist III	Secretary-Director OR Secretary-Administrative Director (same schedule)
St. Tammany	School Secretary I School Secretary II (bookkeeping duties at this level)	Clerk Typist	MIN: Secretary MAX: Senior Secretary	MIN: Secretary MAX: Senior Secretary
Tangipahoa	School Secretary (10M or 11M)	no match	Personnel Office Assistant (Office Assistant II schedule)	MIN: Academics Office Assistant (Office Assistant II schedule) MAX: Academics Office Assistant (Office Assistant III schedule)
Zachary	School Secretary (Clerical schedule B, C, D, or E)	Receptionist/Board Secretary (Clerical schedule B)	MIN: HR Secretary/HR Clerk (Clerical schedule B) MAX: HR Secretary/HR Clerk (Clerical schedule E)	MIN: Main Office Secretary/Main Office Clerk (Clerical schedule B) MAX: Main Office Secretary/Main Office Clerk (Clerical schedule E)

Benchmark Position Comparisons (23/24): Peer & Market

District-Level Support & Professional



Peer Comparison: Accountant

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge*	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
Hours/Day	8	8**	8	8	8	8	8**
End/High Step	26	30	30	40	45	23	30
# of Step Tiers	18	17	31	41	46	23	31

	ANNUAL – NON-DEG/BA				DAILY – NON-DEG/BA				HOURLY – NON-DEG/BA			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$52,391	\$50,871	\$1,520	2.99%	\$218.30	\$200.31	\$17.99	8.98%	\$27.29	\$25.04	\$2.25	8.98%
Yr/Step 5/6	\$56,072	\$53,964	\$2,109	3.91%	\$233.63	\$212.45	\$21.19	9.97%	\$29.20	\$26.56	\$2.65	9.97%
Yr/Step 10/11	\$59,047	\$57,420	\$1,627	2.83%	\$246.03	\$226.08	\$19.95	8.83%	\$30.75	\$28.26	\$2.49	8.83%
Yr/Step 20/21	\$65,950	\$63,794	\$2,156	3.38%	\$274.79	\$251.33	\$23.46	9.33%	\$34.35	\$31.42	\$2.93	9.33%
Yr/Step 26/27	\$69,173	\$67,055	\$2,119	3.16%	\$288.22	\$264.13	\$24.09	9.12%	\$36.03	\$33.02	\$3.01	9.12%
End/High	\$69,173	\$71,868	(\$2,695)	(3.75%)	\$288.22	\$282.71	\$5.51	1.95%	\$36.03	\$35.34	\$0.69	1.95%

	ANNUAL – MA				DAILY – MA				HOURLY – MA			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$53,064	\$51,071	\$1,993	3.90%	\$221.10	\$201.08	\$20.02	9.96%	\$27.64	\$25.13	\$2.50	9.96%
Yr/Step 5/6	\$56,747	\$54,164	\$2,584	4.77%	\$236.45	\$213.22	\$23.23	10.90%	\$29.56	\$26.65	\$2.90	10.90%
Yr/Step 10/11	\$60,855	\$57,620	\$3,235	5.61%	\$253.56	\$226.85	\$26.72	11.78%	\$31.70	\$28.36	\$3.34	11.78%
Yr/Step 20/21	\$68,205	\$63,994	\$4,211	6.58%	\$284.19	\$252.10	\$32.09	12.73%	\$35.52	\$31.51	\$4.01	12.73%
Yr/Step 26/27	\$71,681	\$67,355	\$4,327	6.42%	\$298.67	\$265.28	\$33.39	12.59%	\$37.33	\$33.16	\$4.17	12.59%
End/High	\$71,681	\$71,868	(\$187)	(0.26%)	\$298.67	\$282.71	\$15.96	5.64%	\$37.33	\$35.34	\$1.99	5.64%

Deg	Emp. Count	Low Pay	High Pay	Avg Pay
ND/BA	6	\$28.72	\$36.03	\$32.45

LPPS	Peer Low	Peer High
32.03%	21.09% (Ascension)	55.87% (St. Tammany)

	Low	High
Starting	\$20.66 (Central)	\$29.43 (St. Tammany)
Ending	\$29.34 (Ascension, Central)	\$45.88 (St. Tammany)

NOTE(S):
 *EBR is the only peer that offers an increase for MA degree (2 additional steps).
 **Assumed # of hours for Ascension and Zachary



Market Comparison: Accountant

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$31.35	\$34.76	\$33.05	\$29.75	\$36.36

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay	
	Schedule: Accountant – NON-DEG/BA*		# of Employees: 6**	
	Starting Step	Ending Step	Low Pay	High Pay
LPPS Info (23/24)	\$27.29	\$36.03	\$28.72	\$36.03
Comparison to Combined Data Market Consensus	82.56%	109.00%	86.88%	109.00%

*LPPS also has an MA Degree schedule with an hourly range of \$27.64-\$37.33.

**Per employee data, all 6 LPPS Accountants are paid on the Non-Degree/BA Degree schedule.

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Comparison: Mechanic

	Livingston	Ascension	East Baton Rouge*		Tangipahoa	
Title	Mechanic (Maintenance/ Mechanic 3 + \$0.50 schedule)	Vehicle Mechanic	Transportation Mechanic I (entry level)	Transportation Mechanic II (journeyman)	Service Mechanic	Licensed Service Mechanic
Days/Year	260	260	260		240	
Hours/Day	8	8**	8		8	
End/High Step	26	30	40		23	
# of Step Tiers	18	16	41		23	
ANNUAL						
Start/Low	\$35,356	\$39,733	\$31,242	\$34,465	\$37,172	\$39,528
Yr/Step 5/6	\$37,602	\$42,411	\$33,322	\$37,065	\$39,155	\$41,653
Yr/Step 10/11	\$38,538	\$45,089	\$35,402	\$39,665	\$42,730	\$45,488
Yr/Step 20/21	\$42,178	\$46,160	\$39,562	\$44,865	\$51,040	\$54,402
Yr/Step 26/27	\$44,154	\$47,231	\$42,058	\$47,986	\$52,733	\$56,213
End/High	\$44,154	\$47,767	\$47,882	\$55,265	\$52,733	\$56,213
DAILY						
Start/Low	\$135.98	\$152.82	\$120.16	\$132.56	\$154.88	\$164.70
Yr/Step 5/6	\$144.62	\$163.12	\$128.16	\$142.56	\$163.15	\$173.55
Yr/Step 10/11	\$148.22	\$173.42	\$136.16	\$152.56	\$178.04	\$189.53
Yr/Step 20/21	\$162.22	\$177.54	\$152.16	\$172.56	\$212.67	\$226.68
Yr/Step 26/27	\$169.82	\$181.66	\$161.76	\$184.56	\$219.72	\$234.22
End/High	\$169.82	\$183.72	\$184.16	\$212.56	\$219.72	\$234.22
HOURLY						
Start/Low	\$17.00	\$19.10	\$15.02	\$16.57	\$19.36	\$20.59
Yr/Step 5/6	\$18.08	\$20.39	\$16.02	\$17.82	\$20.39	\$21.69
Yr/Step 10/11	\$18.53	\$21.68	\$17.02	\$19.07	\$22.26	\$23.69
Yr/Step 20/21	\$20.28	\$22.19	\$19.02	\$21.57	\$26.58	\$28.33
Yr/Step 26/27	\$21.23	\$22.71	\$20.22	\$23.07	\$27.47	\$29.28
End/High	\$21.23	\$22.96	\$23.02	\$26.57	\$27.47	\$29.28

Schedule Range		
LPPS	Peer Low	Peer High
24.88%	20.22% (Ascension)	60.35% (EBR – Mechanic II)

LPPS Employee Overview – Hourly			
Emp. Count	Low Pay	High Pay	Avg Pay
4	\$17.81	\$18.68	\$18.33

NOTE(S):
No comparable positions or schedules found for Central, St. Tammany, or Zachary.

*EBR offers additional step increases for degrees (2 steps for BA, MA, or DR).
**Assumed # of hours for Ascension



Market Comparison: Mechanic

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$23.17	\$24.54	\$23.85	\$21.47	\$26.24

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay	
	Schedule: Maintenance/Mechanic 3 + \$0.50/HR		# of Employees: 4	
	Starting Step	Ending Step	Low Pay	High Pay
LPPS Info (23/24)	\$17.00	\$21.23	\$17.81	\$18.68
Comparison to Combined Data Market Consensus	71.26%	88.99%	74.65%	78.30%

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Comparison: MIS LAN Manager

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	no match	261	240	no match (outsourced)
Hours/Day	8	8*	8		8	8	
End/High Step	26	30	30		45	23	
# of Step Tiers	18	17	31		46	23	

	ANNUAL				DAILY				HOURLY			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$40,814	\$44,110	(\$3,296)	(7.47%)	\$170.06	\$176.03	(\$5.97)	(3.39%)	\$21.26	\$22.00	(\$0.75)	(3.39%)
Yr/Step 5/6	\$43,935	\$46,741	(\$2,806)	(6.00%)	\$183.06	\$186.45	(\$3.39)	(1.82%)	\$22.88	\$23.31	(\$0.42)	(1.82%)
Yr/Step 10/11	\$47,836	\$49,816	(\$1,980)	(3.97%)	\$199.32	\$198.69	\$0.63	0.31%	\$24.91	\$24.84	\$0.08	0.31%
Yr/Step 20/21	\$53,992	\$55,140	(\$1,148)	(2.08%)	\$224.97	\$220.08	\$4.89	2.22%	\$28.12	\$27.51	\$0.61	2.22%
Yr/Step 26/27	\$56,532	\$57,689	(\$1,157)	(2.00%)	\$235.55	\$230.21	\$5.34	2.32%	\$29.44	\$28.78	\$0.67	2.32%
End/High	\$56,532	\$61,681	(\$5,149)	(8.35%)	\$235.55	\$245.66	(\$10.11)	(4.12%)	\$29.44	\$30.71	(\$1.26)	(4.12%)

Emp. Count	Low Pay	High Pay	Avg Pay
6	\$21.26	\$28.78	\$25.15

LPPS	Peer Low	Peer High
38.51%	26.71% (Ascension)	60.36% (St. Tammany)

	Low	High
Starting	\$18.22 (Ascension)	\$24.99 (St. Tammany)
Ending	\$23.09 (Ascension)	\$40.08 (St. Tammany)

NOTE(S):
*Assumed # of hours for Ascension



Market Comparison: MIS LAN Manager

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$24.46	\$26.59	\$25.52	\$22.97	\$28.07

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay	
	Schedule: LAN Manager/Print Shop Manager		# of Employees: 4	
	Starting Step	Ending Step	Low Pay	High Pay
LPPS Info (23/24)	\$21.26	\$29.44	\$21.26	\$28.78
Comparison to Combined Data Market Consensus	83.30%	115.37%	83.30%	112.78%

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Market Comparison: Network Specialist

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$28.58	\$31.81	\$30.20	\$27.18	\$33.22

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay	
	Schedule: Network Specialist		# of Employees: 3	
	Starting Step	Ending Step	Low Pay	High Pay
LPPS Info (23/24)	\$28.20	\$38.33	\$35.04	\$38.33
Comparison to Combined Data Market Consensus	93.38%	126.93%	116.02%	126.93%

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Comparison: Technology Coordinator/Facilitator - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	212	no match	202	260	schedule unavailable	240	no match
End/High Step	26		30	50		23	
# of Step Tiers	18		27	51		23	
Schedule Structure	Tech Coordinator schedule		1.25 index	Curriculum Support schedule		Instr. Tech Facilitator schedule	

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$60,434	\$65,348	(\$4,914)	(7.52%)	\$60,551	\$65,634	(\$5,083)	(7.74%)
Yr/Step 5/6	\$62,133	\$67,703	(\$5,570)	(8.23%)	\$62,249	\$67,990	(\$5,741)	(8.44%)
Yr/Step 10/11	\$65,474	\$71,168	(\$5,694)	(8.00%)	\$66,147	\$71,455	(\$5,308)	(7.43%)
Yr/Step 20/21	\$72,161	\$79,137	(\$6,976)	(8.81%)	\$73,381	\$79,424	(\$6,043)	(7.61%)
Yr/Step 26/27	\$74,883	\$82,623	(\$7,740)	(9.37%)	\$76,275	\$82,910	(\$6,635)	(8.00%)
End/High	\$74,883	\$88,719	(\$13,836)	(15.60%)	\$76,275	\$89,006	(\$12,731)	(14.30%)

LPPS Employee Overview				
Deg	Emp. Count	Low Pay	High Pay	Avg Pay
MA	2	\$70,863	\$72,161	\$71,512
MA+30	1	\$76,275		

Schedule Range - MA		
LPPS	Peer Low	Peer High
23.91%	27.50% (Central)	44.64% (EBR)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$61,307	\$66,025	(\$4,718)	(7.15%)	\$62,271	\$66,847	(\$4,576)	(6.85%)
Yr/Step 5/6	\$63,004	\$68,381	(\$5,377)	(7.86%)	\$64,430	\$69,202	(\$4,772)	(6.90%)
Yr/Step 10/11	\$66,935	\$71,846	(\$4,911)	(6.84%)	\$67,830	\$72,667	(\$4,837)	(6.66%)
Yr/Step 20/21	\$74,396	\$79,815	(\$5,419)	(6.79%)	\$75,140	\$80,636	(\$5,496)	(6.82%)
Yr/Step 26/27	\$77,448	\$83,301	(\$5,853)	(7.03%)	\$78,337	\$84,122	(\$5,785)	(6.88%)
End/High	\$77,448	\$89,397	(\$11,949)	(13.37%)	\$78,337	\$90,218	(\$11,881)	(13.17%)

	Peer Schedule Low/High - MA	
	Low	High
Starting	\$60,638 (Tangipahoa)	\$72,280 (EBR)
Ending	\$80,483 (Central)	\$104,546 (EBR)



Peer Comparison: Technology Coordinator/Facilitator - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	212	no match	202	260	schedule unavailable	240	no match
End/High Step	26		30	50		23	
# of Step Tiers	18		27	51		23	
Schedule Structure	Tech Coordinator schedule		1.25 index	Curriculum Support schedule		Instr. Tech Facilitator schedule	

	DAILY - MASTER'S				DAILY - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$285.07	\$281.05	\$4.01	1.43%	\$285.62	\$282.16	\$3.46	1.23%
Yr/Step 5/6	\$293.08	\$290.85	\$2.23	0.77%	\$293.63	\$291.95	\$1.68	0.57%
Yr/Step 10/11	\$308.84	\$305.60	\$3.24	1.06%	\$312.01	\$306.70	\$5.31	1.73%
Yr/Step 20/21	\$340.38	\$339.83	\$0.55	0.16%	\$346.14	\$340.94	\$5.20	1.52%
Yr/Step 26/27	\$353.22	\$355.04	(\$1.82)	(0.51%)	\$359.79	\$356.15	\$3.64	1.02%
End/High	\$353.22	\$379.52	(\$26.30)	(6.93%)	\$359.79	\$380.62	(\$20.84)	(5.47%)

LPPS Employee Overview				
Deg	Emp. Count	Low Pay	High Pay	Avg Pay
MA	2	\$334.26	\$340.38	\$337.32
MA+30	1	\$359.79		

Schedule Range - MA		
LPPS	Peer Low	Peer High
23.91%	27.50% (Central)	44.64% (EBR)

	DAILY - SPECIALIST				DAILY - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$289.18	\$283.77	\$5.41	1.91%	\$293.73	\$287.05	\$6.68	2.33%
Yr/Step 5/6	\$297.19	\$293.57	\$3.62	1.23%	\$303.92	\$296.84	\$7.07	2.38%
Yr/Step 10/11	\$315.73	\$308.32	\$7.41	2.40%	\$319.95	\$311.59	\$8.36	2.68%
Yr/Step 20/21	\$350.92	\$342.56	\$8.37	2.44%	\$354.43	\$345.83	\$8.60	2.49%
Yr/Step 26/27	\$365.32	\$357.77	\$7.56	2.11%	\$369.51	\$361.04	\$8.48	2.35%
End/High	\$365.32	\$382.24	(\$16.92)	(4.43%)	\$369.51	\$385.52	(\$16.00)	(4.15%)

Peer Schedule Low/High - MA		
	Low	High
Starting	\$252.66 (Tangipahoa)	\$312.50 (Central)
Ending	\$338.03 (Tangipahoa)	\$402.10 (EBR)



Peer Comparison: Curriculum Coordinator - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	212	no match	182	202	220	no match	222*
End/High Step	26		30	40	45		30
# of Step Tiers	18		27	41	46		31
Schedule Structure	1.34 index		Teacher schedule	202-day Teacher schedule	220-day Teacher schedule		222-day Teacher schedule

	ANNUAL - BACHELOR'S				ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$62,700	\$55,711	\$6,989	12.54%	\$63,322	\$56,548	\$6,774	11.98%	\$63,568	\$56,843	\$6,725	11.83%
Yr/Step 5/6	\$64,652	\$57,658	\$6,994	12.13%	\$65,276	\$58,807	\$6,469	11.00%	\$65,522	\$59,103	\$6,420	10.86%
Yr/Step 10/11	\$67,449	\$59,856	\$7,594	12.69%	\$69,121	\$61,317	\$7,805	12.73%	\$70,006	\$61,612	\$8,394	13.62%
Yr/Step 20/21	\$74,523	\$64,572	\$9,952	15.41%	\$76,608	\$66,657	\$9,951	14.93%	\$78,125	\$66,952	\$11,173	16.69%
Yr/Step 26/27	\$77,421	\$67,837	\$9,585	14.13%	\$79,740	\$70,408	\$9,333	13.25%	\$81,453	\$70,703	\$10,751	15.21%
End/High	\$77,421	\$72,617	\$4,804	6.62%	\$79,740	\$76,020	\$3,720	4.89%	\$81,453	\$76,315	\$5,138	6.73%

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$64,326	\$57,326	\$7,000	12.21%	\$65,435	\$58,059	\$7,377	12.71%
Yr/Step 5/6	\$66,278	\$59,585	\$6,693	11.23%	\$67,918	\$60,318	\$7,600	12.60%
Yr/Step 10/11	\$70,801	\$62,095	\$8,707	14.02%	\$71,829	\$62,827	\$9,002	14.33%
Yr/Step 20/21	\$79,180	\$67,435	\$11,746	17.42%	\$80,035	\$68,167	\$11,868	17.41%
Yr/Step 26/27	\$82,690	\$71,185	\$11,505	16.16%	\$83,712	\$71,918	\$11,794	16.40%
End/High	\$82,690	\$76,798	\$5,892	7.67%	\$83,712	\$77,531	\$6,181	7.97%

Deg	Emp. Count	Low Pay	High Pay	Avg Pay
BA	1	\$77,421		
MA	4	\$73,582	\$79,740	\$77,418
MA+30	4	\$72,988	\$81,453	\$79,337

	Low	High
Starting	\$50,000 (Central)	\$60,256 (Zachary)
Ending	\$63,886 (Central)	\$86,896 (St. Tammany)

NOTE(S):
*Assumed # of days for Zachary

LPPS	Peer Low	Peer High
23.48%	21.44% (EBR)	45.96% (St. Tammany)



Peer Comparison: Curriculum Coordinator - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	212	no match	182	202	220	no match	222*
End/High Step	26		30	40	45		30
# of Step Tiers	18		27	41	46		31
Schedule Structure	1.34 index		Teacher schedule	202-day Teacher schedule	220-day Teacher schedule		222-day Teacher schedule

	DAILY - BACHELOR'S				DAILY - MASTER'S				DAILY - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$295.75	\$269.85	\$25.90	9.60%	\$298.69	\$273.90	\$24.79	9.05%	\$299.85	\$275.31	\$24.54	8.91%
Yr/Step 5/6	\$304.96	\$279.04	\$25.92	9.29%	\$307.91	\$284.63	\$23.27	8.18%	\$309.07	\$286.04	\$23.02	8.05%
Yr/Step 10/11	\$318.16	\$289.60	\$28.55	9.86%	\$326.04	\$296.74	\$29.30	9.88%	\$330.22	\$298.15	\$32.07	10.76%
Yr/Step 20/21	\$351.52	\$312.49	\$39.03	12.49%	\$361.36	\$322.72	\$38.64	11.97%	\$368.51	\$324.13	\$44.38	13.69%
Yr/Step 26/27	\$365.19	\$328.41	\$36.78	11.20%	\$376.13	\$341.04	\$35.09	10.29%	\$384.21	\$342.45	\$41.76	12.19%
End/High	\$365.19	\$350.99	\$14.21	4.05%	\$376.13	\$367.74	\$8.39	2.28%	\$384.21	\$369.15	\$15.06	4.08%

	DAILY - SPECIALIST				DAILY - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$303.42	\$277.62	\$25.80	9.29%	\$308.66	\$281.18	\$27.48	9.77%
Yr/Step 5/6	\$312.63	\$288.36	\$24.27	8.42%	\$320.37	\$291.91	\$28.46	9.75%
Yr/Step 10/11	\$333.97	\$300.46	\$33.50	11.15%	\$338.82	\$304.02	\$34.80	11.45%
Yr/Step 20/21	\$373.49	\$326.45	\$47.04	14.41%	\$377.52	\$330.00	\$47.52	14.40%
Yr/Step 26/27	\$390.05	\$344.77	\$45.28	13.13%	\$394.87	\$348.32	\$46.55	13.36%
End/High	\$390.05	\$371.47	\$18.58	5.00%	\$394.87	\$375.02	\$19.85	5.29%

Deg	Emp. Count	Low Pay	High Pay	Avg Pay
BA	1	\$365.19		
MA	4	\$361.36	\$376.13	\$365.18
MA+30	4	\$344.28	\$384.21	\$374.23

	Low	High
Starting	\$262.64 (EBR)	\$274.73 (Central)
Ending	\$318.96 (EBR)	\$394.98 (St. Tammany)

NOTE(S):
*Assumed # of days for Zachary

LPPS	Peer Low	Peer High
23.48%	21.44% (EBR)	45.96% (St. Tammany)



Peer Position Matches: District-Level Support & Professional (1 of 2)

Below are the peer school system positions used in the previous comparisons. Every effort was made to match positions as closely as possible (considering duties, education requirements, hierarchy as appropriate, etc.) to each reviewed LPPS position, using peer salary schedules, job descriptions (where available), and other available documentation. In the case of multiple classes of positions for one role, the classification that aligns most similarly to the most common LPPS position is used. Un-matched positions are noted where applicable.

Livingston	<u>Accountant</u>	<u>Mechanic</u>	<u>MIS LAN Manager</u>
Ascension	Accountant	Vehicle Mechanic	IT Support Technician
Central	Accountant w/ degree	no match - outsourced	Technology Specialist
East Baton Rouge	Staff Accountant - Property Control (closest match)	Transportation Mechanic I (entry level) Transportation Mechanic II (journeyman)	no match
St. Tammany	Staff Accountant	no match	Computer Technician
Tangipahoa	Accountant (Degreed Professional schedule)	Service Mechanic Licensed Service Mechanic	Computer Technician
Zachary	Accountant	no match - outsourced	no match - outsourced



Peer Position Matches: District-Level Support & Professional (2 of 2)

Below are the peer school system positions used in the previous comparisons. Every effort was made to match positions as closely as possible (considering duties, education requirements, hierarchy as appropriate, etc.) to each reviewed LPPS position, using peer salary schedules, job descriptions (where available), and other available documentation. In the case of multiple classes of positions for one role, the classification that aligns most similarly to the most common LPPS position is used. Un-matched positions are noted where applicable.

Livingston	<u>Curriculum Coordinator</u>	<u>Technology Coordinator/Facilitator (Instructional Technology Facilitator)</u>
Ascension	no match	no match
Central	Instructional Coach	Instructional Technology Coordinator
East Baton Rouge	Coordinator – Curriculum	Instructional Technology Facilitator
St. Tammany	Curriculum Specialist – Elementary or Secondary	Instructional Technology Facilitator (schedule unavailable)
Tangipahoa	no match	Instructional Technical Facilitator
Zachary	Instructional Specialist	no match

Benchmark Position Comparisons (23/24): Peer & Market

Facilities/Maintenance



Peer Comparison: Facilities Manager - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

Note: Zachary's data has been updated from previous presentation

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	260	260	242	260	261	240	260
End/High Step	26	20	30	40	45	23	30
# of Step Tiers	18	21	27	41	46	23	31
Schedule Structure	Facilities Director schedule	Supervisor schedule	Facilities Coord. Schedule	Admin schedule 103 level	Mgmt schedule level 11	Director schedule	Supervisor 1.26 index
Degree Increase?	No	Yes	No	Yes	No	No	Yes

	ANNUAL – NO DEGREE/BACHELOR’S				ANNUAL - MASTER’S				ANNUAL - MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$68,017	\$79,531	(\$11,514)	(14.48%)	\$68,017	\$80,074	(\$12,057)	(15.06%)	\$68,017	\$80,074	(\$12,057)	(15.06%)
Yr/Step 5/6	\$69,409	\$83,576	(\$14,167)	(16.95%)	\$69,409	\$84,119	(\$14,710)	(17.49%)	\$69,409	\$84,119	(\$14,710)	(17.49%)
Yr/Step 10/11	\$71,151	\$88,155	(\$17,004)	(19.29%)	\$71,151	\$88,699	(\$17,548)	(19.78%)	\$71,151	\$88,699	(\$17,548)	(19.78%)
Yr/Step 20/21	\$74,637	\$96,555	(\$21,918)	(22.70%)	\$74,637	\$97,099	(\$22,462)	(23.13%)	\$74,637	\$97,099	(\$22,462)	(23.13%)
Yr/Step 26/27	\$76,727	\$99,516	(\$22,789)	(22.90%)	\$76,727	\$100,059	(\$23,332)	(23.32%)	\$76,727	\$100,059	(\$23,332)	(23.32%)
End/High	\$76,727	\$104,961	(\$28,234)	(26.90%)	\$76,727	\$105,171	(\$28,444)	(27.05%)	\$76,727	\$105,171	(\$28,444)	(27.05%)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$68,017	\$80,484	(\$12,467)	(15.49%)	\$68,017	\$81,380	(\$13,363)	(16.42%)
Yr/Step 5/6	\$69,409	\$84,542	(\$15,133)	(17.90%)	\$69,409	\$85,457	(\$16,048)	(18.78%)
Yr/Step 10/11	\$71,151	\$89,136	(\$17,985)	(20.18%)	\$71,151	\$90,073	(\$18,922)	(21.01%)
Yr/Step 20/21	\$74,637	\$97,557	(\$22,920)	(23.49%)	\$74,637	\$98,525	(\$23,888)	(24.25%)
Yr/Step 26/27	\$76,727	\$100,517	(\$23,790)	(23.67%)	\$76,727	\$101,486	(\$24,759)	(24.40%)
End/High	\$76,727	\$105,629	(\$28,902)	(27.36%)	\$76,727	\$106,264	(\$29,537)	(27.80%)

LPPS Employee Overview		
Step	Annual	Daily
28	\$76,727	\$295.10

Schedule Range – ND/BA		
LPPS	Peer Low	Peer High
12.81%	15.75% (Ascension)	48.94% (EBR)

Peer Schedule Low/High – ND/BA		
	Low	High
Starting	\$63,712 (Central)	\$91,546 (Ascension)
Ending	\$79,392 (Central)	\$126,095 (St. Tammany)



Peer Comparison: Facilities Manager - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

Note: Zachary's data has been updated from previous presentation

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	260	260	242	260	261	240	260
End/High Step	26	20	30	40	45	23	30
# of Step Tiers	18	21	27	41	46	23	31
Schedule Structure	Facilities Director schedule	Supervisor schedule	Facilities Coord. Schedule	Admin schedule 103 level	Mgmt schedule level 11	Director schedule	Supervisor 1.26 index
Degree Increase?	No	Yes	No	Yes	No	No	Yes

	DAILY - NO DEGREE/BACHELOR'S				DAILY - MASTER'S				DAILY - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$261.60	\$312.45	(\$50.84)	(16.27%)	\$261.60	\$314.54	(\$52.93)	(16.83%)	\$261.60	\$314.54	(\$52.93)	(16.83%)
Yr/Step 5/6	\$266.96	\$328.40	(\$61.44)	(18.71%)	\$266.96	\$330.49	(\$63.53)	(19.22%)	\$266.96	\$330.49	(\$63.53)	(19.22%)
Yr/Step 10/11	\$273.66	\$346.55	(\$72.89)	(21.03%)	\$273.66	\$348.64	(\$74.98)	(21.51%)	\$273.66	\$348.64	(\$74.98)	(21.51%)
Yr/Step 20/21	\$287.07	\$379.83	(\$92.77)	(24.42%)	\$287.07	\$381.92	(\$94.86)	(24.84%)	\$287.07	\$381.92	(\$94.86)	(24.84%)
Yr/Step 26/27	\$295.10	\$391.36	(\$96.26)	(24.60%)	\$295.10	\$393.45	(\$98.35)	(25.00%)	\$295.10	\$393.45	(\$98.35)	(25.00%)
End/High	\$295.10	\$412.26	(\$117.16)	(28.42%)	\$295.10	\$413.07	(\$117.97)	(28.56%)	\$295.10	\$413.07	(\$117.97)	(28.56%)

	DAILY - SPECIALIST				DAILY - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$261.60	\$316.11	(\$54.51)	(17.24%)	\$261.60	\$319.56	(\$57.96)	(18.14%)
Yr/Step 5/6	\$266.96	\$332.12	(\$65.16)	(19.62%)	\$266.96	\$335.63	(\$68.68)	(20.46%)
Yr/Step 10/11	\$273.66	\$350.32	(\$76.66)	(21.88%)	\$273.66	\$353.92	(\$80.26)	(22.68%)
Yr/Step 20/21	\$287.07	\$383.68	(\$96.62)	(25.18%)	\$287.07	\$387.41	(\$100.34)	(25.90%)
Yr/Step 26/27	\$295.10	\$395.21	(\$100.11)	(25.33%)	\$295.10	\$398.94	(\$103.83)	(26.03%)
End/High	\$295.10	\$414.83	(\$119.73)	(28.86%)	\$295.10	\$417.27	(\$122.17)	(29.28%)

LPPS Employee Overview		
Step	Annual	Daily
28	\$76,727	\$295.10

Schedule Range – ND/BA		
LPPS	Peer Low	Peer High
12.81%	15.75% (Ascension)	48.94% (EBR)

Peer Schedule Low/High – ND/BA		
	Low	High
Starting	\$263.27 (Central)	\$352.10 (Ascension)
Ending	\$328.07 (Central)	\$483.12 (St. Tammany)



Market Comparison: Facilities Manager

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$87,464	\$94,834	\$91,149	\$82,034	\$100,264

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay
	Schedule: Facilities Director		# of Employees: 1
	Starting Step	Ending Step	Pay
LPPS Info (23/24)	\$68,017	\$76,727	\$76,727
Comparison to Combined Data Market Consensus	74.62%	84.18%	84.18%

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Comparison: Maintenance Supervisor

	Livingston	Ascension	St. Tammany		Tangipahoa
Title	Maintenance Supervisor (Asst Director of Maintenance OR Asst Facility Director)	Coordinator of Planning OR Construction or Planning Generalist (same schedule)	Assistant Director of Maintenance	Assistant Supervisor of Construction	Supervisor of Facilities and Grounds OR Supervisor of Construction (same schedule)
Days/Year	260	260	261		240
End/High Step	26	30	45		23
# of Step Tiers	18	17	46		23
Schedule Structure	Asst Maint. Director schedule	Adm schedule level 9	Mgmt schedule level 8	Mgmt schedule level 7	Supervisor schedule
	ANNUAL				
Start/Low	\$56,577	\$53,787	\$73,627	\$67,574	\$65,745
Yr/Step 5/6	\$57,969	\$56,491	\$77,567	\$71,449	\$68,695
Yr/Step 10/11	\$59,711	\$59,195	\$81,507	\$75,324	\$74,017
Yr/Step 20/21	\$63,197	\$60,817	\$89,387	\$83,074	\$86,378
Yr/Step 26/27	\$65,287	\$61,898	\$94,115	\$87,724	\$89,048
End/High	\$65,287	\$62,439	\$109,087	\$102,449	\$89,048
	DAILY				
Start/Low	\$217.60	\$206.87	\$282.10	\$258.90	\$273.94
Yr/Step 5/6	\$222.96	\$217.27	\$297.19	\$273.75	\$286.23
Yr/Step 10/11	\$229.66	\$227.67	\$312.29	\$288.60	\$308.40
Yr/Step 20/21	\$243.07	\$233.91	\$342.48	\$318.29	\$359.91
Yr/Step 26/27	\$251.10	\$238.07	\$360.59	\$336.11	\$371.03
End/High	\$251.10	\$240.15	\$417.96	\$392.52	\$371.03

Emp	Step	Annual	Daily
1	19	\$62,152	\$239.05
2	24	\$64,242	\$247.08

LPPS	Peer Low	Peer High
15.39%	16.09% (Ascension)	51.61% (St. Tammany)



Market Comparison: Maintenance Supervisor

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$75,324	\$80,953	\$78,138	\$70,324	\$85,952

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay	
	Schedule: Assistant Maintenance Director		# of Employees: 2	
	Starting Step	Ending Step	Low Pay	High Pay
LPPS Info (23/24)	\$56,577	\$65,287	\$62,152	\$64,242
Comparison to Combined Data Market Consensus	72.41%	83.55%	79.54%	82.22%

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Comparison: Building Maintenance - Carpenter

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

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	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	260	260	no match	no match	261	240	260
Hours/Day	8	8**			8**	8	8**
End/High Step	26	30			45	23	30
# of Step Tiers	18	16			46	23	31

	ANNUAL – MINIMUM				ANNUAL – MAXIMUM			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$34,316	\$35,262	(\$946)	(2.68%)	\$35,356	\$38,096	(\$2,740)	(7.19%)
Yr/Step 5/6	\$36,562	\$37,805	(\$1,243)	(3.29%)	\$37,602	\$40,924	(\$3,322)	(8.12%)
Yr/Step 10/11	\$37,498	\$40,746	(\$3,248)	(7.97%)	\$38,538	\$44,180	(\$5,642)	(12.77%)
Yr/Step 20/21	\$41,138	\$45,846	(\$4,708)	(10.27%)	\$42,178	\$49,931	(\$7,753)	(15.53%)
Yr/Step 26/27	\$43,114	\$48,190	(\$5,076)	(10.53%)	\$44,154	\$52,604	(\$8,450)	(16.06%)
End/High	\$43,114	\$51,590	(\$8,476)	(16.43%)	\$44,154	\$56,204	(\$12,050)	(21.44%)

LPPS Employee Overview - Hourly				
Schedule	Emp. Count	Low Pay	High Pay	Avg Pay
Maint/Mech 3	1	\$16.50		
Maint/Mech 3 + \$0.50	5	\$18.35	\$19.77	\$19.06

Schedule Range		
LPPS	Peer Low	Peer High
25.64% or 24.88%	20.22% (Ascension)	77.52% (St. Tammany)

Peer Schedule Low/High - Hourly		
	Low	High
Starting	\$14.74 (Zachary)	\$20.59 (Tangipahoa)
Ending	\$22.31 (Zachary)	\$29.38 (St. Tammany)

	DAILY – MINIMUM				DAILY – MAXIMUM			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$131.98	\$138.48	(\$6.49)	(4.69%)	\$135.98	\$149.56	(\$13.57)	(9.08%)
Yr/Step 5/6	\$140.62	\$148.41	(\$7.78)	(5.24%)	\$144.62	\$160.60	(\$15.97)	(9.95%)
Yr/Step 10/11	\$144.22	\$159.99	(\$15.77)	(9.86%)	\$148.22	\$173.41	(\$25.19)	(14.53%)
Yr/Step 20/21	\$158.22	\$180.25	(\$22.03)	(12.22%)	\$162.22	\$196.23	(\$34.00)	(17.33%)
Yr/Step 26/27	\$165.82	\$189.39	(\$23.57)	(12.44%)	\$169.82	\$206.64	(\$36.82)	(17.82%)
End/High	\$165.82	\$202.43	(\$36.60)	(18.08%)	\$169.82	\$220.45	(\$50.62)	(22.96%)

	HOURLY – MINIMUM				HOURLY – MAXIMUM			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$16.50	\$17.31	(\$0.81)	(4.69%)	\$17.00	\$18.69	(\$1.70)	(9.08%)
Yr/Step 5/6	\$17.58	\$18.55	(\$0.97)	(5.24%)	\$18.08	\$20.07	(\$2.00)	(9.95%)
Yr/Step 10/11	\$18.03	\$20.00	(\$1.97)	(9.86%)	\$18.53	\$21.68	(\$3.15)	(14.53%)
Yr/Step 20/21	\$19.78	\$22.53	(\$2.75)	(12.22%)	\$20.28	\$24.53	(\$4.25)	(17.33%)
Yr/Step 26/27	\$20.73	\$23.67	(\$2.95)	(12.44%)	\$21.23	\$25.83	(\$4.60)	(17.82%)
End/High	\$20.73	\$25.30	(\$4.58)	(18.08%)	\$21.23	\$27.56	(\$6.33)	(22.96%)

NOTE(S):

*St. Tammany offers additional step increases for degrees (1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).

** Assumed # of hours for Ascension, St. Tammany, and Zachary



Market Comparison: Building Maintenance - Carpenter

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$23.38	\$23.98	\$23.68	\$21.31	\$26.04

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay	
	Schedule: Maintenance/Mechanic 3		# of Employees: 1	
	Starting Step	Ending Step	Low Pay	High Pay
LPPS Info (23/24)	\$16.50	\$20.73	\$16.50	
Comparison to Combined Data Market Consensus	69.68%	87.54%	69.68%	
	Schedule: Maintenance/Mechanic 3 + \$0.50		# of Employees: 5	
LPPS Info (23/24)	\$17.00	\$21.23	\$18.35	\$19.77
Comparison to Combined Data Market Consensus	71.79%	89.66%	77.49%	83.49%

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Comparison: Building Maintenance - Electrician

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	260	260	no match	no match	261	240	260
Hours/Day	8	8**			8**	8	8**
End/High Step	26	30			45	23	30
# of Step Tiers	18	16			46	23	31

	ANNUAL – MINIMUM				ANNUAL – MAXIMUM			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$34,316	\$35,262	(\$946)	(2.68%)	\$35,356	\$38,096	(\$2,740)	(7.19%)
Yr/Step 5/6	\$36,562	\$37,805	(\$1,243)	(3.29%)	\$37,602	\$40,924	(\$3,322)	(8.12%)
Yr/Step 10/11	\$37,498	\$40,746	(\$3,248)	(7.97%)	\$38,538	\$44,180	(\$5,642)	(12.77%)
Yr/Step 20/21	\$41,138	\$45,846	(\$4,708)	(10.27%)	\$42,178	\$49,931	(\$7,753)	(15.53%)
Yr/Step 26/27	\$43,114	\$48,190	(\$5,076)	(10.53%)	\$44,154	\$52,604	(\$8,450)	(16.06%)
End/High	\$43,114	\$51,590	(\$8,476)	(16.43%)	\$44,154	\$56,204	(\$12,050)	(21.44%)

LPPS Employee Overview - Hourly				
Schedule	Emp. Count	Low Pay	High Pay	Avg Pay
Maint/Mech 3	2	\$17.04	\$17.31	\$17.17
Maint/Mech 3 + \$0.50	5	\$18.35	\$21.23	\$19.93

Schedule Range		
LPPS	Peer Low	Peer High
25.64% or 24.88%	20.22% (Ascension)	77.52% (St. Tammany)

	DAILY – MINIMUM				DAILY – MAXIMUM			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$131.98	\$138.48	(\$6.49)	(4.69%)	\$135.98	\$149.56	(\$13.57)	(9.08%)
Yr/Step 5/6	\$140.62	\$148.41	(\$7.78)	(5.24%)	\$144.62	\$160.60	(\$15.97)	(9.95%)
Yr/Step 10/11	\$144.22	\$159.99	(\$15.77)	(9.86%)	\$148.22	\$173.41	(\$25.19)	(14.53%)
Yr/Step 20/21	\$158.22	\$180.25	(\$22.03)	(12.22%)	\$162.22	\$196.23	(\$34.00)	(17.33%)
Yr/Step 26/27	\$165.82	\$189.39	(\$23.57)	(12.44%)	\$169.82	\$206.64	(\$36.82)	(17.82%)
End/High	\$165.82	\$202.43	(\$36.60)	(18.08%)	\$169.82	\$220.45	(\$50.62)	(22.96%)

Peer Schedule Low/High - Hourly		
	Low	High
Starting	\$14.74 (Zachary)	\$20.59 (Tangipahoa)
Ending	\$22.31 (Zachary)	\$29.38 (St. Tammany)

	HOURLY – MINIMUM				HOURLY – MAXIMUM			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$16.50	\$17.31	(\$0.81)	(4.69%)	\$17.00	\$18.69	(\$1.70)	(9.08%)
Yr/Step 5/6	\$17.58	\$18.55	(\$0.97)	(5.24%)	\$18.08	\$20.07	(\$2.00)	(9.95%)
Yr/Step 10/11	\$18.03	\$20.00	(\$1.97)	(9.86%)	\$18.53	\$21.68	(\$3.15)	(14.53%)
Yr/Step 20/21	\$19.78	\$22.53	(\$2.75)	(12.22%)	\$20.28	\$24.53	(\$4.25)	(17.33%)
Yr/Step 26/27	\$20.73	\$23.67	(\$2.95)	(12.44%)	\$21.23	\$25.83	(\$4.60)	(17.82%)
End/High	\$20.73	\$25.30	(\$4.58)	(18.08%)	\$21.23	\$27.56	(\$6.33)	(22.96%)

NOTE(S):

*St. Tammany offers additional step increases for degrees (1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).

** Assumed # of hours for Ascension, St. Tammany, and Zachary



Market Comparison: Building Maintenance - Electrician

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$23.74	\$25.20	\$24.47	\$22.02	\$26.91

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay	
	Schedule: Maintenance/Mechanic 3		# of Employees: 2	
	Starting Step	Ending Step	Low Pay	High Pay
LPPS Info (23/24)	\$16.50	\$20.73	\$17.04	\$17.31
Comparison to Combined Data Market Consensus	67.43%	84.72%	69.64%	70.74%
	Schedule: Maintenance/Mechanic 3 + \$0.50		# of Employees: 5	
LPPS Info (23/24)	\$17.00	\$21.23	\$18.35	\$21.23
Comparison to Combined Data Market Consensus	69.47%	86.76%	74.99%	86.76%

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Comparison: Building Maintenance - HVAC

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

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	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	260	260	no match	no match	261	240	260
Hours/Day	8	8**			8**	8	8**
End/High Step	26	30			45	23	30
# of Step Tiers	18	16			46	23	31

	LPPS	ANNUAL – MINIMUM			ANNUAL – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$35,356	\$35,262	\$94	0.27%	\$38,096	(\$2,740)	(7.19%)
Yr/Step 5/6	\$37,602	\$37,805	(\$203)	(0.54%)	\$40,924	(\$3,322)	(8.12%)
Yr/Step 10/11	\$38,538	\$40,746	(\$2,208)	(5.42%)	\$44,180	(\$5,642)	(12.77%)
Yr/Step 20/21	\$42,178	\$45,846	(\$3,668)	(8.00%)	\$49,931	(\$7,753)	(15.53%)
Yr/Step 26/27	\$44,154	\$48,190	(\$4,036)	(8.37%)	\$52,604	(\$8,450)	(16.06%)
End/High	\$44,154	\$51,590	(\$7,436)	(14.41%)	\$56,204	(\$12,050)	(21.44%)

Schedule	Emp. Count	Low Pay	High Pay	Avg Pay
Maint/Mech 3 + \$0.50	4	\$17.54	\$18.44	\$18.04

LPPS	Peer Low	Peer High
24.88%	20.22% (Ascension)	77.52% (St. Tammany)

	LPPS	DAILY – MINIMUM			DAILY – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$135.98	\$138.48	(\$2.49)	(1.80%)	\$149.56	(\$13.57)	(9.08%)
Yr/Step 5/6	\$144.62	\$148.41	(\$3.78)	(2.55%)	\$160.60	(\$15.97)	(9.95%)
Yr/Step 10/11	\$148.22	\$159.99	(\$11.77)	(7.36%)	\$173.41	(\$25.19)	(14.53%)
Yr/Step 20/21	\$162.22	\$180.25	(\$18.03)	(10.00%)	\$196.23	(\$34.00)	(17.33%)
Yr/Step 26/27	\$169.82	\$189.39	(\$19.57)	(10.33%)	\$206.64	(\$36.82)	(17.82%)
End/High	\$169.82	\$202.43	(\$32.60)	(16.11%)	\$220.45	(\$50.62)	(22.96%)

	Low	High
Starting	\$14.74 (Zachary)	\$20.59 (Tangipahoa)
Ending	\$22.31 (Zachary)	\$29.38 (St. Tammany)

NOTE(S):

*St. Tammany offers additional step increases for degrees (1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).

**Assumed # of hours for Ascension, St. Tammany, and Zachary

	LPPS	HOURLY – MINIMUM			HOURLY – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$17.00	\$17.31	(\$0.31)	(1.80%)	\$18.69	(\$1.70)	(9.08%)
Yr/Step 5/6	\$18.08	\$18.55	(\$0.47)	(2.55%)	\$20.07	(\$2.00)	(9.95%)
Yr/Step 10/11	\$18.53	\$20.00	(\$1.47)	(7.36%)	\$21.68	(\$3.15)	(14.53%)
Yr/Step 20/21	\$20.28	\$22.53	(\$2.25)	(10.00%)	\$24.53	(\$4.25)	(17.33%)
Yr/Step 26/27	\$21.23	\$23.67	(\$2.45)	(10.33%)	\$25.83	(\$4.60)	(17.82%)
End/High	\$21.23	\$25.30	(\$4.08)	(16.11%)	\$27.56	(\$6.33)	(22.96%)



Market Comparison: Building Maintenance - HVAC

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$21.74	\$23.51	\$22.62	\$20.36	\$24.89

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay	
	Schedule: Maintenance/Mechanic 3 + \$0.50		# of Employees: 4	
	Starting Step	Ending Step	Low Pay	High Pay
LPPS Info (23/24)	\$17.00	\$21.23	\$17.54	\$18.44
Comparison to Combined Data Market Consensus	75.14%	93.83%	77.52%	81.50%

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Comparison: Building Maintenance - Plumber

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	260	260	no match	no match	261	240	260
Hours/Day	8	8**			8**	8	8**
End/High Step	26	30			45	23	30
# of Step Tiers	18	16			46	23	31

	LPPS	ANNUAL – MINIMUM			ANNUAL – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$36,396	\$35,262	\$1,134	3.22%	\$38,096	(\$1,700)	(4.46%)
Yr/Step 5/6	\$38,642	\$37,805	\$837	2.21%	\$40,924	(\$2,282)	(5.58%)
Yr/Step 10/11	\$39,578	\$40,746	(\$1,168)	(2.87%)	\$44,180	(\$4,602)	(10.42%)
Yr/Step 20/21	\$43,218	\$45,846	(\$2,628)	(5.73%)	\$49,931	(\$6,713)	(13.44%)
Yr/Step 26/27	\$45,194	\$48,190	(\$2,996)	(6.22%)	\$52,604	(\$7,410)	(14.09%)
End/High	\$45,194	\$51,590	(\$6,396)	(12.40%)	\$56,204	(\$11,010)	(19.59%)

Schedule	Emp. Count	Low Pay	High Pay	Avg Pay
Maint/Mech 4	2	\$19.08	\$19.76	\$19.42

LPPS	Peer Low	Peer High
24.17%	20.22% (Ascension)	77.52% (St. Tammany)

	LPPS	DAILY – MINIMUM			DAILY – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$139.98	\$138.48	\$1.51	1.09%	\$149.56	(\$9.57)	(6.40%)
Yr/Step 5/6	\$148.62	\$148.41	\$0.22	0.15%	\$160.60	(\$11.97)	(7.46%)
Yr/Step 10/11	\$152.22	\$159.99	(\$7.77)	(4.86%)	\$173.41	(\$21.19)	(12.22%)
Yr/Step 20/21	\$166.22	\$180.25	(\$14.03)	(7.78%)	\$196.23	(\$30.00)	(15.29%)
Yr/Step 26/27	\$173.82	\$189.39	(\$15.57)	(8.22%)	\$206.64	(\$32.82)	(15.88%)
End/High	\$173.82	\$202.43	(\$28.60)	(14.13%)	\$220.45	(\$46.62)	(21.15%)

	Low	High
Starting	\$14.74 (Zachary)	\$20.59 (Tangipahoa)
Ending	\$22.31 (Zachary)	\$29.38 (St. Tammany)

	LPPS	HOURLY – MINIMUM			HOURLY – MAXMUM		
		Peer Avg	\$ Variance	% Variance	Peer Avg	\$ Variance	% Variance
Start/Low	\$17.50	\$17.31	\$0.19	1.09%	\$18.69	(\$1.20)	(6.40%)
Yr/Step 5/6	\$18.58	\$18.55	\$0.03	0.15%	\$20.07	(\$1.50)	(7.46%)
Yr/Step 10/11	\$19.03	\$20.00	(\$0.97)	(4.86%)	\$21.68	(\$2.65)	(12.22%)
Yr/Step 20/21	\$20.78	\$22.53	(\$1.75)	(7.78%)	\$24.53	(\$3.75)	(15.29%)
Yr/Step 26/27	\$21.73	\$23.67	(\$1.95)	(8.22%)	\$25.83	(\$4.10)	(15.88%)
End/High	\$21.73	\$25.30	(\$3.58)	(14.13%)	\$27.56	(\$5.83)	(21.15%)

NOTE(S):

*St. Tammany offers additional step increases for degrees (1 step for AA, 2 steps for BA, 3 steps for MA, 4 steps for DR).

**Assumed # of hours for Ascension, St. Tammany, and Zachary



Market Comparison: Building Maintenance - Plumber

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$20.41	\$23.54	\$21.97	\$19.78	\$24.17

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule		LPPS Employee Pay	
	Schedule: Maintenance/Mechanic 4		# of Employees: 2	
	Starting Step	Ending Step	Low Pay	High Pay
LPPS Info (23/24)	\$17.50	\$21.73	\$19.08	\$19.76
Comparison to Combined Data Market Consensus	79.63%	98.88%	86.82%	89.91%

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Position Matches: Facilities/Maintenance (1 of 2)

Below are the peer school system positions used in the previous comparisons. Every effort was made to match positions as closely as possible (considering duties, education requirements, hierarchy as appropriate, etc.) to each reviewed LPPS position, using peer salary schedules, job descriptions (where available), and other available documentation. In the case of multiple classes of positions for one role, the classification that aligns most similarly to the most common LPPS position is used. Un-matched positions are noted where applicable.

Livingston	<u>Facilities Manager</u>	<u>Maintenance Supervisor</u>
Ascension	Supervisor of Planning and Construction OR Supervisor of Maintenance (same schedule)	Coordinator of Planning/ Construction OR Planning Generalist (same schedule)
Central	Facilities Coordinator	no match
East Baton Rouge	Administrative Director - Facilities	no match
St. Tammany	Director of Maintenance and Custodial Services OR Supervisor of Construction (same schedule)	Assistant Director of Maintenance Assistant Supervisor of Construction
Tangipahoa	Director of Operations	Supervisor of Facilities and Grounds OR Supervisor of Construction (same schedule)
Zachary	Supervisor of Safety and Operations	no match



Peer Position Matches: Facilities/Maintenance (2 of 2)

Below are the peer school system positions used in the previous comparisons. Every effort was made to match positions as closely as possible (considering duties, education requirements, hierarchy as appropriate, etc.) to each reviewed LPPS position, using peer salary schedules, job descriptions (where available), and other available documentation. In the case of multiple classes of positions for one role, the classification that aligns most similarly to the most common LPPS position is used. Un-matched positions are noted where applicable.

	<u>Building Maintenance - Carpenter</u> MIN: Maintenance/Mechanic 3 schedule MAX: Maintenance/Mechanic 3 + \$0.50 schedule	<u>Building Maintenance - Electrician</u> MIN: Maintenance/Mechanic 3 schedule MAX: Maintenance/Mechanic 3 + \$0.50 schedule	<u>Building Maintenance – HVAC</u> Maintenance/Mechanic 3 + \$0.50 schedule	<u>Building Maintenance - Plumber</u> Maintenance/Mechanic 4 schedule
Livingston				
Ascension	Carpenter (Maintenance schedule level 8)	Electrician (Maintenance schedule level 8)	HVAC Technician (Maintenance schedule level 8)	Plumber (Maintenance schedule level 8)
Central	no match	no match	no match	no match
East Baton Rouge	no match	no match	no match	no match
St. Tammany	General Maintenance Mechanic MIN: schedule M-05 - 1st skilled worker level MAX: schedule M-07 – 3rd skilled worker level	General Maintenance Mechanic MIN: schedule M-05 - 1st skilled worker level MAX: schedule M-07 – 3rd skilled worker level	General Maintenance Mechanic MIN: schedule M-05 - 1st skilled worker level MAX: schedule M-07 – 3rd skilled worker level	General Maintenance Mechanic MIN: schedule M-05 - 1st skilled worker level MAX: schedule M-07 – 3rd skilled worker level
Tangipahoa	MIN: Skilled Trades Worker MAX: Licensed Skilled Trades Worker	MIN: Skilled Trades Worker MAX: Licensed Skilled Trades Worker	MIN: Skilled Trades Worker MAX: Licensed Skilled Trades Worker	MIN: Skilled Trades Worker MAX: Licensed Skilled Trades Worker
Zachary	MIN: Maintenance Technician A MAX: Maintenance Technician C	MIN: Maintenance Technician A MAX: Maintenance Technician C	MIN: Maintenance Technician A MAX: Maintenance Technician C	MIN: Maintenance Technician A MAX: Maintenance Technician C

Benchmark Position Comparisons (23/24): Peer & Market

Central Office Leadership



Peer Comparison: Business Manager - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

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	Livingston	Ascension	Central	East Baton Rouge	St. Tammany**	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 101 level	Mgmt schedule level 12	Asst Sup't schedule	1.33 index
Degree Increase?	Yes	Yes	No	Yes	No	No	Yes

	ANNUAL – BACHELOR’S				ANNUAL - MASTER’S				ANNUAL - MASTER’S + 30			
	LPPS*	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$76,941	\$93,052	(\$16,111)	(17.31%)	\$77,707	\$93,607	(\$15,900)	(16.99%)	\$77,872	\$93,607	(\$15,735)	(16.81%)
Yr/Step 5/6	\$79,346	\$97,109	(\$17,763)	(18.29%)	\$80,112	\$97,664	(\$17,552)	(17.97%)	\$80,277	\$97,664	(\$17,387)	(17.80%)
Yr/Step 10/11	\$82,790	\$101,720	(\$18,930)	(18.61%)	\$84,846	\$102,275	(\$17,429)	(17.04%)	\$85,798	\$102,275	(\$16,477)	(16.11%)
Yr/Step 20/21	\$91,362	\$110,114	(\$18,752)	(17.03%)	\$93,927	\$110,669	(\$16,742)	(15.13%)	\$95,656	\$110,669	(\$15,013)	(13.57%)
Yr/Step 26/27	\$94,930	\$113,403	(\$18,473)	(16.29%)	\$97,784	\$113,958	(\$16,174)	(14.19%)	\$99,755	\$113,958	(\$14,203)	(12.46%)
End/High	\$94,930	\$119,403	(\$24,473)	(20.50%)	\$97,784	\$119,625	(\$21,841)	(18.26%)	\$99,755	\$119,625	(\$19,870)	(16.61%)

Degree	Step	Annual	Daily
MA	31	\$97,784	\$407.43

LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	45.44% (St. Tammany)

	Low	High
Starting	\$84,861 (Tangipahoa)	\$100,808 (St. Tammany)
Ending	\$97,364 (Central)	\$146,618 (St. Tammany)

NOTE(S):
 *Per JAQ response, LPPS requires an MA for this position; however, some peers require a BA. LPPS BA pay was included for comparison purposes.
 **St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Business Manager - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

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	Livingston	Ascension	Central	East Baton Rouge	St. Tammany**	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 101 level	Mgmt schedule level 12	Asst Sup't schedule	1.33 index
Degree Increase?	Yes	Yes	No	Yes	No	No	Yes

	DAILY – BACHELOR’S				DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS*	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$320.59	\$366.53	(\$45.94)	(12.53%)	\$323.78	\$368.66	(\$44.88)	(12.17%)	\$324.47	\$368.66	(\$44.20)	(11.99%)
Yr/Step 5/6	\$330.61	\$382.49	(\$51.88)	(13.56%)	\$333.80	\$384.62	(\$50.82)	(13.21%)	\$334.49	\$384.62	(\$50.13)	(13.03%)
Yr/Step 10/11	\$344.96	\$400.75	(\$55.79)	(13.92%)	\$353.53	\$402.88	(\$49.36)	(12.25%)	\$357.49	\$402.88	(\$45.39)	(11.27%)
Yr/Step 20/21	\$380.68	\$433.93	(\$53.26)	(12.27%)	\$391.36	\$436.07	(\$44.70)	(10.25%)	\$398.57	\$436.07	(\$37.50)	(8.60%)
Yr/Step 26/27	\$395.54	\$446.76	(\$51.22)	(11.46%)	\$407.43	\$448.90	(\$41.46)	(9.24%)	\$415.65	\$448.90	(\$33.25)	(7.41%)
End/High	\$395.54	\$469.79	(\$74.25)	(15.80%)	\$407.43	\$470.64	(\$63.21)	(13.43%)	\$415.65	\$470.64	(\$55.00)	(11.69%)

Degree	Step	Annual	Daily
MA	31	\$97,784	\$407.43

LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	45.44% (St. Tammany)

	Low	High
Starting	\$339.52 (Zachary)	\$386.24 (St. Tammany)
Ending	\$402.33 (Central)	\$561.75 (St. Tammany)

NOTE(S):
 *Per JAQ response, LPPS requires an MA for this position; however, some peers require a BA. LPPS BA pay was included for comparison purposes.
 **St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Market Comparison: Business Manager

Market Consensus			Market Consensus Range (Combined Data)	
Education Data	All Industry Data	Combined Data	Low End of Market Range (90%)	High End of Market Range (110%)
\$93,819	\$102,450	\$98,134	\$88,321	\$107,948

The following reflects LPPS pay at the starting and ending schedule steps, as well as current employee pay. Comparing these amounts to the Combined Data Market Consensus, the percentages below indicate the relative position of the LPPS salary schedule and employee pay within the market consensus range of 90%-110%.

	LPPS Salary Schedule			LPPS Employee Pay
	Schedule: 1.65 index			# of Employees: 1**
	Starting Step (BA step 0)*	Starting Step (MA step 0)	Ending Step (DR step 26)	Pay
LPPS Info (23/24)	\$76,941	\$77,707	\$102,675	\$97,784
Comparison to Combined Data Market Consensus	78.40%	79.18%	104.63%	99.64%

NOTE(S):

*Per JAQ response, LPPS requires an MA for this position. LPPS BA pay was included for comparison purposes.

**Employee in this position has an MA degree.

	below market consensus range
	within market consensus range
	above market consensus range

Note: Market range is +/- 10% of the market value and defines what most employers pay.



Peer Comparison: Supervisor of Human Resources - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 104 level	Mgmt schedule level 10	Director schedule	1.33 index
Degree Increase?	Yes	Yes	No	Yes	No	No	Yes

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$77,707	\$85,019	(\$7,312)	(8.60%)	\$77,872	\$85,019	(\$7,147)	(8.41%)
Yr/Step 5/6	\$80,112	\$88,597	(\$8,485)	(9.58%)	\$80,277	\$88,597	(\$8,320)	(9.39%)
Yr/Step 10/11	\$84,846	\$92,606	(\$7,760)	(8.38%)	\$85,798	\$92,606	(\$6,808)	(7.35%)
Yr/Step 20/21	\$93,927	\$99,709	(\$5,782)	(5.80%)	\$95,656	\$99,709	(\$4,053)	(4.06%)
Yr/Step 26/27	\$97,784	\$102,480	(\$4,696)	(4.58%)	\$99,755	\$102,480	(\$2,725)	(2.66%)
End/High	\$97,784	\$107,135	(\$9,351)	(8.73%)	\$99,755	\$107,135	(\$7,380)	(6.89%)

LPPS Employee Overview				
Emp	Degree	Step	Annual	Daily
1	MA+30	21	\$95,656	\$398.57
2	MA+30	37	\$99,755	\$415.65

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	46.08% (St. Tammany)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$78,944	\$85,462	(\$6,518)	(7.63%)	\$80,309	\$86,338	(\$6,029)	(6.98%)
Yr/Step 5/6	\$81,347	\$89,053	(\$7,706)	(8.65%)	\$83,366	\$89,948	(\$6,582)	(7.32%)
Yr/Step 10/11	\$86,916	\$93,074	(\$6,158)	(6.62%)	\$88,182	\$93,988	(\$5,806)	(6.18%)
Yr/Step 20/21	\$97,094	\$100,198	(\$3,104)	(3.10%)	\$98,148	\$101,143	(\$2,995)	(2.96%)
Yr/Step 26/27	\$101,417	\$102,969	(\$1,552)	(1.51%)	\$102,675	\$103,914	(\$1,239)	(1.19%)
End/High	\$101,417	\$107,624	(\$6,207)	(5.77%)	\$102,675	\$108,303	(\$5,628)	(5.20%)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$69,979 (Tangipahoa)	\$99,698 (Ascension)
Ending	\$95,308 (Tangipahoa)	\$117,690 (St. Tammany)

NOTE(S):

*St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Supervisor of Human Resources - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 104 level	Mgmt schedule level 10	Director schedule	1.33 index
Degree Increase?	Yes	Yes	No	Yes	No	No	Yes

	DAILY - MASTER'S				DAILY - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$323.78	\$334.89	(\$11.11)	(3.32%)	\$324.47	\$334.89	(\$10.42)	(3.11%)
Yr/Step 5/6	\$333.80	\$348.96	(\$15.16)	(4.34%)	\$334.49	\$348.96	(\$14.47)	(4.15%)
Yr/Step 10/11	\$353.53	\$364.82	(\$11.29)	(3.10%)	\$357.49	\$364.82	(\$7.33)	(2.01%)
Yr/Step 20/21	\$391.36	\$392.84	(\$1.47)	(0.38%)	\$398.57	\$392.84	\$5.73	1.46%
Yr/Step 26/27	\$407.43	\$403.63	\$3.80	0.94%	\$415.65	\$403.63	\$12.01	2.98%
End/High	\$407.43	\$421.50	(\$14.07)	(3.34%)	\$415.65	\$421.50	(\$5.86)	(1.39%)

LPPS Employee Overview				
Emp	Degree	Step	Annual	Daily
1	MA+30	21	\$95,656	\$398.57
2	MA+30	37	\$99,755	\$415.65

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	46.08% (St. Tammany)

	DAILY - SPECIALIST				DAILY - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$328.93	\$336.59	(\$7.66)	(2.28%)	\$334.62	\$339.96	(\$5.34)	(1.57%)
Yr/Step 5/6	\$338.95	\$350.71	(\$11.76)	(3.35%)	\$347.36	\$354.15	(\$6.79)	(1.92%)
Yr/Step 10/11	\$362.15	\$366.62	(\$4.47)	(1.22%)	\$367.43	\$370.13	(\$2.71)	(0.73%)
Yr/Step 20/21	\$404.56	\$394.72	\$9.84	2.49%	\$408.95	\$398.35	\$10.60	2.66%
Yr/Step 26/27	\$422.57	\$405.52	\$17.05	4.21%	\$427.81	\$409.15	\$18.66	4.56%
End/High	\$422.57	\$423.38	(\$0.81)	(0.19%)	\$427.81	\$425.99	\$1.82	0.43%

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$291.58 (Tangipahoa)	\$383.45 (Ascension)
Ending	\$397.12 (Tangipahoa)	\$537.92 (St. Tammany)

NOTE(S):

*St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Instructional Supervisor - ANNUAL - MINIMUM

10% or more below peer average
 0.01%-9.99% below peer average
 0.01%-9.99% above peer average
 10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 104 level	1.65 index	Supervisor schedule	1.22 index
Degree Increase?	Yes	Yes	No	Yes	Yes	No	Yes

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$77,707	\$83,281	(\$5,574)	(6.69%)	\$77,872	\$83,423	(\$5,551)	(6.65%)
Yr/Step 5/6	\$80,112	\$86,770	(\$6,658)	(7.67%)	\$80,277	\$86,912	(\$6,635)	(7.63%)
Yr/Step 10/11	\$84,846	\$90,655	(\$5,809)	(6.41%)	\$85,798	\$90,797	(\$4,999)	(5.51%)
Yr/Step 20/21	\$93,927	\$97,485	(\$3,558)	(3.65%)	\$95,656	\$97,627	(\$1,971)	(2.02%)
Yr/Step 26/27	\$97,784	\$100,165	(\$2,381)	(2.38%)	\$99,755	\$100,307	(\$552)	(0.55%)
End/High	\$97,784	\$104,785	(\$7,001)	(6.68%)	\$99,755	\$104,926	(\$5,171)	(4.93%)

LPPS Employee Overview				
Emp	Degree	Step	Annual	Daily
1	MA	23	\$95,877	\$399.49
2	MA	25	\$95,877	\$399.49
3	MA	26	\$97,784	\$407.43
4	MA	27	\$97,784	\$407.43
5	MA	27	\$97,784	\$407.43
6	MA	38	\$97,784	\$407.43
7	MA+30	30	\$99,755	\$415.65

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$78,944	\$83,998	(\$5,054)	(6.02%)	\$80,309	\$85,007	(\$4,698)	(5.53%)
Yr/Step 5/6	\$81,347	\$87,500	(\$6,153)	(7.03%)	\$83,366	\$88,528	(\$5,162)	(5.83%)
Yr/Step 10/11	\$86,916	\$91,398	(\$4,482)	(4.90%)	\$88,182	\$92,444	(\$4,262)	(4.61%)
Yr/Step 20/21	\$97,094	\$98,249	(\$1,155)	(1.18%)	\$98,148	\$99,326	(\$1,178)	(1.19%)
Yr/Step 26/27	\$101,417	\$100,929	\$488	0.48%	\$102,675	\$102,006	\$669	0.66%
End/High	\$101,417	\$105,548	(\$4,131)	(3.91%)	\$102,675	\$106,359	(\$3,684)	(3.46%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	45.46% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$65,745 (Tangipahoa)	\$99,698 (Ascension)
Ending	\$89,048 (Tangipahoa)	\$118,797 (St. Tammany)

NOTE(S):
 *St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Instructional Supervisor - DAILY - MINIMUM

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 104 level	1.65 index	Supervisor schedule	1.22 index
Degree Increase?	Yes	Yes	No	Yes	Yes	No	Yes

	DAILY - MASTER'S				DAILY - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$323.78	\$327.97	(\$4.20)	(1.28%)	\$324.47	\$328.52	(\$4.05)	(1.23%)
Yr/Step 5/6	\$333.80	\$341.69	(\$7.89)	(2.31%)	\$334.49	\$342.23	(\$7.74)	(2.26%)
Yr/Step 10/11	\$353.53	\$357.05	(\$3.52)	(0.99%)	\$357.49	\$357.59	(\$0.10)	(0.03%)
Yr/Step 20/21	\$391.36	\$383.96	\$7.40	1.93%	\$398.57	\$384.50	\$14.06	3.66%
Yr/Step 26/27	\$407.43	\$394.40	\$13.04	3.31%	\$415.65	\$394.94	\$20.71	5.24%
End/High	\$407.43	\$412.13	(\$4.69)	(1.14%)	\$415.65	\$412.67	\$2.98	0.72%

LPPS Employee Overview				
Emp	Degree	Step	Annual	Daily
1	MA	23	\$95,877	\$399.49
2	MA	25	\$95,877	\$399.49
3	MA	26	\$97,784	\$407.43
4	MA	27	\$97,784	\$407.43
5	MA	27	\$97,784	\$407.43
6	MA	38	\$97,784	\$407.43
7	MA+30	30	\$99,755	\$415.65

	DAILY - SPECIALIST				DAILY - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$328.93	\$330.73	(\$1.80)	(0.54%)	\$334.62	\$334.61	\$0.02	0.00%
Yr/Step 5/6	\$338.95	\$344.49	(\$5.55)	(1.61%)	\$347.36	\$348.44	(\$1.08)	(0.31%)
Yr/Step 10/11	\$362.15	\$359.90	\$2.25	0.63%	\$367.43	\$363.92	\$3.50	0.96%
Yr/Step 20/21	\$404.56	\$386.89	\$17.67	4.57%	\$408.95	\$391.03	\$17.92	4.58%
Yr/Step 26/27	\$422.57	\$397.33	\$25.24	6.35%	\$427.81	\$401.47	\$26.34	6.56%
End/High	\$422.57	\$415.06	\$7.51	1.81%	\$427.81	\$418.17	\$9.64	2.31%

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	45.46% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$273.94 (Tangipahoa)	\$383.45 (Ascension)
Ending	\$371.03 (Tangipahoa)	\$455.16 (St. Tammany)

NOTE(S):

*St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Instructional Supervisor - ANNUAL - **MAXIMUM**

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 102 level	1.80 index	Supervisor schedule	1.26 index
Degree Increase?	Yes	Yes	No	Yes	Yes	No	Yes

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$77,707	\$86,028	(\$8,321)	(9.67%)	\$77,872	\$86,182	(\$8,310)	(9.64%)
Yr/Step 5/6	\$80,112	\$89,763	(\$9,651)	(10.75%)	\$80,277	\$89,917	(\$9,640)	(10.72%)
Yr/Step 10/11	\$84,846	\$93,894	(\$9,048)	(9.64%)	\$85,798	\$94,048	(\$8,250)	(8.77%)
Yr/Step 20/21	\$93,927	\$101,215	(\$7,288)	(7.20%)	\$95,656	\$101,370	(\$5,714)	(5.64%)
Yr/Step 26/27	\$97,784	\$104,190	(\$6,406)	(6.15%)	\$99,755	\$104,345	(\$4,590)	(4.40%)
End/High	\$97,784	\$109,460	(\$11,676)	(10.67%)	\$99,755	\$109,615	(\$9,860)	(9.00%)

LPPS Employee Overview				
Emp	Degree	Step	Annual	Daily
1	MA	23	\$95,877	\$399.49
2	MA	25	\$95,877	\$399.49
3	MA	26	\$97,784	\$407.43
4	MA	27	\$97,784	\$407.43
5	MA	27	\$97,784	\$407.43
6	MA	38	\$97,784	\$407.43
7	MA+30	30	\$99,755	\$415.65

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$78,944	\$86,774	(\$7,830)	(9.02%)	\$80,309	\$87,865	(\$7,556)	(8.60%)
Yr/Step 5/6	\$81,347	\$90,522	(\$9,175)	(10.14%)	\$83,366	\$91,632	(\$8,266)	(9.02%)
Yr/Step 10/11	\$86,916	\$94,665	(\$7,749)	(8.19%)	\$88,182	\$95,794	(\$7,612)	(7.95%)
Yr/Step 20/21	\$97,094	\$102,008	(\$4,914)	(4.82%)	\$98,148	\$103,168	(\$5,020)	(4.87%)
Yr/Step 26/27	\$101,417	\$104,983	(\$3,566)	(3.40%)	\$102,675	\$106,143	(\$3,468)	(3.27%)
End/High	\$101,417	\$110,253	(\$8,836)	(8.01%)	\$102,675	\$111,080	(\$8,405)	(7.57%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	45.46% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$65,745 (Tangipahoa)	\$99,698 (Ascension)
Ending	\$89,048 (Tangipahoa)	\$129,596 (St. Tammany)

NOTE(S):
*St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Instructional Supervisor - DAILY - **MAXIMUM**

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 102 level	1.80 index	Supervisor schedule	1.26 index
Degree Increase?	Yes	Yes	No	Yes	Yes	No	Yes

	DAILY - MASTER'S				DAILY - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$323.78	\$338.52	(\$14.74)	(4.35%)	\$324.47	\$339.11	(\$14.65)	(4.32%)
Yr/Step 5/6	\$333.80	\$353.18	(\$19.38)	(5.49%)	\$334.49	\$353.77	(\$19.28)	(5.45%)
Yr/Step 10/11	\$353.53	\$369.48	(\$15.96)	(4.32%)	\$357.49	\$370.08	(\$12.58)	(3.40%)
Yr/Step 20/21	\$391.36	\$398.28	(\$6.92)	(1.74%)	\$398.57	\$398.88	(\$0.31)	(0.08%)
Yr/Step 26/27	\$407.43	\$409.86	(\$2.42)	(0.59%)	\$415.65	\$410.45	\$5.20	1.27%
End/High	\$407.43	\$430.08	(\$22.65)	(5.27%)	\$415.65	\$430.67	(\$15.03)	(3.49%)

LPPS Employee Overview				
Emp	Degree	Step	Annual	Daily
1	MA	23	\$95,877	\$399.49
2	MA	25	\$95,877	\$399.49
3	MA	26	\$97,784	\$407.43
4	MA	27	\$97,784	\$407.43
5	MA	27	\$97,784	\$407.43
6	MA	38	\$97,784	\$407.43
7	MA+30	30	\$99,755	\$415.65

	DAILY - SPECIALIST				DAILY - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$328.93	\$341.39	(\$12.45)	(3.65%)	\$334.62	\$345.58	(\$10.96)	(3.17%)
Yr/Step 5/6	\$338.95	\$356.09	(\$17.15)	(4.82%)	\$347.36	\$360.36	(\$13.00)	(3.61%)
Yr/Step 10/11	\$362.15	\$372.45	(\$10.30)	(2.76%)	\$367.43	\$376.79	(\$9.36)	(2.48%)
Yr/Step 20/21	\$404.56	\$401.33	\$3.23	0.81%	\$408.95	\$405.79	\$3.16	0.78%
Yr/Step 26/27	\$422.57	\$412.90	\$9.67	2.34%	\$427.81	\$417.36	\$10.45	2.50%
End/High	\$422.57	\$433.13	(\$10.55)	(2.44%)	\$427.81	\$436.30	(\$8.49)	(1.95%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	45.46% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$273.94 (Tangipahoa)	\$383.45 (Ascension)
Ending	\$371.03 (Tangipahoa)	\$496.54 (St. Tammany)

NOTE(S):

*St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Director of Special Ed - ANNUAL - MINIMUM

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 104 level	1.80 index	Supervisor schedule	1.33 index
Degree Increase?	Yes	Yes	No	Yes	Yes	No	Yes

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$77,707	\$85,735	(\$8,028)	(9.36%)	\$77,872	\$85,890	(\$8,018)	(9.33%)
Yr/Step 5/6	\$80,112	\$89,333	(\$9,221)	(10.32%)	\$80,277	\$89,488	(\$9,211)	(10.29%)
Yr/Step 10/11	\$84,846	\$93,326	(\$8,480)	(9.09%)	\$85,798	\$93,481	(\$7,683)	(8.22%)
Yr/Step 20/21	\$93,927	\$100,373	(\$6,446)	(6.42%)	\$95,656	\$100,528	(\$4,872)	(4.85%)
Yr/Step 26/27	\$97,784	\$103,183	(\$5,399)	(5.23%)	\$99,755	\$103,338	(\$3,583)	(3.47%)
End/High	\$97,784	\$108,076	(\$10,292)	(9.52%)	\$99,755	\$108,231	(\$8,476)	(7.83%)

LPPS Employee Overview			
Degree	Step	Annual	Daily
DR	38	\$102,675	\$427.81

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	45.46% (St. Tammany)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$78,944	\$86,487	(\$7,543)	(8.72%)	\$80,309	\$87,518	(\$7,209)	(8.24%)
Yr/Step 5/6	\$81,347	\$90,098	(\$8,751)	(9.71%)	\$83,366	\$91,147	(\$7,781)	(8.54%)
Yr/Step 10/11	\$86,916	\$94,103	(\$7,187)	(7.64%)	\$88,182	\$95,172	(\$6,990)	(7.34%)
Yr/Step 20/21	\$97,094	\$101,171	(\$4,077)	(4.03%)	\$98,148	\$102,271	(\$4,123)	(4.03%)
Yr/Step 26/27	\$101,417	\$103,981	(\$2,564)	(2.47%)	\$102,675	\$105,081	(\$2,406)	(2.29%)
End/High	\$101,417	\$108,875	(\$7,458)	(6.85%)	\$102,675	\$109,707	(\$7,032)	(6.41%)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$65,745 (Tangipahoa)	\$99,698 (Ascension)
Ending	\$89,048 (Tangipahoa)	\$129,596 (St. Tammany)

NOTE(S):

*St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Director of Special Ed - DAILY - MINIMUM

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 104 level	1.80 index	Supervisor schedule	1.33 index
Degree Increase?	Yes	Yes	No	Yes	Yes	No	Yes

	DAILY - MASTER'S				DAILY - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$323.78	\$337.40	(\$13.62)	(4.04%)	\$324.47	\$337.99	(\$13.52)	(4.00%)
Yr/Step 5/6	\$333.80	\$351.53	(\$17.73)	(5.04%)	\$334.49	\$352.12	(\$17.63)	(5.01%)
Yr/Step 10/11	\$353.53	\$367.30	(\$13.78)	(3.75%)	\$357.49	\$367.89	(\$10.40)	(2.83%)
Yr/Step 20/21	\$391.36	\$395.04	(\$3.68)	(0.93%)	\$398.57	\$395.64	\$2.93	0.74%
Yr/Step 26/27	\$407.43	\$405.98	\$1.45	0.36%	\$415.65	\$406.57	\$9.07	2.23%
End/High	\$407.43	\$424.76	(\$17.33)	(4.08%)	\$415.65	\$425.35	(\$9.71)	(2.28%)

LPPS Employee Overview			
Degree	Step	Annual	Daily
DR	38	\$102,675	\$427.81

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	45.46% (St. Tammany)

	DAILY - SPECIALIST				DAILY - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$328.93	\$340.28	(\$11.35)	(3.34%)	\$334.62	\$344.25	(\$9.62)	(2.80%)
Yr/Step 5/6	\$338.95	\$354.46	(\$15.52)	(4.38%)	\$347.36	\$358.50	(\$11.14)	(3.11%)
Yr/Step 10/11	\$362.15	\$370.29	(\$8.14)	(2.20%)	\$367.43	\$374.39	(\$6.97)	(1.86%)
Yr/Step 20/21	\$404.56	\$398.11	\$6.45	1.62%	\$408.95	\$402.34	\$6.61	1.64%
Yr/Step 26/27	\$422.57	\$409.05	\$13.52	3.31%	\$427.81	\$413.27	\$14.54	3.52%
End/High	\$422.57	\$427.82	(\$5.25)	(1.23%)	\$427.81	\$431.03	(\$3.21)	(0.75%)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$273.94 (Tangipahoa)	\$383.45 (Ascension)
Ending	\$371.03 (Tangipahoa)	\$496.54 (St. Tammany)

NOTE(S):

*St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Director of Special Ed - ANNUAL - **MAXIMUM**

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 101 level	1.95 index	Supervisor schedule	1.41 index
Degree Increase?	Yes	Yes	No	Yes	Yes	No	Yes

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$77,707	\$90,591	(\$12,884)	(14.22%)	\$77,872	\$90,758	(\$12,886)	(14.20%)
Yr/Step 5/6	\$80,112	\$94,451	(\$14,339)	(15.18%)	\$80,277	\$94,619	(\$14,342)	(15.16%)
Yr/Step 10/11	\$84,846	\$98,707	(\$13,861)	(14.04%)	\$85,798	\$98,874	(\$13,076)	(13.23%)
Yr/Step 20/21	\$93,927	\$106,279	(\$12,352)	(11.62%)	\$95,656	\$106,446	(\$10,790)	(10.14%)
Yr/Step 26/27	\$97,784	\$109,404	(\$11,620)	(10.62%)	\$99,755	\$109,571	(\$9,816)	(8.96%)
End/High	\$97,784	\$114,961	(\$17,177)	(14.94%)	\$99,755	\$115,129	(\$15,374)	(13.35%)

LPPS Employee Overview			
Degree	Step	Annual	Daily
DR	38	\$102,675	\$427.81

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	45.46% (St. Tammany)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$78,944	\$91,376	(\$12,432)	(13.60%)	\$80,309	\$92,492	(\$12,183)	(13.17%)
Yr/Step 5/6	\$81,347	\$95,248	(\$13,901)	(14.59%)	\$83,366	\$96,384	(\$13,018)	(13.51%)
Yr/Step 10/11	\$86,916	\$99,517	(\$12,601)	(12.66%)	\$88,182	\$100,671	(\$12,489)	(12.41%)
Yr/Step 20/21	\$97,094	\$107,109	(\$10,015)	(9.35%)	\$98,148	\$108,295	(\$10,147)	(9.37%)
Yr/Step 26/27	\$101,417	\$110,234	(\$8,817)	(8.00%)	\$102,675	\$111,420	(\$8,745)	(7.85%)
End/High	\$101,417	\$115,792	(\$14,375)	(12.41%)	\$102,675	\$116,644	(\$13,969)	(11.98%)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$65,745 (Tangipahoa)	\$99,698 (Ascension)
Ending	\$89,048 (Tangipahoa)	\$140,396 (St. Tammany)

NOTE(S):

*St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Director of Special Ed - DAILY - **MAXIMUM**

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

[SEE PEER TITLES](#)

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa	Zachary
Days/Year	240	260	242	260	261	240	260
End/High Step	26	20	10	40	45	23	30
# of Step Tiers	18	21	11	41	46	23	31
Schedule Structure	1.65 index	Director schedule	CFO/HS Principal/ Director schedule	Admin schedule 101 level	1.95 index	Supervisor schedule	1.41 index
Degree Increase?	Yes	Yes	No	Yes	Yes	No	Yes

	DAILY - MASTER'S				DAILY - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$323.78	\$356.05	(\$32.27)	(9.06%)	\$324.47	\$356.69	(\$32.23)	(9.04%)
Yr/Step 5/6	\$333.80	\$371.19	(\$37.39)	(10.07%)	\$334.49	\$371.83	(\$37.35)	(10.04%)
Yr/Step 10/11	\$353.53	\$387.98	(\$34.45)	(8.88%)	\$357.49	\$388.62	(\$31.13)	(8.01%)
Yr/Step 20/21	\$391.36	\$417.74	(\$26.37)	(6.31%)	\$398.57	\$418.38	(\$19.81)	(4.74%)
Yr/Step 26/27	\$407.43	\$429.88	(\$22.45)	(5.22%)	\$415.65	\$430.53	(\$14.88)	(3.46%)
End/High	\$407.43	\$451.21	(\$43.78)	(9.70%)	\$415.65	\$451.85	(\$36.21)	(8.01%)

LPPS Employee Overview			
Degree	Step	Annual	Daily
DR	38	\$102,675	\$427.81

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.84%	6.68% (Central)	45.46% (St. Tammany)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$273.94 (Tangipahoa)	\$383.45 (Ascension)
Ending	\$371.03 (Tangipahoa)	\$537.92 (St. Tammany)

	DAILY - SPECIALIST				DAILY - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$328.93	\$359.07	(\$30.13)	(8.39%)	\$334.62	\$363.36	(\$28.74)	(7.91%)
Yr/Step 5/6	\$338.95	\$374.25	(\$35.31)	(9.43%)	\$347.36	\$378.62	(\$31.26)	(8.26%)
Yr/Step 10/11	\$362.15	\$391.09	(\$28.94)	(7.40%)	\$367.43	\$395.52	(\$28.10)	(7.10%)
Yr/Step 20/21	\$404.56	\$420.93	(\$16.37)	(3.89%)	\$408.95	\$425.48	(\$16.53)	(3.89%)
Yr/Step 26/27	\$422.57	\$433.07	(\$10.50)	(2.43%)	\$427.81	\$437.63	(\$9.82)	(2.24%)
End/High	\$422.57	\$454.40	(\$31.83)	(7.01%)	\$427.81	\$457.68	(\$29.87)	(6.53%)

NOTE(S):

*St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Director of Curriculum

	Livingston	Ascension	East Baton Rouge	St. Tammany*	Tangipahoa
Title	Director of Curriculum	Chief Instructional Director	Chief Academic Officer	Asst Sup't of Curriculum & Instruction	Director of Academics
Days/Year	240	260	260	261	240
End/High Step	26	20	N/A	45	23
# of Step Tiers	2	21		46	23
Schedule Structure	Director of Curriculum schedule	Executive Director schedule	Sr. Cabinet/Leadership Team flat salary	1.95 index	Director schedule
Increase for Degree?	No	Yes	No	Yes	No
ANNUAL					
MASTER'S	\$107,297 - \$107,897	\$105,341 - \$119,135	\$130,000	\$96,521 - \$140,396	\$69,979 - \$95,308
MASTER'S+30				\$97,525 - \$141,400	
SPECIALIST		\$107,448 - \$121,518		\$98,530 - \$142,405	
DOCTORATE		\$110,608 - \$125,092		\$99,534 - \$143,409	
DAILY					
MASTER'S	\$447.07 - \$449.57	\$405.16 - \$458.21	\$500.00	\$369.81 - \$537.92	\$291.58 - \$397.12
MASTER'S+30				\$373.66 - \$541.76	
SPECIALIST		\$413.26 - \$467.38		\$377.51 - \$545.61	
DOCTORATE		\$425.42 - \$481.12		\$381.36 - \$549.46	

Degree	Step	Annual	Daily
unknown	37	\$107,897	\$449.57

LPPS	Peer Low	Peer High
0.56%	0.00% (EBR)	45.46% (St. Tammany)

NOTE(S):

Central does not have a comparable position. Zachary's schedule for Chief Academic Officer was unavailable.

*St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Assistant Superintendent

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany*	Tangipahoa
Title	Asst Superintendent	Asst Superintendent	Asst Superintendent	Chief level	Asst Superintendent	Asst Superintendent
Days/Year	240	260	242	260	261	240
End/High Step	26	20	30	N/A	45	23
# of Step Tiers	2	21	27		46	23
Schedule Structure	Asst Sup't schedule	Asst Sup't schedule	1.70 index	Sr. Cabinet/Leadership Team flat salary	1.95 index	Asst Sup't schedule
Increase for Degree?	No	Yes	Yes	No	Yes	No
ANNUAL						
MASTER'S	\$117,297 - \$117,897	\$109,103 - \$123,525	\$85,850 - \$109,456	\$130,000	\$96,521 - \$140,396	\$84,861 - \$117,316
MASTER'S+30		\$111,285 - \$125,996	\$86,275 - \$109,881		\$97,525 - \$141,400	
SPECIALIST					\$98,530 - \$142,405	
DOCTORATE					\$114,558 - \$129,701	
DAILY						
MASTER'S	\$488.74 - \$491.24	\$419.63 - \$475.10	\$354.75 - \$452.30	\$500.00	\$369.81 - \$537.92	\$353.59 - \$488.82
MASTER'S+30		\$428.02 - \$484.60	\$356.51 - \$454.05		\$373.66 - \$541.76	
SPECIALIST					\$377.51 - \$545.61	
DOCTORATE					\$440.61 - \$498.85	

Emp	Degree	Step	Annual	Daily
1	unknown	25	\$117,897	\$491.24
2	unknown	37	\$117,897	\$491.24

LPPS	Peer Low	Peer High
0.51%	0.00% (EBR)	45.46% (St. Tammany)

NOTE(S):
Zachary does not have a comparable position.

*St. Tammany offers longevity pay for this position (\$250/yr of supervisory experience).



Peer Comparison: Superintendent

The following Superintendent salary information is from the most recent Annual Comprehensive Financial Reports for each school district for the fiscal year ended 6/30/22 (*specific report - Schedule of Compensation, Benefits, and Other Payments to Agency Head*).

Superintendent Salary (SY21-22)							
	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
SALARY	\$140,834	\$269,112*	\$154,873**	\$255,000	\$222,740	\$171,571	\$193,589
Other Pay							
Benefits	\$44,432	\$15,461		\$78,492	\$71,532	\$60,814	\$68,022
Allowances		\$9,600 (mileage) \$1,500 (phone)	\$14,400 (housing, car, phone)	\$10,000 (car) \$3,000 (electronic)	\$18,000 (car, phone)	\$12,000 (car) \$3,000 (technology)	\$9,600 (car)
Travel	\$3,015	\$7,100	\$2,567 (travel) \$1,935 (registration)		\$1,274 (travel reim.) \$1,040 (travel) \$321 (per diem) \$1,490 (registration)	\$3,557 (travel, meals, registration, lodging)	
Dues	\$830	\$1,230	\$600	\$1,070	\$600	\$600	
Other				\$1,200 (suppl.) \$10,000 (perform.) \$67,830 (tax- sheltered annuity)	\$6,682 (perform.) \$4,267 (unused vacation) \$140 (special meals)		\$12,000 (incentive)
Other Pay Total	\$48,277	\$34,891	\$19,502	\$171,592	\$105,346	\$79,971	\$89,622
GRAND TOTAL (Salary + Other Pay)	\$189,111	\$304,003	\$174,375**	\$426,592	\$328,086	\$251,542	\$283,211

NOTE(S):
 *Ascension's salary includes retirement and taxes.
 **Central's calculation does not include benefits and therefore is not a full compensation comparison.



Peer Position Matches: Central Office Leadership (1 of 2)

Below are the peer school system positions used in the previous comparisons. Every effort was made to match positions as closely as possible (considering duties, education requirements, hierarchy as appropriate, etc.) to each reviewed LPPS position, using peer salary schedules, job descriptions (where available), and other available documentation. In the case of multiple classes of positions for one role, the classification that aligns most similarly to the most common LPPS position is used. Un-matched positions are noted where applicable.

Livingston	<u>Business Manager</u>	<u>Supervisor of Human Resources</u>	<u>Instructional Supervisor</u>
Ascension	Director of Business Services	Director of Human Resources	Director of Primary Schools, Director of Middle Schools, Director of Secondary Education (same schedule)
Central	Chief Financial Officer	Director of Human Resources	Director of Instructional Development
East Baton Rouge	Chief Business Operations Officer or Chief Financial Officer (same schedule)	Director - Human Resources	MIN: Director – Instruction MAX: Executive Director - School Leadership
St. Tammany	Chief Financial Officer	Director of Human Resources - Employee Support Services	MIN: Supervisor of Instruction, Elementary or Supervisor of Instruction, Secondary (same schedule) MAX: Director of Instruction, Elementary or Director of Instruction, Secondary (same schedule)
Tangipahoa	Chief Financial Officer	Director of Human Resources	Supervisor of Curriculum and Instruction - Lower Elementary School, Upper Elementary School, Middle School, or High School (same schedule)
Zachary	Business Manager	Director of Human Resources	Supervisor of Early Childhood, Supervisor of Elementary Programs, Supervisor of Secondary Programs (same schedule)



Peer Position Matches: Central Office Leadership (2 of 2)

Below are the peer school system positions used in the previous comparisons. Every effort was made to match positions as closely as possible (considering duties, education requirements, hierarchy as appropriate, etc.) to each reviewed LPPS position, using peer salary schedules, job descriptions (where available), and other available documentation. In the case of multiple classes of positions for one role, the classification that aligns most similarly to the most common LPPS position is used. Un-matched positions are noted where applicable.

Livingston	<u>Director of Special Education</u>	<u>Director of Curriculum</u>	<u>Assistant Superintendent</u>
Ascension	Director of Special Education	Chief Instructional Director	Assistant Superintendent
Central	Director of Special Programs/EL Supervisor/504 Coordinator	no match	Assistant Superintendent
East Baton Rouge	MIN: Director - Exceptional Student Services MAX: Associate Superintendent, Exceptional Student Services	Chief Academic Officer	Senior Cabinet/Leadership Team - Chief level
St. Tammany	MIN: Director of Students with Exceptionalities MAX: Assistant Superintendent of Students with Exceptionalities and Federal Programs	Assistant Superintendent of Curriculum and Instruction	Assistant Superintendent
Tangipahoa	Special Education Coordinator	Director of Academics	Assistant Superintendent
Zachary	Director of Student Support Services	Chief Academic Officer (schedule unavailable)	no match

Benchmark Position Comparisons (23/24): Peer & Market

School Leadership - Assistant Principals



Schedule Structure Peer Comparison: Principal Designee

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Title	Principal Designee	Primary School Assistant Principal	Assistant Principal – Elementary School	Assistant Principal – Elementary School	Assistant Principal – PK-6 0-800 ADM	Assistant Principal – Elementary School	Assistant Principal – Elementary School
Days	202	202	222	202	200	197	202
Min/Max Criteria	Teacher Count* MIN: 23-32 teachers MAX: 33+ teachers	N/A	N/A	N/A	N/A	N/A	N/A
Schedule Structure	1.13 index (MIN) or 1.15 index (MAX)	Assistant Principal schedule based on Teacher schedule (from MA, step 24) x variable index 1.13-1.36	Teacher schedule x 1.28 index	Assistant Principal – Elementary schedule	Teacher schedule (advanced 2 pay levels (steps)) x 1.25 index x ADM % index 1.025	Teacher schedule x 1.11 index	Teacher schedule x 1.18 index
Increase for Degree?	Yes	Yes	Yes	No	Yes	Yes	Yes

LPPS Employee Overview – 23-32 teachers (1.13 index)				
Emp	Deg	Step	Annual	Daily
1	MA	21	\$64,979	\$321.68
2	MA	28	\$67,620	\$334.75

LPPS Employee Overview – 33+ teachers (1.15 index)									
Emp	Deg	Step	Annual	Daily	Emp	Deg	Step	Annual	Daily
1	BA	22	\$64,290	\$318.27	13	MA	21	\$66,078	\$327.12
2	MA	8	\$58,248	\$288.36	14	MA	22	\$66,078	\$327.12
3	MA	13	\$61,643	\$305.16	15	MA	25	\$67,437	\$333.85
4	MA	13	\$61,643	\$305.16	16	MA	26	\$68,766	\$340.43
5	MA	14	\$63,481	\$314.26	17	MA	28	\$68,766	\$340.43
6	MA	14	\$63,481	\$314.26	18	MA+30	20	\$67,283	\$333.08
7	MA	19	\$64,797	\$320.78	19	MA+30	27	\$70,140	\$347.23
8	MA	19	\$64,797	\$320.78	20	MA+30	27	\$70,140	\$347.23
9	MA	20	\$66,078	\$327.12	21	MA+30	27	\$70,140	\$347.23
10	MA	20	\$66,078	\$327.12	22	MA+30	28	\$70,140	\$347.23
11	MA	21	\$66,078	\$327.12	23	MA+30	31	\$70,140	\$347.23
12	MA	21	\$66,078	\$327.12	24	MA+30	39	\$70,140	\$347.23

NOTE(S):
 *LPPS also has a 1.11 index for Assistant Principals supervising 1-22 teachers; however, no employees are currently paid on that schedule.



Peer Comparison: Principal Designee (1.13 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	200	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	23-32 teachers 1.13 index	Primary School Asst Principal schedule	1.28 index	Asst Principal – Elem. schedule	1.25 index + 1.025 ADM %	1.11 index	1.18 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	ANNUAL – BACHELOR’S*				ANNUAL - MASTER’S				ANNUAL - MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$53,157	\$61,402	(\$8,245)	(13.43%)	\$53,682	\$63,344	(\$9,662)	(15.25%)	\$53,795	\$63,546	(\$9,751)	(15.35%)
Yr/Step 5/6	\$54,804	\$63,908	(\$9,104)	(14.25%)	\$55,329	\$66,105	(\$10,776)	(16.30%)	\$55,442	\$66,307	(\$10,865)	(16.39%)
Yr/Step 10/11	\$57,162	\$66,747	(\$9,585)	(14.36%)	\$58,571	\$69,219	(\$10,648)	(15.38%)	\$59,223	\$69,458	(\$10,235)	(14.74%)
Yr/Step 20/21	\$63,222	\$73,059	(\$9,837)	(13.46%)	\$64,979	\$75,415	(\$10,436)	(13.84%)	\$66,164	\$75,830	(\$9,666)	(12.75%)
Yr/Step 26/27	\$65,665	\$76,480	(\$10,815)	(14.14%)	\$67,620	\$78,251	(\$10,631)	(13.59%)	\$68,971	\$78,666	(\$9,695)	(12.32%)
End/High	\$65,665	\$81,043	(\$15,378)	(18.97%)	\$67,620	\$82,587	(\$14,967)	(18.12%)	\$68,971	\$83,003	(\$14,032)	(16.91%)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$54,528	\$64,183	(\$9,655)	(15.04%)	\$55,464	\$64,984	(\$9,520)	(14.65%)
Yr/Step 5/6	\$56,174	\$66,956	(\$10,782)	(16.10%)	\$57,558	\$67,776	(\$10,218)	(15.08%)
Yr/Step 10/11	\$59,988	\$70,205	(\$10,217)	(14.55%)	\$60,856	\$71,084	(\$10,228)	(14.39%)
Yr/Step 20/21	\$67,148	\$76,598	(\$9,450)	(12.34%)	\$67,870	\$77,564	(\$9,694)	(12.50%)
Yr/Step 26/27	\$70,108	\$79,434	(\$9,326)	(11.74%)	\$70,971	\$80,400	(\$9,429)	(11.73%)
End/High	\$70,108	\$83,770	(\$13,662)	(16.31%)	\$70,971	\$84,736	(\$13,765)	(16.24%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.96%	20.35% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$54,168 (Tangipahoa)	\$70,854 (Ascension)
Ending	\$69,988 (Tangipahoa)	\$92,247 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.



Peer Comparison: Principal Designee (1.13 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	200	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	23-32 teachers 1.13 index	Primary School Asst Principal schedule	1.28 index	Asst Principal – Elem. schedule	1.25 index + 1.025 ADM %	1.11 index	1.18 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	DAILY – BACHELOR’S*				DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$263.15	\$299.28	(\$36.12)	(12.07%)	\$265.75	\$310.45	(\$44.69)	(14.40%)	\$266.31	\$311.47	(\$45.15)	(14.50%)
Yr/Step 5/6	\$271.31	\$311.66	(\$40.36)	(12.95%)	\$273.91	\$324.10	(\$50.19)	(15.49%)	\$274.47	\$325.12	(\$50.65)	(15.58%)
Yr/Step 10/11	\$282.98	\$325.55	(\$42.57)	(13.08%)	\$289.96	\$339.41	(\$49.46)	(14.57%)	\$293.18	\$340.62	(\$47.44)	(13.93%)
Yr/Step 20/21	\$312.98	\$356.32	(\$43.34)	(12.16%)	\$321.68	\$369.77	(\$48.09)	(13.01%)	\$327.54	\$371.87	(\$44.32)	(11.92%)
Yr/Step 26/27	\$325.07	\$372.89	(\$47.81)	(12.82%)	\$334.75	\$383.56	(\$48.81)	(12.72%)	\$341.44	\$385.66	(\$44.22)	(11.47%)
End/High	\$325.07	\$395.35	(\$70.28)	(17.78%)	\$334.75	\$404.95	(\$70.20)	(17.33%)	\$341.44	\$407.05	(\$65.61)	(16.12%)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$269.94	\$314.62	(\$44.68)	(14.20%)	\$274.57	\$318.59	(\$44.01)	(13.81%)
Yr/Step 5/6	\$278.09	\$328.33	(\$50.24)	(15.30%)	\$284.94	\$332.39	(\$47.45)	(14.28%)
Yr/Step 10/11	\$296.97	\$344.33	(\$47.36)	(13.75%)	\$301.27	\$348.69	(\$47.42)	(13.60%)
Yr/Step 20/21	\$332.42	\$375.68	(\$43.26)	(11.52%)	\$335.99	\$380.47	(\$44.48)	(11.69%)
Yr/Step 26/27	\$347.07	\$389.47	(\$42.40)	(10.89%)	\$351.34	\$394.27	(\$42.93)	(10.89%)
End/High	\$347.07	\$410.86	(\$63.79)	(15.53%)	\$351.34	\$415.66	(\$64.31)	(15.47%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.96%	20.35% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$274.96 (Tangipahoa)	\$350.76 (Ascension)
Ending	\$355.27 (Tangipahoa)	\$461.24 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.



Peer Comparison: Principal Designee (1.15 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	200	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	33+ teachers 1.15 index	Primary School Asst Principal schedule	1.28 index	Asst Principal – Elem. schedule	1.25 index + 1.025 ADM %	1.11 index	1.18 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	ANNUAL – BACHELOR’S*				ANNUAL - MASTER’S				ANNUAL - MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$54,057	\$61,402	(\$7,345)	(11.96%)	\$54,591	\$63,344	(\$8,753)	(13.82%)	\$54,706	\$63,546	(\$8,840)	(13.91%)
Yr/Step 5/6	\$55,733	\$63,908	(\$8,175)	(12.79%)	\$56,268	\$66,105	(\$9,837)	(14.88%)	\$56,383	\$66,307	(\$9,924)	(14.97%)
Yr/Step 10/11	\$58,133	\$66,747	(\$8,614)	(12.91%)	\$59,567	\$69,219	(\$9,652)	(13.94%)	\$60,231	\$69,458	(\$9,227)	(13.28%)
Yr/Step 20/21	\$64,290	\$73,059	(\$8,769)	(12.00%)	\$66,078	\$75,415	(\$9,337)	(12.38%)	\$67,283	\$75,830	(\$8,547)	(11.27%)
Yr/Step 26/27	\$66,776	\$76,480	(\$9,704)	(12.69%)	\$68,766	\$78,251	(\$9,485)	(12.12%)	\$70,140	\$78,666	(\$8,526)	(10.84%)
End/High	\$66,776	\$81,043	(\$14,267)	(17.60%)	\$68,766	\$82,587	(\$13,821)	(16.74%)	\$70,140	\$83,003	(\$12,863)	(15.50%)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$55,452	\$64,183	(\$8,731)	(13.60%)	\$56,405	\$64,984	(\$8,579)	(13.20%)
Yr/Step 5/6	\$57,128	\$66,956	(\$9,828)	(14.68%)	\$58,536	\$67,776	(\$9,240)	(13.63%)
Yr/Step 10/11	\$61,009	\$70,205	(\$9,196)	(13.10%)	\$61,892	\$71,084	(\$9,192)	(12.93%)
Yr/Step 20/21	\$68,285	\$76,598	(\$8,313)	(10.85%)	\$69,020	\$77,564	(\$8,544)	(11.01%)
Yr/Step 26/27	\$71,298	\$79,434	(\$8,136)	(10.24%)	\$72,175	\$80,400	(\$8,225)	(10.23%)
End/High	\$71,298	\$83,770	(\$12,472)	(14.89%)	\$72,175	\$84,736	(\$12,561)	(14.82%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.97%	20.35% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$54,168 (Tangipahoa)	\$70,854 (Ascension)
Ending	\$69,988 (Tangipahoa)	\$92,247 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.



Peer Comparison: Principal Designee (1.15 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	200	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	33+ teachers 1.15 index	Primary School Asst Principal schedule	1.28 index	Asst Principal – Elem. schedule	1.25 index + 1.025 ADM %	1.11 index	1.18 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	DAILY – BACHELOR’S*				DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$267.61	\$299.28	(\$31.67)	(10.58%)	\$270.25	\$310.45	(\$40.19)	(12.95%)	\$270.82	\$311.47	(\$40.64)	(13.05%)
Yr/Step 5/6	\$275.91	\$311.66	(\$35.76)	(11.47%)	\$278.55	\$324.10	(\$45.55)	(14.05%)	\$279.12	\$325.12	(\$46.00)	(14.15%)
Yr/Step 10/11	\$287.79	\$325.55	(\$37.77)	(11.60%)	\$294.89	\$339.41	(\$44.53)	(13.12%)	\$298.17	\$340.62	(\$42.45)	(12.46%)
Yr/Step 20/21	\$318.27	\$356.32	(\$38.05)	(10.68%)	\$327.12	\$369.77	(\$42.65)	(11.53%)	\$333.08	\$371.87	(\$38.78)	(10.43%)
Yr/Step 26/27	\$330.57	\$372.89	(\$42.31)	(11.35%)	\$340.43	\$383.56	(\$43.13)	(11.25%)	\$347.23	\$385.66	(\$38.43)	(9.97%)
End/High	\$330.57	\$395.35	(\$64.78)	(16.39%)	\$340.43	\$404.95	(\$64.52)	(15.93%)	\$347.23	\$407.05	(\$59.82)	(14.70%)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$274.51	\$314.62	(\$40.10)	(12.75%)	\$279.23	\$318.59	(\$39.35)	(12.35%)
Yr/Step 5/6	\$282.81	\$328.33	(\$45.52)	(13.86%)	\$289.78	\$332.39	(\$42.61)	(12.82%)
Yr/Step 10/11	\$302.02	\$344.33	(\$42.30)	(12.29%)	\$306.40	\$348.69	(\$42.29)	(12.13%)
Yr/Step 20/21	\$338.04	\$375.68	(\$37.63)	(10.02%)	\$341.68	\$380.47	(\$38.79)	(10.20%)
Yr/Step 26/27	\$352.96	\$389.47	(\$36.51)	(9.37%)	\$357.30	\$394.27	(\$36.96)	(9.38%)
End/High	\$352.96	\$410.86	(\$57.90)	(14.09%)	\$357.30	\$415.66	(\$58.35)	(14.04%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.96%	20.35% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$274.96 (Tangipahoa)	\$350.76 (Ascension)
Ending	\$355.27 (Tangipahoa)	\$461.24 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.



Schedule Structure Peer Comparison: Assistant Principal - Jr High

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Title	Assistant Principal – Jr High	Middle School Assistant Principal	Assistant Principal – Middle School	Assistant Principal – Middle School	Assistant Principal – 7-8 0-800 ADM	Assistant Principal – Jr High School	Assistant Principal – Middle School
Days	202	202	222	202	200	197	202
Min/Max Criteria	Teacher Count* MIN: 23-32 teachers MAX: 33+ teachers	N/A	N/A	N/A	N/A	N/A	N/A
Schedule Structure	1.19 index (MIN) or 1.21 index (MAX)	Assistant Principal schedule based on Teacher schedule (from MA, step 24) x variable index 1.16-1.39	Teacher schedule x 1.30 index	Assistant Principal – Middle schedule	Teacher schedule (advanced 2 pay levels (steps)) x 1.25 index x ADM % index 1.025	Teacher schedule x 1.13 index	Teacher schedule x 1.20 index
Increase for Degree?	Yes	Yes	Yes	No	Yes	Yes	Yes

LPPS Employee Overview – 23-32 teachers (1.19 index)				
Emp	Deg	Step	Annual	Daily
1	MA	24	\$69,682	\$344.96

LPPS Employee Overview – 33+ teachers (1.21 index)				
Emp	Deg	Step	Annual	Daily
1	BA	17	\$59,691	\$295.50
2	MA	8	\$61,168	\$302.81
3	MA	13	\$64,740	\$320.50
4	MA	17	\$68,027	\$336.77
5	MA	18	\$68,027	\$336.77
6	MA	23	\$70,805	\$350.52
7	MA	24	\$70,805	\$350.52
8	MA	25	\$70,805	\$350.52
9	MA	26	\$72,203	\$357.44
10	MA	27	\$72,203	\$357.44
11	MA	27	\$72,203	\$357.44

NOTE(S):
 *LPPS also has a 1.17 index for Assistant Principals supervising 1-22 teachers; however, no employees are currently paid on that schedule.



Peer Comparison: Assistant Principal - Jr High (1.19 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	200	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	23-32 teachers 1.19 index	Middle School Asst Principal schedule	1.30 index	Asst Principal – Middle schedule	1.25 index + 1.025 ADM %	1.13 index	1.20 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	ANNUAL – BACHELOR’S*				ANNUAL - MASTER’S				ANNUAL - MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$55,858	\$62,164	(\$6,306)	(10.14%)	\$56,410	\$64,453	(\$8,043)	(12.48%)	\$56,529	\$64,657	(\$8,128)	(12.57%)
Yr/Step 5/6	\$57,592	\$64,700	(\$7,108)	(10.99%)	\$58,145	\$67,338	(\$9,193)	(13.65%)	\$58,264	\$67,542	(\$9,278)	(13.74%)
Yr/Step 10/11	\$60,075	\$67,573	(\$7,498)	(11.10%)	\$61,559	\$70,371	(\$8,812)	(12.52%)	\$62,246	\$70,613	(\$8,367)	(11.85%)
Yr/Step 20/21	\$66,425	\$73,964	(\$7,539)	(10.19%)	\$68,276	\$76,620	(\$8,344)	(10.89%)	\$69,523	\$77,041	(\$7,518)	(9.76%)
Yr/Step 26/27	\$68,998	\$77,426	(\$8,428)	(10.89%)	\$71,057	\$79,483	(\$8,426)	(10.60%)	\$72,479	\$79,904	(\$7,425)	(9.29%)
End/High	\$68,998	\$82,019	(\$13,021)	(15.88%)	\$71,057	\$83,840	(\$12,783)	(15.25%)	\$72,479	\$84,261	(\$11,782)	(13.98%)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$57,301	\$65,305	(\$8,004)	(12.26%)	\$58,287	\$66,121	(\$7,834)	(11.85%)
Yr/Step 5/6	\$59,035	\$68,204	(\$9,169)	(13.44%)	\$60,492	\$69,042	(\$8,550)	(12.38%)
Yr/Step 10/11	\$63,051	\$71,372	(\$8,321)	(11.66%)	\$63,965	\$72,267	(\$8,302)	(11.49%)
Yr/Step 20/21	\$70,559	\$77,821	(\$7,262)	(9.33%)	\$71,320	\$78,804	(\$7,484)	(9.50%)
Yr/Step 26/27	\$73,677	\$80,685	(\$7,008)	(8.69%)	\$74,585	\$81,667	(\$7,082)	(8.67%)
End/High	\$73,677	\$85,042	(\$11,365)	(13.36%)	\$74,585	\$86,024	(\$11,439)	(13.30%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.97%	19.83% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$55,144 (Tangipahoa)	\$72,735 (Ascension)
Ending	\$71,249 (Tangipahoa)	\$92,247 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.



Peer Comparison: Assistant Principal - Jr High (1.19 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	200	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	23-32 teachers 1.19 index	Middle School Asst Principal schedule	1.30 index	Asst Principal – Middle schedule	1.25 index + 1.025 ADM %	1.13 index	1.20 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	DAILY – BACHELOR’S*				DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$276.52	\$302.97	(\$26.44)	(8.73%)	\$279.26	\$315.88	(\$36.63)	(11.59%)	\$279.85	\$316.91	(\$37.06)	(11.70%)
Yr/Step 5/6	\$285.11	\$315.50	(\$30.39)	(9.63%)	\$287.85	\$330.15	(\$42.30)	(12.81%)	\$288.44	\$331.18	(\$42.74)	(12.91%)
Yr/Step 10/11	\$297.40	\$329.56	(\$32.15)	(9.76%)	\$304.75	\$345.06	(\$40.31)	(11.68%)	\$308.15	\$346.28	(\$38.13)	(11.01%)
Yr/Step 20/21	\$328.84	\$360.70	(\$31.87)	(8.83%)	\$338.00	\$375.67	(\$37.67)	(10.03%)	\$344.17	\$377.80	(\$33.62)	(8.90%)
Yr/Step 26/27	\$341.57	\$377.47	(\$35.90)	(9.51%)	\$351.77	\$389.59	(\$37.83)	(9.71%)	\$358.81	\$391.72	(\$32.91)	(8.40%)
End/High	\$341.57	\$400.09	(\$58.51)	(14.62%)	\$351.77	\$411.08	(\$59.31)	(14.43%)	\$358.81	\$413.21	(\$54.40)	(13.17%)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$283.67	\$320.12	(\$36.45)	(11.39%)	\$288.55	\$324.16	(\$35.61)	(10.99%)
Yr/Step 5/6	\$292.25	\$334.45	(\$42.20)	(12.62%)	\$299.47	\$338.61	(\$39.14)	(11.56%)
Yr/Step 10/11	\$312.13	\$350.05	(\$37.91)	(10.83%)	\$316.66	\$354.48	(\$37.83)	(10.67%)
Yr/Step 20/21	\$349.30	\$381.67	(\$32.37)	(8.48%)	\$353.07	\$386.55	(\$33.48)	(8.66%)
Yr/Step 26/27	\$364.74	\$395.60	(\$30.86)	(7.80%)	\$369.23	\$400.48	(\$31.24)	(7.80%)
End/High	\$364.74	\$417.08	(\$52.35)	(12.55%)	\$369.23	\$421.96	(\$52.73)	(12.50%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.97%	19.83% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$279.92 (Tangipahoa)	\$360.07 (Ascension)
Ending	\$361.67 (Tangipahoa)	\$461.24 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.



Peer Comparison: Assistant Principal - Jr High (1.21 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	200	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	33+ teachers 1.21 index	Middle School Asst Principal schedule	1.30 index	Asst Principal – Middle schedule	1.25 index + 1.025 ADM %	1.13 index	1.20 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	ANNUAL – BACHELOR’S*				ANNUAL - MASTER’S				ANNUAL - MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$56,758	\$62,164	(\$5,406)	(8.70%)	\$57,320	\$64,453	(\$7,133)	(11.07%)	\$57,440	\$64,657	(\$7,217)	(11.16%)
Yr/Step 5/6	\$58,521	\$64,700	(\$6,179)	(9.55%)	\$59,084	\$67,338	(\$8,254)	(12.26%)	\$59,204	\$67,542	(\$8,338)	(12.34%)
Yr/Step 10/11	\$61,046	\$67,573	(\$6,527)	(9.66%)	\$62,556	\$70,371	(\$7,815)	(11.11%)	\$63,253	\$70,613	(\$7,360)	(10.42%)
Yr/Step 20/21	\$67,493	\$73,964	(\$6,471)	(8.75%)	\$69,375	\$76,620	(\$7,245)	(9.46%)	\$70,642	\$77,041	(\$6,399)	(8.31%)
Yr/Step 26/27	\$70,109	\$77,426	(\$7,317)	(9.45%)	\$72,203	\$79,483	(\$7,280)	(9.16%)	\$73,648	\$79,904	(\$6,256)	(7.83%)
End/High	\$70,109	\$82,019	(\$11,910)	(14.52%)	\$72,203	\$83,840	(\$11,637)	(13.88%)	\$73,648	\$84,261	(\$10,613)	(12.60%)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$58,226	\$65,305	(\$7,079)	(10.84%)	\$59,228	\$66,121	(\$6,893)	(10.43%)
Yr/Step 5/6	\$59,989	\$68,204	(\$8,215)	(12.04%)	\$61,470	\$69,042	(\$7,572)	(10.97%)
Yr/Step 10/11	\$64,073	\$71,372	(\$7,299)	(10.23%)	\$65,002	\$72,267	(\$7,265)	(10.05%)
Yr/Step 20/21	\$71,697	\$77,821	(\$6,124)	(7.87%)	\$72,470	\$78,804	(\$6,334)	(8.04%)
Yr/Step 26/27	\$74,867	\$80,685	(\$5,818)	(7.21%)	\$75,791	\$81,667	(\$5,876)	(7.20%)
End/High	\$74,867	\$85,042	(\$10,175)	(11.96%)	\$75,791	\$86,024	(\$10,233)	(11.90%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.96%	19.83% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$55,144 (Tangipahoa)	\$72,735 (Ascension)
Ending	\$71,249 (Tangipahoa)	\$92,247 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.



Peer Comparison: Assistant Principal - Jr High (1.21 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	200	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	33+ teachers 1.21 index	Middle School Asst Principal schedule	1.30 index	Asst Principal – Middle schedule	1.25 index + 1.025 ADM %	1.13 index	1.20 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	DAILY – BACHELOR’S*				DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$280.98	\$302.97	(\$21.99)	(7.26%)	\$283.76	\$315.88	(\$32.12)	(10.17%)	\$284.36	\$316.91	(\$32.55)	(10.27%)
Yr/Step 5/6	\$289.71	\$315.50	(\$25.79)	(8.17%)	\$292.50	\$330.15	(\$37.65)	(11.40%)	\$293.09	\$331.18	(\$38.09)	(11.50%)
Yr/Step 10/11	\$302.21	\$329.56	(\$27.35)	(8.30%)	\$309.68	\$345.06	(\$35.37)	(10.25%)	\$313.13	\$346.28	(\$33.14)	(9.57%)
Yr/Step 20/21	\$334.12	\$360.70	(\$26.58)	(7.37%)	\$343.44	\$375.67	(\$32.23)	(8.58%)	\$349.71	\$377.80	(\$28.08)	(7.43%)
Yr/Step 26/27	\$347.07	\$377.47	(\$30.40)	(8.05%)	\$357.44	\$389.59	(\$32.15)	(8.25%)	\$364.59	\$391.72	(\$27.13)	(6.93%)
End/High	\$347.07	\$400.09	(\$53.01)	(13.25%)	\$357.44	\$411.08	(\$53.64)	(13.05%)	\$364.59	\$413.21	(\$48.61)	(11.77%)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$288.25	\$320.12	(\$31.87)	(9.96%)	\$293.21	\$324.16	(\$30.95)	(9.55%)
Yr/Step 5/6	\$296.98	\$334.45	(\$37.48)	(11.21%)	\$304.31	\$338.61	(\$34.30)	(10.13%)
Yr/Step 10/11	\$317.19	\$350.05	(\$32.85)	(9.39%)	\$321.79	\$354.48	(\$32.69)	(9.22%)
Yr/Step 20/21	\$354.94	\$381.67	(\$26.74)	(7.00%)	\$358.76	\$386.55	(\$27.79)	(7.19%)
Yr/Step 26/27	\$370.63	\$395.60	(\$24.97)	(6.31%)	\$375.20	\$400.48	(\$25.27)	(6.31%)
End/High	\$370.63	\$417.08	(\$46.45)	(11.14%)	\$375.20	\$421.96	(\$46.76)	(11.08%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.96%	19.83% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$279.92 (Tangipahoa)	\$360.07 (Ascension)
Ending	\$361.67 (Tangipahoa)	\$461.24 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.



Schedule Structure Peer Comparison: Assistant Principal - High

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Title	Assistant Principal – High	High School Assistant Principal	Assistant Principal – High School	Assistant Principal – High School	Assistant Principal – 9-12	Assistant Principal – High School	Assistant Principal – High School
Days	202	202	222	202	210	197	202
Min/Max Criteria	Teacher Count* MIN: 23-32 teachers MAX: 72+ teachers	N/A	N/A	N/A	ADM MIN: 0-800 ADM MAX: 1,601+	N/A	N/A
Schedule Structure	1.24 index (MIN) or 1.32 index (MAX)	Assistant Principal schedule based on Teacher schedule (from MA, step 24) x variable index 1.23-1.46	Teacher schedule x 1.35 index	Assistant Principal – High schedule	Teacher schedule (advanced 2 pay levels (steps)) x 1.25 index x ADM % index 1.10 (MIN) or 1.15 (MAX)	Teacher schedule x 1.19 index	Teacher schedule x 1.22 index
Increase for Degree?	Yes	Yes	Yes	No	Yes	Yes	Yes

LPPS Employee Overview – 23-32 teachers (1.24 index)				
Emp	Deg	Step	Annual	Daily
1	MA	23	\$72,489	\$358.86
2	MA+30	18	\$70,854	\$350.76
3	MA+30	23	\$73,882	\$365.75

LPPS Employee Overview – 33-45 teachers (1.26 index)				
Emp	Deg	Step	Annual	Daily
1	MA	21	\$72,122	\$357.04
2	MA	22	\$72,122	\$357.04
3	MA	24	\$73,611	\$364.41
4	MA+30	34	\$76,572	\$379.07

LPPS Employee Overview – 59-71 teachers (1.30 index)				
Emp	Deg	Step	Annual	Daily
1	MA	20	\$74,321	\$367.93

LPPS Employee Overview – 72+ teachers (1.32 index)				
Emp	Deg	Step	Annual	Daily
1	BA	13	\$68,705	\$340.12
2	BA	20	\$73,368	\$363.21
3	MA	7	\$65,760	\$325.54
4	MA	11	\$68,793	\$340.56
5	MA	19	\$73,949	\$366.08
6	MA	21	\$75,420	\$373.37
7	MA	22	\$75,420	\$373.37
8	MA	25	\$76,980	\$381.09
9	MA+30	13	\$71,520	\$354.06
10	DR	24	\$80,626	\$399.14
11	DR	25	\$80,626	\$399.14

NOTE(S):
*LPPS also has a 1.22 index for Assistant Principals supervising 1-22 teachers and a 1.28 index for supervising 46-58 teachers; however, no employees are currently paid on those schedules.



Peer Comparison: Assistant Principal - High (1.24 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	210	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	23-32 teachers 1.24 index	High School Asst Principal schedule	1.35 index	Asst Principal – High schedule	1.25 index + 1.10 ADM %	1.19 index	1.22 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	ANNUAL – BACHELOR’S*				ANNUAL - MASTER’S				ANNUAL - MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$58,110	\$64,946	(\$6,836)	(10.53%)	\$58,684	\$67,532	(\$8,848)	(13.10%)	\$58,808	\$67,749	(\$8,941)	(13.20%)
Yr/Step 5/6	\$59,916	\$67,600	(\$7,684)	(11.37%)	\$60,492	\$70,588	(\$10,096)	(14.30%)	\$60,616	\$70,805	(\$10,189)	(14.39%)
Yr/Step 10/11	\$62,504	\$70,605	(\$8,101)	(11.47%)	\$64,050	\$73,803	(\$9,753)	(13.22%)	\$64,765	\$74,060	(\$9,295)	(12.55%)
Yr/Step 20/21	\$69,095	\$77,288	(\$8,193)	(10.60%)	\$71,023	\$80,433	(\$9,410)	(11.70%)	\$72,323	\$80,878	(\$8,555)	(10.58%)
Yr/Step 26/27	\$71,776	\$80,904	(\$9,128)	(11.28%)	\$73,921	\$83,510	(\$9,589)	(11.48%)	\$75,403	\$83,955	(\$8,552)	(10.19%)
End/High	\$71,776	\$85,764	(\$13,988)	(16.31%)	\$73,921	\$88,303	(\$14,382)	(16.29%)	\$75,403	\$88,749	(\$13,346)	(15.04%)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$59,613	\$68,431	(\$8,818)	(12.89%)	\$60,640	\$69,291	(\$8,651)	(12.48%)
Yr/Step 5/6	\$61,420	\$71,502	(\$10,082)	(14.10%)	\$62,938	\$72,384	(\$9,446)	(13.05%)
Yr/Step 10/11	\$65,605	\$74,858	(\$9,253)	(12.36%)	\$66,557	\$75,799	(\$9,242)	(12.19%)
Yr/Step 20/21	\$73,403	\$81,697	(\$8,294)	(10.15%)	\$74,196	\$82,728	(\$8,532)	(10.31%)
Yr/Step 26/27	\$76,652	\$84,774	(\$8,122)	(9.58%)	\$77,598	\$85,805	(\$8,207)	(9.57%)
End/High	\$76,652	\$89,568	(\$12,916)	(14.42%)	\$77,598	\$90,599	(\$13,001)	(14.35%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.96%	18.70% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$58,072 (Tangipahoa)	\$77,125 (Ascension)
Ending	\$75,032 (Tangipahoa)	\$98,997 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.



Peer Comparison: Assistant Principal - High (1.24 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	210	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	23-32 teachers 1.24 index	High School Asst Principal schedule	1.35 index	Asst Principal – High schedule	1.25 index + 1.10 ADM %	1.19 index	1.22 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	DAILY – BACHELOR’S*				DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$287.67	\$312.52	(\$24.84)	(7.95%)	\$290.51	\$328.28	(\$37.77)	(11.50%)	\$291.13	\$329.35	(\$38.22)	(11.60%)
Yr/Step 5/6	\$296.61	\$325.43	(\$28.82)	(8.85%)	\$299.47	\$343.26	(\$43.80)	(12.76%)	\$300.08	\$344.33	(\$44.25)	(12.85%)
Yr/Step 10/11	\$309.43	\$339.93	(\$30.51)	(8.97%)	\$317.08	\$358.93	(\$41.85)	(11.66%)	\$320.62	\$360.20	(\$39.58)	(10.99%)
Yr/Step 20/21	\$342.05	\$372.10	(\$30.05)	(8.08%)	\$351.60	\$391.15	(\$39.55)	(10.11%)	\$358.03	\$393.37	(\$35.34)	(8.98%)
Yr/Step 26/27	\$355.33	\$389.37	(\$34.05)	(8.74%)	\$365.95	\$405.96	(\$40.01)	(9.86%)	\$373.28	\$408.18	(\$34.90)	(8.55%)
End/High	\$355.33	\$412.61	(\$57.29)	(13.88%)	\$365.95	\$429.14	(\$63.20)	(14.73%)	\$373.28	\$431.37	(\$58.08)	(13.47%)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$295.11	\$332.70	(\$37.58)	(11.30%)	\$300.20	\$336.93	(\$36.73)	(10.90%)
Yr/Step 5/6	\$304.06	\$347.75	(\$43.69)	(12.56%)	\$311.57	\$352.09	(\$40.52)	(11.51%)
Yr/Step 10/11	\$324.78	\$364.13	(\$39.36)	(10.81%)	\$329.49	\$368.77	(\$39.28)	(10.65%)
Yr/Step 20/21	\$363.38	\$397.41	(\$34.03)	(8.56%)	\$367.31	\$402.50	(\$35.20)	(8.74%)
Yr/Step 26/27	\$379.47	\$412.22	(\$32.75)	(7.95%)	\$384.15	\$417.31	(\$33.17)	(7.95%)
End/High	\$379.47	\$435.40	(\$55.94)	(12.85%)	\$384.15	\$440.50	(\$56.35)	(12.79%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.96%	18.70% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$294.78 (Tangipahoa)	\$381.81 (Ascension)
Ending	\$380.87 (Tangipahoa)	\$471.42 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.



Peer Comparison: Assistant Principal - High (1.32 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	210	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	72+ teachers 1.32 index	High School Asst Principal schedule	1.35 index	Asst Principal – High schedule	1.25 index + 1.15 ADM %	1.19 index	1.22 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	ANNUAL – BACHELOR’S*				ANNUAL - MASTER’S				ANNUAL - MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$61,711	\$65,727	(\$4,016)	(6.11%)	\$62,323	\$68,058	(\$5,735)	(8.43%)	\$62,455	\$68,281	(\$5,826)	(8.53%)
Yr/Step 5/6	\$63,634	\$68,420	(\$4,786)	(7.00%)	\$64,248	\$71,140	(\$6,892)	(9.69%)	\$64,380	\$71,363	(\$6,983)	(9.78%)
Yr/Step 10/11	\$66,389	\$71,464	(\$5,075)	(7.10%)	\$68,035	\$74,381	(\$6,346)	(8.53%)	\$68,796	\$74,643	(\$5,847)	(7.83%)
Yr/Step 20/21	\$73,368	\$78,225	(\$4,857)	(6.21%)	\$75,420	\$81,063	(\$5,643)	(6.96%)	\$76,803	\$81,514	(\$4,711)	(5.78%)
Yr/Step 26/27	\$76,221	\$81,889	(\$5,668)	(6.92%)	\$78,504	\$84,171	(\$5,667)	(6.73%)	\$80,082	\$84,622	(\$4,540)	(5.37%)
End/High	\$76,221	\$86,880	(\$10,659)	(12.27%)	\$78,504	\$89,053	(\$10,549)	(11.85%)	\$80,082	\$89,504	(\$9,422)	(10.53%)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$63,312	\$68,968	(\$5,656)	(8.20%)	\$64,405	\$69,833	(\$5,428)	(7.77%)
Yr/Step 5/6	\$65,235	\$72,064	(\$6,829)	(9.48%)	\$66,851	\$72,952	(\$6,101)	(8.36%)
Yr/Step 10/11	\$69,690	\$75,447	(\$5,757)	(7.63%)	\$70,704	\$76,393	(\$5,689)	(7.45%)
Yr/Step 20/21	\$77,953	\$82,338	(\$4,385)	(5.33%)	\$78,796	\$83,375	(\$4,579)	(5.49%)
Yr/Step 26/27	\$81,411	\$85,446	(\$4,035)	(4.72%)	\$82,418	\$86,483	(\$4,065)	(4.70%)
End/High	\$81,411	\$90,328	(\$8,917)	(9.87%)	\$82,418	\$91,365	(\$8,947)	(9.79%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.96%	18.70% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$58,072 (Tangipahoa)	\$77,125 (Ascension)
Ending	\$75,032 (Tangipahoa)	\$103,497 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.



Peer Comparison: Assistant Principal - High (1.32 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	202	202	222	202	210	197	202
End/High Step	26	20	30	40	45	30	30
# of Step Tiers	18	21	27	41	46	31	31
Schedule Structure	72+ teachers 1.32 index	High School Asst Principal schedule	1.35 index	Asst Principal – High schedule	1.25 index + 1.15 ADM %	1.19 index	1.22 index
Degree Increase?	Yes	Yes	Yes	No	Yes	Yes	Yes

	DAILY – BACHELOR’S*				DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$305.50	\$316.23	(\$10.73)	(3.39%)	\$308.53	\$330.79	(\$22.26)	(6.73%)	\$309.18	\$331.88	(\$22.70)	(6.84%)
Yr/Step 5/6	\$315.02	\$329.34	(\$14.32)	(4.35%)	\$318.06	\$345.89	(\$27.83)	(8.05%)	\$318.71	\$346.98	(\$28.27)	(8.15%)
Yr/Step 10/11	\$328.66	\$344.02	(\$15.36)	(4.47%)	\$336.81	\$361.69	(\$24.88)	(6.88%)	\$340.57	\$362.98	(\$22.40)	(6.17%)
Yr/Step 20/21	\$363.21	\$376.56	(\$13.36)	(3.55%)	\$373.37	\$394.15	(\$20.78)	(5.27%)	\$380.21	\$396.40	(\$16.18)	(4.08%)
Yr/Step 26/27	\$377.33	\$394.06	(\$16.73)	(4.25%)	\$388.63	\$409.11	(\$20.47)	(5.00%)	\$396.45	\$411.36	(\$14.91)	(3.62%)
End/High	\$377.33	\$417.93	(\$40.60)	(9.71%)	\$388.63	\$432.71	(\$44.08)	(10.19%)	\$396.45	\$434.96	(\$38.52)	(8.86%)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$313.43	\$335.25	(\$21.83)	(6.51%)	\$318.84	\$339.51	(\$20.67)	(6.09%)
Yr/Step 5/6	\$322.95	\$350.43	(\$27.48)	(7.84%)	\$330.95	\$354.79	(\$23.85)	(6.72%)
Yr/Step 10/11	\$345.00	\$366.94	(\$21.94)	(5.98%)	\$350.02	\$371.60	(\$21.58)	(5.81%)
Yr/Step 20/21	\$385.91	\$400.46	(\$14.55)	(3.63%)	\$390.08	\$405.58	(\$15.50)	(3.82%)
Yr/Step 26/27	\$403.02	\$415.42	(\$12.40)	(2.98%)	\$408.01	\$420.54	(\$12.53)	(2.98%)
End/High	\$403.02	\$439.03	(\$36.00)	(8.20%)	\$408.01	\$444.15	(\$36.14)	(8.14%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.96%	18.70% (Ascension)	42.58% (St. Tammany)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$294.78 (Tangipahoa)	\$381.81 (Ascension)
Ending	\$380.87 (Tangipahoa)	\$492.84 (St. Tammany)

NOTE(S):
*Ascension and East Baton Rouge require an MA degree; therefore, they are not included in BA degree peer averages.

Benchmark Position Comparisons (23/24): Peer & Market

School Leadership - Principals



Schedule Structure Peer Comparison: Principal - Elementary

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Title	Principal – Elementary	Primary School Principal	Principal – Elementary School	Principal – Elementary School	Principal – PK-6	Principal – PK-6	Principal – Elementary School
Days	240	260	242	260	200	222	260
Min/Max Criteria	Teacher Count* MIN: 23-32 teachers MAX: 33+ teachers	N/A	N/A	N/A	Student Count MIN: 251-400 MAX: 551-800	Student Count MIN: 251-400 MAX: 551-800	criteria undefined
Schedule Structure	1.47 index (MIN) or 1.49 index (MAX)	Principal schedule based on Teacher schedule (from MA, step 24) x variable index 1.34-1.57	Principal – Elementary schedule	Principal – Elementary schedule	Teacher schedule (advanced 2 pay levels (steps)) x 1.25 index x ADM % index 1.10 (MIN) or 1.20 (MAX)	Teacher schedule x Enrollment index 1.30 (MIN) or 1.40 (MAX)	Teacher schedule x Index 1.21 (MIN) or 1.24 (MAX)
Increase for Degree?	Yes	Yes	No	No	Yes	Yes	Yes

LPPS Employee Overview – 23-32 teachers (1.47 index)				
Emp	Deg	Step	Annual	Daily
1	MA	25	\$85,774	\$357.39
2	DR	28	\$80,508	\$335.45

NOTE(S):
*LPPS also has a 1.45 index for Principals supervising 1-22 teachers; however, no employees are currently paid on that schedule.

LPPS Employee Overview – 33+ teachers (1.49 index)									
Emp	Deg	Step	Annual	Daily	Emp	Deg	Step	Annual	Daily
1	MA	8	\$62,308	\$259.62	12	MA	37	\$88,618	\$369.24
2	MA	15	\$81,771	\$340.71	13	MA+30	13	\$80,811	\$336.71
3	MA	17	\$83,476	\$347.82	14	MA+30	23	\$88,570	\$369.04
4	MA	21	\$85,136	\$354.73	15	MA+30	27	\$90,398	\$376.66
5	MA	22	\$85,136	\$354.73	16	MA+30	28	\$90,398	\$376.66
6	MA	23	\$86,897	\$362.07	17	MA+30	28	\$90,398	\$376.66
7	MA	23	\$86,897	\$362.07	18	MA+30	29	\$90,398	\$376.66
8	MA	24	\$86,897	\$362.07	19	MA+30	31	\$90,398	\$376.66
9	MA	30	\$88,618	\$369.24	20	MA+30	31	\$90,398	\$376.66
10	MA	32	\$88,618	\$369.24	21	MA+30	33	\$90,398	\$376.66
11	MA	33	\$88,618	\$369.24	22	MA+30	33	\$90,398	\$376.66



Peer Comparison: Principal - Elementary (1.47 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	200	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	23-32 teachers 1.47 index	Primary School Principal schedule	Principal – Elem. schedule	Principal – Elem. schedule	1.25 index + 1.10 ADM %	1.30 index	1.21 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$69,520	\$76,541	(\$7,021)	(9.17%)	\$69,667	\$76,767	(\$7,100)	(9.25%)
Yr/Step 5/6	\$71,663	\$80,039	(\$8,376)	(10.47%)	\$71,810	\$80,266	(\$8,456)	(10.53%)
Yr/Step 10/11	\$75,880	\$83,685	(\$7,805)	(9.33%)	\$76,729	\$83,954	(\$7,225)	(8.61%)
Yr/Step 20/21	\$84,036	\$89,664	(\$5,628)	(6.28%)	\$85,577	\$90,140	(\$4,563)	(5.06%)
Yr/Step 26/27	\$87,472	\$92,280	(\$4,808)	(5.21%)	\$89,228	\$92,755	(\$3,527)	(3.80%)
End/High	\$87,472	\$97,222	(\$9,750)	(10.03%)	\$89,228	\$97,698	(\$8,470)	(8.67%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.82%	7.49% (Central)	46.55% (EBR)

Peer Schedule Low/High – MA		
	Low	High
Starting	\$63,440 (Tangipahoa)	\$84,022 (Ascension)
Ending	\$81,968 (Tangipahoa)	\$117,386 (EBR)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$70,621	\$77,429	(\$6,808)	(8.79%)	\$71,839	\$78,284	(\$6,445)	(8.23%)
Yr/Step 5/6	\$72,763	\$80,940	(\$8,177)	(10.10%)	\$74,562	\$81,814	(\$7,252)	(8.86%)
Yr/Step 10/11	\$77,724	\$84,740	(\$7,016)	(8.28%)	\$78,853	\$85,680	(\$6,827)	(7.97%)
Yr/Step 20/21	\$86,857	\$90,947	(\$4,090)	(4.50%)	\$87,796	\$91,983	(\$4,187)	(4.55%)
Yr/Step 26/27	\$90,709	\$93,562	(\$2,853)	(3.05%)	\$91,830	\$94,599	(\$2,769)	(2.93%)
End/High	\$90,709	\$98,505	(\$7,796)	(7.91%)	\$91,830	\$99,541	(\$7,711)	(7.75%)



Peer Comparison: Principal - Elementary (1.47 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	200	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	23-32 teachers 1.47 index	Primary School Principal schedule	Principal – Elem. schedule	Principal – Elem. schedule	1.25 index + 1.10 ADM %	1.30 index	1.21 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$289.67	\$314.70	(\$25.04)	(7.96%)	\$290.28	\$319.69	(\$29.41)	(9.20%)
Yr/Step 5/6	\$298.60	\$329.15	(\$30.56)	(9.28%)	\$299.21	\$334.28	(\$35.07)	(10.49%)
Yr/Step 10/11	\$316.17	\$344.19	(\$28.03)	(8.14%)	\$319.70	\$349.67	(\$29.96)	(8.57%)
Yr/Step 20/21	\$350.15	\$369.32	(\$19.17)	(5.19%)	\$356.57	\$375.72	(\$19.15)	(5.10%)
Yr/Step 26/27	\$364.47	\$380.43	(\$15.97)	(4.20%)	\$371.78	\$386.83	(\$15.05)	(3.89%)
End/High	\$364.47	\$401.96	(\$37.50)	(9.33%)	\$371.78	\$408.36	(\$36.58)	(8.96%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.82%	7.49% (Central)	46.55% (EBR)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$285.77 (Tangipahoa)	\$347.17 (St. Tammany)
Ending	\$369.22 (Tangipahoa)	\$494.99 (St. Tammany)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$294.25	\$322.47	(\$28.22)	(8.75%)	\$299.33	\$326.04	(\$26.71)	(8.19%)
Yr/Step 5/6	\$303.18	\$337.12	(\$33.94)	(10.07%)	\$310.68	\$340.76	(\$30.09)	(8.83%)
Yr/Step 10/11	\$323.85	\$353.00	(\$29.15)	(8.26%)	\$328.55	\$356.92	(\$28.37)	(7.95%)
Yr/Step 20/21	\$361.90	\$379.13	(\$17.23)	(4.54%)	\$365.82	\$383.47	(\$17.65)	(4.60%)
Yr/Step 26/27	\$377.95	\$390.24	(\$12.29)	(3.15%)	\$382.63	\$394.58	(\$11.95)	(3.03%)
End/High	\$377.95	\$411.77	(\$33.82)	(8.21%)	\$382.63	\$416.11	(\$33.48)	(8.05%)



Peer Comparison: Principal - Elementary (1.49 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	200	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	33+ teachers 1.49 index	Primary School Principal schedule	Principal – Elem. schedule	Principal – Elem. schedule	1.25 index + 1.20 ADM %	1.40 index	1.24 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$70,430	\$78,738	(\$8,308)	(10.55%)	\$70,579	\$78,984	(\$8,405)	(10.64%)
Yr/Step 5/6	\$72,602	\$82,340	(\$9,738)	(11.83%)	\$72,751	\$82,586	(\$9,835)	(11.91%)
Yr/Step 10/11	\$76,877	\$86,092	(\$9,215)	(10.70%)	\$77,737	\$86,384	(\$8,647)	(10.01%)
Yr/Step 20/21	\$85,136	\$92,295	(\$7,159)	(7.76%)	\$86,697	\$92,809	(\$6,112)	(6.59%)
Yr/Step 26/27	\$88,618	\$95,019	(\$6,401)	(6.74%)	\$90,398	\$95,532	(\$5,134)	(5.37%)
End/High	\$88,618	\$100,180	(\$11,562)	(11.54%)	\$90,398	\$100,694	(\$10,296)	(10.22%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.82%	7.49% (Central)	46.55% (EBR)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$68,320 (Tangipahoa)	\$84,022 (Ascension)
Ending	\$88,077 (Central)	\$117,386 (EBR)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$71,546	\$79,671	(\$8,125)	(10.20%)	\$72,779	\$80,556	(\$7,777)	(9.65%)
Yr/Step 5/6	\$73,717	\$83,285	(\$9,568)	(11.49%)	\$75,540	\$84,190	(\$8,650)	(10.27%)
Yr/Step 10/11	\$78,746	\$87,204	(\$8,458)	(9.70%)	\$79,889	\$88,177	(\$8,288)	(9.40%)
Yr/Step 20/21	\$87,995	\$93,649	(\$5,654)	(6.04%)	\$88,946	\$94,724	(\$5,778)	(6.10%)
Yr/Step 26/27	\$91,899	\$96,373	(\$4,474)	(4.64%)	\$93,035	\$97,447	(\$4,412)	(4.53%)
End/High	\$91,899	\$101,534	(\$9,635)	(9.49%)	\$93,035	\$102,608	(\$9,573)	(9.33%)



Peer Comparison: Principal - Elementary (1.49 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	200	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	33+ teachers 1.49 index	Primary School Principal schedule	Principal – Elem. schedule	Principal – Elem. schedule	1.25 index + 1.20 ADM %	1.40 index	1.24 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$293.46	\$324.90	(\$31.44)	(9.68%)	\$294.08	\$329.98	(\$35.90)	(10.88%)
Yr/Step 5/6	\$302.51	\$339.84	(\$37.33)	(10.98%)	\$303.13	\$345.06	(\$41.93)	(12.15%)
Yr/Step 10/11	\$320.32	\$355.38	(\$35.06)	(9.86%)	\$323.90	\$360.96	(\$37.05)	(10.26%)
Yr/Step 20/21	\$354.73	\$381.55	(\$26.81)	(7.03%)	\$361.24	\$388.12	(\$26.89)	(6.93%)
Yr/Step 26/27	\$369.24	\$393.16	(\$23.92)	(6.08%)	\$376.66	\$399.74	(\$23.08)	(5.77%)
End/High	\$369.24	\$415.76	(\$46.52)	(11.19%)	\$376.66	\$422.34	(\$45.68)	(10.82%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.82%	7.49% (Central)	46.55% (EBR)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$307.75 (Tangipahoa)	\$378.74 (St. Tammany)
Ending	\$338.76 (Central)	\$539.99 (St. Tammany)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$298.11	\$332.88	(\$34.78)	(10.45%)	\$303.25	\$336.59	(\$33.35)	(9.91%)
Yr/Step 5/6	\$307.15	\$348.01	(\$40.86)	(11.74%)	\$314.75	\$351.79	(\$37.04)	(10.53%)
Yr/Step 10/11	\$328.11	\$364.44	(\$36.33)	(9.97%)	\$332.87	\$368.51	(\$35.64)	(9.67%)
Yr/Step 20/21	\$366.65	\$391.69	(\$25.04)	(6.39%)	\$370.61	\$396.20	(\$25.59)	(6.46%)
Yr/Step 26/27	\$382.91	\$403.31	(\$20.39)	(5.06%)	\$387.65	\$407.82	(\$20.17)	(4.95%)
End/High	\$382.91	\$425.90	(\$42.99)	(10.09%)	\$387.65	\$430.41	(\$42.77)	(9.94%)



Schedule Structure Peer Comparison: Principal - Jr High

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Title	Principal – Jr High	Middle School Principal	Principal – Middle School	Principal – Middle School	Principal – 7-8	Principal – 7-9	Principal – Middle School
Days	240	260	242	260	200	222	260
Min/Max Criteria	Teacher Count* MIN: 23-32 teachers MAX: 33+ teachers	N/A	N/A	N/A	Student Count MIN: 251-400 MAX: 801-1,050	Student Count MIN: 251-400 MAX: 801-1,050	N/A
Schedule Structure	1.52 index (MIN) or 1.54 index (MAX)	Principal schedule based on Teacher schedule (from MA, step 24) x variable index 1.38-1.61	Principal – Middle schedule	Principal – Middle schedule	Teacher schedule (advanced 2 pay levels (steps)) x 1.25 index x ADM % index 1.125 (MIN) or 1.275 (MAX)	Teacher schedule x Enrollment index 1.325 (MIN) or 1.475 (MAX)	Teacher schedule x 1.26 index
Increase for Degree?	Yes	Yes	No	No	Yes	Yes	Yes

LPPS Employee Overview – 23-32 teachers (1.52 index)

Emp	Deg	Step	Annual	Daily
1	MA	12	\$80,192	\$334.13

LPPS Employee Overview – 33+ teachers (1.54 index)

Emp	Deg	Step	Annual	Daily
1	MA	15	\$84,406	\$351.69
2	MA	18	\$86,168	\$359.03
3	MA	20	\$87,884	\$366.18
4	MA	21	\$87,884	\$366.18
5	MA	24	\$89,704	\$373.77
6	MA	27	\$91,483	\$381.18
7	MA	28	\$91,483	\$381.18
8	MA+30	19	\$87,673	\$365.30
9	MA+30	30	\$93,323	\$388.85

NOTE(S):

*LPPS also has a 1.50 index for Principals supervising 1-22 teachers; however, no employees are currently paid on that schedule.



Peer Comparison: Principal - Jr High (1.52 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	200	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	23-32 teachers 1.52 index	Middle School Principal schedule	Principal – Middle schedule	Principal – Middle schedule	1.25 index + 1.125 ADM %	1.325 index	1.26 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$71,794	\$79,343	(\$7,549)	(9.51%)	\$71,946	\$79,574	(\$7,628)	(9.59%)
Yr/Step 5/6	\$74,010	\$82,923	(\$8,913)	(10.75%)	\$74,162	\$83,154	(\$8,992)	(10.81%)
Yr/Step 10/11	\$78,371	\$86,650	(\$8,279)	(9.55%)	\$79,248	\$86,925	(\$7,677)	(8.83%)
Yr/Step 20/21	\$86,784	\$92,720	(\$5,936)	(6.40%)	\$88,377	\$93,206	(\$4,829)	(5.18%)
Yr/Step 26/27	\$90,336	\$95,384	(\$5,048)	(5.29%)	\$92,153	\$95,869	(\$3,716)	(3.88%)
End/High	\$90,336	\$100,395	(\$10,059)	(10.02%)	\$92,153	\$100,880	(\$8,727)	(8.65%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.83%	7.68% (Central)	44.18% (EBR)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$64,660 (Tangipahoa)	\$86,530 (Ascension)
Ending	\$83,544 (Tangipahoa)	\$121,688 (EBR)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$72,933	\$80,254	(\$7,321)	(9.12%)	\$74,191	\$81,133	(\$6,942)	(8.56%)
Yr/Step 5/6	\$75,147	\$83,846	(\$8,699)	(10.37%)	\$77,008	\$84,744	(\$7,736)	(9.13%)
Yr/Step 10/11	\$80,277	\$87,731	(\$7,454)	(8.50%)	\$81,445	\$88,695	(\$7,250)	(8.17%)
Yr/Step 20/21	\$89,701	\$94,033	(\$4,332)	(4.61%)	\$90,672	\$95,094	(\$4,422)	(4.65%)
Yr/Step 26/27	\$93,683	\$96,696	(\$3,013)	(3.12%)	\$94,843	\$97,758	(\$2,915)	(2.98%)
End/High	\$93,683	\$101,708	(\$8,025)	(7.89%)	\$94,843	\$102,769	(\$7,926)	(7.71%)



Peer Comparison: Principal - Jr High (1.52 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	200	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	23-32 teachers 1.52 index	Middle School Principal schedule	Principal – Middle schedule	Principal – Middle schedule	1.25 index + 1.125 ADM %	1.325 index	1.26 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$299.14	\$330.01	(\$30.87)	(9.35%)	\$299.78	\$331.11	(\$31.33)	(9.46%)
Yr/Step 5/6	\$308.38	\$344.95	(\$36.57)	(10.60%)	\$309.01	\$346.05	(\$37.04)	(10.70%)
Yr/Step 10/11	\$326.55	\$360.48	(\$33.94)	(9.41%)	\$330.20	\$361.78	(\$31.58)	(8.73%)
Yr/Step 20/21	\$361.60	\$386.01	(\$24.41)	(6.32%)	\$368.24	\$388.25	(\$20.02)	(5.16%)
Yr/Step 26/27	\$376.40	\$397.33	(\$20.93)	(5.27%)	\$383.97	\$399.57	(\$15.60)	(3.90%)
End/High	\$376.40	\$419.18	(\$42.78)	(10.21%)	\$383.97	\$421.42	(\$37.45)	(8.89%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.83%	7.68% (Central)	44.18% (EBR)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$291.26 (Tangipahoa)	\$355.06 (St. Tammany)
Ending	\$376.32 (Tangipahoa)	\$506.24 (St. Tammany)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$303.89	\$333.97	(\$30.08)	(9.01%)	\$309.13	\$337.64	(\$28.51)	(8.44%)
Yr/Step 5/6	\$313.11	\$348.96	(\$35.85)	(10.27%)	\$320.87	\$352.70	(\$31.83)	(9.03%)
Yr/Step 10/11	\$334.49	\$365.20	(\$30.71)	(8.41%)	\$339.35	\$369.22	(\$29.87)	(8.09%)
Yr/Step 20/21	\$373.75	\$391.75	(\$18.00)	(4.59%)	\$377.80	\$396.19	(\$18.39)	(4.64%)
Yr/Step 26/27	\$390.35	\$403.07	(\$12.72)	(3.16%)	\$395.18	\$407.51	(\$12.33)	(3.03%)
End/High	\$390.35	\$424.92	(\$34.57)	(8.14%)	\$395.18	\$429.36	(\$34.18)	(7.96%)



Peer Comparison: Principal - Jr High (1.54 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	200	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	33+ teachers 1.54 index	Middle School Principal schedule	Principal – Middle schedule	Principal – Middle schedule	1.25 index + 1.275 ADM %	1.475 index	1.26 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$72,704	\$82,141	(\$9,437)	(11.49%)	\$72,858	\$82,401	(\$9,543)	(11.58%)
Yr/Step 5/6	\$74,950	\$85,857	(\$10,907)	(12.70%)	\$75,104	\$86,117	(\$11,013)	(12.79%)
Yr/Step 10/11	\$79,368	\$89,726	(\$10,358)	(11.54%)	\$80,259	\$90,034	(\$9,775)	(10.86%)
Yr/Step 20/21	\$87,884	\$96,094	(\$8,210)	(8.54%)	\$89,498	\$96,637	(\$7,139)	(7.39%)
Yr/Step 26/27	\$91,483	\$98,897	(\$7,414)	(7.50%)	\$93,323	\$99,439	(\$6,116)	(6.15%)
End/High	\$91,483	\$104,222	(\$12,739)	(12.22%)	\$93,323	\$104,764	(\$11,441)	(10.92%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.83%	7.68% (Central)	44.18% (EBR)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$71,980 (Tangipahoa)	\$86,530 (Ascension)
Ending	\$92,411 (Tangipahoa)	\$121,688 (EBR)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$73,857	\$83,115	(\$9,258)	(11.14%)	\$75,132	\$84,036	(\$8,904)	(10.60%)
Yr/Step 5/6	\$76,101	\$86,844	(\$10,743)	(12.37%)	\$77,986	\$87,783	(\$9,797)	(11.16%)
Yr/Step 10/11	\$81,298	\$90,887	(\$9,589)	(10.55%)	\$82,481	\$91,897	(\$9,416)	(10.25%)
Yr/Step 20/21	\$90,838	\$97,510	(\$6,672)	(6.84%)	\$91,822	\$98,625	(\$6,803)	(6.90%)
Yr/Step 26/27	\$94,873	\$100,312	(\$5,439)	(5.42%)	\$96,048	\$101,428	(\$5,380)	(5.30%)
End/High	\$94,873	\$105,637	(\$10,764)	(10.19%)	\$96,048	\$106,753	(\$10,705)	(10.03%)



Peer Comparison: Principal - Jr High (1.54 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	200	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	33+ teachers 1.54 index	Middle School Principal schedule	Principal – Middle schedule	Principal – Middle schedule	1.25 index + 1.275 ADM %	1.475 index	1.26 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$302.93	\$343.39	(\$40.46)	(11.78%)	\$303.58	\$344.63	(\$41.06)	(11.91%)
Yr/Step 5/6	\$312.29	\$358.99	(\$46.70)	(13.01%)	\$312.93	\$360.23	(\$47.29)	(13.13%)
Yr/Step 10/11	\$330.70	\$375.20	(\$44.50)	(11.86%)	\$334.41	\$376.66	(\$42.24)	(11.22%)
Yr/Step 20/21	\$366.18	\$402.14	(\$35.96)	(8.94%)	\$372.91	\$404.65	(\$31.75)	(7.85%)
Yr/Step 26/27	\$381.18	\$414.13	(\$32.95)	(7.96%)	\$388.85	\$416.64	(\$27.80)	(6.67%)
End/High	\$381.18	\$437.53	(\$56.35)	(12.88%)	\$388.85	\$440.04	(\$51.19)	(11.63%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.83%	7.68% (Central)	44.18% (EBR)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$321.65 (Zachary)	\$402.41 (St. Tammany)
Ending	\$381.86 (Central)	\$573.73 (St. Tammany)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$307.74	\$347.66	(\$39.92)	(11.48%)	\$313.05	\$351.52	(\$38.47)	(10.94%)
Yr/Step 5/6	\$317.09	\$363.30	(\$46.21)	(12.72%)	\$324.94	\$367.23	(\$42.29)	(11.52%)
Yr/Step 10/11	\$338.74	\$380.29	(\$41.55)	(10.93%)	\$343.67	\$384.53	(\$40.86)	(10.62%)
Yr/Step 20/21	\$378.49	\$408.37	(\$29.87)	(7.32%)	\$382.59	\$413.06	(\$30.46)	(7.38%)
Yr/Step 26/27	\$395.30	\$420.36	(\$25.05)	(5.96%)	\$400.20	\$425.05	(\$24.85)	(5.85%)
End/High	\$395.30	\$443.75	(\$48.45)	(10.92%)	\$400.20	\$448.44	(\$48.24)	(10.76%)



Schedule Structure Peer Comparison: Principal - High

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Title	Principal – High	High School Principal	Principal – High School	Principal – High School	Principal – 9-12	Principal – 10-12	Principal – High School
Days	240	260	242	260	210 or 220	222	260
Min/Max Criteria	Teacher Count* MIN: 1-22 teachers MAX: 72+ teachers	N/A	N/A	N/A	Student Count MIN: 0-250 MAX: 2,051-2,300	Student Count MIN: 0-349 MAX: 2,050+	N/A
Schedule Structure	1.55 index (MIN) or 1.65 index (MAX)	Principal schedule based on Teacher schedule (from MA, step 24) x variable index 1.48-1.71	CFO/High School Principal/Director schedule	Principal – High schedule	Teacher schedule (advanced 2 pay levels (steps)) x 1.25 index x ADM % index 1.1 (MIN) or 1.55 (MAX)	Teacher schedule x Enrollment index 1.35 (MIN) or 1.75 (MAX)	Teacher schedule x 1.30 index
Increase for Degree?	Yes	Yes	No	No	Yes	Yes	Yes

LPPS Employee Overview – 1-22 teachers (1.55 index)

Emp	Deg	Step	Annual	Daily
1	MA	26	\$92,055	\$383.56
2	MA	31	\$92,055	\$383.56

LPPS Employee Overview – 23-32 teachers (1.57 index)

Emp	Deg	Step	Annual	Daily
1	MA	14	\$85,987	\$358.28
2	MA	25	\$91,388	\$380.78
3	MA+30	18	\$89,317	\$372.15

LPPS Employee Overview – 59-71 teachers (1.63 index)

Emp	Deg	Step	Annual	Daily
1	MA	34	\$96,639	\$402.66

LPPS Employee Overview – 33-45 teachers (1.59 index)

Emp	Deg	Step	Annual	Daily
1	MA	24	\$92,510	\$385.46
2	MA	28	\$94,346	\$393.11
3	MA	33	\$94,346	\$393.11
4	MA	37	\$94,346	\$393.11
5	MA+30	23	\$94,295	\$392.90

LPPS Employee Overview – 72+ teachers (1.65 index)

Emp	Deg	Step	Annual	Daily
1	MA	26	\$97,784	\$407.43
2	MA	27	\$97,784	\$407.43
3	MA+30	25	\$97,730	\$407.21

NOTE(S):
*LPPS also has a 1.61 index for Principals supervising 46-58 teachers; however, no employees are currently paid on that schedule.



Peer Comparison: Principal - High (1.55 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	210	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	1-22 teachers 1.55 index	High School Principal schedule	CFO/HS Principal/ Director schedule	Principal – High schedule	1.25 index + 1.1 ADM %	1.35 index	1.30 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$73,159	\$82,873	(\$9,714)	(11.72%)	\$73,315	\$83,103	(\$9,788)	(11.78%)
Yr/Step 5/6	\$75,418	\$86,709	(\$11,291)	(13.02%)	\$75,574	\$86,939	(\$11,365)	(13.07%)
Yr/Step 10/11	\$79,865	\$90,484	(\$10,619)	(11.74%)	\$80,761	\$90,760	(\$9,999)	(11.02%)
Yr/Step 20/21	\$88,432	\$96,944	(\$8,512)	(8.78%)	\$90,058	\$97,434	(\$7,376)	(7.57%)
Yr/Step 26/27	\$92,055	\$99,835	(\$7,780)	(7.79%)	\$93,908	\$100,324	(\$6,416)	(6.40%)
End/High	\$92,055	\$105,325	(\$13,270)	(12.60%)	\$93,908	\$105,814	(\$11,906)	(11.25%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.83%	6.68% (Central)	50.11% (EBR)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$65,880 (Tangipahoa)	\$92,800 (Ascension)
Ending	\$85,120 (Tangipahoa)	\$137,463 (EBR)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$73,418	\$83,808	(\$10,390)	(12.40%)	\$75,603	\$84,723	(\$9,120)	(10.76%)
Yr/Step 5/6	\$75,677	\$87,659	(\$11,982)	(13.67%)	\$78,475	\$88,596	(\$10,121)	(11.42%)
Yr/Step 10/11	\$80,908	\$91,593	(\$10,685)	(11.67%)	\$82,999	\$92,594	(\$9,595)	(10.36%)
Yr/Step 20/21	\$90,506	\$98,287	(\$7,781)	(7.92%)	\$92,397	\$99,387	(\$6,990)	(7.03%)
Yr/Step 26/27	\$94,567	\$101,178	(\$6,611)	(6.53%)	\$96,650	\$102,278	(\$5,628)	(5.50%)
End/High	\$94,567	\$106,668	(\$12,101)	(11.34%)	\$96,650	\$107,768	(\$11,118)	(10.32%)



Peer Comparison: Principal - High (1.55 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	210	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	1-22 teachers 1.55 index	High School Principal schedule	CFO/HS Principal/ Director schedule	Principal – High schedule	1.25 index + 1.1 ADM %	1.35 index	1.30 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$304.83	\$340.92	(\$36.09)	(10.59%)	\$305.48	\$341.99	(\$36.51)	(10.68%)
Yr/Step 5/6	\$314.24	\$356.69	(\$42.45)	(11.90%)	\$314.89	\$357.76	(\$42.87)	(11.98%)
Yr/Step 10/11	\$332.77	\$372.25	(\$39.48)	(10.61%)	\$336.50	\$373.53	(\$37.02)	(9.91%)
Yr/Step 20/21	\$368.47	\$398.99	(\$30.52)	(7.65%)	\$375.24	\$401.22	(\$25.98)	(6.48%)
Yr/Step 26/27	\$383.56	\$411.00	(\$27.44)	(6.68%)	\$391.28	\$413.24	(\$21.95)	(5.31%)
End/High	\$383.56	\$434.19	(\$50.63)	(11.66%)	\$391.28	\$436.42	(\$45.14)	(10.34%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.83%	6.68% (Central)	50.11% (EBR)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$296.76 (Tangipahoa)	\$377.12 (Central)
Ending	\$383.42 (Tangipahoa)	\$528.70 (EBR)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$305.91	\$344.92	(\$39.01)	(11.31%)	\$315.01	\$348.69	(\$33.68)	(9.66%)
Yr/Step 5/6	\$315.32	\$360.74	(\$45.42)	(12.59%)	\$326.98	\$364.60	(\$37.63)	(10.32%)
Yr/Step 10/11	\$337.12	\$377.02	(\$39.90)	(10.58%)	\$345.83	\$381.15	(\$35.32)	(9.27%)
Yr/Step 20/21	\$377.11	\$404.79	(\$27.69)	(6.84%)	\$384.99	\$409.35	(\$24.37)	(5.95%)
Yr/Step 26/27	\$394.03	\$416.81	(\$22.78)	(5.47%)	\$402.71	\$421.37	(\$18.66)	(4.43%)
End/High	\$394.03	\$439.99	(\$45.96)	(10.45%)	\$402.71	\$444.55	(\$41.84)	(9.41%)



Peer Comparison: Principal - High (1.65 index) - ANNUAL

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	220	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	72+ teachers 1.65 index	High School Principal schedule	CFO/HS Principal/ Director schedule	Principal – High schedule	1.25 index + 1.55 ADM %	1.75 index	1.30 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	ANNUAL - MASTER'S				ANNUAL - MASTER'S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$77,707	\$90,860	(\$13,153)	(14.48%)	\$77,872	\$91,172	(\$13,300)	(14.59%)
Yr/Step 5/6	\$80,112	\$95,087	(\$14,975)	(15.75%)	\$80,277	\$95,399	(\$15,122)	(15.85%)
Yr/Step 10/11	\$84,846	\$99,265	(\$14,419)	(14.53%)	\$85,798	\$99,635	(\$13,837)	(13.89%)
Yr/Step 20/21	\$93,927	\$106,571	(\$12,644)	(11.86%)	\$95,656	\$107,219	(\$11,563)	(10.78%)
Yr/Step 26/27	\$97,784	\$109,863	(\$12,079)	(10.99%)	\$99,755	\$110,511	(\$10,756)	(9.73%)
End/High	\$97,784	\$116,279	(\$18,495)	(15.91%)	\$99,755	\$116,926	(\$17,171)	(14.69%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.83%	6.68% (Central)	50.11% (EBR)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$85,400 (Tangipahoa)	\$97,840 (St. Tammany)
Ending	\$97,364 (Central)	\$139,496 (St. Tammany)

	ANNUAL - SPECIALIST				ANNUAL - DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$78,944	\$91,975	(\$13,031)	(14.17%)	\$80,309	\$93,005	(\$12,696)	(13.65%)
Yr/Step 5/6	\$81,347	\$96,216	(\$14,869)	(15.45%)	\$83,366	\$97,268	(\$13,902)	(14.29%)
Yr/Step 10/11	\$86,916	\$100,596	(\$13,680)	(13.60%)	\$88,182	\$101,726	(\$13,544)	(13.31%)
Yr/Step 20/21	\$97,094	\$108,201	(\$11,107)	(10.27%)	\$98,148	\$109,449	(\$11,301)	(10.33%)
Yr/Step 26/27	\$101,417	\$111,493	(\$10,076)	(9.04%)	\$102,675	\$112,741	(\$10,066)	(8.93%)
End/High	\$101,417	\$117,908	(\$16,491)	(13.99%)	\$102,675	\$119,156	(\$16,481)	(13.83%)



Peer Comparison: Principal - High (1.65 index) - DAILY

10% or more below peer average
0.01%-9.99% below peer average
0.01%-9.99% above peer average
10% or more above peer average

	Livingston	Ascension	Central	East Baton Rouge	St. Tammany	Tangipahoa	Zachary
Days/Year	240	260	242	260	220	222	260
End/High Step	26	20	10	40	45	30	30
# of Step Tiers	18	21	11	41	46	31	31
Schedule Structure	72+ teachers 1.65 index	High School Principal schedule	CFO/HS Principal/ Director schedule	Principal – High schedule	1.25 index + 1.55 ADM %	1.75 index	1.30 index
Degree Increase?	Yes	Yes	No	No	Yes	Yes	Yes

	DAILY – MASTER’S				DAILY – MASTER’S + 30			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$323.78	\$374.59	(\$50.81)	(13.56%)	\$324.47	\$376.00	(\$51.53)	(13.71%)
Yr/Step 5/6	\$333.80	\$392.00	(\$58.20)	(14.85%)	\$334.49	\$393.41	(\$58.93)	(14.98%)
Yr/Step 10/11	\$353.53	\$409.27	(\$55.74)	(13.62%)	\$357.49	\$410.94	(\$53.45)	(13.01%)
Yr/Step 20/21	\$391.36	\$439.59	(\$48.22)	(10.97%)	\$398.57	\$442.51	(\$43.94)	(9.93%)
Yr/Step 26/27	\$407.43	\$453.27	(\$45.84)	(10.11%)	\$415.65	\$456.19	(\$40.55)	(8.89%)
End/High	\$407.43	\$480.23	(\$72.80)	(15.16%)	\$415.65	\$483.16	(\$67.51)	(13.97%)

Schedule Range – MA		
LPPS	Peer Low	Peer High
25.83%	6.68% (Central)	50.11% (EBR)

	Peer Schedule Low/High – MA	
	Low	High
Starting	\$331.87 (Zachary)	\$444.73 (St. Tammany)
Ending	\$402.33 (Central)	\$634.07 (St. Tammany)

	DAILY – SPECIALIST				DAILY – DOCTORATE			
	LPPS	Peer Avg	\$ Variance	% Variance	LPPS	Peer Avg	\$ Variance	% Variance
Start/Low	\$328.93	\$379.35	(\$50.41)	(13.29%)	\$334.62	\$383.62	(\$49.00)	(12.77%)
Yr/Step 5/6	\$338.95	\$396.82	(\$57.87)	(14.58%)	\$347.36	\$401.17	(\$53.82)	(13.41%)
Yr/Step 10/11	\$362.15	\$414.99	(\$52.84)	(12.73%)	\$367.43	\$419.68	(\$52.25)	(12.45%)
Yr/Step 20/21	\$404.56	\$446.63	(\$42.07)	(9.42%)	\$408.95	\$451.84	(\$42.89)	(9.49%)
Yr/Step 26/27	\$422.57	\$460.32	(\$37.75)	(8.20%)	\$427.81	\$465.52	(\$37.71)	(8.10%)
End/High	\$422.57	\$487.28	(\$64.71)	(13.28%)	\$427.81	\$492.49	(\$64.67)	(13.13%)

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Appendix: Methodology for Market and Peer Analysis



Compensation Strategy

As we review the following slides, we will use the questions below to develop a Compensation Strategy for Livingston Parish Public Schools:

- In what jobs do you face more competition for talent (consider recruiting and retaining talent)?
- In what markets and/or with what peers do you believe you are currently competing?
- How do you want to be positioned among your peers?
- What are the organizational goals and how competitive with pay do you need to be to meet those goals?
- Is your current compensation strategy working to meet your organizational goals?
- Do you want to prioritize internal alignment over external competition to align to fairness? Or does fairness in your organization include understanding that not all jobs are equal and external competition may make a job worth more than internally similar jobs?



Types of Analysis Completed

- Current Salary Schedules vs. Market Value Analysis
- Incumbents vs. Market Value Analysis
- Current Salary Schedules vs. Peer Salary Schedules



Our Approach to Market/Peer Analysis (1 of 2)

- **Use of Published Surveys and Actual Peer Salary Schedules**
 - Industry and education competitive market data, including published survey data, which reports base salary and bonus, and/or actual peer salary schedules are pulled.
- **Accurate Job Matching**
 - Through the use of job descriptions and district data, factors are weighted to ensure match to the district's job. These factors include, but are not limited to, job content, education requirements, organization internal hierarchy (as appropriate), organization employee size and profile, industry, and geographic region (where applicable). This ensures jobs are matched based on job content and relevant peers and are not inaccurately based solely on job title.
- **Market Value Determination for Market Reviewed Positions**
 - To determine the market value, the Mean, Median, and Market Consensus are calculated utilizing data from the identified published salary surveys and internal databases. The definitions of these calculations are as follows:
 - Mean: Simple average
 - Median: The middle number (the 50th percentile)
 - Market Consensus: The average of the Mean and Median represents our best estimate of the market value (consensus) for the position



Our Approach to Market/Peer Analysis (2 of 2)

- **Comparison of Market to System's Current Schedule**
 - Market position and ratio of current schedule to market value for the job is calculated.
 - **To be in market range and competitive with the market is to be +/-10% of the market value.**
- **Peer Schedule Variance for Peer Reviewed Positions**
 - To determine the variance from peer schedules, the following data points (if applicable as aligned with the district schedule) are collected from peer schedules, averaged and compared to the same data point on the current salary schedule.
 - Starting
 - Ending
 - Step 5/6*
 - Step 10/11*
 - Step 20/21*
 - Step 26/27*
 - Step 30/31*
 - Step 35/36*

**dependent on whether schedule begins at step 0 or step 1*



Use of Salary Surveys

When salary surveys are used, three separate market values are used to illustrate the differences in each bucket of data:

- **Education Surveys Market Consensus:** Consists of data from published salary surveys within the Education Industry geographically adjusted for Livingston Parish, LA.
- **All Industries Surveys Market Consensus:** Consists of data from published salary surveys with no specific industry geographically adjusted for Livingston Parish, LA.
- **Combined Market Consensus:** Consists of the average of the Education Surveys Market Consensus and the All Industries Surveys Market Consensus previous data sets geographically adjusted for Livingston Parish, LA.



Salary Surveys Used: Education & All Industries

Survey Title - Education	Survey Market	Publisher	Year	Filters
Salary Assessor	Education All Industries	ERI (Economic Research Institute)	2023	ZIP: 70754; 3,867 FTEs
CompAnalyst	Education All Industries	Salary.com Subscription Service	2023	ZIP: 70754; 3,867 FTEs
Occupational Employment and Wage Statistics Query System	All Industries	U.S. Bureau of Labor Statistics	2022	Baton Rouge, LA; COLA: 8.7%



Comprehensive Organizational Review

Final Report

January 2024



Restrictions

This report is based on information and documentation that was made available to LEAN Frog at the date of this report. LEAN Frog has not audited nor otherwise attempted to independently verify the information provided unless otherwise indicated. Should additional information be provided to LEAN Frog after the issuance of this report, LEAN Frog reserves the right (but will be under no obligation) to review this information and adjust its comments accordingly.

Pursuant to the terms of our engagement, it is understood and agreed that all decisions in connection with the implementation of advice and recommendations as provided by LEAN Frog during the course of this engagement shall be the responsibility of, and made by, the Livingston Parish Board of Education and leadership. LEAN Frog has not and will not perform management functions or make management decisions for Livingston Parish Public Schools.

Comments in this report are not intended, nor should they be interpreted, to be legal advice or opinion. LEAN Frog has no present or contemplated interest in Livingston Parish Public Schools nor are we an insider or associate of Livingston Parish Public Schools or its management team. Our fees for this engagement are not contingent upon our findings or any other event. Accordingly, we believe we are independent of Livingston Parish Public Schools and are acting objectively.



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Project Scope and Objectives:

WHAT IS LEAN SIX SIGMA?

Lean Six Sigma combines two proven approaches to continuous improvement:

- **LEAN** is an approach to driving process improvement through the elimination of wasteful activity. It focuses on ensuring you are doing the right things - those items that delivery high value to all stakeholders.
- **SIX SIGMA** is the practical use of statistics to analyze and solve problems through the removal of harmful variation. It focuses on doing things the right way - consistently.

Organizational Review

LEAN Frog has conducted a Districtwide Comprehensive Organizational Review (OR) for Livingston Parish Public Schools as part of RFP No. 23-12. This formal review process is based on Lean Six Sigma approaches to improving operational and organizational efficiency and effectiveness. The OR encompassed all central office functions and involved detailed review of job duties and organizational structure, high level performance comparative analysis, interviews with administrators and staff, and walkthroughs of district processes.

The intent of the organizational review was to:

- Investigate opportunities to improve the overall effectiveness of the current organizational structure in order to better serve students and staff
- Define opportunities to improve organizational structure
- Identify needs related to current job descriptions, job duties, clarity of responsibility, and potential overlap in job roles
- Identify cost saving measures through improvements in organizational and operational efficacy to reallocate funding for districtwide salary increases.
- Provide recommendations for improvement of the organizational structure

The organizational review process consists of the following:

- Collecting current job duty information through job analysis questionnaires (JAQs)
- Performing job duty analysis by comparing JAQ data to existing job descriptions provided to determine clarity of roles, work content, and work alignment
- Meeting with central office personnel to gather additional information and gain insight into district functionality and challenges facing each department
- Conducting comparative performance analysis of peer school systems
- Reviewing leadership reporting relationships, span of control, and capacity
- Facilitating a findings/opportunities review workshop with leadership team
- Developing a final report containing detailed recommendations with supporting data/information

Organizational Design Concepts



What is Organization Design?

“The organization is not an end in itself; it is simply a vehicle for accomplishing the strategic tasks of the business.

A well-designed organization helps everyone in the business do her or his job effectively.

A poorly-designed organization (or an organization by default) creates barriers and frustrations for people both inside and outside the organization.”

- Paul Galbraith

- Organization design is the deliberate process of configuring structures, processes, and people practices to create an effective organization capable of achieving the organization’s identified strategy.
- **Form Follows Function** - strategy drives structure; processes are based on structure; and structures and processes define the implementation of people practices.
- Structure is just one of several levers to be ‘pulled’ in organizations to optimize performance.
- Effective organization design considers the following:
 - Strategy
 - Structure
 - Processes & Systems
 - Reward Systems
 - People Practices
- Ineffective organization design leads to waste.



Types of Organizational Wastes

Lack of Strategic Focus

Ineffective Structures

Lack of Process

Improper Reward Systems

Lack of Ownership

Signs of Organizational Waste

People pulling in different directions; No common direction

Unclear expectations

Departments function as silos; lack of collaboration

Difficult to share information and leverage best practices

Long decision and innovation cycle times

Low or no accountability

Wrong results; diffused energy

Unclear authority/responsibilities

Frustration, low employee satisfaction, and turnover

Low standards

No clear measurement

Lack of document control



Common Organization Design Pitfalls

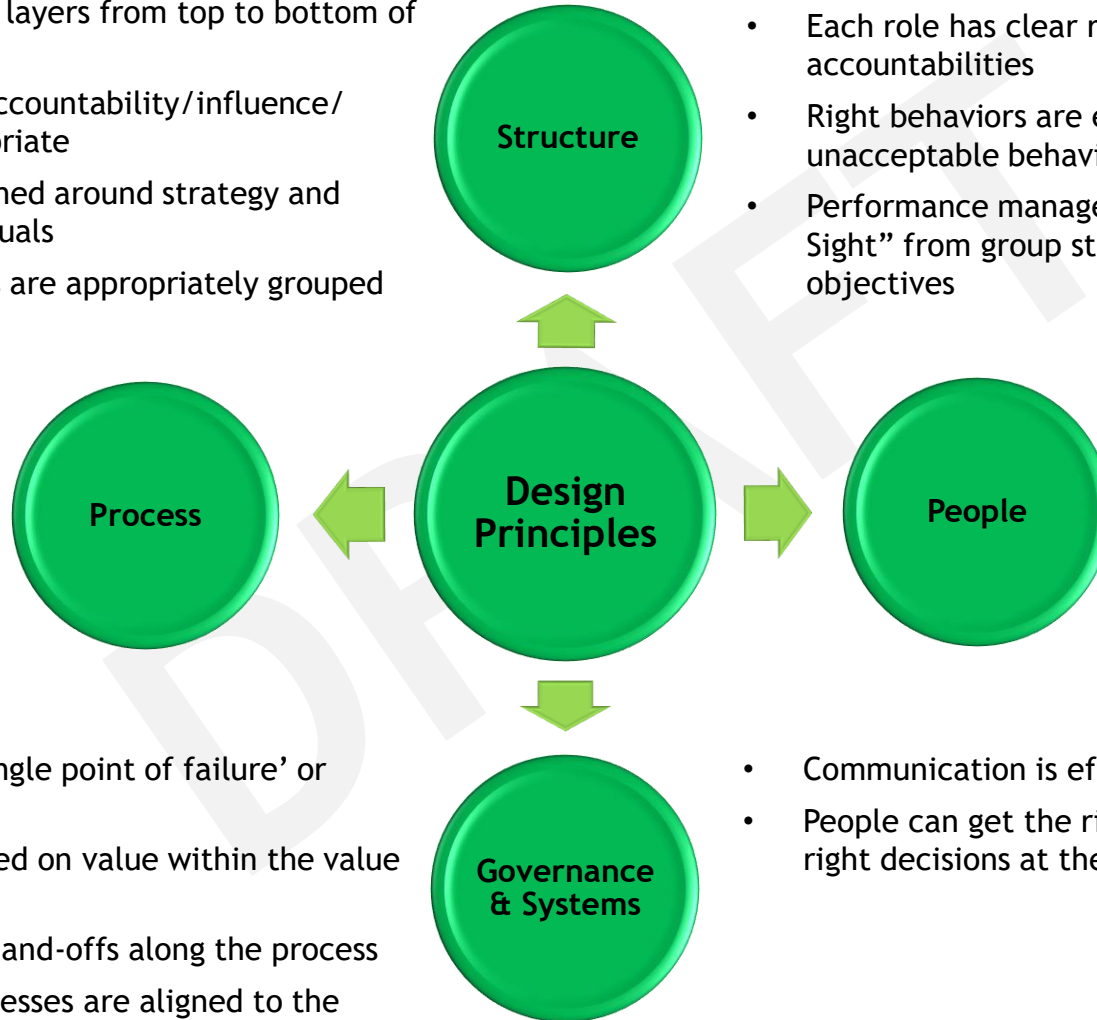
Observations	Implications
Organization design efforts often begin and end just with a structure chart.	Creating just structure charts is insufficient with respect to effective governance and collaboration within the organization and across boundaries. And it is inadequate if you want people to adopt new accountabilities, responsibilities and ways of working.
Many organizations evolve without conscious design choices from a holistic perspective.	Piecemeal tweaks over time can result in structures that become inefficient, with unclear accountabilities and suboptimal working relationships.
Creating an effective 'lean' organization doesn't happen by chance.	Focusing an organization on primary outputs and deliverables, and helping reduce non value-added activities is a common objective. However, lean organizations do not exist by chance. They have to be deliberately designed.
Today's organizations compete in rapidly changing environments.	Leadership should constantly rethink how their business is designed and how it can achieve and sustain increased levels of performance. No matter what is driving change, more rigor needs to be applied to ensure that structures, processes, systems, and capabilities all support the objective.
Organization design can become a political compromise -undertaken to find jobs for existing people.	Senior teams need an opportunity to work outside of the current conventions, politics and mindsets to start again.



Organizational Design Best Practices

- Minimal number of layers from top to bottom of organization
- Spans of control/accountability/influence/support are appropriate
- Organization designed around strategy and process not individuals
- Similar capabilities are appropriately grouped

- Each role has clear responsibilities and accountabilities
- Right behaviors are encouraged, and unacceptable behaviors are discouraged
- Performance management enables “Line of Sight” from group strategy to individuals’ objectives



- No process has a ‘single point of failure’ or bottleneck
- Resources are focused on value within the value stream
- There are minimal hand-offs along the process
- Right tasks and processes are aligned to the correct line of support

- Communication is effective and efficient
- People can get the right information to make the right decisions at the right time



Organizational Design Principles

“Architecture does not create extraordinary organizations by collecting extraordinary people - it does so by enabling very ordinary people to perform in extraordinary ways.”

- John Kay

When evaluating the design of an organization, it is important to understand the principles used to define the organization. These principles become the criteria against which to measure the overall design of the organization. These reflect:

- A focus on effectiveness. An organization is effective if it is doing the right things to achieve its mandate and vision.
- A focus on efficiency. An organization is efficient if it is doing things in a way that maximizes utilization of resources.
- The desired performance (success measures)

Our Structures, Processes, People Practices will be designed to...

1. Deliver high levels of stakeholder satisfaction among all stakeholder groups
2. Ensure accountability and responsibility throughout the organization
3. Ensure consistency in strategic direction
4. Promote strategic leadership
5. Encourage horizontal integration and collaboration across the organization
6. Create solutions that support staff in servicing the school system’s students, parents, and community members

Commendations, Findings, Observations, and Opportunities



Commendations (1 of 3)

- The school system has presented strong academic outcomes:
 - While the school system's graduation rate dropped slightly during the Pandemic, the rate has rebounded 0.7% to 90.7% for the 2021-2022 school year. This was the second-highest graduation rate of similar size-based peers and tied for fourth place within the top high-performing state peers along with Central Community. It should also be noted that this graduation rate was significantly higher than the overall Louisiana state average of 84%.
 - ACT composite scores have decreased slightly from 20.0 in the 2019-20 school year to 19.1 in the 2021-22 school year. This performance level is significantly higher than the overall state average performance of 18.1. LPPS had the third-highest performance of similar size-based peers and ranked fourth compared to the state's top-performing school systems.
 - While the school system's LDOE performance score dropped slightly during the pandemic, the score rebounded to 89.4 in the 2021-2022 school year. When compared to similar size-based peers, this score ranked LPPS second behind Ascension and higher than the average score of size-based peers. The average score for the top highest-performance school systems within the state was 93.8.
- In the past two years, the school system has maintained a notably low employee separation rate of 8.4% for the 2022-23 school year, well below the regional and national averages of 16.3% and 14.2%, respectively. Similarly, the teacher separation rate for the same period stood at 10.5%, substantially lower than the regional (15.8%) and national (11.9%) averages, indicating a strong retention rate.
- The above information confirms LPPS remains a high-performing district while maintaining a low employee separation rate.



Commendations (2 of 3)

- Data reflects that, unlike several peer school systems, LPPS has sound fiscal stewardship practices and is “living within its means,” meaning the school system’s expenditures do not exceed revenues. LDOE data reflected that LPPS had the lowest expenditures as a percentage of revenue (95.48%) of all high-performing peers and had the third lowest of similar-sized peers for the 2021-22 school year.
- The district exhibits commendable management of grant resources, evidenced by the proportion of grant-funded staff in relation to the total full-time equivalent employees, which has consistently remained between 5.8% and 5.54% over the previous two years. This percentage is considerably below the regional and national averages of 13.1% and 9.1%, respectively, underscoring the district's prudent approach to grant stewardship.
- Maintaining a low percentage of grant-funded staff members benefits organizational stability and sustainability. It ensures financial predictability and stability, mitigating the risks associated with the typically temporary and fluctuating nature of grant funding. This approach promotes consistent service delivery, enhances employee morale and retention by providing job security, and affords greater operational flexibility. Moreover, a solid foundation of regularly funded positions can enhance an organization's appeal to potential funders, demonstrating its capacity to sustain projects beyond the grant period, thereby positioning it favorably for future funding opportunities.
- LPPS's Child Nutrition Program showcases exemplary performance, underscored by high participation rates and efficient operational management. In the breakfast segment, the program features innovative approaches like Breakfast in the Classroom at eight elementary schools, achieving a 54% participation rate. Additionally, fifteen junior high and high schools offer a convenient Breakfast To-Go option, averaging a 48% participation rate. Other schools providing traditional breakfasts report a 43% participation rate. Collectively, these efforts culminate in an overall breakfast participation rate of 47%, which notably exceeds both regional (44.3%) and national (33.2%) averages.



Commendations (3 of 3)

- The program's success extends to lunch services, where participation rates over the last four years have consistently outperformed the national peer average of 58.8%. The rate for the current 2023-24 school year has reached an impressive 76%, surpassing the regional peer average of 70.9%. This sustained performance reflects the program's commitment to providing quality meals and engaging students effectively.
- Financially, the program demonstrates prudent management, with the labor cost as a percentage of revenue for LPPS standing at 34.7% in 2022-23. This figure is considerably lower than both regional (38.4%) and national (39.4%) averages, illustrating a pattern of controlled labor expenses. Operational productivity is another strength, evidenced by the Meals per Labor Hour metric. In 2022-23, LPPS recorded a rate of 15 meals per labor hour, outpacing the average rates of regional and national peers, showcasing the efficiency and dedication of the staff involved.
- Moreover, the program's financial health is robust, as indicated by the growth of the Child Nutrition Fund Balance in relation to revenue. This balance has been on an upward trajectory since the 2019-20 fiscal year, reaching 62% in 2022-23, significantly higher than both regional (43.5%) and national (24.00%) benchmarks. This financial solidity enables the program to continue enhancing its offerings and maintain its commitment to nurturing the well-being of students through nutritious meals.



Overall

- The current organizational structure has issues related to span of control, workload distribution, and functional alignment. These issues start at the executive level and lead to a negative trickle down effect for the school system overall. Here are a few points to consider:
 - **Span of Control:** Both Assistant Superintendents, A and B, have a large number of direct reports. The traditional management theory suggests that having too many direct reports can lead to inefficiencies, as it becomes challenging for a single manager to oversee and communicate with all subordinates effectively. This can impact decision-making, supervision, and overall management quality.
 - **Workload Imbalance:** Assistant Superintendent A's role appears to be more operationally focused, dealing with principals, facilities, HR, and transportation, whereas Assistant Superintendent B's role is more focused on academic aspects like curriculum, special education, and federal programs. However, the operational aspects (under A) might be more demanding regarding day-to-day management than the more strategic, policy-oriented aspects (under B). This could lead to an imbalance in workload and stress levels.
 - **Functional Misalignment:** There is a mix of operational and academic responsibilities under both assistants. For instance, Assistant Superintendent A oversees assistant principals who are more academically focused, while B handles areas like maintenance and child nutrition, which are more operational. This mixed distribution might lead to confusion and inefficiencies.



Findings and Observations (2 of 11)

- **Communication and Coordination:** With such a large number of schools and staff, ensuring effective communication and coordination can be challenging. The current structure might create silos where departments under each assistant superintendent operate independently without sufficient collaboration.
- **Resource Allocation and Prioritization:** With both assistant superintendents overseeing a wide array of functions, there could be challenges in appropriately allocating resources and prioritizing tasks. This might lead to some areas being under-resourced or priorities not being aligned with the overall strategic goals of the school system.
- **Professional Development and Support for Principals:** With each assistant superintendent overseeing 23 principals, there might be insufficient time for mentoring, professional development, and individual support, which is crucial for the success of each school.
- Peer school systems of similar size have superintendents with three to nine direct reports. Smaller school systems within the local area only have two direct reports. Higher-performing school systems of similar size have three to four direct reports.
- There is a data discrepancy between LPPS-provided data and LDOE data when reviewing teacher headcount. The teacher count data discrepancy arises from differing methodologies: the school system's count includes actual classroom teachers, while the LDOE includes all staff with teaching certificates. For analysis, the assessment team used district-provided data, except when comparing with other school systems where LDOE data was used for consistency.



Findings and Observations (3 of 11)

- Based on the provided LPPS data, between the 2021-22 and 2022-23 school years, the district added 43 teachers, slightly increasing the Teacher-to-School Ratio from 42.35 to 43.35. During the same period, the student-to-teacher ratio decreased from 14.6 to 14.5. LDOE reflects a student-to-teacher ratio 15.6 for the 2021-22 school year. This number is based on a higher teacher count (1695). When compared to similar size-based peers and the highest-performing peers within the state, Livingston has the second-highest student-to-teacher ratio. The average student-to-teacher ratio across both peer groups was 14.38.
- A review of the student-to-teacher ratio for the 2023-24 school year showed a slight increase in the overall ratio to 14.66.
- Between the 2021-22 and 2022-23 school years, LPPS reported an increase of 102 staff members, raising the staff-to-school ratio from 87.84 to 90.21, while the student-to-staff ratio slightly decreased from 7.03 to 6.95. The LDOE reported a lower staff count of 3099.6 for the 2021-22 school year. The assessment team was not clear on what caused the data discrepancies. For trend analysis, LPPS data was used, whereas LDOE data was employed for comparisons with peer school systems. According to LDOE, LPPS's student-to-staff ratio was 8.5 for 2021-22, the third lowest among similar-sized and top-performing peers in the state, compared to their average of 8.8.
- Based on the aforementioned teacher and overall staff counts, it is evident that LPPS maintains staff levels aligned with or lower than its peers. The data indicates a strategic approach in staffing, ensuring that the ratios of staff-to-school and student-to-staff are competitive and, in some instances, more favorable when compared to similar-sized and high-performing school systems within the state. Several areas in the school system reflected staffing levels below that of peer school systems.



Findings and Observations (4 of 11)

- Also, several of these same areas have had significant levels of additional and overtime pay over the last five years. Additional pay (overtime) has increased by 29.5% over the last five years and was \$287,173 in the 2023 fiscal year and averaged \$237,612 annually over the same period.
- The percentage of Free and Reduced Lunch Program participating students has significantly increased over the last four years, rising from 42.0% to 65.7%. LDOE data reflected that LPPS had 69.12% of students in the program for the 2021-2022 school year. This was the highest percentage of all size-based peers and the second-highest percentage of the top-performing peers.
- Across LPPS, 16% of staff are either eligible to retire or will be within 24 months. This accounts for a total of 619 positions. While the largest number of positions eligible during this period is classroom teachers (a total of 239), this only accounts for 13% of all teaching staff. The highest percentage of positions that are or will be eligible are leadership positions (directors, supervisors, and coordinators). Of 71 positions, 30 (43%) are or will be eligible. Another significant percentage is that of Principals; 35 (17%) are or will be eligible to retire.
- Discrepancies were also observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.
- LDOE data reflected that LPPS had \$15,126 in revenues per student for the 2021-2022 school year. This was the second lowest of all size-based peers and the third lowest of the top-performing peers. This amount was significantly lower than the overall peer average of \$16,125.74.



Findings and Observations (5 of 11)

- LDOE data reflected that LPPS had \$128,994 in Revenues per staff FTE for the 2021-2022 school year. This was the second lowest of all size-based peers and the lowest of the top-performing peers. This amount was significantly lower than the overall peer average of \$142,236.83.
- LDOE data reflected that LPPS had \$14,443.07 in expenditures per student for the 2021-2022 school year. This was the third lowest of all size-based peers and the second lowest of the top-performing peers. This amount was significantly lower than the overall peer average of \$16,344.83.
- LDOE data reflected that LPPS had \$123,169 in expenditures per staff FTE for the 2021-2022 school year. This was the second lowest of all size-based peers and the lowest of the top-performing peers. This amount was significantly lower than the overall peer average of \$144,169.48.
- Based on LDOE data sets, LPPS had a student-to-staff ratio of 8.5 for the 2021-22 school year. When compared to similar size-based peers and the highest-performing peers within the state, Livingston has the third-lowest student-to-staff ratio.

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Functional Area Findings & Observations: Human Resources

Human Resource Costs are normalized compared to national and regional peer school systems. The first approach is to normalize cost per \$100,000 of revenue. The other approach is to normalize the cost per district staff count. LPPS's Human Resources costs in both comparisons reflected costs significantly lower than the regional and national peer averages. The number of employees per Human Resource Staff Member is significantly higher than the average of regional peers. Additional pay (overtime) for the human resource department runs an average of \$12,786 per year.

Although the number of incidents for Workman's Compensation has reduced from 49 to 27, the total paid out has increased over the last three years, from \$1,298,978 to \$1,748,526. This led the school system to have a Workman's Compensation Cost per \$100,000 in payroll spend of \$1,003.20. This is significantly higher than the average of national peers. LPSS has averaged an annual spend on Workman's Compensation of \$1,443,342.

Over the past four fiscal years, there has been a discernible growth in grant funding. However, in the fiscal year 2022-23, grant funds constituted merely 10.7% of the overall budget. This figure is notably below the average for both regional counterparts (13.4%) and national peers (18.4%).



Functional Area Findings & Observations: Operations

A survey on Maintenance, Custodial, and Groundskeeping services was carried out, involving Principals, Assistant Principals, and central office leaders, with a total of 93 respondents. The results indicated that Custodial Services received the least favorable ratings across all three categories. Notably, the aspect of custodial staff professionalism received a satisfaction rate exceeding 68%. However, satisfaction was lowest, at 49%, concerning the frequency of site inspections conducted with the custodial supervisor (respondents would like to see inspections more often). In contrast, several aspects of Maintenance and Groundskeeping services achieved satisfaction rates above 70%.

In the 2022-23 fiscal year, the portion of District Expenditures allocated to Operations surged, increasing from the usual range of 7.4% to 7.7% annually to 9.2%. This uptick might be linked to the mandatory disbursement of pandemic relief funds. Although this percentage surpassed the national average for similar entities, which stands at 7.3%, it remained notably lower than the regional average of 10.29%. Similarly, maintenance and operations costs measured by students saw the same increase in 2022-23.

Maintenance costs measured per square foot have steadily increased over the last three years from \$4.32 to \$5.84. This is significantly higher than the average of regional (\$2.89) and national (\$1.31) peers.

Over the same time, the maintenance workload, gauged by the square footage each technician is responsible for, has consistently risen. Currently, at 130,926 square feet per technician, the workload in LPPS considerably exceeds the national peer average. However, it is still less than the regional peer average.

It is important to recognize that the regional average is influenced by natural attrition and the challenges school systems face in recruiting qualified personnel. LPPS may be faced with similar challenges.



Functional Area Findings & Observations: Operations (continued)

The department had \$57,081 in additional pay (overtime) during the 2022-23 school year. Maintenance has consistently ranged in the top five departments with the most overtime over the last five years.

17% (5 individuals) of maintenance staff either are eligible to retire or will become eligible to retire in the next 24 months.

The above analysis regarding maintenance staffing levels is supported when examining work order performance data. The national average for work order completion time for the 2022-23 school year was 19 days. This average was up from the prior year's 13 days. LPPS averaged 25 days in 2022-23. Five of 10 crafts had completion rates significantly above both the national average and the overall average of LPPS: Carpentry (27 Days), Key and Lock (21 Days), Kitchen Equipment (47 days), Painting (56 days), and Plumbing (34 days). Over the last five years, six crafts had more than 35% of assigned work orders completed past due: Plumbing (76.1%), Painting (56.5%), Kitchen Equipment (56.0%), Key and Lock (50.2%), and Heating (47.1%). It should be noted that the extended completion times are impacted by delays in supplies/parts and the speed at which work orders are physically closed in the system may impact the average.

Custodial costs, as measured per square foot, have risen over the last three years from \$1.11 to \$1.25 in the 2022-23 fiscal year. This level is slightly above the average of regional peers (\$1.18) and significantly below that of national (\$1.81) peers. Costs measured per student have also increased from \$162.87 to \$182.70 in the 2022-23 fiscal year. This is below the average of regional (\$271.68) and national (\$296.00) peers. Custodial workload, as measured by square footage per custodian, has also risen from 20,378 to 21,581. This is significantly below the average of regional (37,281) and national (24,261) peers. This level is also significantly below national standards by organizations such as APPA.org, which ranges from 28,000 to 31,000 square feet per custodian.



Functional Area Findings & Observations: Operations (Continued)

When reviewing custodian workload across schools, several schools had significantly higher square footage levels than others. There did not appear to be any standardization related to staffing levels. Over the next 24 months, 55 custodians (31% of total staff) either are or will become eligible to retire.

Functional Area Findings & Observations: Transportation

The school system's transportation spending, as a percentage of the total budget, decreased from 5.67% in FY 2021-22 to 5.46% in FY 2022-23, yet surpassed the regional average of 5.08%. However, the data's reliability is under scrutiny due to inconsistencies and limitations, such as the lack of multi-year variance, some numbers provided were in multiples of 10,000, with no occurrence of odd numbers (i.e., annual miles, annual student count), and questionable data validity. Despite a constant bus fleet size over four years, transportation costs escalated by 32.56%, amounting to \$4,803,435. Consequently, the average cost per bus rose to \$58,195, exceeding the regional average of \$42,315. Furthermore, the school system reported no change in annual ridership during this period, yet per-rider costs soared to \$1,222, significantly outpacing the regional average of \$942.

Additionally, the mileage data, available only for FY 2022-23, revealed a cost per mile of \$9.45, which is higher than both regional (\$4.87) and national (\$8.21) benchmarks. The school system's spare bus ratio, documented at 13.7%, falls substantially below the regional (18.3%) and national (19.0%) averages, potentially hindering daily operations, especially considering the high buses-per-mechanic ratio of 67.2. This ratio starkly contrasts with the regional average of 24.62 and could marginally improve if current vacancies are filled, albeit remaining above the regional norm. Lastly, the average number of buses allocated per school, 7.81, was notably higher than the regional counterpart, 6.97.



Functional Area Findings & Observations: Technology

The school system has proactively invested in technology, particularly in staff and student devices, as evidenced by a commendably low average device age of 3.2 years and favorable device-to-user ratios. However, this commitment has not translated into commensurate overall technology spending, which remains substantially lower than both regional and national peers.

In the 2022-23 school year, technology expenditure peaked at \$96.30 per student, yet this figure pales in comparison to the regional and national averages of \$309.35 and \$438.00, respectively.

In addition to financial considerations, the district's technological infrastructure, specifically network bandwidth, appears underdeveloped. The bandwidth per student, measured at 5.94 Mbit/s, starkly contrasts with the much higher regional (51.88 Mbit/s) and national (427.10 Mbit/s) averages. Interestingly, the existing network capacity seems primarily utilized for testing purposes, with notable spikes in usage aligning with testing periods.

Furthermore, the school system's engagement with five different phone system providers suggests a missed opportunity to leverage group purchasing power. This fragmented approach may lead to inefficiencies and additional costs, highlighting an area ripe for optimization and consolidation to harness collective bargaining advantages better.

Staffing within the technology department may present another bottleneck, potentially hindering the expansion of technology's role in education. The current ratio of devices to technology staff members stands at an overwhelming 2,520 to 1, dwarfing the more manageable regional average of 925.3 to 1. This disparity suggests a need for a more strategic approach to staff allocation and support structures within the department.



Functional Area Findings & Observations: Technology (continued)

Focusing on software expenditure during the 2022-23 fiscal year, LPPS allocated a total of \$6,535,532. This spending was distributed across various areas, with 45.33% supporting operations, 28.01% enhancing the curriculum, and 5.74% benefiting schools directly. Notably, three schools were responsible for 42.44% of the total \$105,170 software costs allocated to schools, indicating a potential imbalance in resource distribution.

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Opportunities for Improvement (1 of 6)

To address organizational issues, the school system should consider restructuring to create a more balanced and functional alignment. This could involve creating more specialized roles under each assistant superintendent, dividing responsibilities more evenly, or adding a third assistant superintendent role to distribute the workload more effectively.

A multifaceted approach is recommended to address the imminent retirement of key leadership personnel at LPPS. Firstly, a robust succession plan should be developed, identifying potential internal candidates for roles such as directors, supervisors, coordinators, and principals and providing them with targeted leadership development opportunities. This plan should be complemented by a mentorship program, ensuring a smooth transfer of institutional knowledge and leadership skills from outgoing to incoming leaders. Concurrently, an external recruitment strategy is vital to attract experienced leaders from other districts or sectors, bringing fresh perspectives and expertise. Additionally, offering flexible retirement options, like phased retirement or part-time consultancy roles, can help retain the invaluable experience of retiring leaders during the transition period. Finally, enhancing the attractiveness of leadership roles through competitive compensation, professional growth opportunities, and a positive organizational culture is crucial. This comprehensive approach will ensure a seamless leadership transition, maintaining the high standards and stability of LPPS's educational leadership.



Opportunities for Improvement (2 of 6)

Although the overall staffing levels of the school system appear to be balanced, there are indications of disproportionate staff distribution, with some areas experiencing overstaffing and others understaffing. To address this imbalance and enhance operational efficiency, Livingston Parish Public Schools (LPPS) should consider strategically reallocating staff positions across the district. This reallocation, in line with natural staff turnover, aims to optimize resource allocation, minimize the need for overtime compensation, and promote equitable staffing across all schools.

To facilitate this strategic staff redistribution, it is recommended that the school system establishes comprehensive staffing guidelines for all roles. These guidelines should be grounded in key determinants, such as the ratio of square footage per custodian, influencing the necessity for increased or reduced staffing levels. Furthermore, the guidelines should define baseline staffing requirements, including minimum student-teacher ratios tailored to different types of schools for each position and the use of part-time staff. This structured approach will ensure a balanced and equitable distribution of staff throughout the district.

By implementing the above, the school system could cut additional pay and overtime by 45% or more (\$106,925 or more) and overall staffing expenditures by \$595,000 (an overall reduction of 25 positions through natural attrition).

Areas to review for additional staffing include Human Resources, Business/Finance, Transportation (Bus Mechanics), Technology, and Maintenance (specifically support for plumbing and kitchen equipment). It should be noted that the maintenance position to assist with kitchen equipment could be funded by the Child Nutrition program, which currently has a fund balance measured as a percentage of revenue at 62%.

An area to review for a potential reduction in staff through natural attrition would be custodial services. The district should consider staffing levels based on APPA.org standards which, run from 28,000 to 31,000 square feet per custodian based on building usage and space type.



Opportunities for Improvement (3 of 6)

It is recommended that the school system implement a comprehensive review of its workers' compensation program. The objectives of this review should be to reduce the incidence and severity of workplace injuries. To this end, the school system should explore best practices in workers' compensation program management. Additionally, a cost-benefit analysis should be undertaken to evaluate the financial and operational implications of outsourcing this function versus managing it in-house. By meeting these objectives, the institution can ensure its compensation costs are competitive with peer districts. Anticipated outcomes include a potential annual cost reduction in the range of \$298,000 to \$477,700.

To increase grant funding in a district with a high percentage of students requiring financial support, a strategic approach should be adopted. This includes conducting a thorough needs assessment and leveraging data to develop compelling grant proposals. It's crucial to foster partnerships with local stakeholders and diversify funding sources by targeting federal, state, and private grants. Investing in staff training for grant writing and project management can significantly enhance proposal quality. Additionally, raising community awareness and advocating for the district's needs, coupled with a robust system for monitoring and evaluating funded projects, can substantially strengthen the district's position in securing and efficiently utilizing grant funds. If the district added focus on capturing competitive grants, a reasonable estimate would be that the school system could capture a minimum of 5% (\$485,789) to 10% (\$971,578) of the average performance level of regional peers. It should be noted that as the school system will be new to competitive grants, identifying grants and building out the process required to capture and monitor grants could lead to the shown capture rate over two to three years.

Competitive grants can be found through online resources such as GrantWatch, which currently lists 659 Education grants for Louisiana Schools (<https://louisiana.grantwatch.com/cat/59/education-grants.html>).



Opportunities for Improvement (4 of 6)

LPPS is advised to conduct a comprehensive review of the efficiency of its transportation department. Despite the challenges posed by limited and potentially unreliable data, the preliminary analysis indicates significant areas for enhancement, particularly in augmenting mechanic staff and boosting the spare bus fleet. Additionally, the high cost per mile and the above-average number of buses per school suggest potential inefficiencies in routing. To address these issues, the district should undertake a thorough evaluation of bus routes to identify and implement improvements. Aligning the department's performance with regional benchmarks could yield substantial annual cost savings, estimated between \$74,000 and \$196,000.

While the Child Nutrition department had exemplary performance when compared to regional and national peers, there is an opportunity for some improvements related to increased breakfast participation levels. The district has successfully raised breakfast participation rates through alternative breakfast approaches such as Breakfast in Classroom and Breakfast To-Go programs. Twenty schools currently do not have these programs deployed. While facility layout and/or economics may prevent these programs from being deployed in all schools, if the school system could deploy in 50% of the remaining schools, the district may see an increase in participation rate between 5 and 11%. This could result in additional annual revenue ranging from \$238,587 to \$524,893. All schools should strive to deploy an alternative breakfast program.



Opportunities for Improvement (5 of 6)

The current allocation of software spending raises questions about equity and strategic use of resources, especially with a significant portion concentrated in just a few schools. A thorough review and reallocation of software budgets could ensure that investments directly support the curriculum and operational needs evenly across all schools, fostering a balanced and impactful use of technology in education. A deeper review of software system usage may also point to where software tools are being underutilized yet being provided and or where there is duplication in software systems.

Also, the engagement with multiple phone system providers suggests a fragmented approach that may lead to inefficiencies and increased costs. Consolidating services and software under fewer providers could harness group purchasing power, leading to significant cost savings, streamlined operations, and better service levels through a more cohesive and centralized approach.

The school system should conduct a systematic and thorough review of the current technology strategy. This review should encompass spending patterns, infrastructure adequacy, staffing levels, and operational practices. The results of this review should be used to develop a school system-wide technology strategy and a framework/guidance on technology purchases (including software) to ensure that technological resources are optimally deployed, aligned with educational goals, and capable of evolving with future needs.



Opportunities for Improvement (6 of 6)

Cost Savings/Revenue Increasing Opportunity Summary

Opportunity	Annual Cost Savings	Annual Increased Revenues
Updated staffing allocation and equitable distribution		
Reduced Additional and Overtime Pay	\$ 106,925	\$0
Staff Reduction Through Natural Attrition	\$ 595,000	\$0
Workers' Compensation Program Improvements	\$289,000 to \$477,700	\$0
Additional Grant Funding	\$ -	\$485,789 to \$971,578
Transportation Department Improvements	\$74,000 to \$196,000	\$0
Full deployment of alternative breakfast programs	\$ -	\$238,587 to \$524,893
Totals:	\$1,064,925 to \$1,375.625	\$724,376 to \$1,496,471*
Total Positive Change in Annual Funds:	\$1,789,301 to \$2,872,096	

Current State, Demographics, and Trends

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School System Overview (1 of 2)

LEAN Frog works with school systems across southeastern United States to improve operational and organizational efficiency and effectiveness in order to improve student services and free up more resources to be directed toward student learning. This is completed through a proprietary approach to using Lean Six Sigma continuous improvement methods adapted especially for public education.

The Livingston Parish Public Schools, located in Livingston, Louisiana, serves as one of the educational hubs for a region with an estimated population of over 146,000. As part of the Baton Rouge metropolitan area, Livingston Parish ranks as the state's ninth-largest parish.

This school system educates more than 26,000 students from Pre-K to 12th grade across 43 schools. The demographic composition is predominantly white (87%), with 10% Black and 3% from other ethnicities.

The governance of the school system is overseen by a school board composed of nine members elected for four-year terms from various districts within the parish. Each of the nine districts serves the schools within its boundaries.

Livingston Parish Public Schools hold a B rating with a state score of 86.3. The district is recognized in US News & World Report for having three of Louisiana's top 50 high schools: Holden High School (#16), Live Oak High School (#25), and Denham Springs High School (#43). The district also boasts a graduation rate of 90.1% for the 2020-21 school year and an average ACT composite score of 19.1.

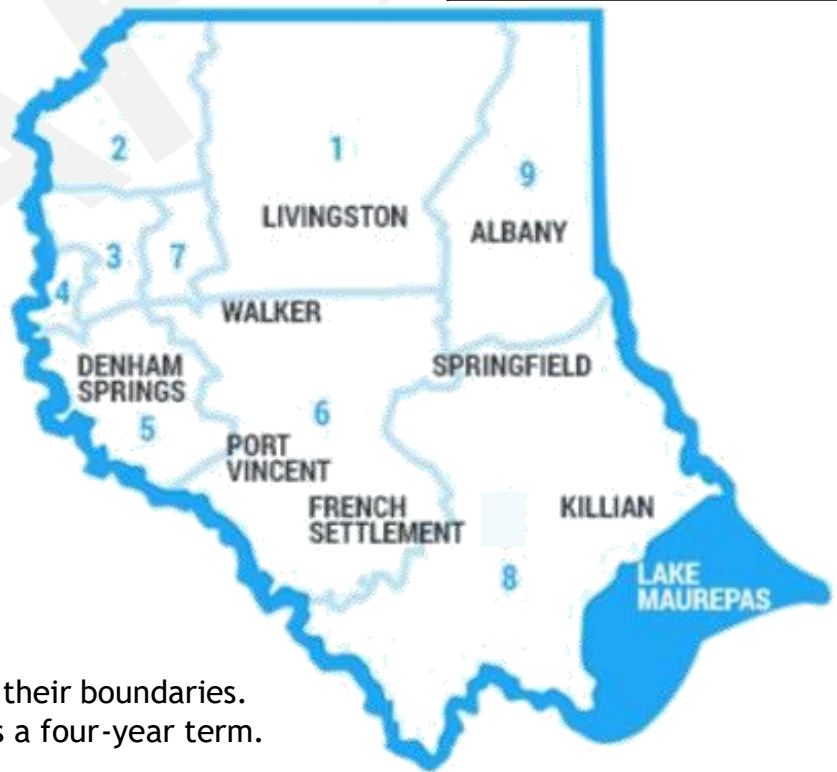
References: US Census web-site
LA Department of Education web-site
US News & World Report 2web-site 023
Livingston Parish School System web-site



School System Overview (2 of 2)

Financial Location Description	Denham Springs	Walker	Live Oak	Albany	Holden	Doyle	Frost	Springfield	French Settlement	Maurepas
Voting Districts	3, 4, 5	6, 7	2	9	1	1	1	8	8	8
District # on Financials	NO.1	NO. 4	NO. 22	NO. 24	NO. 25	NO. 26	NO. 31	NO. 27	NO. 32	NO. 33

Schools District 3	Schools District 6	Schools District 2	Schools District 9	Schools District 1	Schools District 8
Eastside Elementary Freshwater Elementary Denham Springs High Denham Springs Freshman Denham Springs Jr. High	North Corbin Elementary Walker High Walker Junior High Walker Elementary Westside Jr. High South Walker Elementary Levi Milton Elementary North Corbin Jr High	South Oak Elementary School Live Oak Elementary Live Oak High School Live Oak Jr. High Live Oak Middle School North Live Oak Elementary School	Albany High Albany Middle Albany Upper Elementary Albany Lower Elementary	Doyle High Doyle Elementary Holden Frost	French Settlement High French Settlement Elementary Springfield High Springfield Middle Springfield Elementary Maurepas
Schools District 4	Schools District 7				
Northside Elementary Denham Springs High Denham Springs Freshman Denham Springs Jr. High Denham Elementary Southside Jr High Southside Elementary	Walker High Walker Junior High Walker Elementary Westside Jr. High South Walker Elementary South Fork Elementary				
Schools District 5					
Southside Jr High Southside Elementary Lewis Vincent Elementary Seventh Ward Elementary Denham Springs High Denham Springs Freshman High Gray's Creek Elementary Juban Parc Jr. High Juban Park Elementary					



The nine (9) districts within Livingston Parish serve the schools within their boundaries. Each School Board Member representing their individual district serves a four-year term.



Current School System Strategic Plan (1 of 2)

WE BELIEVE:

- The goal of our educational programs is to prepare students to become contributing members of society.
- Each student is a valued individual with unique physical, social, emotional, and intellectual needs.
- A safe and supportive learning environment promotes student achievement.
- The allocation of our resources is in alignment with our mission and goals which helps to maximize the opportunity for students to learn and experience success in school.
- Effective collaboration and communication with families as partners in the education of their children is essential to the success of our school system.
- Students need to not only develop a deep understanding of essential knowledge and skills, but also develop the capacity to apply their learning, to reason, solve problems, and produce quality work.
- The success of our school system depends on the commitment of all staff to high quality standards, expectations, and performances.
- The development of the curriculum, design of instructional activities, and the use of assessment measures are focused on providing learning opportunities and feedback systems to enable students to achieve success.
- Professional development is an integral part of our ongoing plan for continuous improvement.
- The commitment to continuous improvement is expected of all stakeholders of the school system to achieve the goal of enabling all students to realize their potential in a rapidly changing, diverse, and global society.

OUR MISSION:

The mission of the Livingston Parish Public School System, in partnership with home and community, is to provide all students with exceptional educational opportunities that will equip life-long learners with the skills necessary to become productive, responsible citizens in a global society.

OUR VISION:

To become an exemplary school district in which every student achieves personal success through rigorous, engaging curriculum and collaborative support systems.



STRATEGIC PLAN GOALS:

TEACHING, LEARNING AND ASSESSMENT

Goal I: To adopt or develop and implement at each elementary, middle, and secondary school, a systemic plan for teaching, learning, and assessment.

FINANCIAL MANAGEMENT

Goal II: To ensure effective and efficient use of public funds for the benefit of students, personnel and patrons of the Livingston Parish Public School System.

SCHOOL/COMMUNITY RELATIONS AND SUPPORT SERVICES

Goal III: Actively seek and expand family, community, and school connections.

FACILITIES

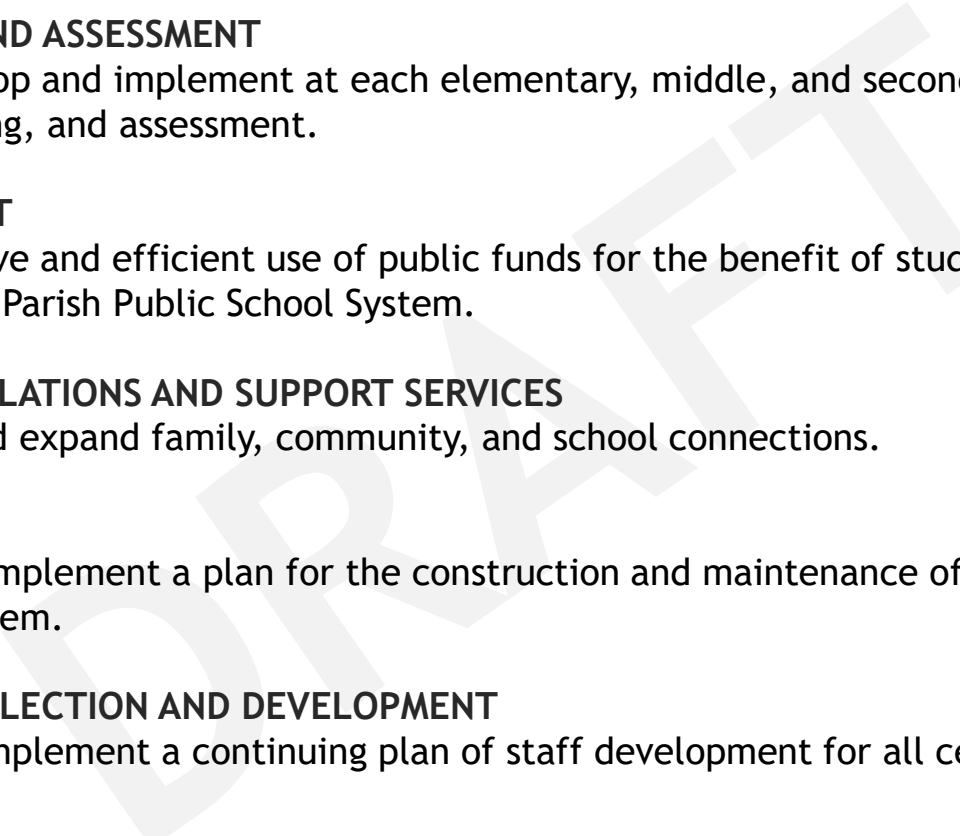
Goal IV: To develop and implement a plan for the construction and maintenance of facilities in the Livingston Parish Public Schools System.

STAFF RECRUITMENT, SELECTION AND DEVELOPMENT

Goal V: To develop and implement a continuing plan of staff development for all certified school personnel in Livingston Parish.

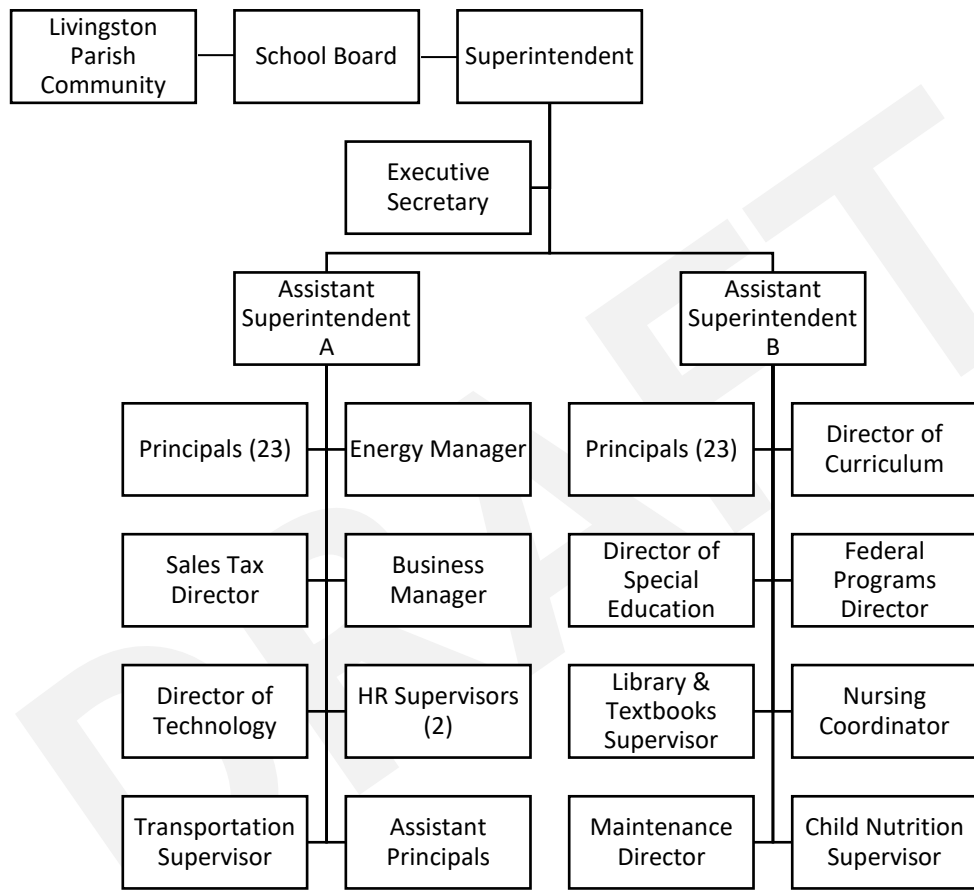
TECHNOLOGY

Goal VI: All Livingston Parish educators and learners will benefit from technology-rich environments that support student achievement and produce lifelong learners able to succeed in an information society





Leadership Organizational Structure & Overview



District Overview Data	Sy 22-23
Total Number of School Personnel (FTE)	3836
Total Number of Teachers (FTE)	1450
Total Number of Classified Staff (FTE)	1499
Total Number of Certified Staff (FTE)	2251

District Overview Data	SY 22-23
Total Number of Schools within System	43
Total Number of Students Enrolled	26,954
Number of School Days	180
% of Students in Free & Reduced Lunch Program	65.7%



Leadership Span of Control Analysis: Assistant Superintendent A

SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Knowledge and skills vary between departments
Mastery Employees						Novice Employees	All except one employee have more than 3 years in their current positions. Several principals are new.
Related Activities						Unrelated Activities	Reporting departments include operational activities. Principal evaluation and Assistant Principal support involve instruction
Results Identifiable by Metrics						Results Unidentifiable by Metrics	Individual departments have metrics available.
Work is Routine						Work is Not Routine	Leader's work is not routine, varies between department needs. Handles Level II elevated concerns.
Standardized						Non-Standardized	Standardized work exists in differing degrees depending on department.
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	Leader manages a large and diverse departments.
Employees Located in Close Proximity						Employees Distanced	HR and Business are in close proximity. Other departments are in various buildings across system. Principals and assistant principals are located throughout district.

Both Assistant Superintendents A and B have a large number of direct reports. The analysis reflects that each Assistant Superintendent position has a span of control issue - having too many direct reports that can lead to inefficiencies. This Makes it challenging to oversee and communicate with all their subordinates effectively and can negatively impact decision-making, supervision, and overall quality of management.



Leadership Span of Control Analysis: Assistant Superintendent B

SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Diversity in knowledge and skills between curriculum, maintenance and child nutrition.
Mastery Employees						Novice Employees	Various degrees of experience in current roles.
Related Activities						Unrelated Activities	Reporting activities range from academics (curriculum, special education) to funding (federal programs) to student support areas (nursing, CNP)
Results Identifiable by Metrics						Results Unidentifiable by Metrics	Metrics are available in differing degrees depending on department.
Work is Routine						Work is Not Routine	Leader's work is not routine, varies between department needs. Handles Level II elevated concerns.
Standardized						Non-Standardized	Standardized work exists in differing degrees depending on department. Has regular meetings with Curriculum Director.
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	Assistant Superintendent manages a large department structure. Handles all public records requests, collects bids for lawncare, and serves as Athletic Director
Employees Located in Close Proximity						Employees Distanced	Central Office personnel are in close proximity, maintenance and CNP are not. Principals are located throughout district.



Further Leadership Organizational Structure Concerns

Workload Imbalance: Assistant Superintendent A's role appears to be more operationally focused, dealing with principals, facilities, HR, and transportation, whereas Assistant Superintendent B's role is more focused on academic aspects like curriculum, special education, and federal programs. However, the operational aspects (under A) might be more demanding regarding day-to-day management than the more strategic, policy-oriented aspects (under B). This could lead to an imbalance in workload and stress levels.

Functional Misalignment: There is a mix of operational and academic responsibilities under both assistants. For instance, Assistant Superintendent A oversees assistant principals who are more academically focused, while B handles areas like maintenance and child nutrition, which are more operational. This mixed distribution might lead to confusion and inefficiencies.

Communication and Coordination: With such a large number of schools and staff, ensuring effective communication and coordination can be challenging. The current structure might create silos where departments under each assistant superintendent operate independently without sufficient collaboration.

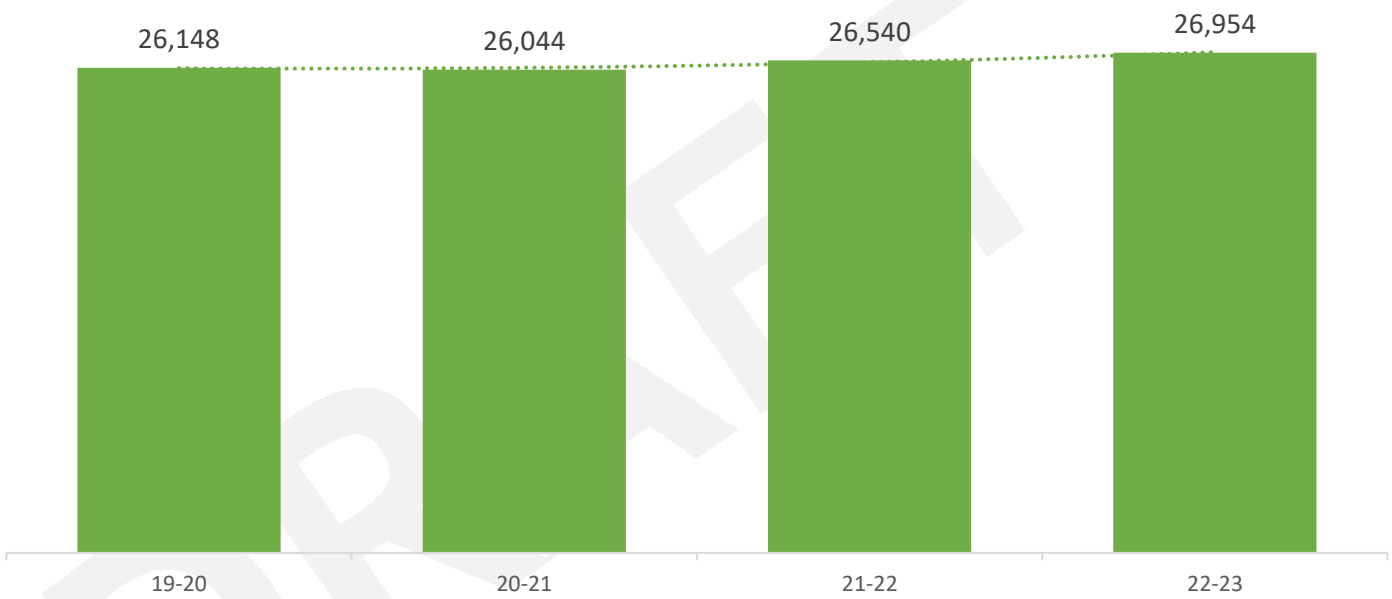
Resource Allocation and Prioritization: With both assistant superintendents overseeing a wide array of functions, there could be challenges in appropriately allocating resources and prioritizing tasks. This might lead to some areas being under-resourced or priorities not being aligned with the overall strategic goals of the school system.

Professional Development and Support for Principals: With each assistant superintendent overseeing 23 principals, there might be insufficient time for mentoring, professional development, and individual support, which is crucial for the success of each school.



Historical Student Enrollment

Student enrollment has grown by 3.08% (806 students) over the last four years.



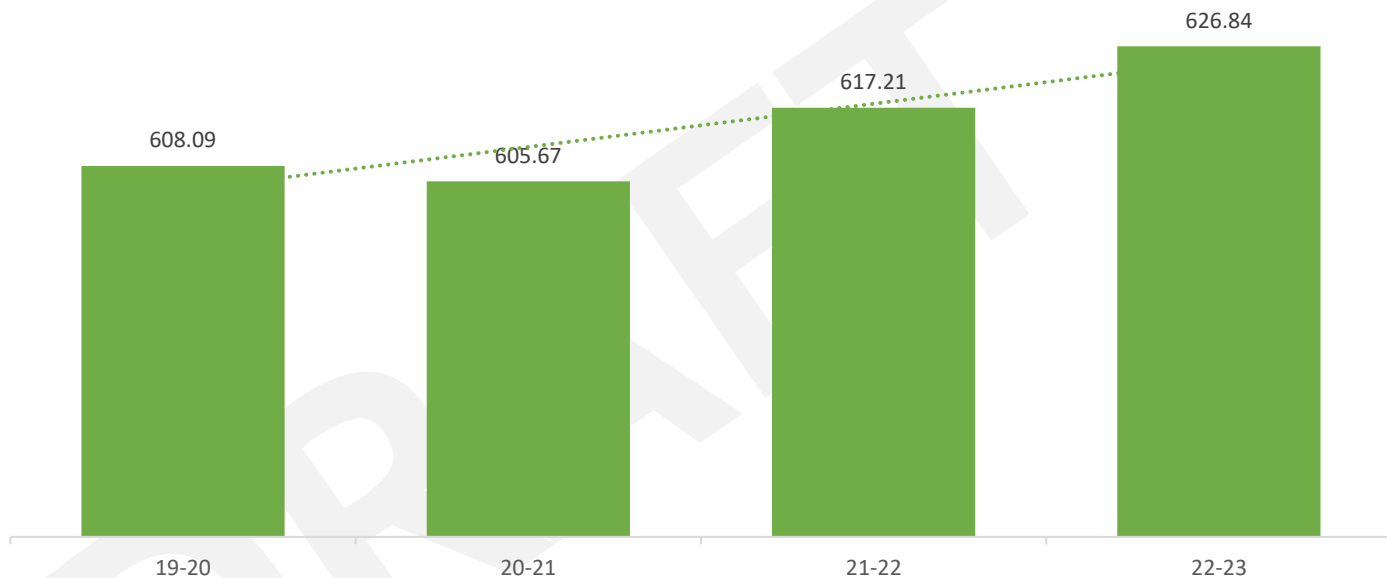
	19-20	% Change	20-21	% Change	21-22	% Change	22-23
Total Number of Students Enrolled in District	26,148	-0.4%	26,044	1.9%	26,540	1.6%	26,954

Data provided by LPPS.



Historical Student-to-School Overall Ratio

Student enrollment growth has led to an increasing Student-to-School Ratio over the last four years.

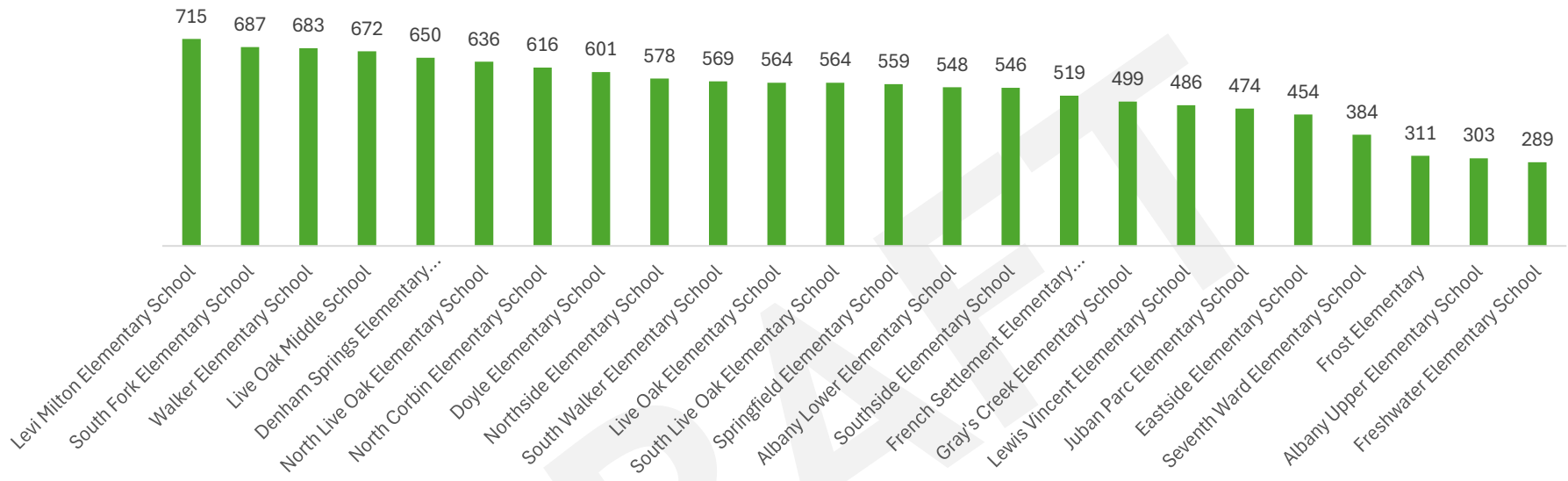


	19-20	% Change	20-21	% Change	21-22	% Change	22-23
Total Number of Students	26,148	-0.4%	26,044	1.9%	26,540	1.6%	26,954
Total Number of Operational Schools in District	43	0.0%	43	0.0%	43	0.0%	43
Student-to-School Ratio	608.09	-0.4%	605.67	1.9%	617.21	1.6%	626.84

Data provided by LPPS.



23-24 School Year Student Counts by School: Elementary



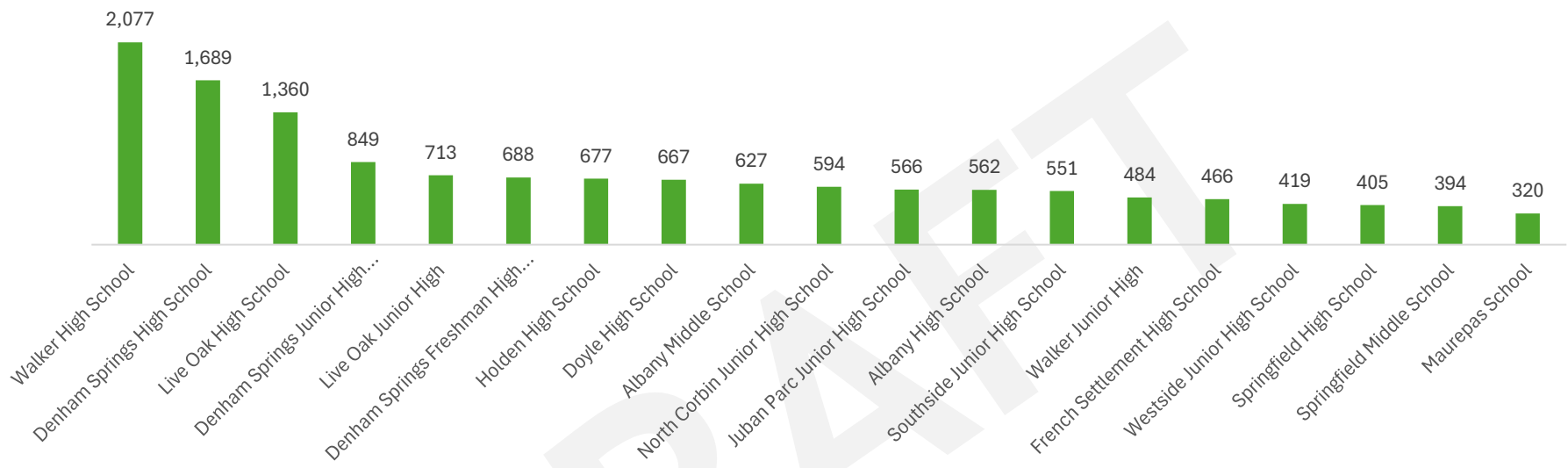
School	Voting District	# of Students
Albany Lower Elementary	9	548
Albany Upper Elementary	9	303
Denham Springs Elementary	3,4,5	650
Doyle Elementary	1	601
Eastside Elementary	3,4,5	454
French Settlement Elementary	8	519
Freshwater Elementary	3,4,5	289
Frost Elementary	1	311
Gray's Creek Elementary	3,4,5	499
Juban Parc Elementary	3,4,5	474
Levi Milton Elementary	0	715
Lewis Vincent Elementary	3,4,5	486

School	Voting District	# of Students
Live Oak Elementary	2	564
Live Oak Middle	2	672
North Corbin Elementary	6,7	616
North Live Oak Elementary	2	636
Northside Elementary	3,4,5	578
Seventh Ward Elementary	3,4,5	384
South Fork Elementary	6,7	687
South Live Oak Elementary	2	564
South Walker Elementary	6,7	569
Southside Elementary	3,4,5	546
Springfield Elementary	8	559
Walker Elementary	6,7	683

Student data pulled from Louisiana Believes website in the Student Attributes sections based on October 3, 2023 data.



23-24 School Year Student Counts by School: Middle/High



School	Voting District	# of Students
Albany High	9	562
Albany Middle	9	627
Denham Springs Freshman	3,4,5	688
Denham Springs High	3,4,5	1,689
Denham Springs Junior	3,4,5	849
Doyle High	1	667
French Settlement High	8	466
Holden	1	677
Juban Parc Junior	3,4,5	566
Live Oak High	2	1,360

School	Voting District	# of Students
Live Oak Junior High	2	713
Maurepas	8	320
North Corbin Junior	6,7	594
Southside Junior	3,4,5	551
Springfield High	8	405
Springfield Middle	8	394
Walker High	6,7	2,077
Walker Junior	6,7	484
Westside Junior	6,7	419

Student data pulled from Louisiana Believes website in the Student Attributes sections based on October 3, 2023 data.



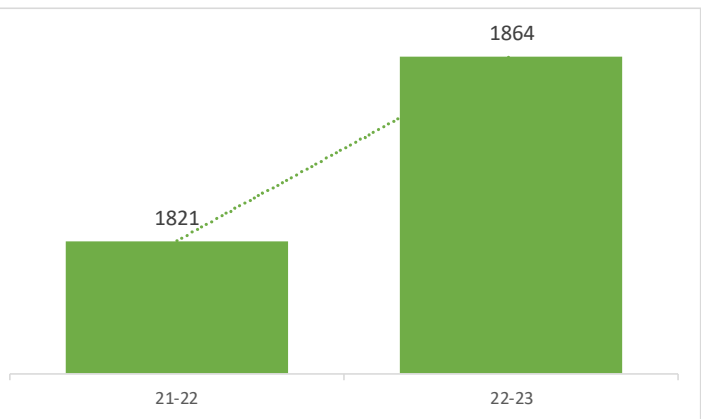
Current State, Demographics and Trends

Historical Teacher Counts (FTE)

There was a discrepancy when comparing the provided teacher count data from the district to that published on the LDOE website. This may be due to the fact that the district provided actual classroom teacher counts, and LDOE is counting the number of staff members that hold a teaching certificate.

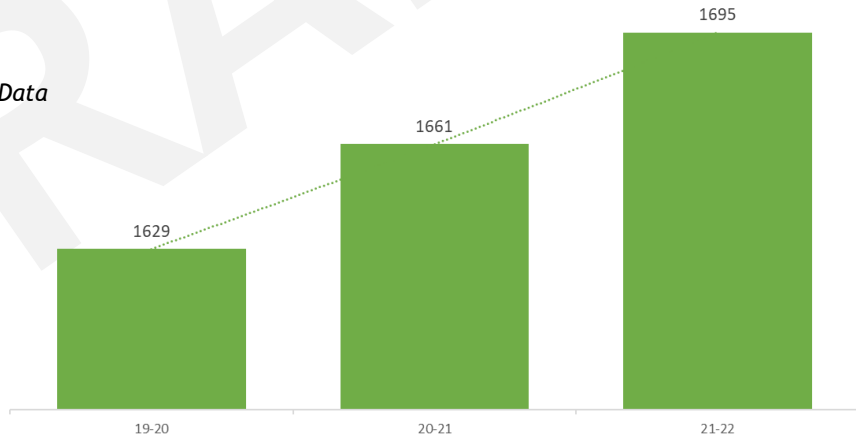
For the purpose of analysis, the assessment team opted to use LPPS-provided teacher count data.

Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



	21-22	% Change	22-23
Total Number of Classroom Teachers (FTE)	1,821	2.4%	1,864

Data provided by LDOE website. Data for 22-23 was not available.

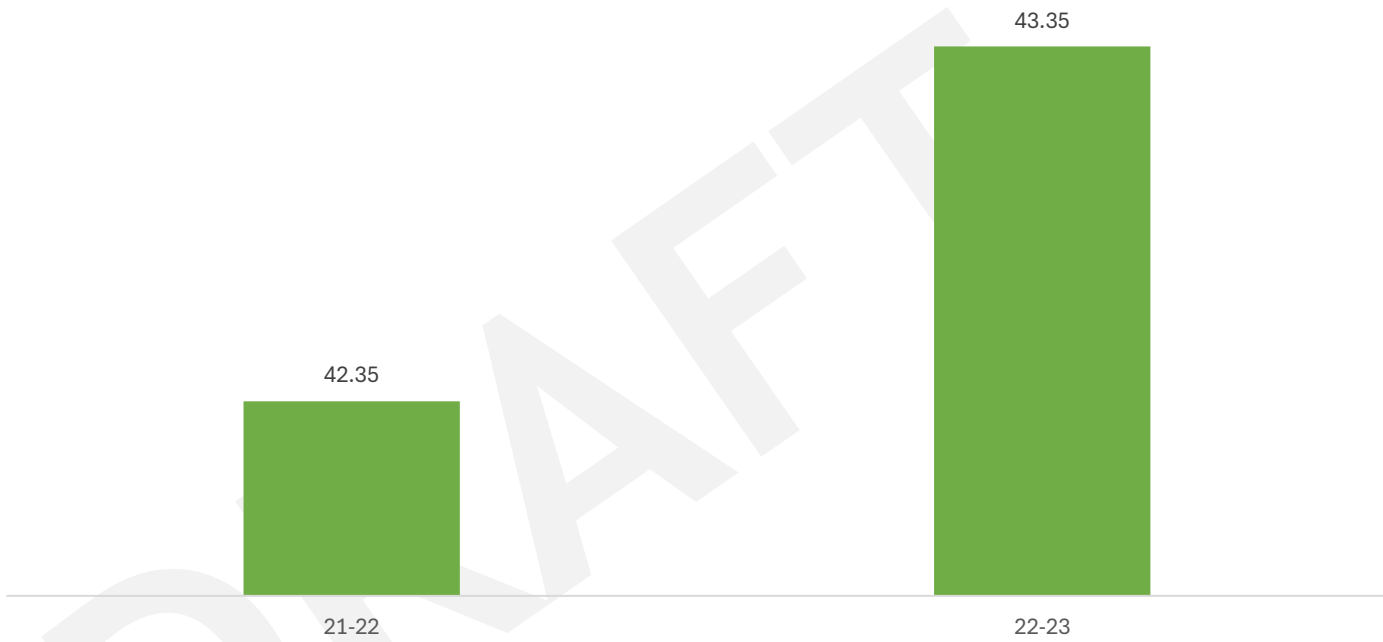


	19-20	% Change	20-21	% Change	21-22
Total Number of Classroom Teachers (FTE)	1,629	2.0%	1,661	2.0%	1,695



Historical Teacher-to-School Overall Ratio

Between the 2021-22 and 2022-23 school years, the district added 43 teachers, slightly increasing the Teacher-to-School Ratio from 42.35 to 43.35.



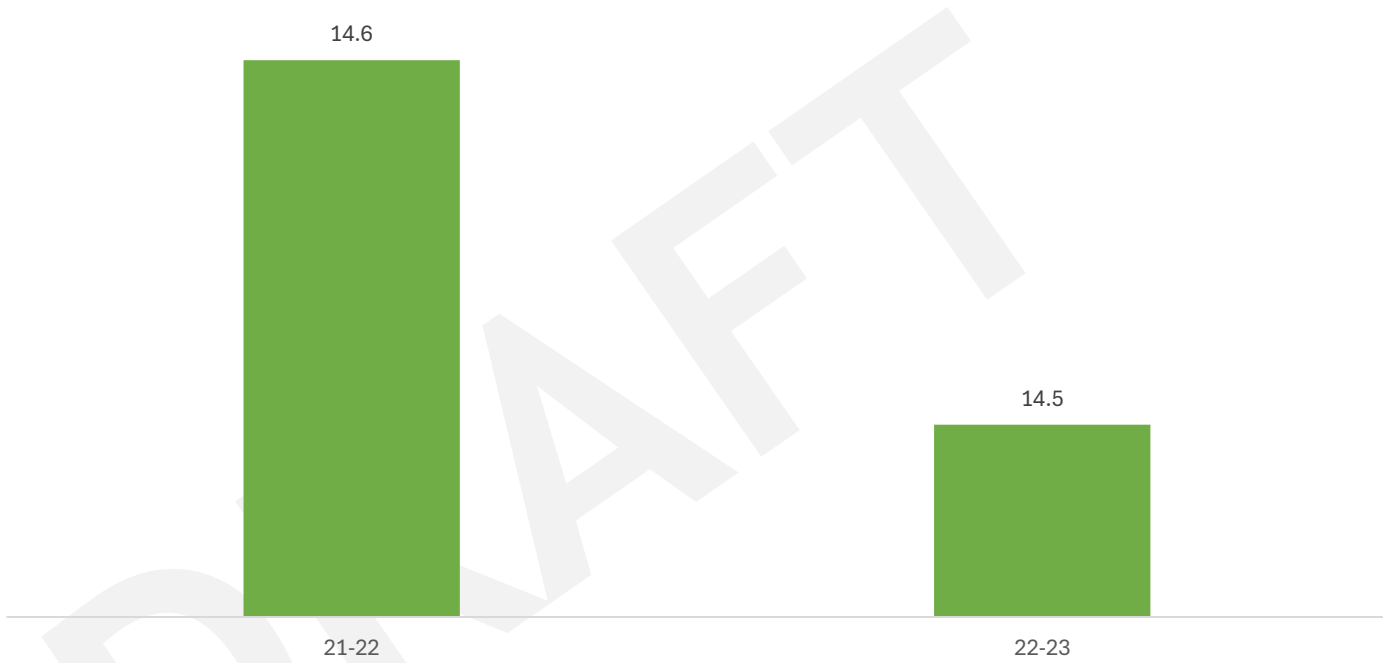
	21-22	% Change	22-23
Total Number of Classroom Teachers (FTE)	1,821	2.4%	1,864
Total Number of Operational Schools in District	43	0.0%	43
Student-to-School Ratio	42.35	2.4%	43.35

Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



Historical Student-to-Teacher Ratio: Overall

Between the 2021-22 and 2022-23 school years, the student-to-teacher ratio decreased 14.6 to 14.5.

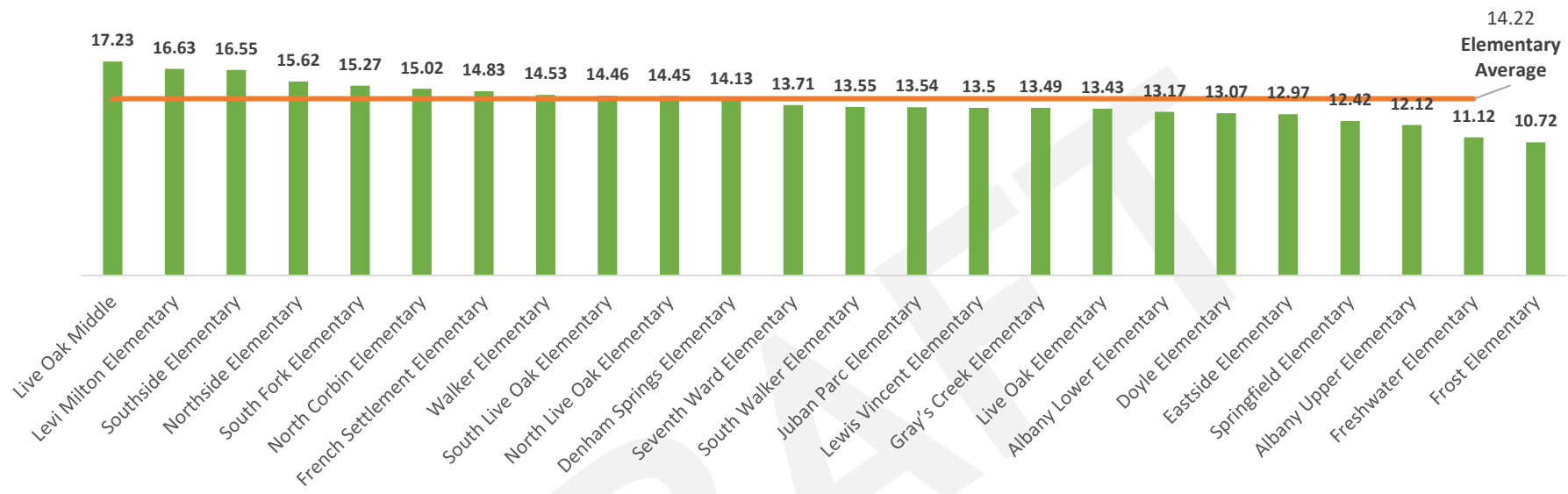


	21-22	% Change	22-23
Total Number of Students Enrolled in District	26,540	1.6%	26,954
Total Number of Classroom Teachers (FTE)	1,821	2.4%	1,864
Student to Teacher Ratio	14.6	-0.8%	14.5

Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



2023-2024 SY Student-to-Teacher Ratio by School: Elementary



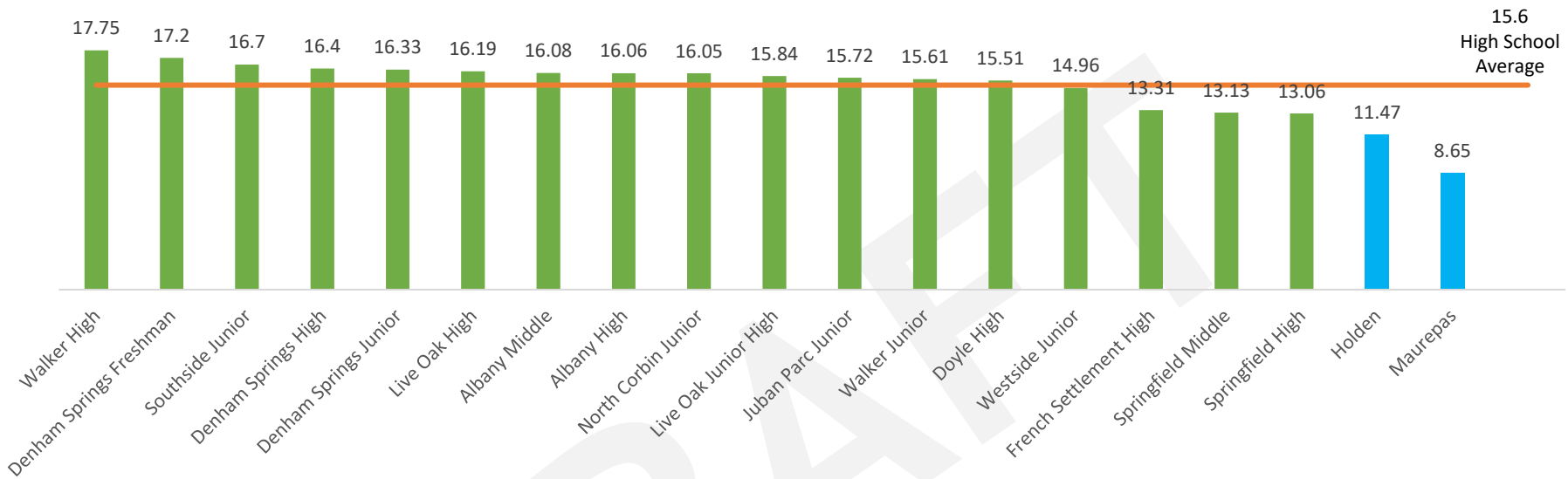
School	Voting District	Classroom Teachers	# of Students	Student to Teacher Ratio
Albany Lower Elementary	9	40	548	13.17
Albany Upper Elementary	9	25	303	12.12
Denham Springs Elementary	3,4,5	46	650	14.13
Doyle Elementary	1	46	601	13.07
Eastside Elementary	3,4,5	35	454	12.97
French Settlement Elementary	8	35	519	14.83
Freshwater Elementary	3,4,5	26	289	11.12
Frost Elementary	1	29	311	10.72
Gray's Creek Elementary	3,4,5	37	499	13.49
Juban Parc Elementary	3,4,5	35	474	13.54
Levi Milton Elementary	0	43	715	16.63
Lewis Vincent Elementary	3,4,5	36	486	13.50

School	Voting District	Classroom Teachers	# of Students	Student to Teacher Ratio
Live Oak Elementary	2	42	564	13.43
North Corbin Elementary	6,7	41	616	15.02
North Live Oak Elementary	2	44	636	14.45
Northside Elementary	3,4,5	37	578	15.62
Seventh Ward Elementary	3,4,5	28	384	13.71
South Fork Elementary	6,7	45	687	15.27
South Live Oak Elementary	2	39	564	14.46
South Walker Elementary	6,7	42	569	13.55
Southside Elementary	3,4,5	33	546	16.55
Springfield Elementary	8	45	559	12.42
Walker Elementary	6,7	47	683	14.53
Live Oak Middle	2	39	672	17.23

of Teachers pulled from employee data provided by LPSS and Student # data pulled from Louisiana Believes website in the Student Attributes sections based on October 3, 2023 data.



2023-24 SY Student to Teacher Ratio by School: Middle/High



School	Voting District	Classroom Teachers	# of Students	Student to Teacher Ratio
Albany High	9	40	562	16.06
Albany Middle	9	39	627	16.08
Denham Springs Freshman	3,4,5	40	688	17.20
Denham Springs High	3,4,5	103	1,689	16.40
Denham Springs Junior	3,4,5	52	849	16.33
Doyle High	1	43	667	15.51
French Settlement High	8	35	466	13.31
Holden	1	59	677	11.47
Juban Parc Junior	3,4,5	36	566	15.72
Live Oak High	2	84	1,360	16.19

School	Voting District	Classroom Teachers	# of Students	Student to Teacher Ratio
Live Oak Junior High	2	45	713	15.84
Maurepas	8	37	320	8.65
North Corbin Junior	6,7	37	594	16.05
Southside Junior	3,4,5	33	551	16.70
Springfield High	8	31	405	13.06
Springfield Middle	8	30	394	13.13
Walker High	6,7	117	2,077	17.75
Walker Junior	6,7	31	484	15.61
Westside Junior	6,7	28	419	14.96

Represents K-12 Schools

of Teachers pulled from employee data provided by LPSS and Student # data pulled from Louisiana Believes website in the Student Attributes sections based on October 3, 2023 data.

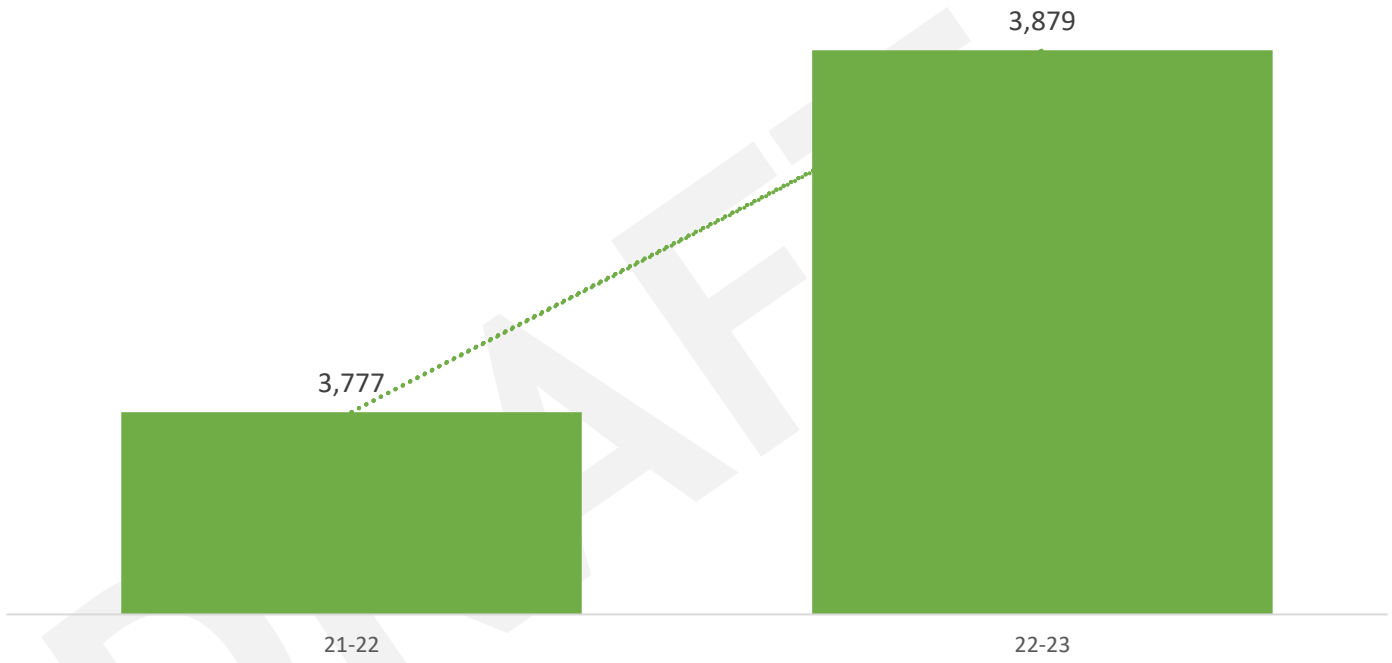


Historical Staff Counts (FTE)

Based on LPPS-supplied data, between the 2021-22 and 2022-23 school years, the school system added 102 staff members.

LDOE data for the 2021-22 School Year reflects a lower staff count of 3099.6.

The assessment team used LPPS-supplied data for trend analysis. LDOE data was used when comparing peer school systems for the sake of consistency.



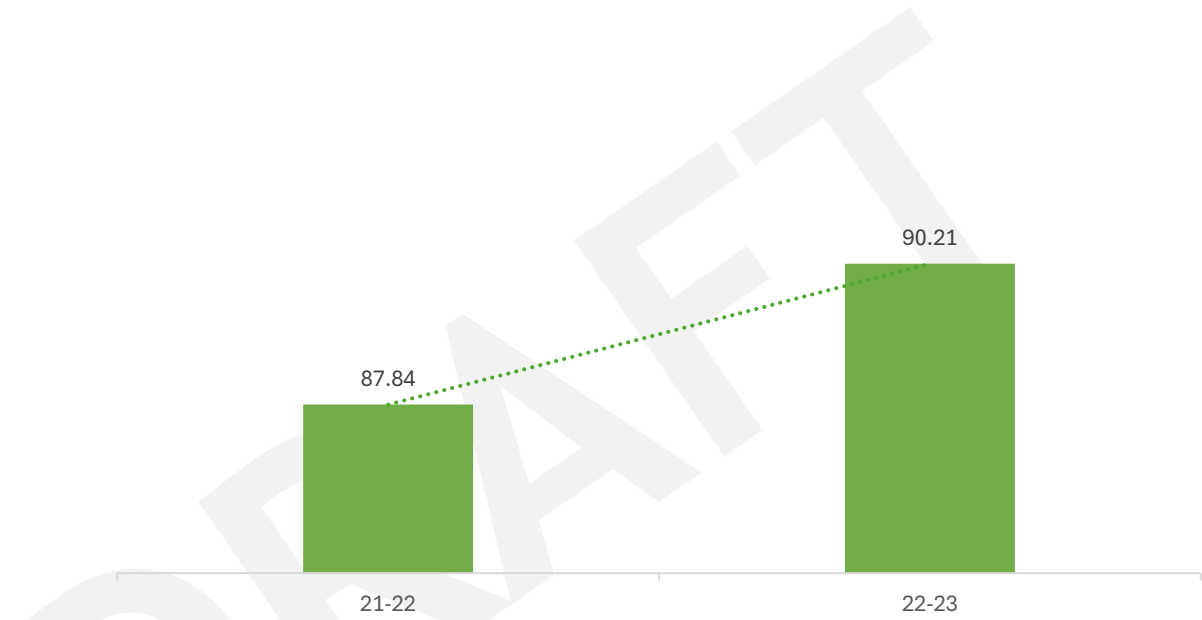
	21-22	% Change	22-23
Total Number of District Personnel (FTE)	3,777.0	2.7%	3,879.0

Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



Historical Staff Overall FTE to School Ratio

Additional staff count between the 2021-22 and 2022-23 school years increased the overall staff-to-school ratio from 87.84 to 90.21.



	21-22	22-23	% Change
Total Number of District Personnel (FTE)	3,777	3879	2.70%
Total Number of Operational Schools in District	43	43	0.00%
Staff FTE to School Ratio	87.84	90.21	2.70%

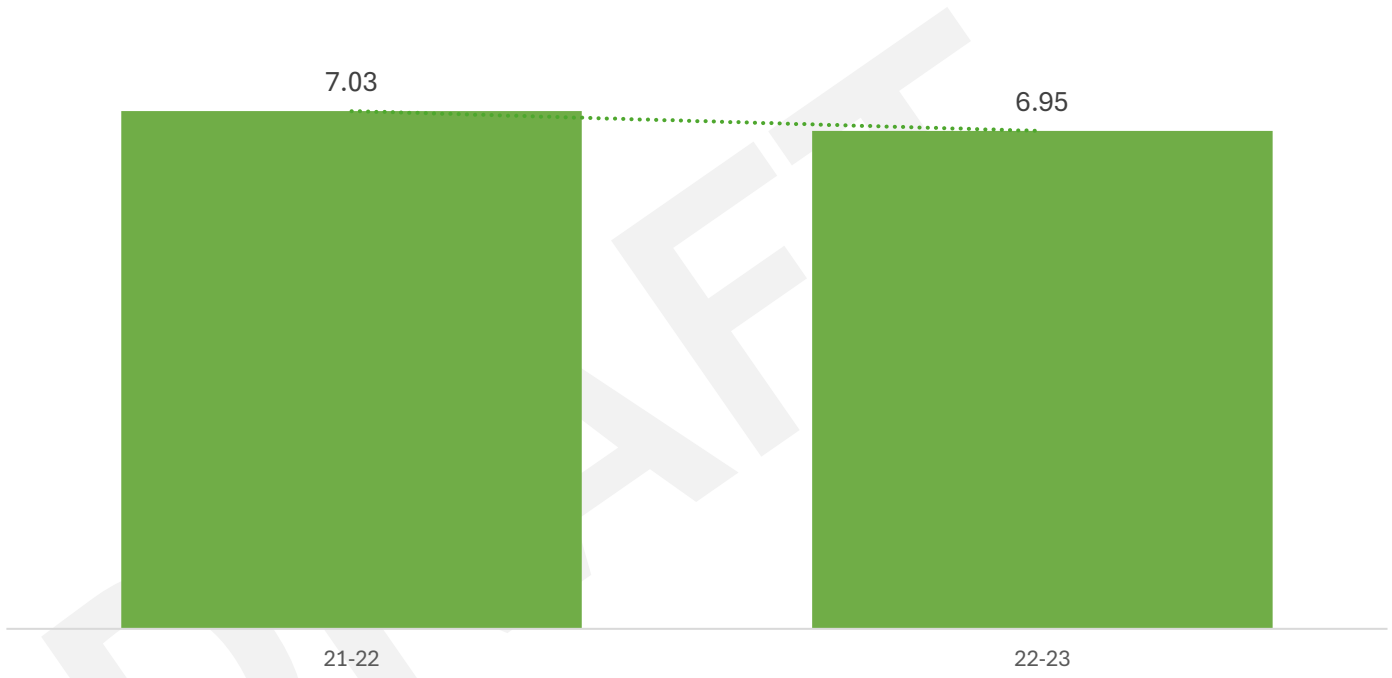
Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



Current State, Demographics and Trends

Historical Student to Staff Ratio

Between the enrollment increase and the additional staff between the 2021-22 and 2022-23 school years, the overall student-to-staff ratio decreased from 7.03 to 6.95.



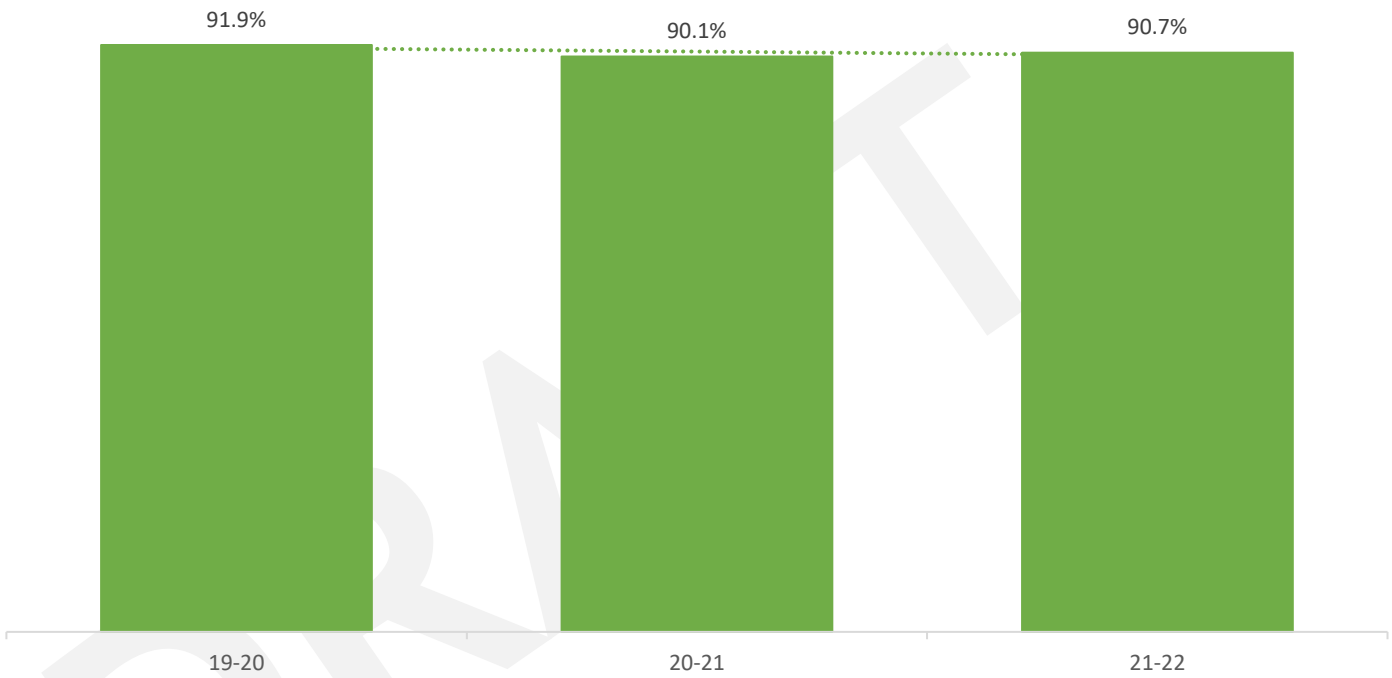
	21-22	% Change	22-23
Total Number of Students Enrolled in District	26,540	1.6%	26,954
Total Number of District Personnel (FTE)	3,777.00	2.7%	3,879.00
Student to Staff Ratio	7.03	-1.1%	6.95

Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



Historical Graduation Rate

While the school system's graduation rate dropped slightly during the Pandemic, the rate has rebounded 0.7% to 90.7% for the 2021-2022 school year.



	19-20	% Change	20-21	% Change	21-22
Graduation Rate	91.9%	-2.0%	90.1%	0.7%	90.7%

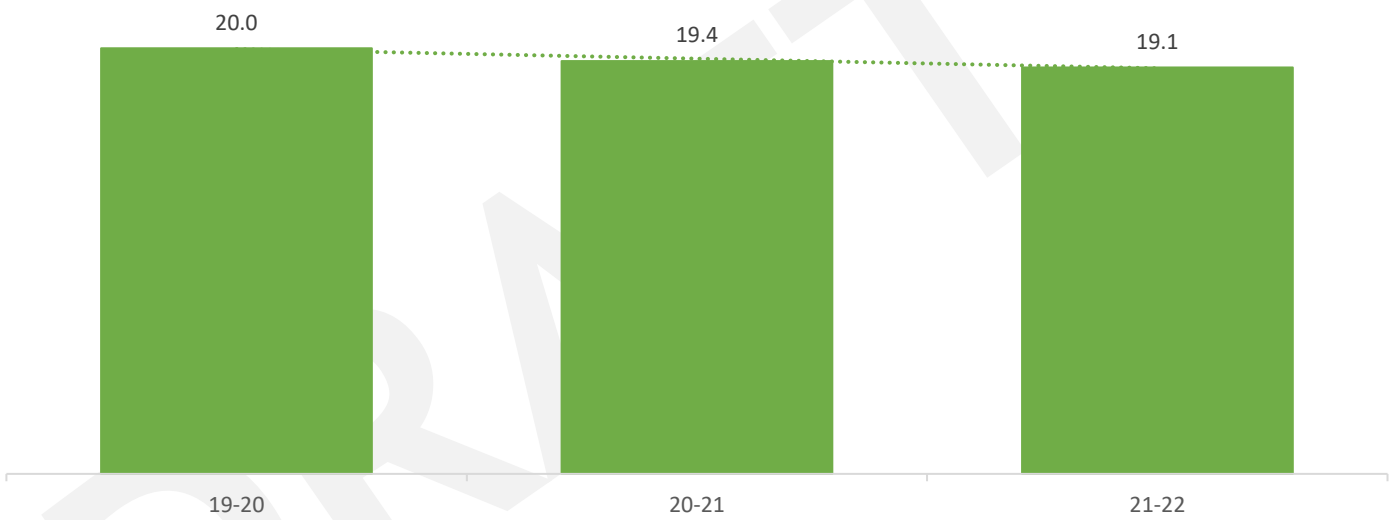
Graduation Data pulled from Louisiana Believes website in the High School Performance section. 22-23 Graduation Rates Not Yet Provided.



Current State, Demographics and Trends

Historical ACT Composite Scores

ACT composite scores have decreased slightly from 20.0 in the 2019-20 school year to 19.1 in the 2021-22 school year.



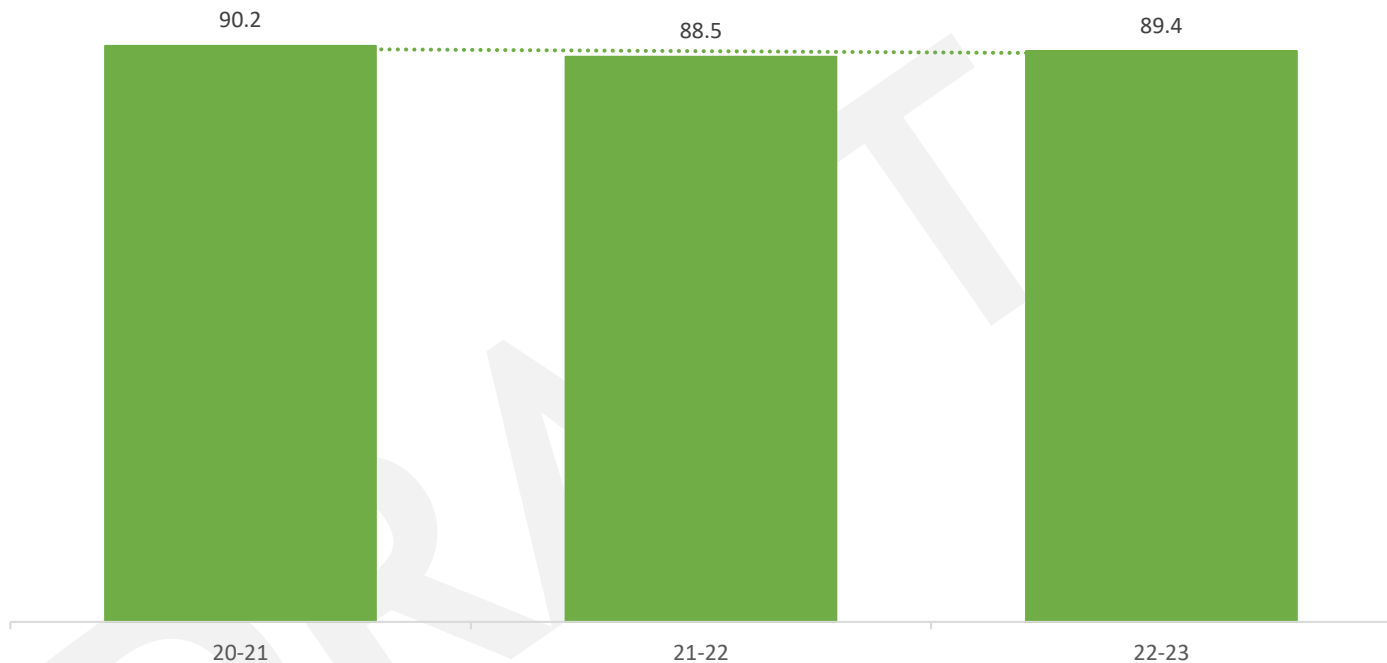
	19-20	% Change	20-21	% Change	21-22
Composite ACT Scores	20.0	-3.0%	19.4	-1.5%	19.1

ACT Composite Scores pulled from Louisiana Believes website in the High School Performance section. 22-23 ACT Composite Scores not yet provided.



Historical LDOE State Scorecard Performance

While the school system's LDOE performance score dropped slightly during the pandemic, the score rebounded to 89.4 in the 2021-2022 school year.



	20-21	% Change	21-22	% Change	22-23
LDOE State Performance Score	90.2	-1.9%	88.5	1.0%	89.4

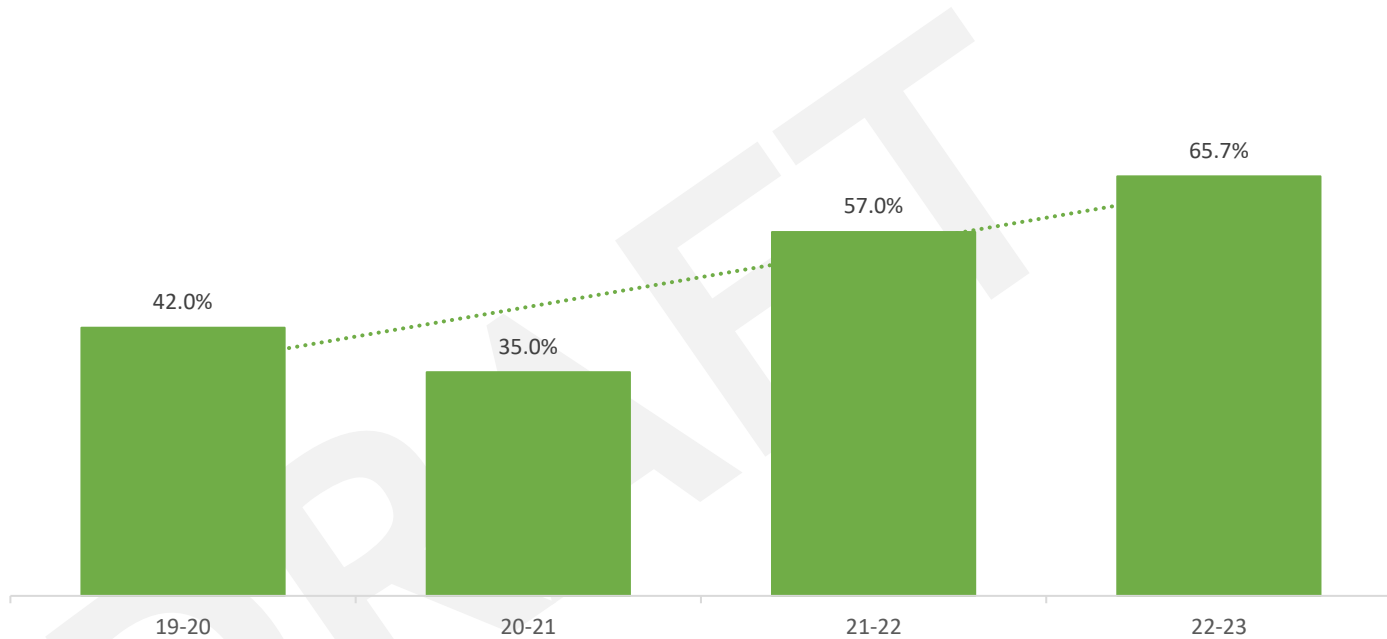
LDOE State Performance Scores pulled from Louisiana Believes website in the District Performance Scores section. Scores were not available for the 19-20 School Year.



Current State, Demographics and Trends

Historical Free and Reduced Lunch Percentage of Students

The percentage of Free and Reduced Lunch Program participating students has significantly increased over the last four years, rising from 42.0% to 65.7%.



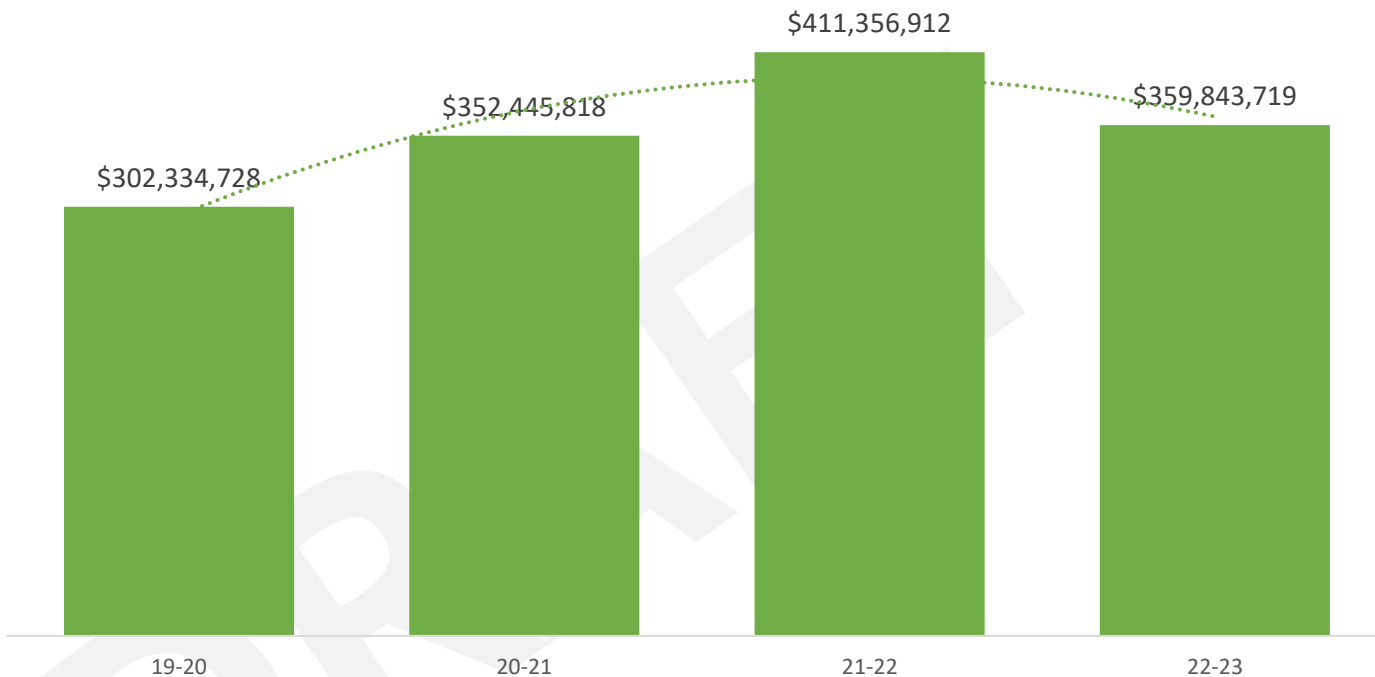
	19-20	% Change	20-21	% Change	21-22	% Change	22-23
% of students in Free and Reduced Lunch Program	42.0%	-16.7%	35.0%	62.9%	57.0%	15.3%	65.7%

Free and Reduced Percentage numbers pulled from LDOE Louisiana Believes website in the Student Attributes Section.



Historical Revenue Overall School System

In the past four years, revenues have increased by 19%, equating to \$57,508,991. A significant rise in revenue occurred in the 2021-22 fiscal year, attributed to one-time pandemic relief funds.



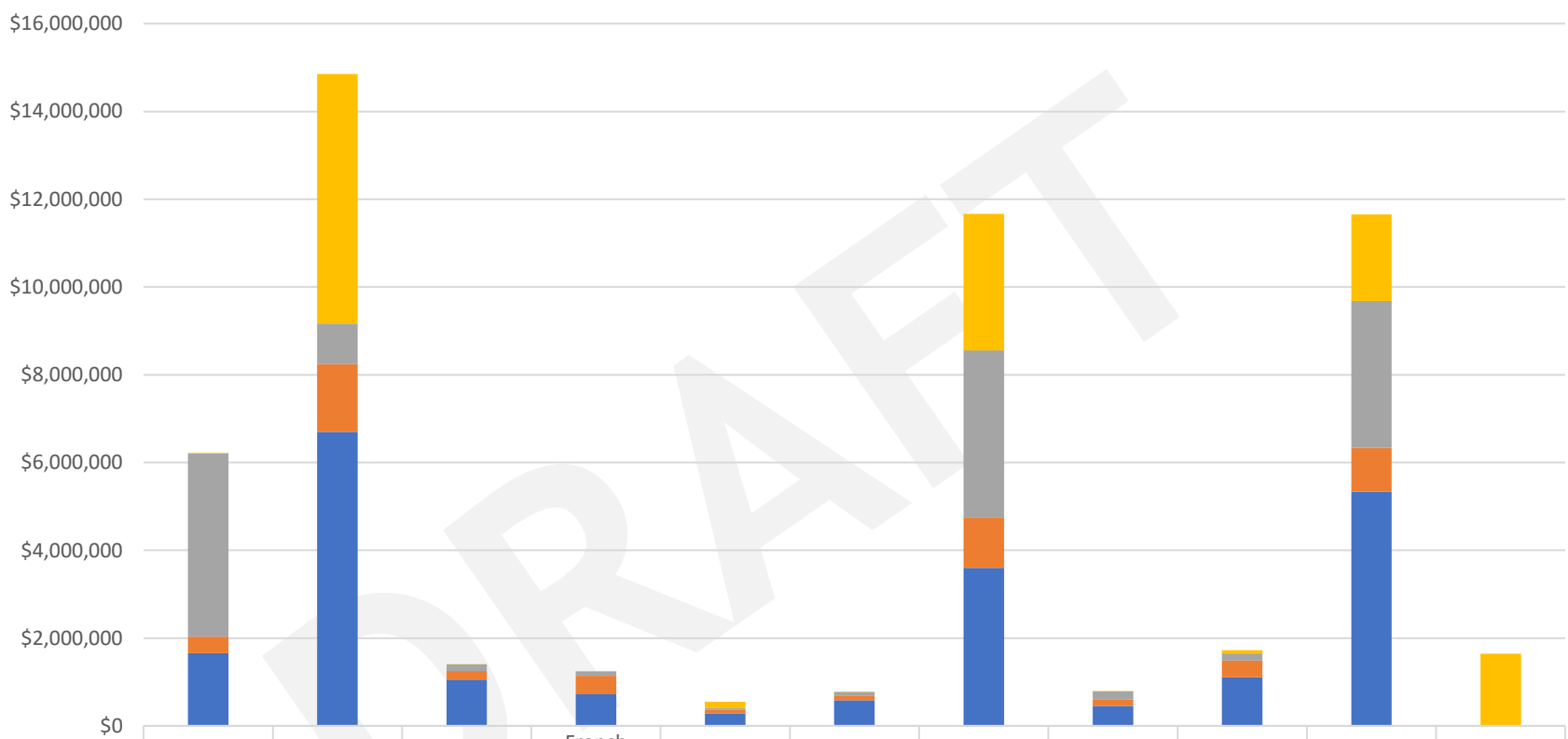
Data provided by LPPS.

Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.

	19-20	% Change	20-21	% Change	21-22	% Change	22-23
Total District Operating Revenue (Actual)	\$302,334,728	16.6%	\$352,445,818	16.7%	\$411,356,912	-12.5%	\$359,843,719



Fund Revenue per District 2018-2019 SY



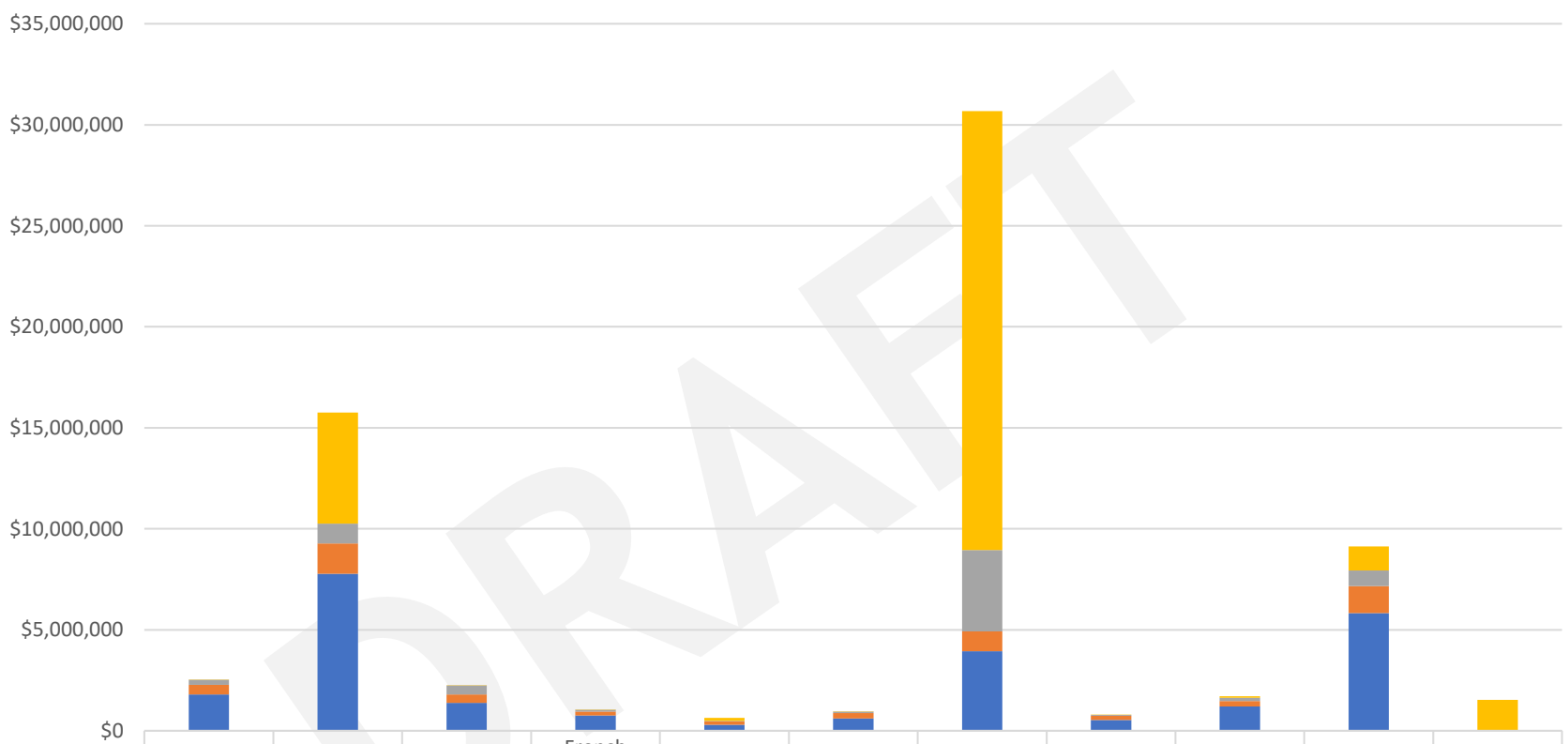
	Albany (24)	Denham Springs (01)	Doyle (26)	French Settlement (32)	Frost (31)	Holden (25)	Live Oak (22)	Maurepas (33)	Springfield (27)	Walker (04)	No. (4-1)
■ DEBT SERVICE FUND (04)	\$13,284.00	\$5,687,339.9	\$8,638.91	\$5,867.62	\$142,647.46	\$4,697.93	\$3,115,407.7	\$8,979.34	\$71,882.25	\$1,967,462.8	\$1,643,776.1
■ CONSTRUCTION (05)	\$4,178,285.1	\$923,343.10	\$146,391.33	\$99,570.33	\$37,434.21	\$80,142.75	\$3,799,562.1	\$185,948.65	\$161,269.47	\$3,350,130.4	\$0.00
■ 7 MILL MAINTENANCE (03)	\$375,906.94	\$1,543,997.8	\$199,377.79	\$420,601.16	\$90,965.07	\$109,132.91	\$1,150,375.4	\$142,580.63	\$379,805.94	\$995,303.67	\$0.00
■ 2ND SALES TAX (02)	\$1,656,533.9	\$6,697,198.0	\$1,054,823.8	\$723,936.23	\$280,910.96	\$588,161.00	\$3,601,946.2	\$458,275.63	\$1,111,753.5	\$5,338,083.5	\$0.00

■ 2ND SALES TAX (02) ■ 7 MILL MAINTENANCE (03) ■ CONSTRUCTION (05) ■ DEBT SERVICE FUND (04)

Data provided by LPPS.



Fund Revenue per District 2019-2020 SY



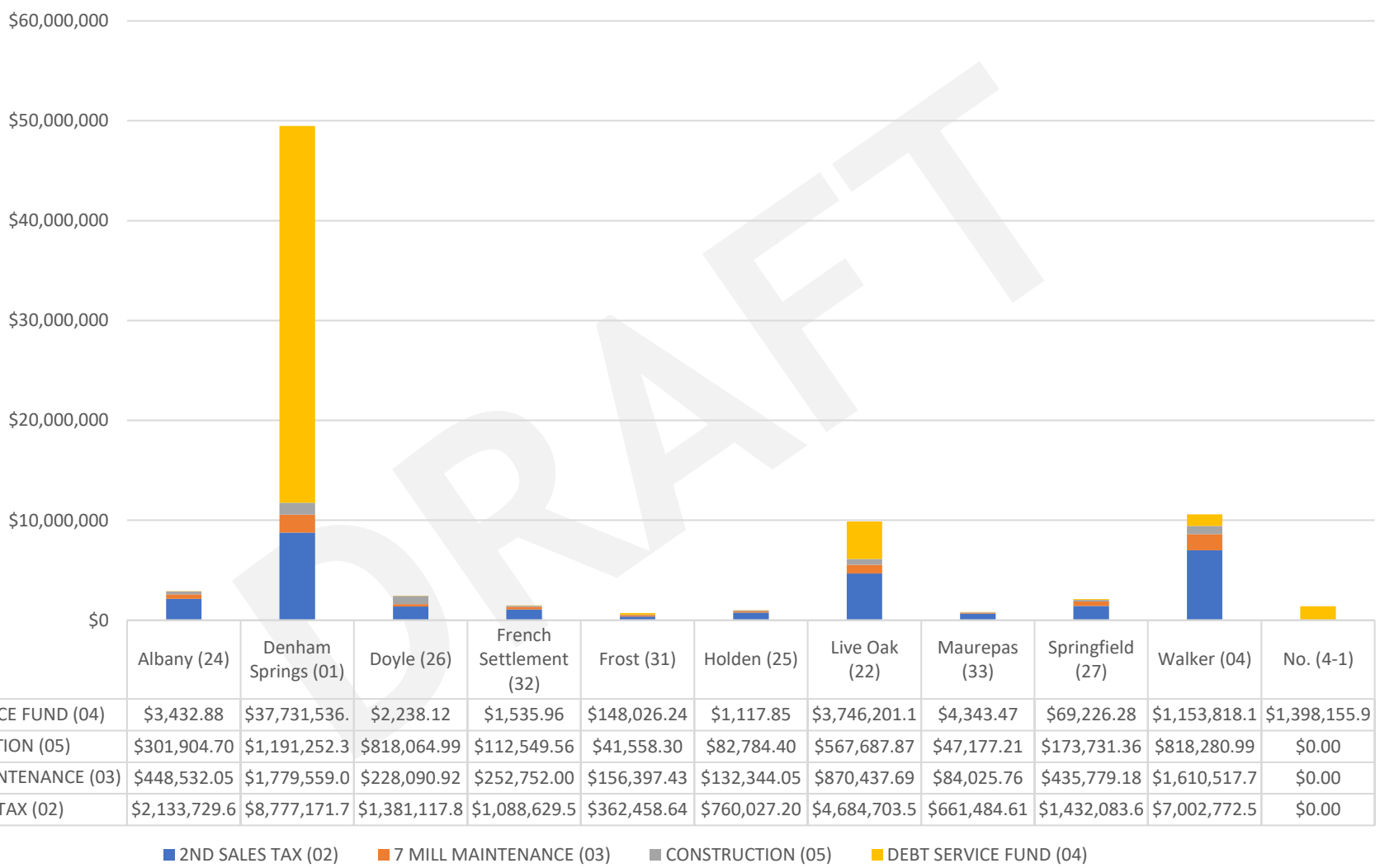
	Albany (24)	Denham Springs (01)	Doyle (26)	French Settlement (32)	Frost (31)	Holden (25)	Live Oak (22)	Maurepas (33)	Springfield (27)	Walker (04)	No. (4-1)
■ DEBT SERVICE FUND (04)	\$10,401.85	\$5,504,065.3	\$6,667.32	\$4,412.28	\$149,081.74	\$3,562.58	\$21,733,561.	\$7,825.92	\$70,903.19	\$1,194,029.1	\$1,539,092.5
■ CONSTRUCTION (05)	\$240,054.93	\$975,003.74	\$454,274.74	\$100,309.36	\$40,719.88	\$81,170.30	\$4,024,546.8	\$44,151.09	\$160,764.82	\$764,622.36	\$0.00
■ 7 MILL MAINTENANCE (03)	\$476,284.46	\$1,500,238.5	\$409,691.87	\$186,334.69	\$155,348.81	\$260,322.67	\$987,966.89	\$210,004.24	\$268,510.95	\$1,339,274.7	\$0.00
■ 2ND SALES TAX (02)	\$1,808,063.7	\$7,776,511.0	\$1,391,021.5	\$762,691.42	\$302,086.51	\$616,057.30	\$3,935,648.1	\$543,044.22	\$1,208,571.5	\$5,829,036.6	\$0.00

■ 2ND SALES TAX (02) ■ 7 MILL MAINTENANCE (03) ■ CONSTRUCTION (05) ■ DEBT SERVICE FUND (04)

Data provided by LPPS.



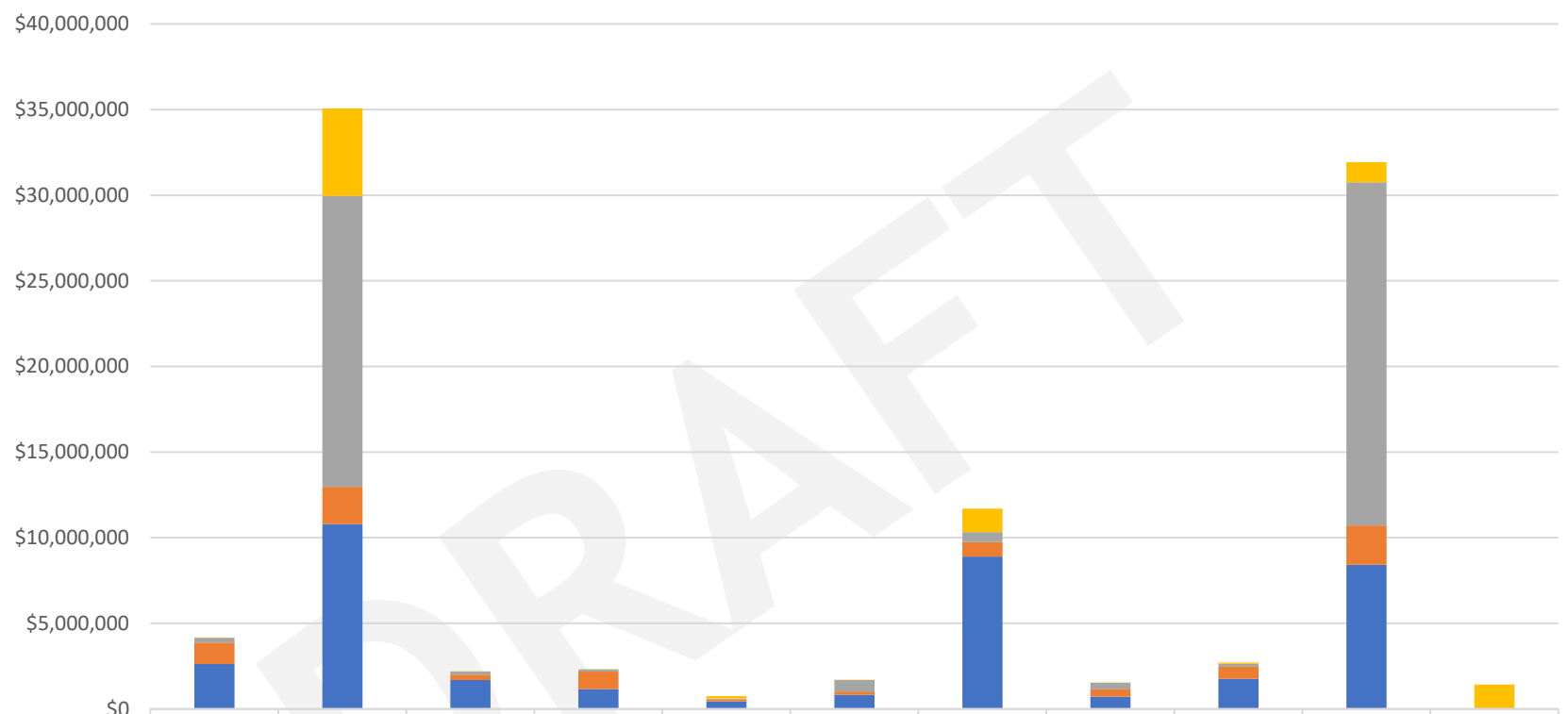
Fund Revenue per District 2020-2021 SY



Data provided by LPPS.



Fund Revenue per District 2021-2022 SY



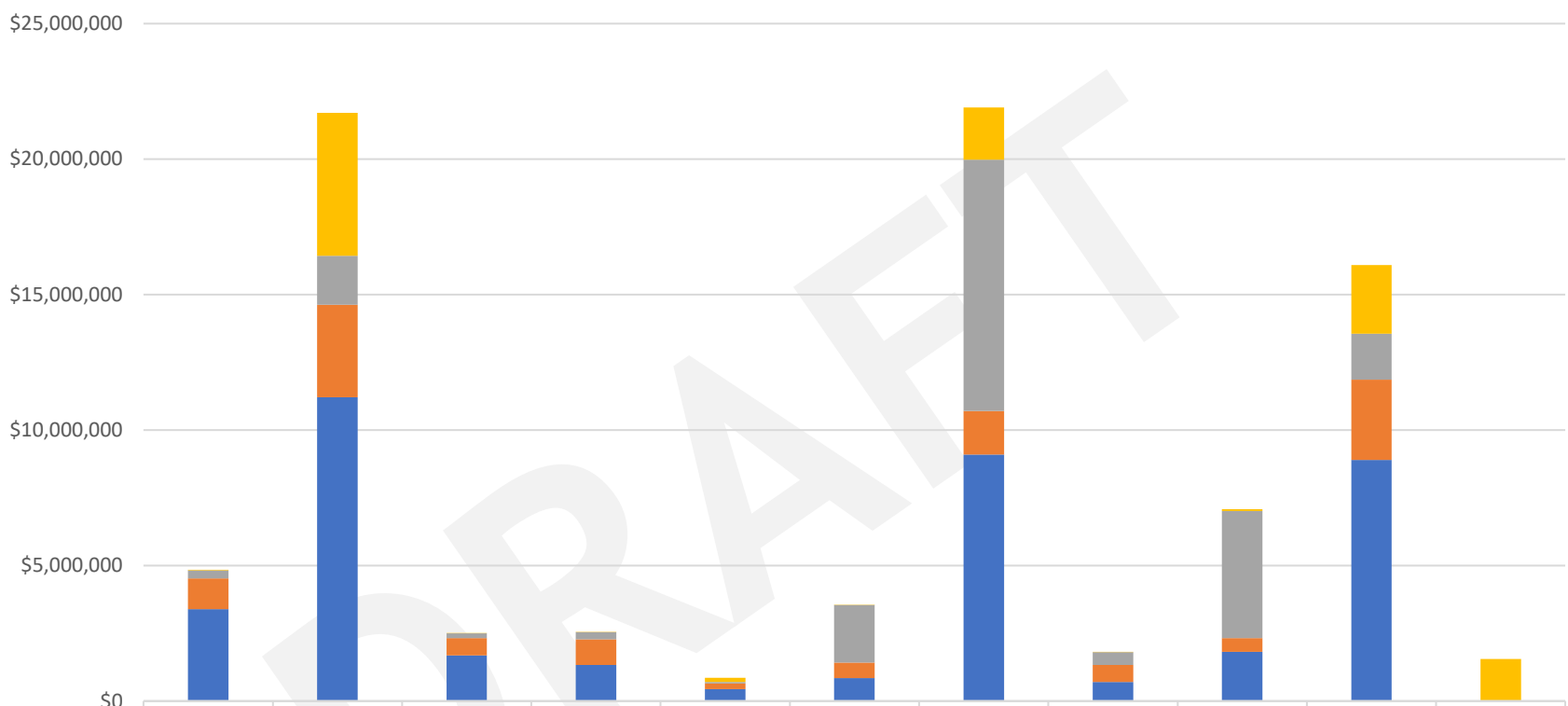
	Albany (24)	Denham Springs (01)	Doyle (26)	French Settlement (32)	Frost (31)	Holden (25)	Live Oak (22)	Maurepas (33)	Springfield (27)	Walker (04)	No. (4-1)
■ DEBT SERVICE FUND (04)	\$3,229.69	\$5,105,516.4	\$2,598.97	\$1,443.51	\$147,791.90	\$1,008.99	\$1,360,736.9	\$2,222.41	\$68,705.55	\$1,173,941.4	\$1,429,923.4
■ CONSTRUCTION (05)	\$269,824.04	\$16,982,063.	\$170,819.90	\$121,823.86	\$45,965.89	\$682,238.55	\$591,607.67	\$394,883.04	\$181,899.39	\$20,038,958.	\$0.00
■ 7 MILL MAINTENANCE (03)	\$1,252,265.0	\$2,182,268.5	\$321,326.72	\$1,020,452.3	\$123,951.57	\$186,352.54	\$838,388.50	\$408,911.06	\$688,247.41	\$2,297,655.9	\$0.00
■ 2ND SALES TAX (02)	\$2,624,457.5	\$10,793,792.	\$1,685,281.0	\$1,166,525.9	\$435,812.10	\$823,725.21	\$8,900,104.0	\$725,529.79	\$1,766,815.5	\$8,417,710.8	\$0.00

■ 2ND SALES TAX (02) ■ 7 MILL MAINTENANCE (03) ■ CONSTRUCTION (05) ■ DEBT SERVICE FUND (04)

Data provided by LPPS.



Fund Revenue per District 2022-2023 SY



	Albany (24)	Denham Springs (01)	Doyle (26)	French Settlement (32)	Frost (31)	Holden (25)	Live Oak (22)	Maurepas (33)	Springfield (27)	Walker (04)	No. (4-1)
■ DEBT SERVICE FUND (04)	\$18,310.51	\$5,267,033.4	\$11,079.62	\$8,273.91	\$159,663.24	\$5,636.23	\$1,927,548.6	\$11,869.72	\$70,547.27	\$2,531,785.3	\$1,552,122.2
■ CONSTRUCTION (05)	\$298,409.19	\$1,816,257.1	\$180,954.01	\$260,614.51	\$46,951.12	\$2,125,056.1	\$9,284,909.4	\$476,891.23	\$4,693,881.2	\$1,696,322.8	\$0.00
■ 7 MILL MAINTENANCE (03)	\$1,140,667.2	\$3,414,021.4	\$642,085.64	\$951,894.10	\$210,229.11	\$575,269.77	\$1,598,644.6	\$624,566.62	\$504,260.87	\$2,960,956.9	\$0.00
■ 2ND SALES TAX (02)	\$3,387,713.7	\$11,207,142.	\$1,677,994.6	\$1,330,745.0	\$441,748.74	\$842,570.65	\$9,100,468.6	\$701,118.47	\$1,812,387.9	\$8,899,538.5	\$0.00

■ 2ND SALES TAX (02) ■ 7 MILL MAINTENANCE (03) ■ CONSTRUCTION (05) ■ DEBT SERVICE FUND (04)

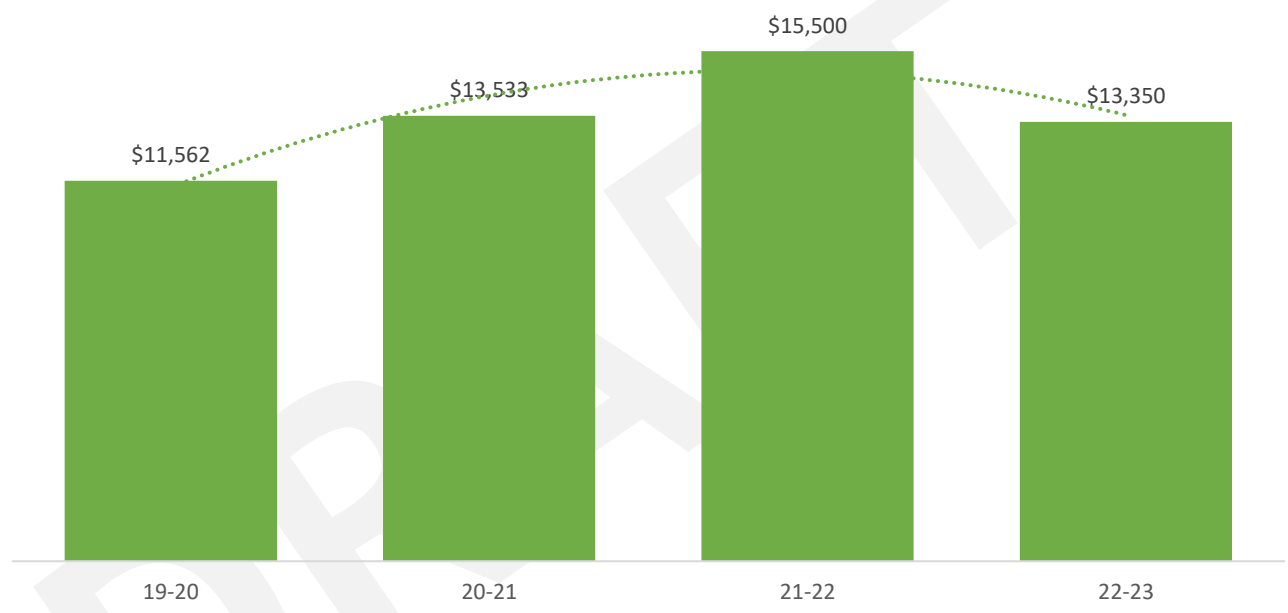
Data provided by LPPS.



Current State, Demographics and Trends

Historical Revenue per Student

In the past four years, revenues per student have increased by 15.4%, equating to \$1,788 per student. A significant rise in revenue occurred in the 2021-22 fiscal year, attributed to one-time pandemic relief funds.



Data provided by LPPS.

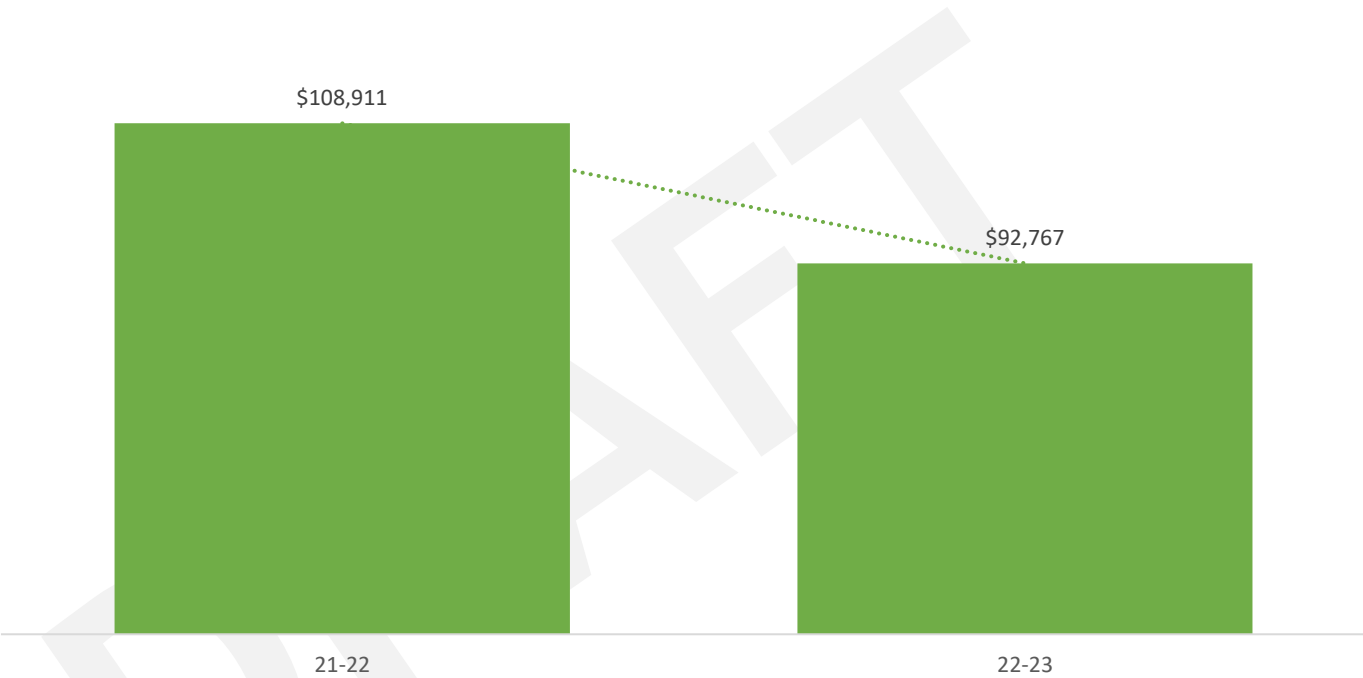
Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.

	19-20	% Change	20-21	% Change	21-22	% Change	22-23
Revenue per Student	\$11,562	17.0%	\$13,533	14.5%	\$15,500	-13.9%	\$13,350



Historical Revenue per Staff (FTE)

In the last two years, there has been a 12.5% decline in revenue, primarily due to the cessation of one-time pandemic relief funding in 2021-22. Concurrently, there was a 2.3% increase in staff full-time equivalents (FTEs), equating to approximately 86 additional personnel. This dual impact of reduced revenue and expanded staffing resulted in a 14.5% decrease in the revenue-per-staff ratio for the fiscal year 2022-23.



Data provided by LPPS.

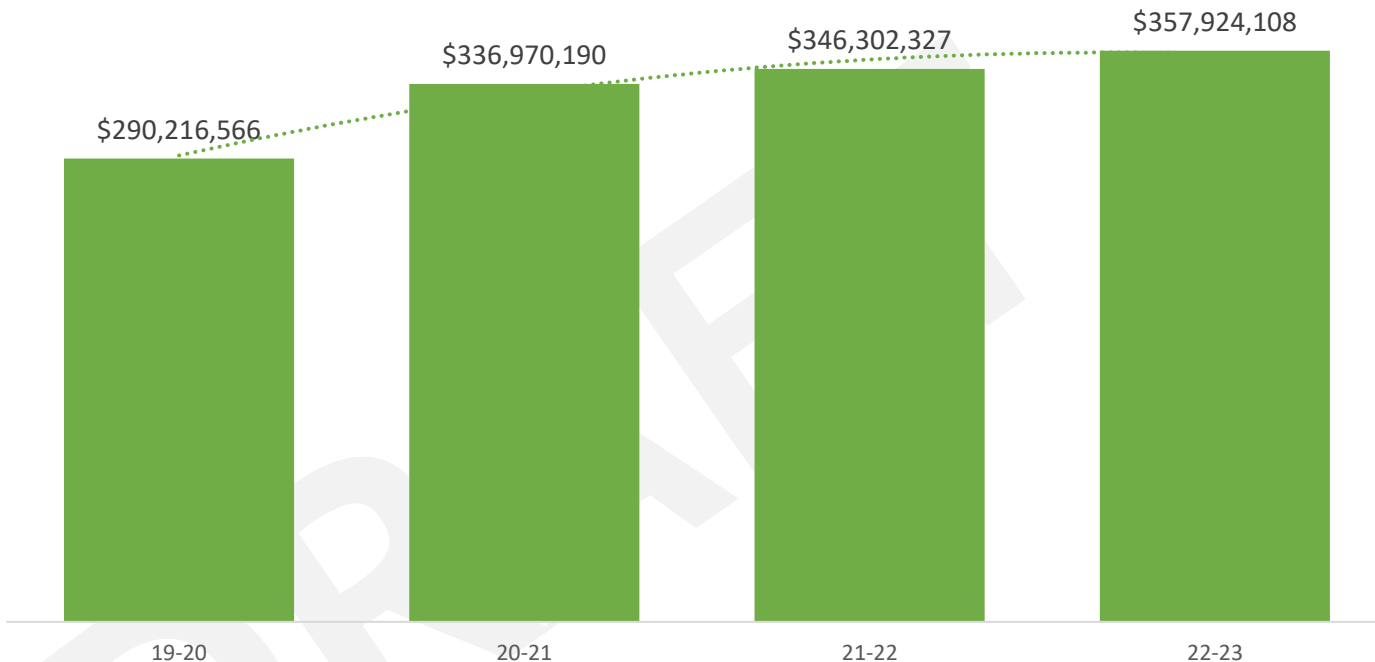
Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.

	21-22	22-23	% Change
Total District Operating Revenue (Actual)	\$ 411,356,912	\$ 359,843,719	-12.5%
Total Number of Staff (FTE)	3777	3879	2.7%
Revenue per Staff (FTE)	\$108,911	\$92,767	-14.8%



Historical Expenditures Overall School System

In the past four years, expenditures have increased by 23%, equating to \$67,707,542.



Data provided by LPPS.

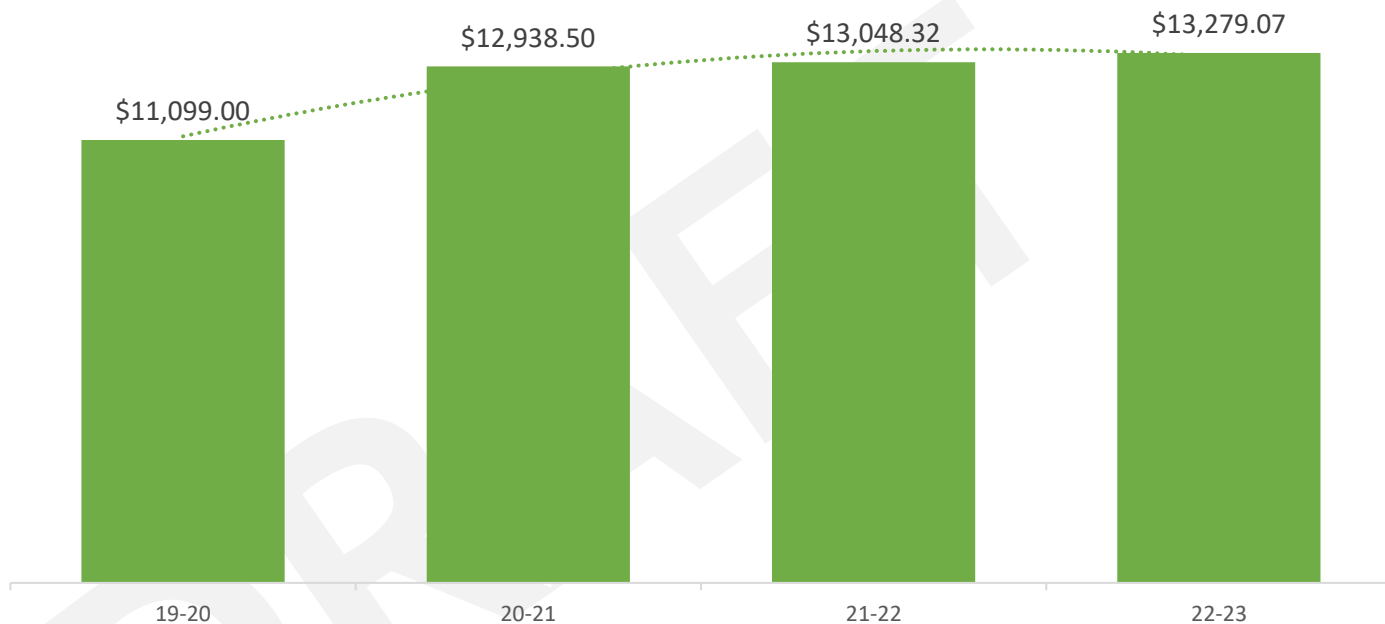
Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.

	19-20	% Change	20-21	% Change	21-22	% Change	22-23
Total District Operating Expenditures (Actual)	\$290,216,566	16.1%	\$336,970,190	2.8%	\$346,302,327	3.4%	\$357,924,108



Historical Expenditures per Student

In the past four years, expenditures per student have increased by 19.6%, equating to \$2,180.07 per student. Expenditures have increased since the receipt of one-time pandemic relief funds as these funds are required to be spent within a specified time limit.



	19-20	% Change	20-21	% Change	21-22	% Change	22-23
Total number of students enrolled in district	26,148	-0.4%	26,044	1.9%	26,540	1.6%	26,954
Total District Operating Expenditures (Actual)	\$290,216,566	16.1%	\$336,970,190	2.8%	\$346,302,327	3.4%	\$357,924,108
Per Pupil Expenditures	\$11,099.00	16.6%	\$12,938.50	0.8%	\$13,048.32	1.8%	\$13,279.07

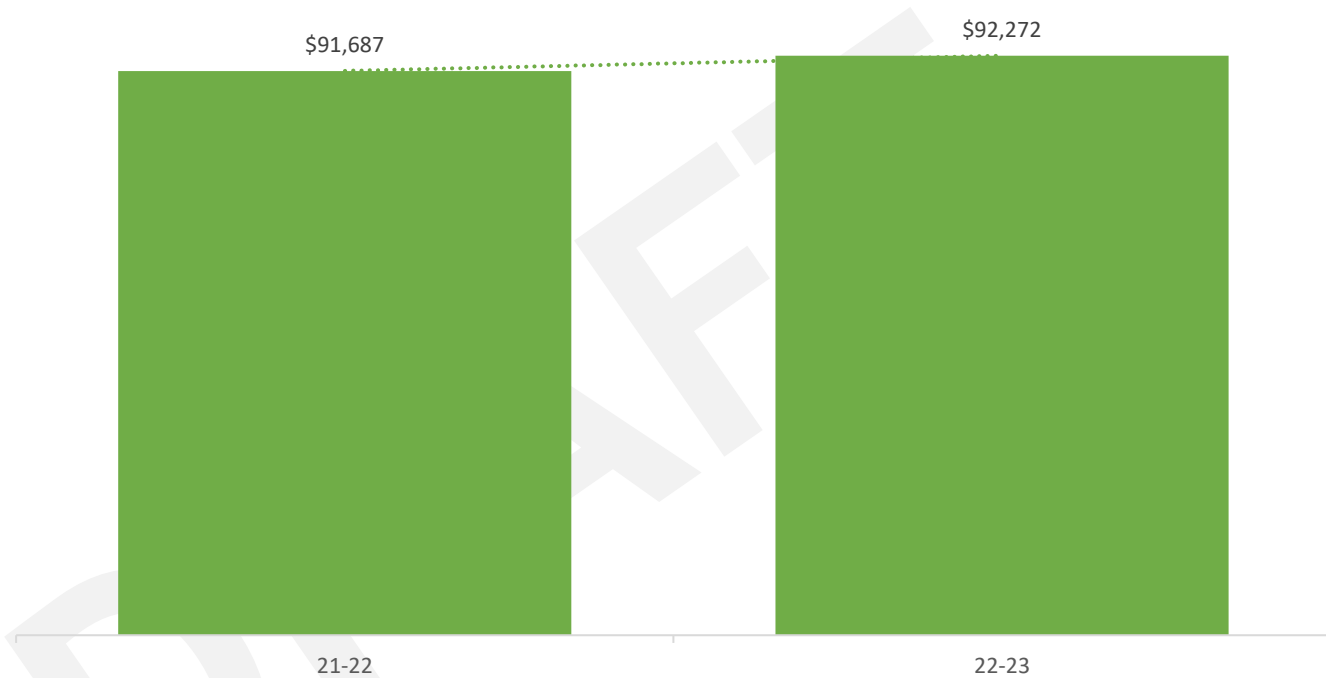
Data provided by LPPS.

Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.



Historical Expenditures per Staff (FTE)

In the last two years, there has been a 3.4% increase in expenditures. Concurrently, there was a 2.3% increase in staff full-time equivalents (FTEs), equating to approximately 86 additional personnel. This dual impact of increased expenditures and expanded staffing resulted in a 1.0% increase in the expenditures-per-staff ratio for the fiscal year 2022-23.



	21-22	22-23	% Change
Total District Operating Expenditures (Actual)	\$ 346,302,327	\$ 357,924,108	3.4%
Total Number of Staff (FTE)	3777	3879	2.7%
Revenue per Staff (FTE)	\$91,687	\$92,272	0.6%

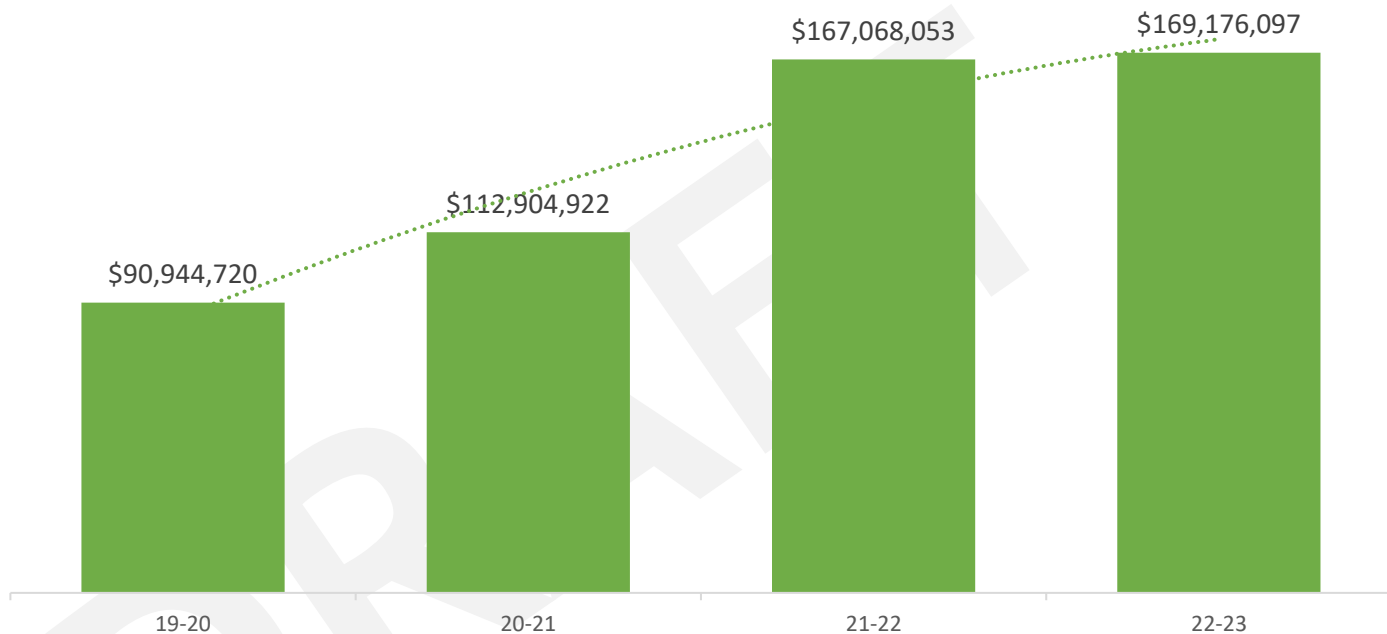
Data provided by LPPS.

Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.



Historical Fund Balance Overall School System

In the past four years, the overall school system fund balance has increased by 86%, equating to \$78,231,377. It should be noted that the fund balance grew significantly in the 2021-22 fiscal year, more than likely due to one-time pandemic relief funds. The increase between 2021-22 and 2022-23 was significantly lower than prior years at 1.3%. Maintaining a reasonable fund balance for financial stability is crucial, as an excessively high ratio can indicate issues with resource allocation. Conversely, a low ratio may result in insufficient reserves and financial instability.



Data provided by LPPS.

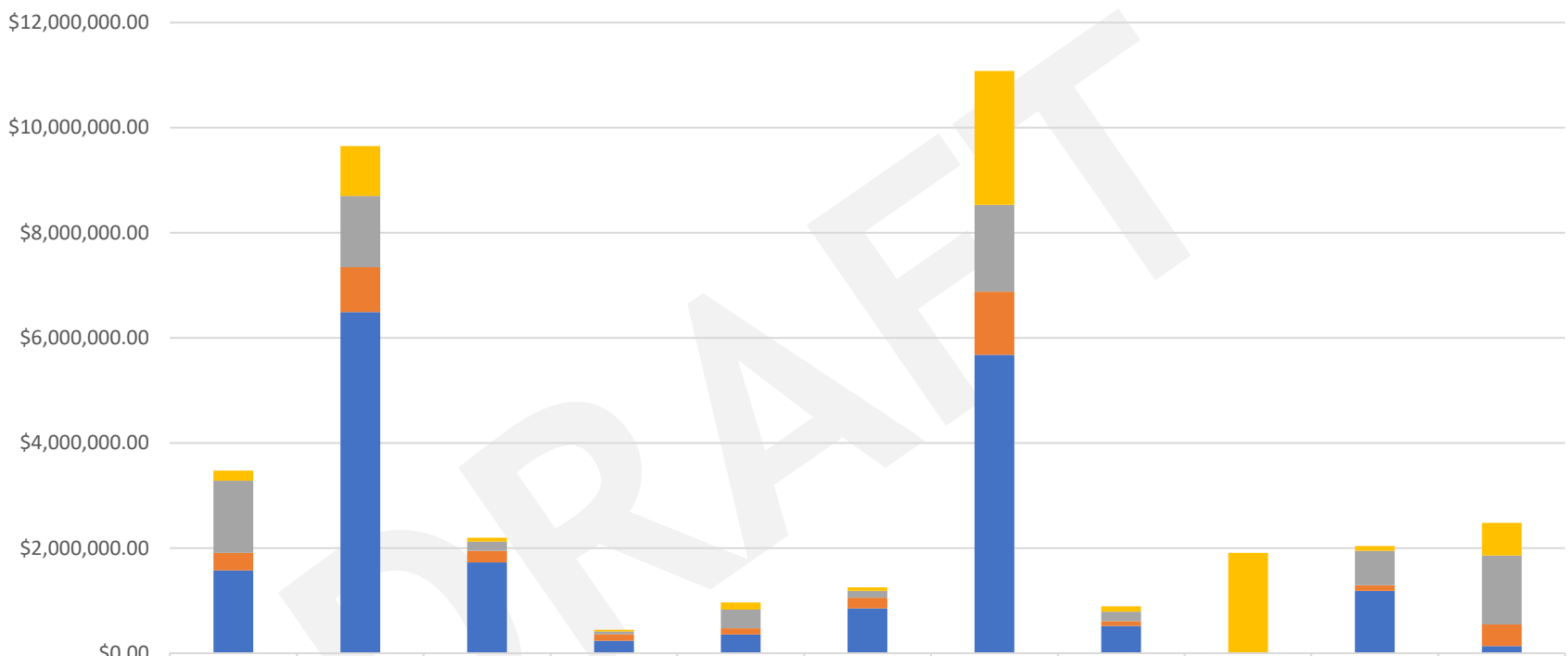
Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.

	19-20	% Change	20-21	% Change	21-22	% Change	22-23
Total Fund Balance	\$90,944,720	24.1%	\$112,904,922	48.0%	\$167,068,053	1.3%	\$169,176,097



Fund Balance per District 2018-2019 SY

Fund Balance Per School District 2018-2019



	Albany (24)	Denham Springs (01)	Doyle (26)	French Settlement (32)	Frost (31)	Holden (25)	Live Oak (22)	Maurepas (33)	No. (4-1)	Springfield (27)	Walker (04)
■ DEBT SERVICE FUND (04)	\$195,959.42	\$948,809.84	\$70,651.95	\$37,262.98	\$140,095.64	\$65,014.57	\$2,548,368.1	\$100,610.77	\$1,910,582.7	\$89,972.65	\$618,655.76
■ CONSTRUCTION (05)	\$1,372,143.0	\$1,356,436.5	\$174,990.40	\$50,907.71	\$352,271.35	\$127,636.13	\$1,648,423.6	\$181,798.14	\$0.00	\$654,503.63	\$1,309,953.9
■ 7 MILL MAINTENANCE (03)	\$329,149.39	\$853,126.72	\$222,860.03	\$123,408.83	\$117,449.06	\$208,406.35	\$1,205,765.9	\$91,722.39	\$0.00	\$109,134.48	\$413,623.08
■ 2ND SALES TAX (02)	\$1,578,426.1	\$6,492,407.1	\$1,728,560.0	\$236,700.73	\$358,322.18	\$850,384.53	\$5,675,709.4	\$518,200.53	\$0.00	\$1,184,795.5	\$135,373.34

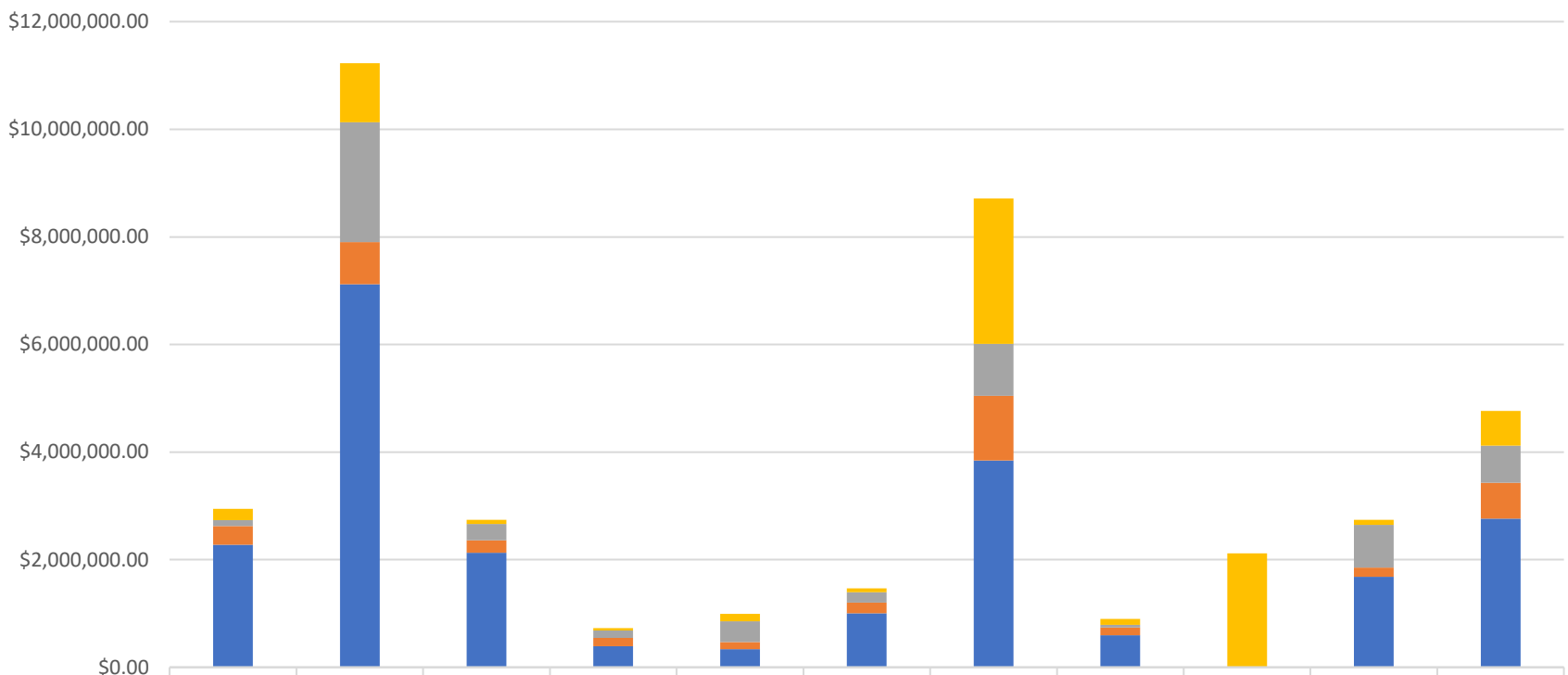
■ 2ND SALES TAX (02) ■ 7 MILL MAINTENANCE (03) ■ CONSTRUCTION (05) ■ DEBT SERVICE FUND (04)

Data provided by LPPS.



Fund Balance per District 2019-2020 SY

Fund Balance Per School District 2019-2020



	Albany (24)	Denham Springs (01)	Doyle (26)	French Settlement (32)	Frost (31)	Holden (25)	Live Oak (22)	Maurepas (33)	No. (4-1)	Springfield (27)	Walker (04)
■ DEBT SERVICE FUND (04)	\$206,361.27	\$1,094,809.7	\$77,319.27	\$41,675.26	\$138,935.75	\$68,577.15	\$2,702,503.2	\$108,436.69	\$2,118,986.4	\$91,710.71	\$642,202.71
■ CONSTRUCTION (05)	\$111,826.89	\$2,231,345.4	\$300,952.97	\$140,922.48	\$388,810.04	\$196,975.75	\$968,156.14	\$46,882.56	\$0.00	\$798,765.46	\$691,172.89
■ 7 MILL MAINTENANCE (03)	\$348,820.60	\$780,030.75	\$231,415.95	\$153,481.30	\$128,165.18	\$195,895.18	\$1,202,615.2	\$146,820.50	\$0.00	\$166,144.62	\$666,434.35
■ 2ND SALES TAX (02)	\$2,276,405.8	\$7,122,155.6	\$2,128,200.9	\$388,798.64	\$336,687.40	\$1,002,676.2	\$3,841,041.8	\$593,065.84	\$0.00	\$1,683,762.9	\$2,762,989.0

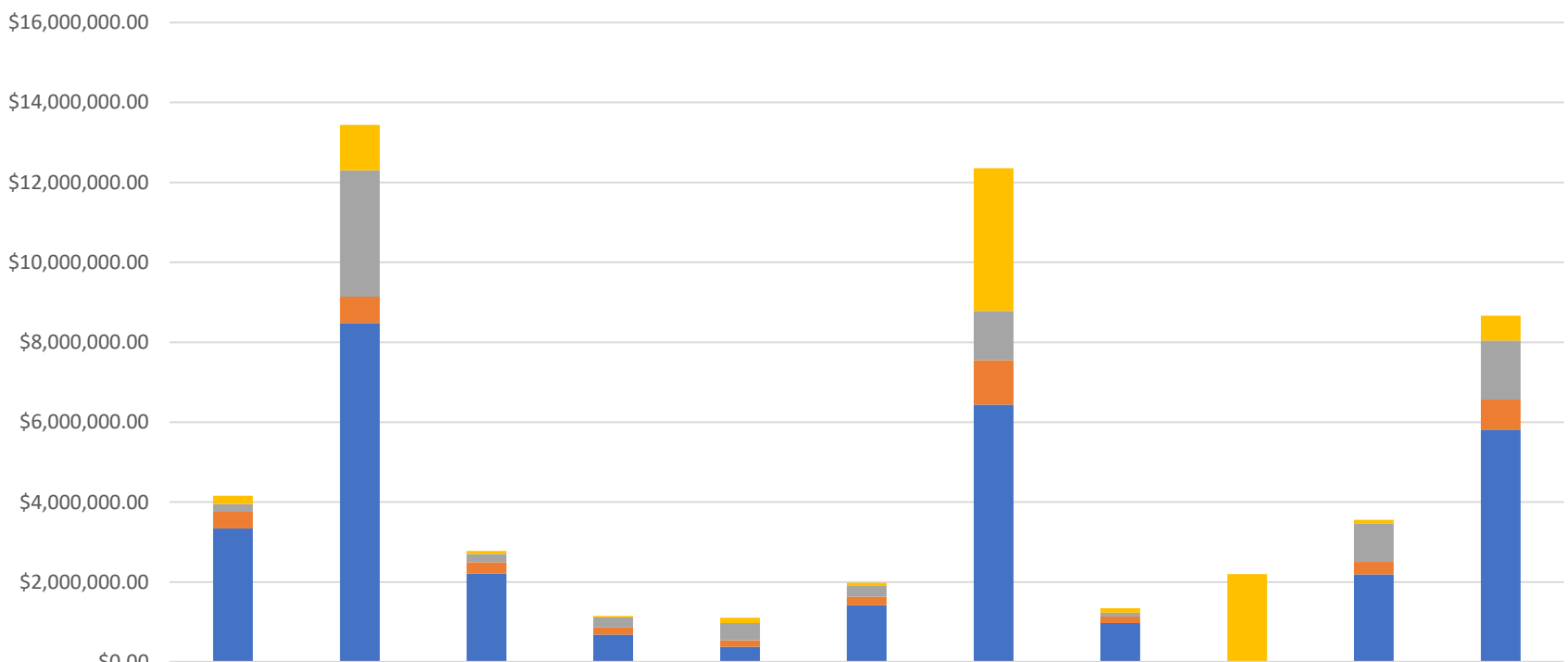
■ 2ND SALES TAX (02) ■ 7 MILL MAINTENANCE (03) ■ CONSTRUCTION (05) ■ DEBT SERVICE FUND (04)

Data provided by LPPS.



Fund Balance per District 2020-2021 SY

Fund Balance Per School District 2020-2021



	Albany (24)	Denham Springs (01)	Doyle (26)	French Settlement (32)	Frost (31)	Holden (25)	Live Oak (22)	Maurepas (33)	No. (4-1)	Springfield (27)	Walker (04)
■ DEBT SERVICE FUND (04)	\$209,794.15	\$1,132,413.7	\$79,557.39	\$43,211.22	\$137,573.16	\$69,695.00	\$3,572,151.5	\$112,780.16	\$2,202,290.8	\$92,271.85	\$619,710.94
■ CONSTRUCTION (05)	\$191,584.56	\$3,160,678.6	\$204,246.78	\$249,311.50	\$428,833.50	\$276,702.78	\$1,233,294.6	\$92,317.74	\$0.00	\$966,077.81	\$1,479,222.3
■ 7 MILL MAINTENANCE (03)	\$413,454.77	\$662,128.60	\$282,900.22	\$177,649.97	\$163,661.52	\$220,308.92	\$1,112,111.5	\$162,868.37	\$0.00	\$313,091.21	\$750,815.53
■ 2ND SALES TAX (02)	\$3,343,509.0	\$8,481,746.3	\$2,214,801.1	\$685,669.00	\$378,801.09	\$1,417,784.4	\$6,440,023.9	\$977,349.56	\$0.00	\$2,189,559.0	\$5,813,117.8

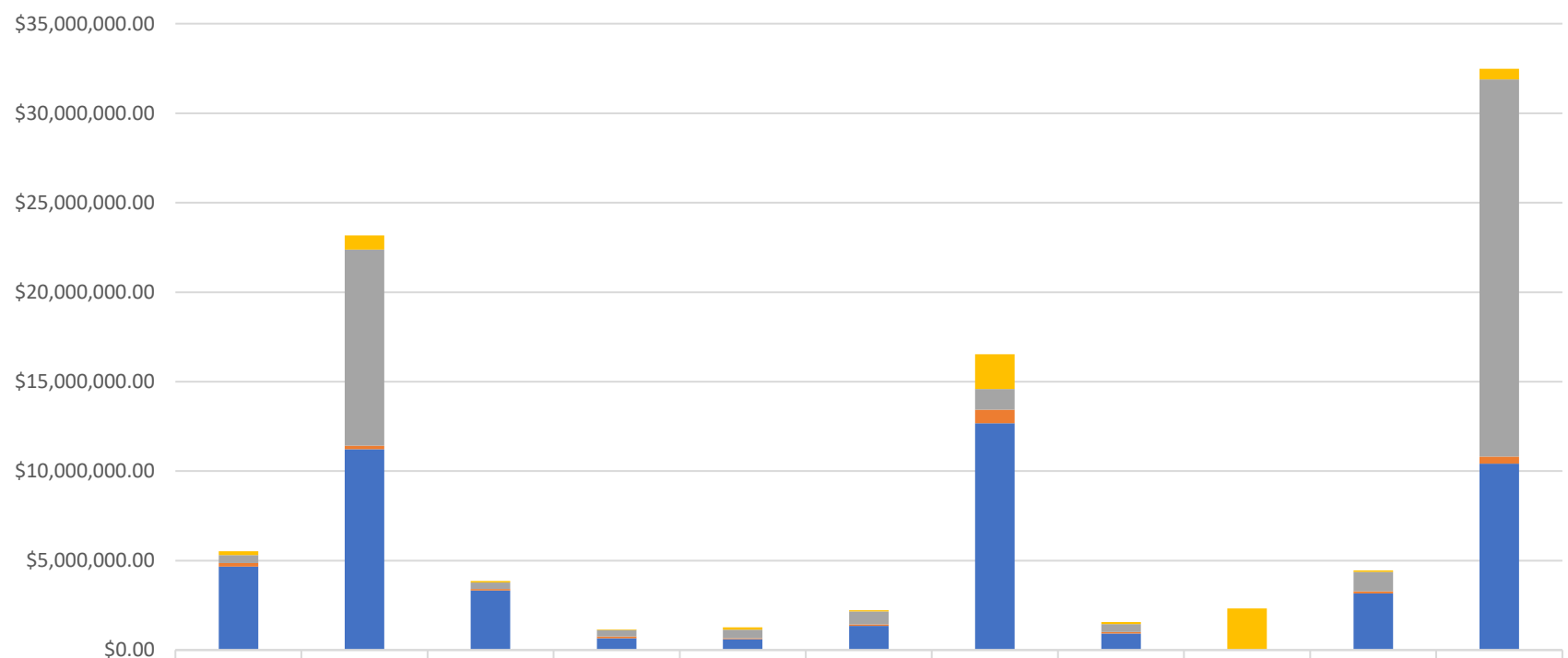
■ 2ND SALES TAX (02) ■ 7 MILL MAINTENANCE (03) ■ CONSTRUCTION (05) ■ DEBT SERVICE FUND (04)

Data provided by LPPS.



Fund Balance per District 2021-2022 SY

Fund Balance Per School District 2021-2022



	Albany (24)	Denham Springs (01)	Doyle (26)	French Settlement (32)	Frost (31)	Holden (25)	Live Oak (22)	Maurepas (33)	No. (4-1)	Springfield (27)	Walker (04)
■ DEBT SERVICE FUND (04)	\$213,023.84	\$792,957.11	\$82,158.02	\$44,654.73	\$131,034.71	\$70,703.99	\$1,944,888.	\$115,002.64	\$2,319,361.	\$92,812.25	\$603,640.47
■ CONSTRUCTION (05)	\$444,516.87	\$10,960,518	\$364,417.31	\$363,506.23	\$471,920.11	\$725,969.58	\$1,158,407.	\$448,927.99	\$0.00	\$1,076,203.	\$21,074,419
■ 7 MILL MAINTENANCE (03)	\$203,167.67	\$192,664.38	\$85,080.28	\$89,947.49	\$57,871.02	\$78,218.95	\$752,431.56	\$79,832.09	\$0.00	\$130,670.08	\$386,858.89
■ 2ND SALES TAX (02)	\$4,665,845.	\$11,230,959	\$3,330,227.	\$666,598.69	\$609,376.77	\$1,352,755.	\$12,683,603	\$933,042.70	\$0.00	\$3,160,495.	\$10,424,568

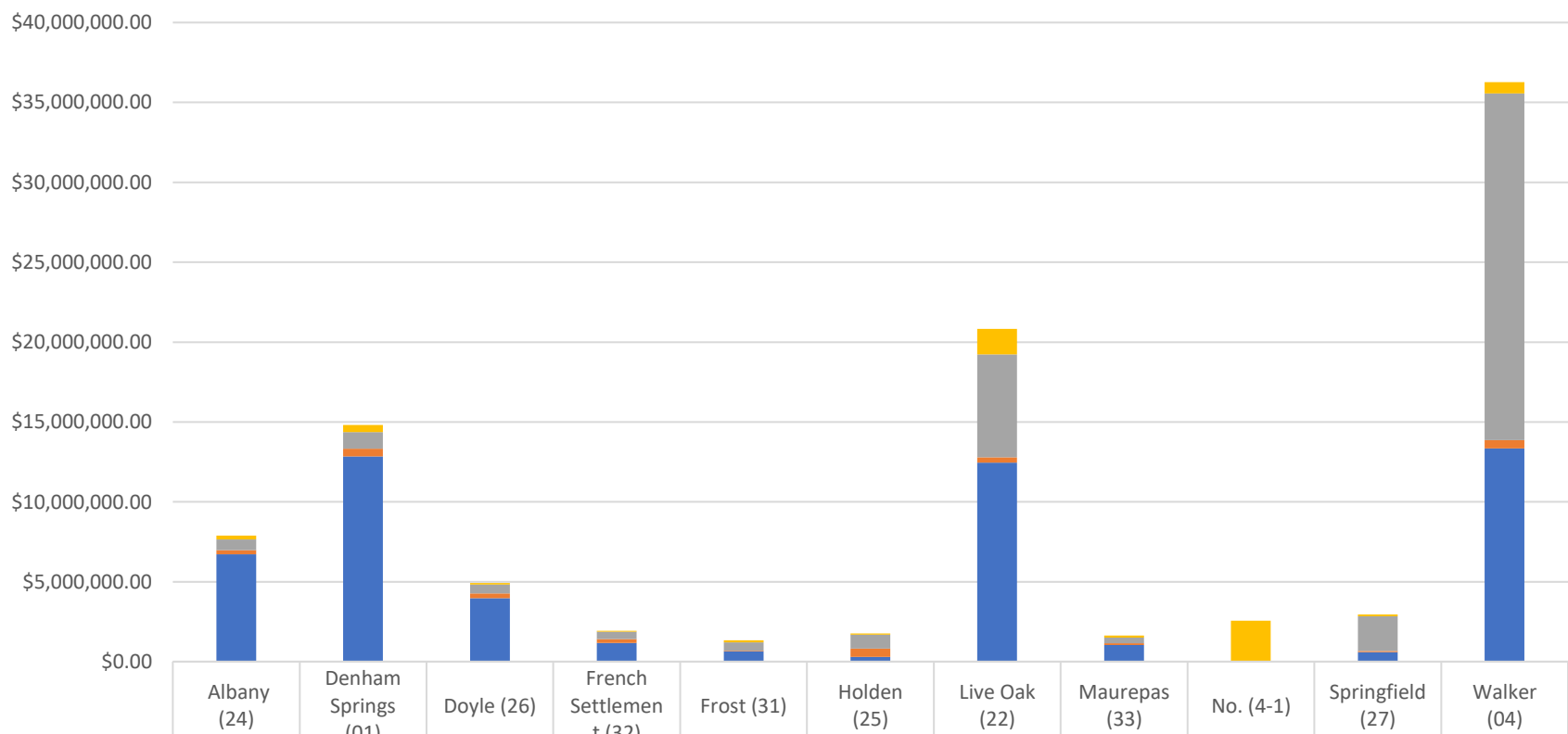
■ 2ND SALES TAX (02) ■ 7 MILL MAINTENANCE (03) ■ CONSTRUCTION (05) ■ DEBT SERVICE FUND (04)

Data provided by LPPS.



Fund Balance per District 2022-2023 SY

Fund Balance Per School District 2022-2023



	Albany (24)	Denham Springs (01)	Doyle (26)	French Settlement (32)	Frost (31)	Holden (25)	Live Oak (22)	Maurepas (33)	No. (4-1)	Springfield (27)	Walker (04)
■ DEBT SERVICE FUND (04)	\$231,334.35	\$437,602.66	\$93,237.64	\$52,928.64	\$137,022.75	\$76,340.22	\$1,596,429.	\$126,872.36	\$2,566,751.	\$95,694.36	\$700,149.22
■ CONSTRUCTION (05)	\$670,512.95	\$1,037,392.	\$539,341.92	\$461,481.13	\$517,307.71	\$879,783.26	\$6,452,294.	\$355,357.35	\$0.00	\$2,171,703.	\$21,700,445
■ 7 MILL MAINTENANCE (03)	\$256,009.00	\$479,090.74	\$309,386.46	\$243,566.43	\$46,613.34	\$516,243.41	\$334,405.21	\$103,795.05	\$0.00	\$75,866.37	\$527,782.66
■ 2ND SALES TAX (02)	\$6,731,885.	\$12,854,296	\$3,972,653.	\$1,176,964.	\$649,161.30	\$302,441.76	\$12,449,577	\$1,051,958.	\$0.00	\$604,077.84	\$13,343,384

■ 2ND SALES TAX (02) ■ 7 MILL MAINTENANCE (03) ■ CONSTRUCTION (05) ■ DEBT SERVICE FUND (04)

Data provided by LPPS.



Historical Additional Pay & Overtime per Year

Additional pay (overtime) has averaged \$237,612 annually over the last five years and has increased by 29.5% over the same time span. This cost comprised 0.08% of total expenditures in the 2023 fiscal year.

Several Departments have consistently ranked in the top five when comparing Additional Pay (Overtime) levels across all departments. These include Maintenance, Transportation, and work classified as Unknown (708). Other departments have, from time to time, over the last five years, been in the top five. These include HR/Payroll, Pupil Appraisal, and Technology.

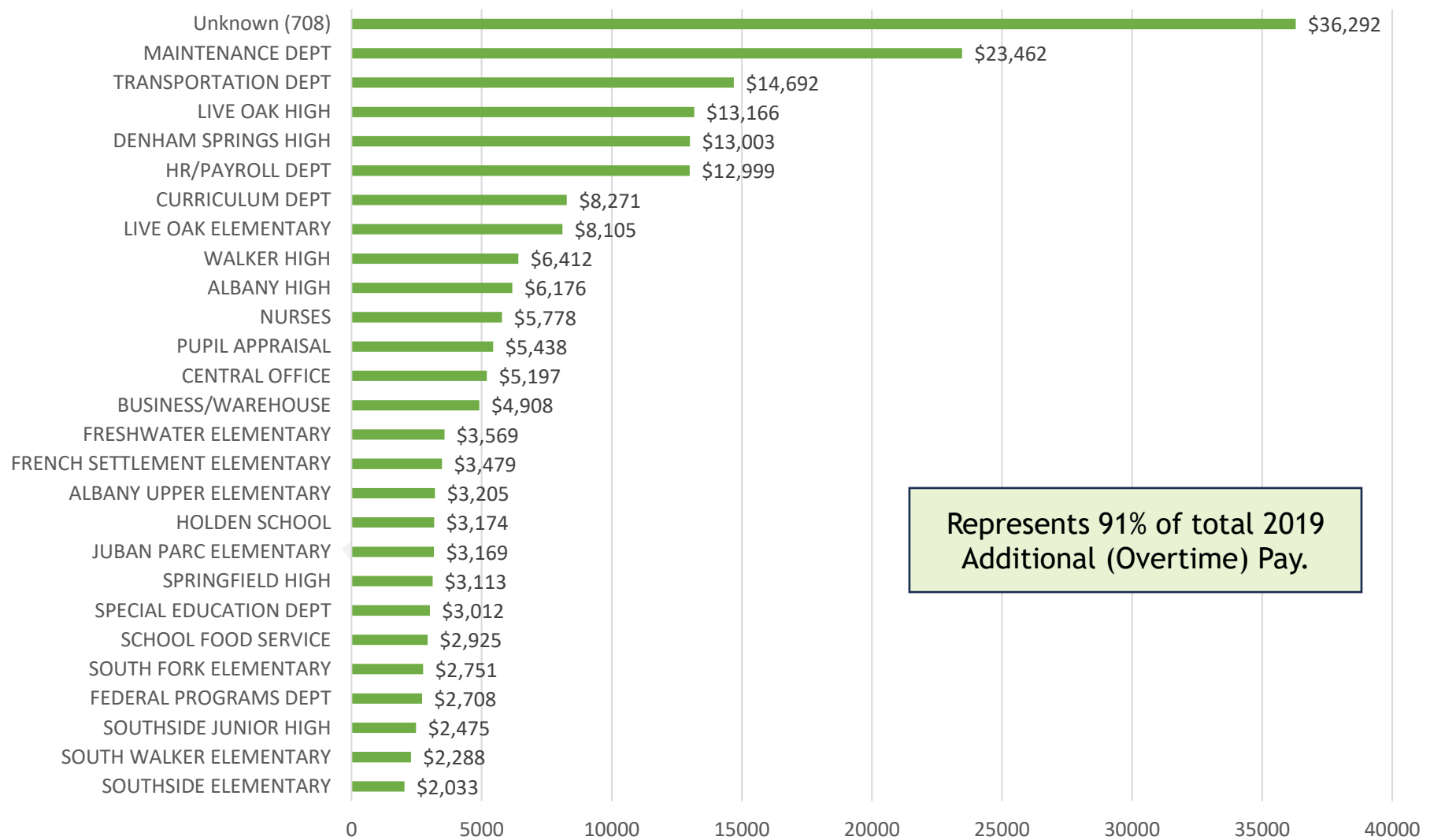


	2019 FY	2020 FY	2021 FY	2022 FY	2023 FY
Additional Pay	\$221,687	\$193,646	\$270,023	\$215,532	\$287,173

Data provided by LPPS.



2019 FY Additional Pay & Overtime by Location >\$2,000

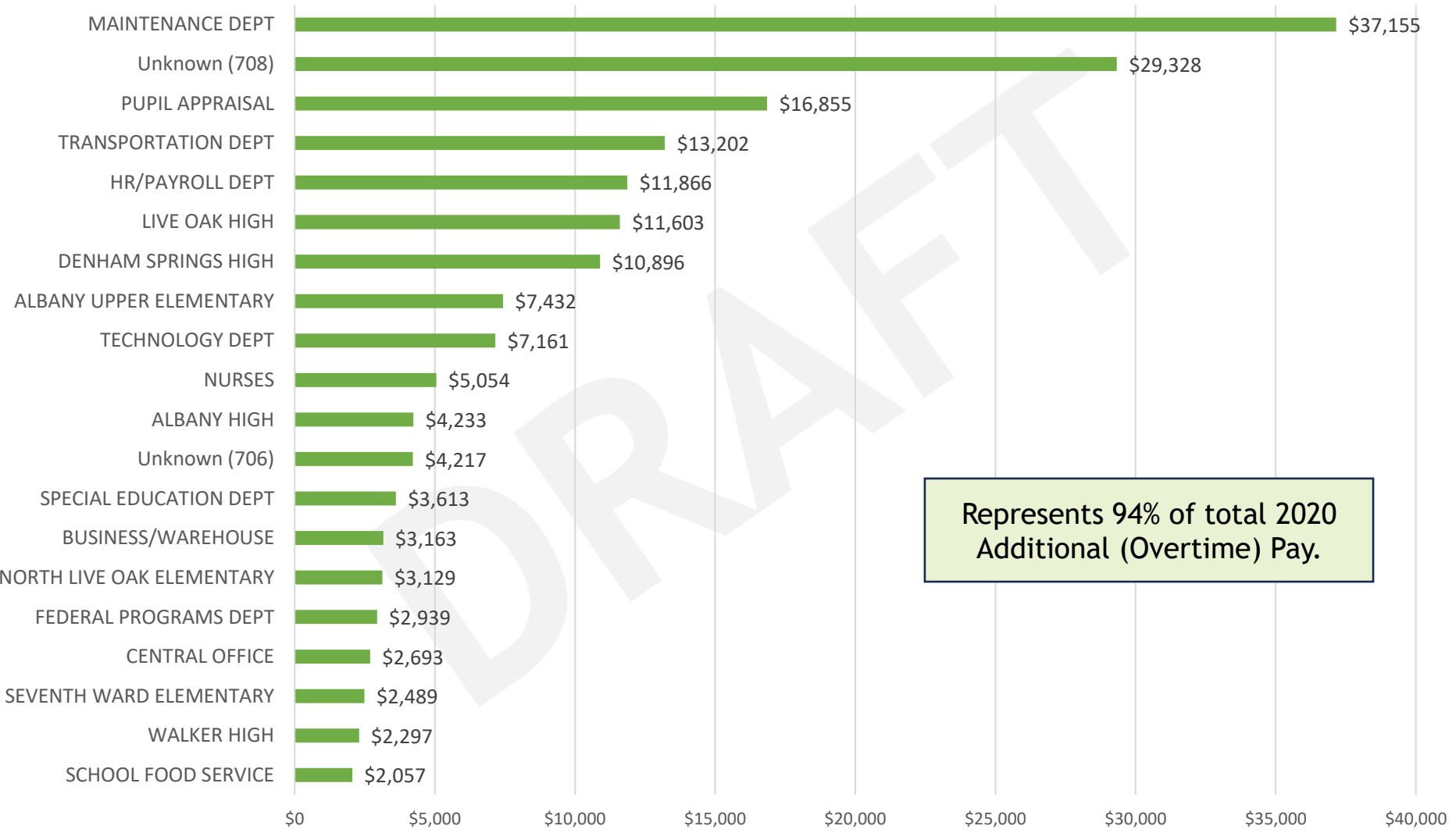


Represents 91% of total 2019 Additional (Overtime) Pay.

Data provided by LPPS.



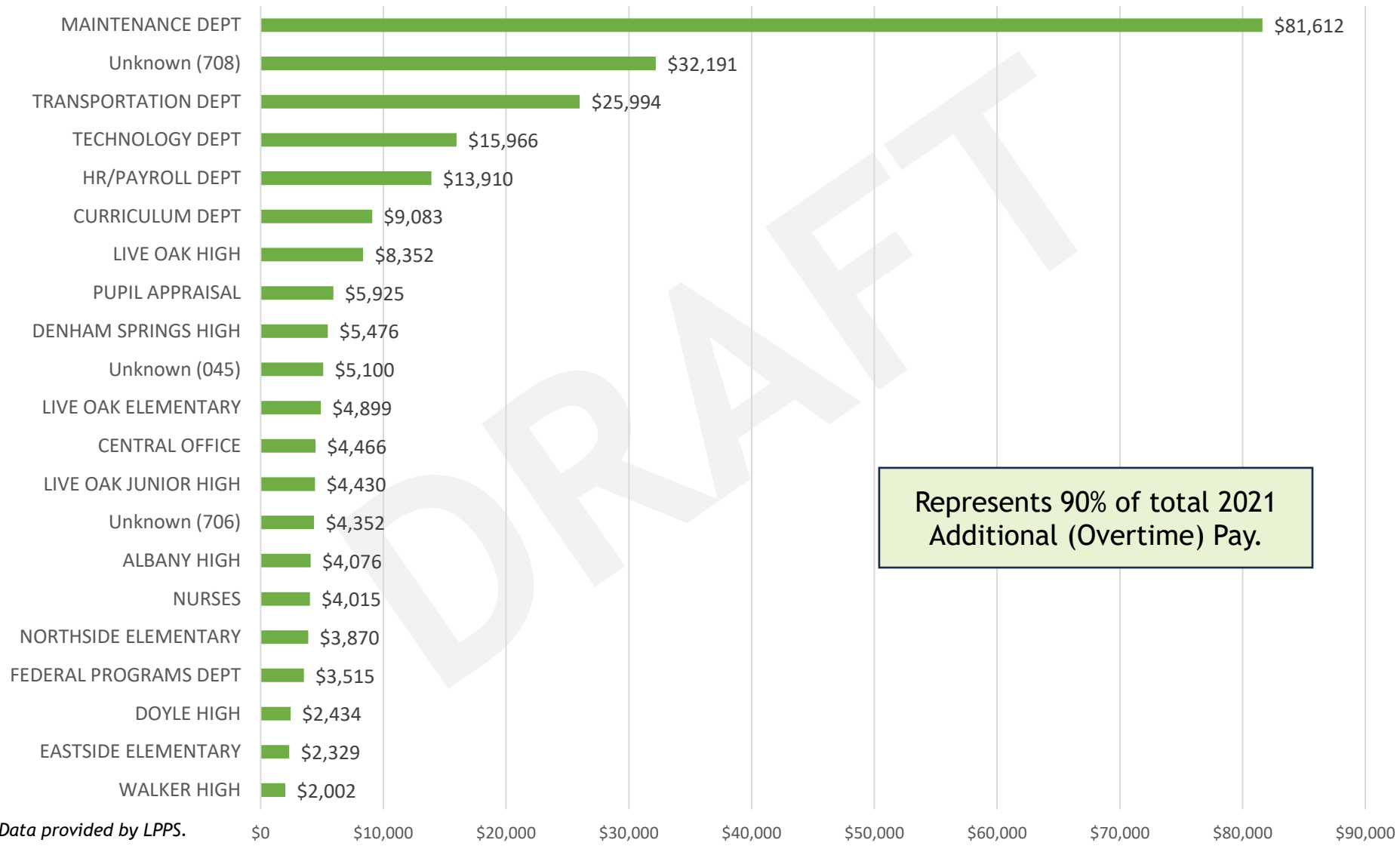
2020 FY Additional Pay & Overtime by Location >\$2,000



Data provided by LPPS.



2021 FY Additional Pay & Overtime by Location >\$2,000

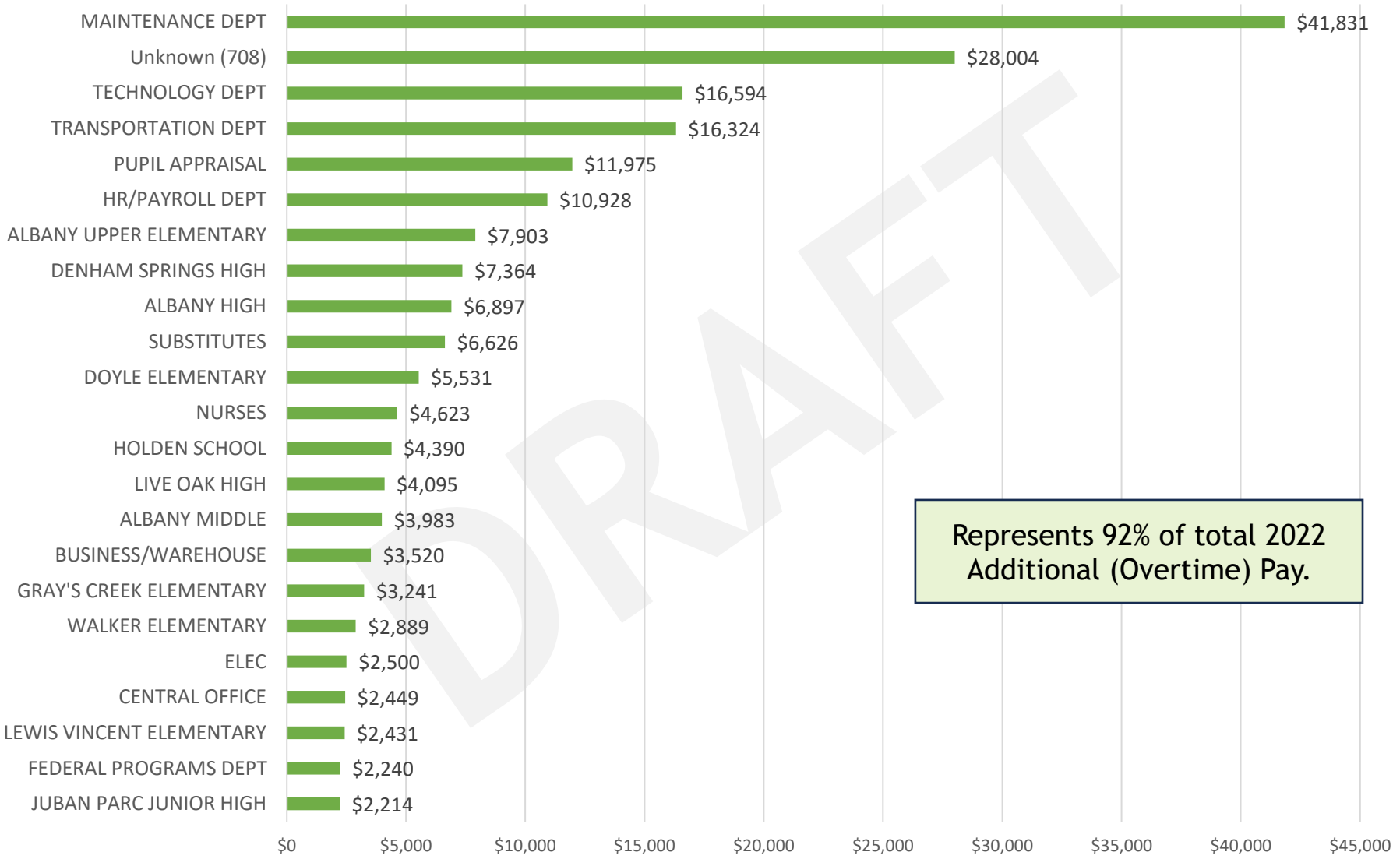


Data provided by LPPS.

Represents 90% of total 2021 Additional (Overtime) Pay.



2022 FY Additional Pay & Overtime by Location >\$2,000

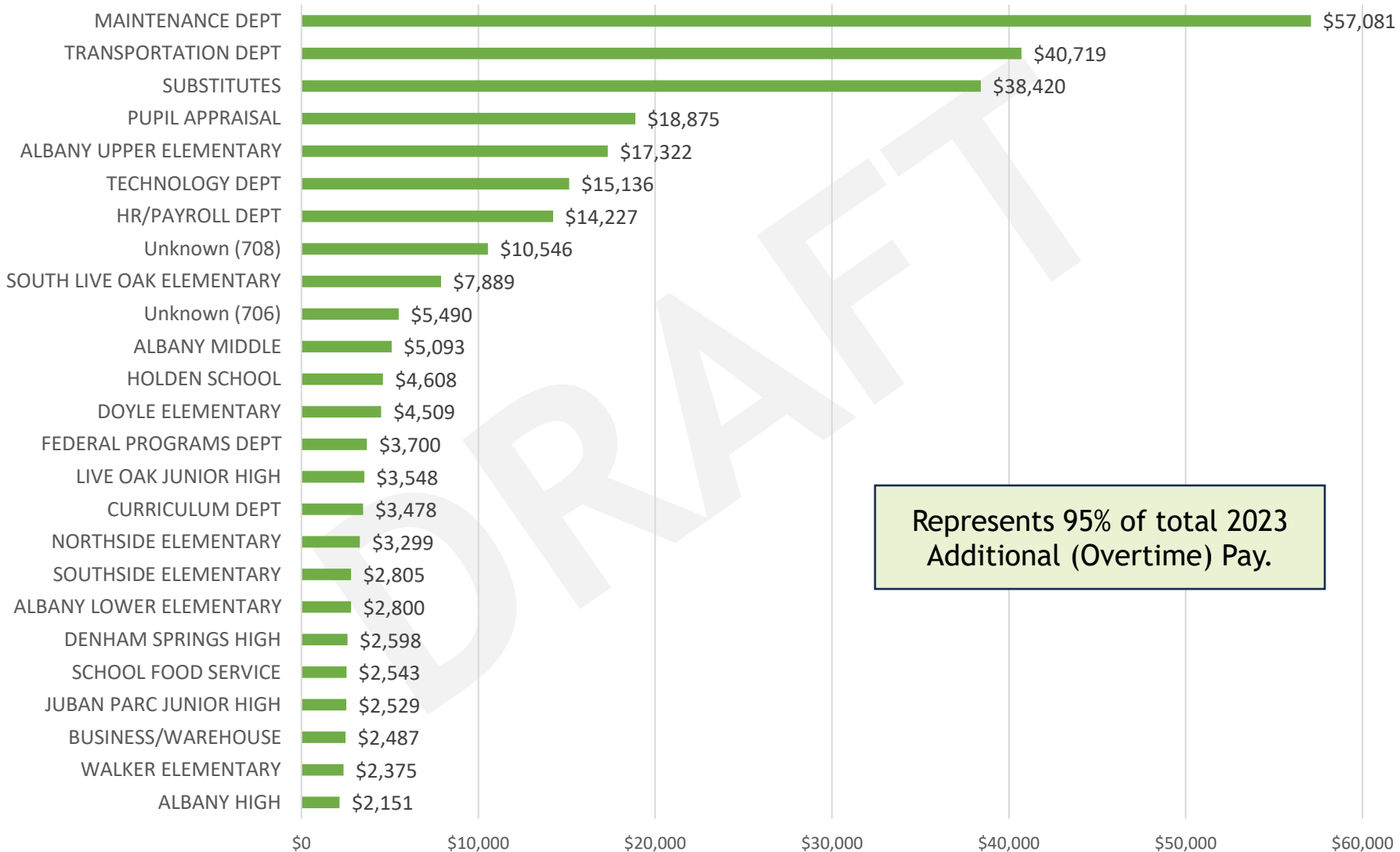


Represents 92% of total 2022 Additional (Overtime) Pay.

Data provided by LPPS.



2023 FY Additional Pay & Overtime by Location >\$2,000



Data provided by LPPS.

Represents 95% of total 2023 Additional (Overtime) Pay.

Comparative Analysis

DRAFT



Comparative Analysis - Who and Why?

When reviewing comparative analysis, it is important to remember that the analysis is based on data only. This analysis does not include process benchmarking and assumes that while all comparators' process and system variables are different, the variation is within a standard deviation without extreme outliers.

During the assessment process, our team identifies, and notes all understood outlying conditions and takes these into account when identifying potential opportunities for improvement.

For the purpose of this project, three sets of comparative school system data have been used. Each set of comparatives was selected in order to best match the attributes of Alexander City Public Schools in relation to the information being compared. The following data sets were used for both the Comparative Analysis and Functional Area Review sections.

- **Size-Based Regional Peers** (combination of Alabama county and Louisiana parish school systems with similar student counts and demographics) - Used to review performance data that reflects similar expectations related to staffing and finance.
- **Regional Peers** (aggregate performance data from over 40 school systems in the southeastern United States) - Used to review performance data at the functional area for non-instructional departments.
- **National Peers** (aggregate performance data from school systems across the United States as supplied by the Council for Great City Schools) - Used to review performance data at the functional area for non-instructional departments.

The primary purpose of comparative analysis is to understand the performance of comparator school systems and to identify potential opportunities for improvement.



High-Performing and Size-Based Peer List

High-Performing Peers

School System	Year	Total Students	Total Revenue	Total Expenditures
Livingston Parish	21-22	26,433	\$399,829,372	\$381,773,733
Ascension Parish	21-22	23,815	\$374,872,360	\$382,822,624
Cameron Parish	21-22	1,122	\$33,948,284	\$57,473,189
Central Parish	21-22	4,865	\$71,243,638	\$88,744,162
W. Feliciana Parish	21-22	2,185	\$44,467,359	\$70,043,877
Zachary Parish	21-22	5,503	\$75,982,304	\$78,791,972

Size Peers

School System	Year	Total Students	Total Revenue	Total Expenditures
Livingston Parish	21-22	26,433	\$399,829,372	\$381,773,733
Ascension Parish	21-22	23,815	\$374,872,360	\$382,822,624
Bossier Parish	21-22	22,417	\$354,235,296	\$332,023,514
Calcasieu Parish	21-22	27,773	\$556,868,400	\$592,503,623
Lafayette Parish	21-22	31,587	\$480,829,794	\$441,118,612
Rapides Parish	21-22	22,138	\$321,048,153	\$315,382,876
St. Tammany Parish	21-22	37,345	\$595,402,494	\$613,003,883



Peer Functional Organizational Structure: Livingston Parish

Citizens of Livingston Parish	
Livingston Parish School Board	
Superintendent	
Assist Superintendent A	Assis. Superintendent B
New Construction	Special Education Services
Energy Management	Gifted & Talented Program
Business Services	K-12 Curriculum & Instruction
Sales Tax	Federal Program Title Program
Warehouse Management	Library Services
Informational Technology	Textbooks
Management Information System	Child Nutrition Program
Instructional Technology	CTE Program
Print Shop	Assessment & Accountability
Technical Support	504 Services
Personnel and HR	Child Welfare & Attendance
Transportation Program	Health Services
Health Services	Principals
Principals	

Student Enrollment: 26,954



Peer Functional Organizational Structure: W. Feliciana Community

W. Feliciana of Rapides Parish								
W. Feliciana Parish School Board								
Superintendent								
Business Services	Sales Tax	Human Resources	Leadership & Instruction	Federal Programs	Student Services	Special Education	Technology	Ancillary Services
Payroll		New Hire Services	Accountability	Title I, II, and IV Programs		I.D.E.A. Program	Tech Support	Maintenance & Custodial Services
Accounting		Vacancy Posting	Curriculum	Early Childhood Services		Child Find	Training	Child Nutrition Program
Purchasing		Substitutes	Instruction			Gifted & Talented Program	Help Desk	Transportation Program
Accounts Payable		Personnel Records						
		Retirement						

Student Enrollment: 2202



Peer Functional Organizational Structure: Central Community

Citizens of Central Community		
Central Community School Board		
Superintendent		
Administrative/Instructional		Business
Child Nutrition Program	Accountability	Accounting Services
Personnel	Federal Programs	Payroll Program
Hiring/Onboarding	Instructional Coaching Services	Purchasing Program
Recruitment	Local School Programs	Grant Program
Benefits	Counseling Services	School Financial Oversight
Certification	Maintenance Services	
Alternative Education	Technology Services	
Transportation Services	Professional Development	
Student Attendance	Drug-free Schools Program	
Student Discipline	Safety	
IDEA Program and Services	Nursing Services	
504 and Dyslexia Services	Career Tech Program	
Library-Media Services		

Student Enrollment: 4595



Peer Functional Organizational Structure: Zachary

Citizens of Zachary								
Zachary School Board								
Superintendent								
Operations				Academics				
Human Resources & Communications	Business & Operations	School/Home Relations	Transportation Services	Accountability	Curriculum/Instruction/PD	Federal Programs	Technology	Student Support Services
Hiring/Staffing	Payroll	Attendance/Traucy	Contract Services	Testing	Core Academic Program	Title I, II Programs	Device Maintenance	Gifted/Talented Programs
Benefits	Accounts payable	Discipline		Student Performance	Early Childhood Program	Data Management	Network Maintenance	IDEA Services
Retirement	Financial Services	Mental Health		District/School Performance	High School Program	ESSA Act Implementation	Management System Maintenance	School nursing program
Substitutes	Food Services				Visual and Performing Arts			EL translation services
Timekeeping/Leaves	Safety/Risk Management				Accelerated Programs			Social/Emotional Learning
					Advanced Programs			
				Distance Learning				
				Professional Development				
				Career Technical Program				

Student Enrollment:5519



Peer Functional Organizational Structure: Ascension Parish

Ascension Parish Residents					
Ascension Parish School Board					
Superintendent					
Assistant Superintendent				Operations	Academics
Human Resources	Informational Technology	Business	Public Relations	Safety & Security	K-12 Curriculum and Instruction
Recruitment	Network Maintenance	Payroll Services	Community Relations	Supply Chain Operations	Primary Education
Risk Management	Data Management	Accounts Payable	Media Relations	Warehouse Management	Federal Programs
Hiring and On-boarding	Technology Application	Grants Management	Web-site Management	Planning and Construction	Special Education Services
	Help Desk Support	Capital Assets Management	Event Planning	Maintenance Services	Talented & Gifted Program
	Software and Hardware Support			Transportation Program	Career Technical Education
				Child Nutrition Program	Child Welfare & Attendance

Student Enrollment: 22,223



Peer Functional Organizational Structure: Bossier

Citizens of Bossier Parish				
Bossier Parish School Board				
Superintendent				
Curriculum & Academic Affairs	Security	Business Services	Public Relations	Administration & Personnel
Special Education Services	School Safety	Purchasing	Web-site Maintenance	Student Services
Assessment & Accountability		Payroll	Community & Media Relations	Human Resources
Curriculum & Instruction		Accounting	Communications	Employee Benefits
Early Childhood Program		Child Nutrition Program	Social Media	Retirement
CTE Program				Transportation Services
Instructional Technology				Maintenance Services
Professional Development				
Federal Programs				
English Learning Services				
Library Services				

Student Enrollment: 22,529



Peer Functional Organizational Structure: Rapides

Citizens of Rapides Parish			
Rapides Parish School Board			
Superintendent			
Business Services	Human Resources	Administration Services	Curriculum & Instruction
Payroll	Recruitment	Child Welfare & Attendance	Elementary C & I
Accounting	New Hire Services	Safe and Drug Free Programs	Secondary C & I
Purchasing	Vacancy Posting	Food Services	Magnet Program
Accounts Payable	Certification	Transportation Services	Early Childhood & HeadStart Program
Grant Management	Personnel Records	Maintenance & Operations	Federal Programs
		Instructional Technology	Assessment & Accountability
			Special Education Services
			Transformation Program

Student Enrollment: 23,239



Comparative Analysis

Peer Functional Organizational Structure: Calcasieu Parish

Citizens of Calcasieu Parish						
Calcasieu Parish School Board						
Superintendent						
Financial Services	Human Resources	Operations	Curriculum & Instruction	Informational Technology	Public Information	Grants
Payroll	Recruitment	Food Services	Elementary C & I	Tech Support	Media Relations	Grant Writing
Purchasing	New Hire Services	Transportation Program	Secondary C & I	Training	Social Media	Grant oversight
Accounts Payable	Staffing	Warehouse & Textbooks	Professional Development	eRate	Web-site Maintenance	
Sales Tax Services	Employee Benefits	Maintenance & Custodial Services	Early Childhood Program		Incident Response	
Management Information Services	Transportation Services		Special Education Services		Marketing & Community Relations	
Health Services	Risk Management		Pupil Appraisal		Communication & Notifications	
			Gifted & Talented Program			
			RtI Services			
			Homebound Services			
			Positive Connections Program			
			CPAS Program			
			Assessment & Accountability			
			Child Welfare & Attendance			
			Career & Technical Education			
			Fine Arts Instruction			
			Library Services			
			Print Shop			
			Principals			
			Assistant Principals			

Student Enrollment: 32564



Comparative Analysis

Peer Functional Organizational Structure: St. Tammany Parish

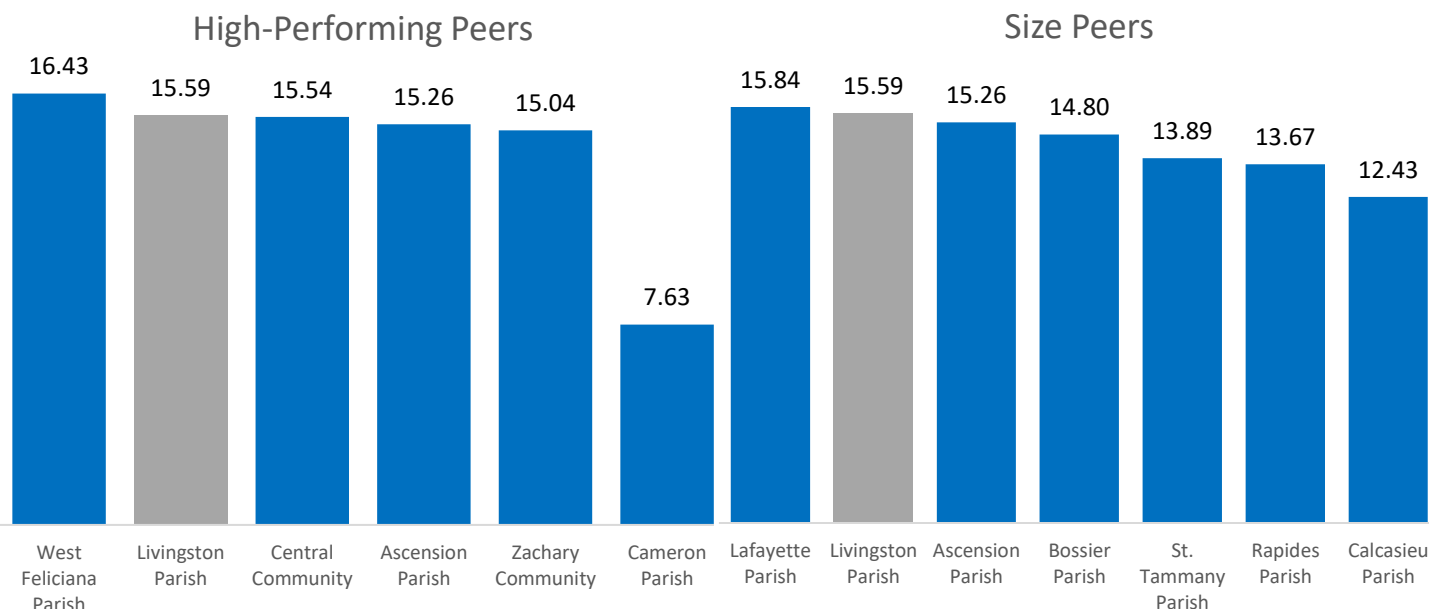
Citizens of St. Tammany Parish								
St. Tammany Parish School Board								
Superintendent								
Business Services	Human Resources	Administration Services	Curriculum & Instruction	SWE & Federal Programs	Construction Services	Communications	Broadcasting	Information Services
Payroll	Recruitment	Food Services	Elementary C & I	I.D.E.A. Program	Bidding Service	Public Relations	Public Relations	Tech Support
Purchasing	New Hire Services	Discipline	Secondary C & I	Gifted & Talented Services	New Construction	Media Communication		Network Maintenance
Accounts Payable	Staffing	Student Behavior	Professional Development	Title Program	Remodeling			
Internal Audit Services	Employee Benefits	Safety & Security	Early Childhood Program	504 Program				
	Transportation Services	Maintenance & Custodial Services	Child Search Program					
	Risk Management	Graphic Arts						
	Substitutes	Employee Compliance						
	Health Services							
	Ethic Training							

Student Enrollment: 38111



Student Enrollment to Teacher Ratio (2021-22 SY)

Based on LDOE data sets, LPPS had a student-to-teacher ratio of 15.6 for the 2021-22 school year. When compared to similar size-based peers and the highest-performing peers within the state, Livingston has the second-highest student-to-teacher ratio. The average student-to-teacher ratio across both peer groups was 14.38.

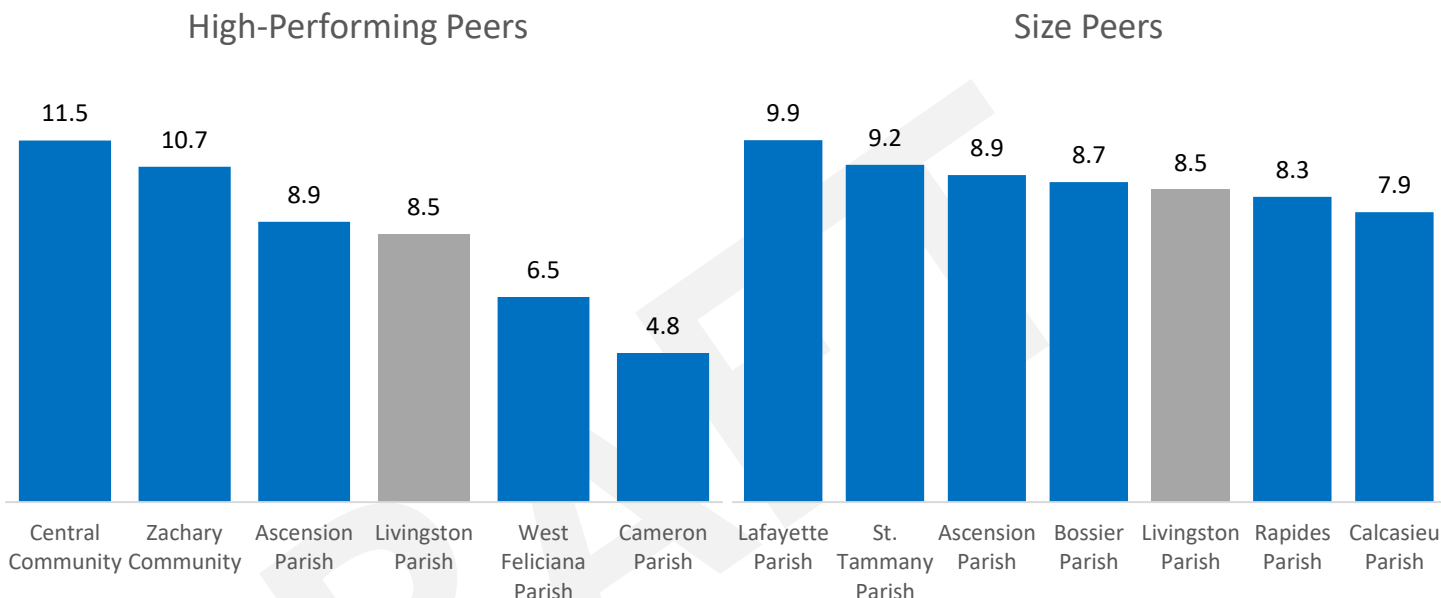


School System	Year	Total Students	Total Teachers	Students to Teacher
Livingston Parish	21-22	26,433	1,695.0	15.6
Ascension Parish	21-22	23,815	1,561.0	15.3
Bossier Parish	21-22	22,417	1,515.0	14.8
Calcasieu Parish	21-22	27,773	2,235.0	12.4
Cameron Parish	21-22	1,122	147.0	7.6
Central Community	21-22	4,865	313.0	15.5
Lafayette Parish	21-22	31,587	1,994.0	15.8
Rapides Parish	21-22	22,138	1,620.0	13.7
St. Tammany Parish	21-22	37,345	2,688.0	13.9
West Feliciana Parish	21-22	2,185	133.0	16.4
Zachary Community	21-22	5,503	366.0	15.0



Student Enrollment to Staff FTE Ratio (2021-22 SY)

Based on LDOE data sets, LPPS had a student-to-staff ratio of 8.5 for the 2021-22 school year. When compared to similar size-based peers and the highest-performing peers within the state, Livingston has the third-lowest student-to-staff ratio at 8.5. This was lower than the average student-to-staff ratio across both peer groups (8.8).

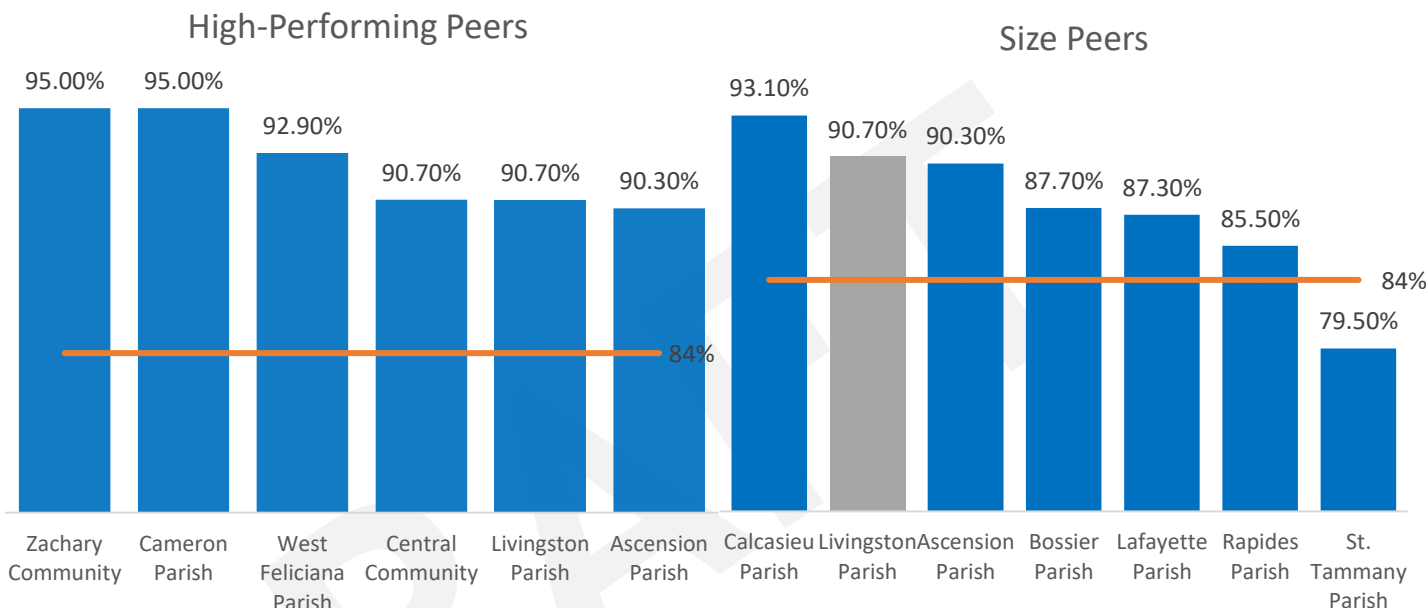


School System	Year	Total Students	Total Staff FTE	Students to Staff FTE
Livingston Parish	21-22	26,433	3,099.6	8.5
Ascension Parish	21-22	23,815	2,668.5	8.9
Bossier Parish	21-22	22,417	2,565.5	8.7
Calcasieu Parish	21-22	27,773	3,509.9	7.9
Cameron Parish	21-22	1,122	236.1	4.8
Central Community	21-22	4,865	422.5	11.5
Lafayette Parish	21-22	31,587	3,197.3	9.9
Rapides Parish	21-22	22,138	2,656.3	8.3
St. Tammany Parish	21-22	37,345	4,056.4	9.2
West Feliciana Parish	21-22	2,185	334.7	6.5
Zachary Community	21-22	5503	515.26	10.7



Graduation Rate (2021-22 SY)

During the 2021-22 school year, LPPS has the second highest graduation rate of similar size-based peers and was tied for fourth place within the top high-performing state peers along with Central Community. It should also be noted that this graduation rate was significantly higher than the overall Louisiana state average of 84%.had the second-highest



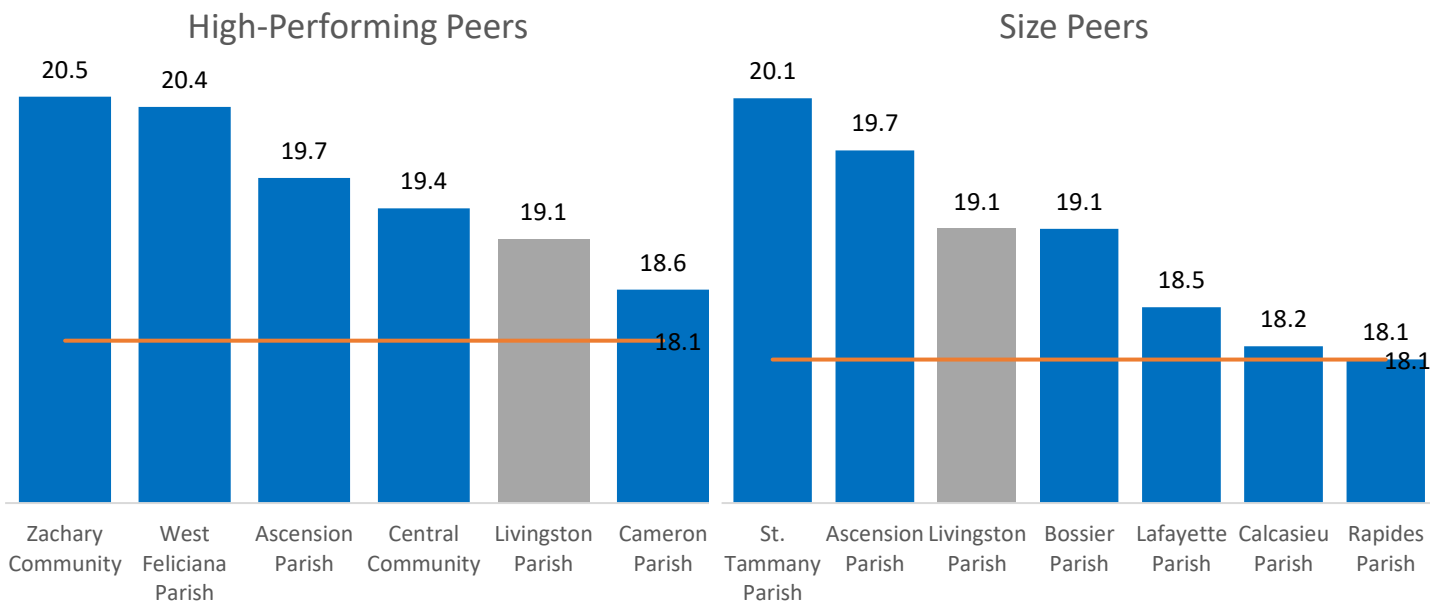
School System	Year	Total Students	Graduation Rate
Livingston Parish	21-22	26,433	90.70%
Ascension Parish	21-22	23,815	90.30%
Bossier Parish	21-22	22,417	87.70%
Calcasieu Parish	21-22	27,773	93.10%
Cameron Parish	21-22	1,122	95.00%
Central Community	21-22	4,865	90.70%
Lafayette Parish	21-22	31,587	87.30%
Rapides Parish	21-22	22,138	85.50%
St. Tammany Parish	21-22	37,345	79.50%
West Feliciana Parish	21-22	2,185	92.90%
Zachary Community	21-22	5,503	95.00%



Comparative Analysis

Composite ACT Scores (2021-22 SY)

LPSS Composite ACT Score performance was significantly higher than the overall state average performance of 18.1 for the 2021-22 school year. LPPS had the third-highest performance of similar size-based peers and ranked fourth when compared to the state's top-performing school systems.



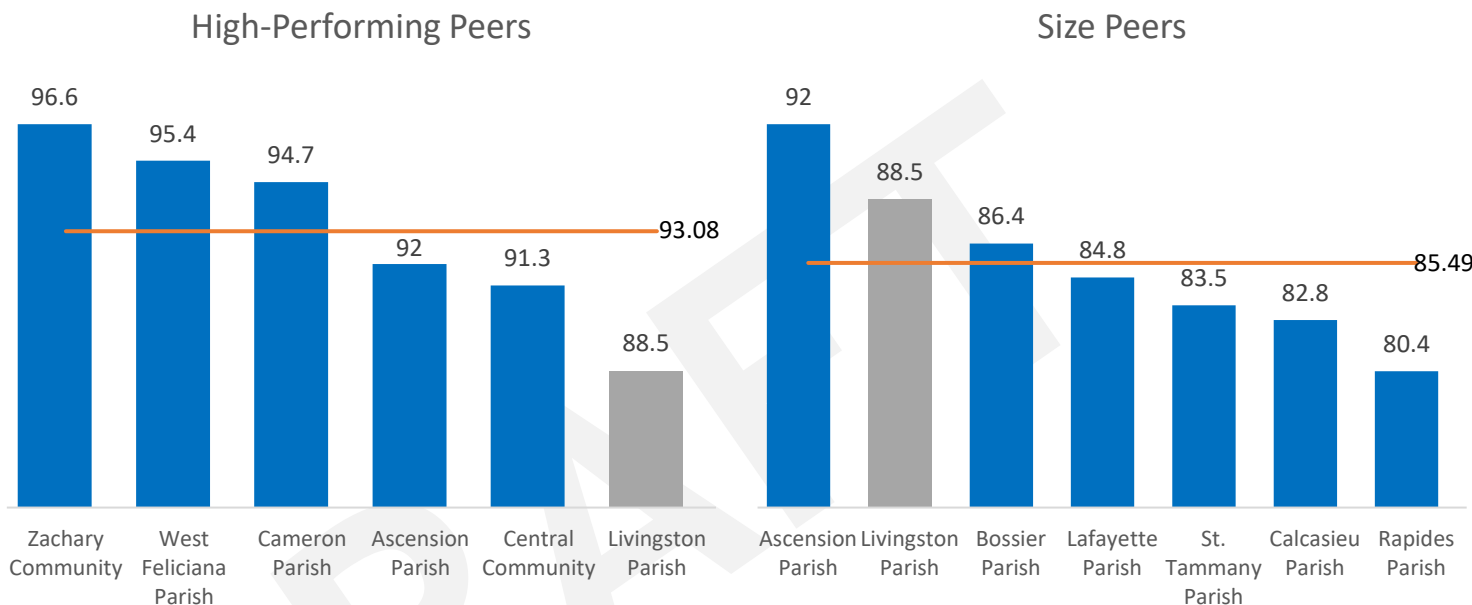
School System	Year	Total Students	ACT Score
Livingston Parish	21-22	53,252.0	19.1
Ascension Parish	21-22	23,815.0	19.7
Bossier Parish	21-22	22,417.0	19.1
Calcasieu Parish	21-22	27,773.0	18.2
Cameron Parish	21-22	1,122.0	18.6
Central Community	21-22	4,865.0	19.4
Lafayette Parish	21-22	31,587.0	18.5
Rapides Parish	21-22	22,138.0	18.1
St. Tammany Parish	21-22	37,345.0	20.1
West Feliciana Parish	21-22	2,185.0	20.4
Zachary Community	21-22	5,503.0	20.5



Comparative Analysis

LDOE State Scorecard Performance (2021-22 SY)

When comparing similar size-based peer LDOE state performance scores for the 2021-22 school year, LPPS ranked second behind Ascension and higher than the average score of size-based peers. The average score for the top highest-performance school systems within the state was 93.8.



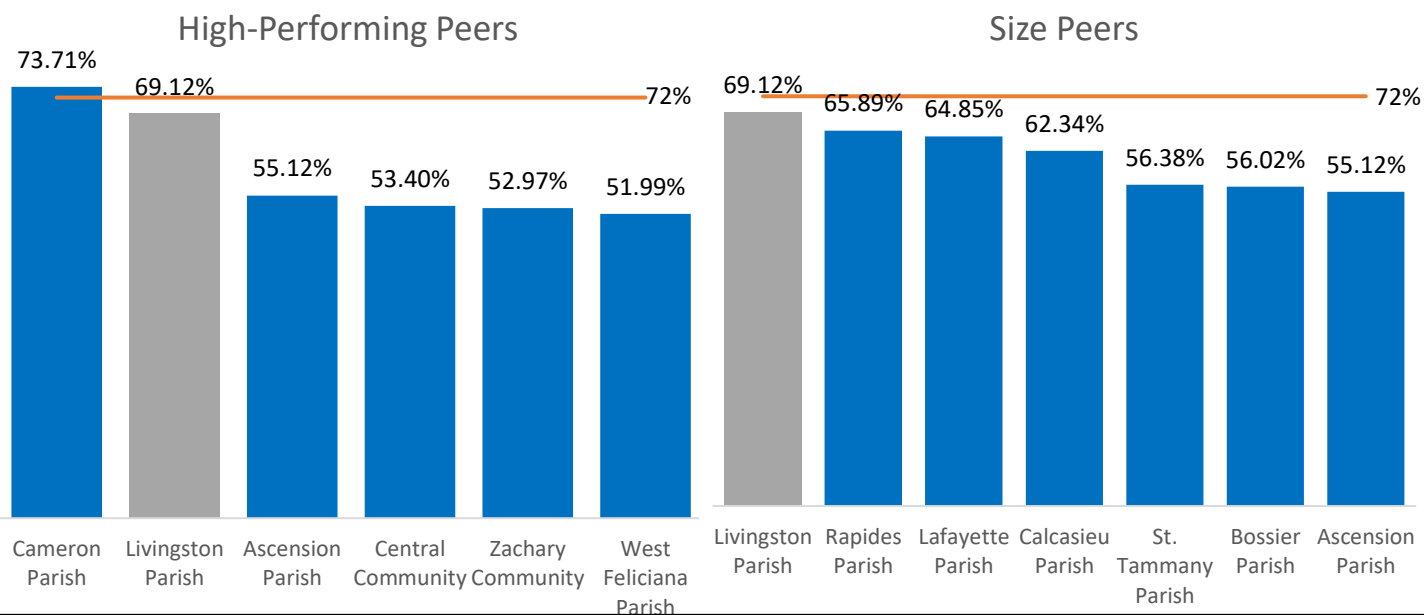
School System	Year	Total Students	State Scorecard Performance
Livingston Parish	21-22	53,252.0	88.5
Ascension Parish	21-22	23,815.0	92
Bossier Parish	21-22	22,417.0	86.4
Calcasieu Parish	21-22	27,773.0	82.8
Cameron Parish	21-22	1,122.0	94.7
Central Community	21-22	4,865.0	91.3
Lafayette Parish	21-22	31,587.0	84.8
Rapides Parish	21-22	22,138.0	80.4
St. Tammany Parish	21-22	37,345.0	83.5
West Feliciana Parish	21-22	2,185.0	95.4
Zachary Community	21-22	5,503.0	96.6



Comparative Analysis

Free and Reduced Percentage (2021-22 SY)

LDOE data reflected that LPPS had 69.12% of students in the program for the 2021-2022 school year. This was the highest percentage of all size-based peers and the second-highest percentage of the top-performing peers.



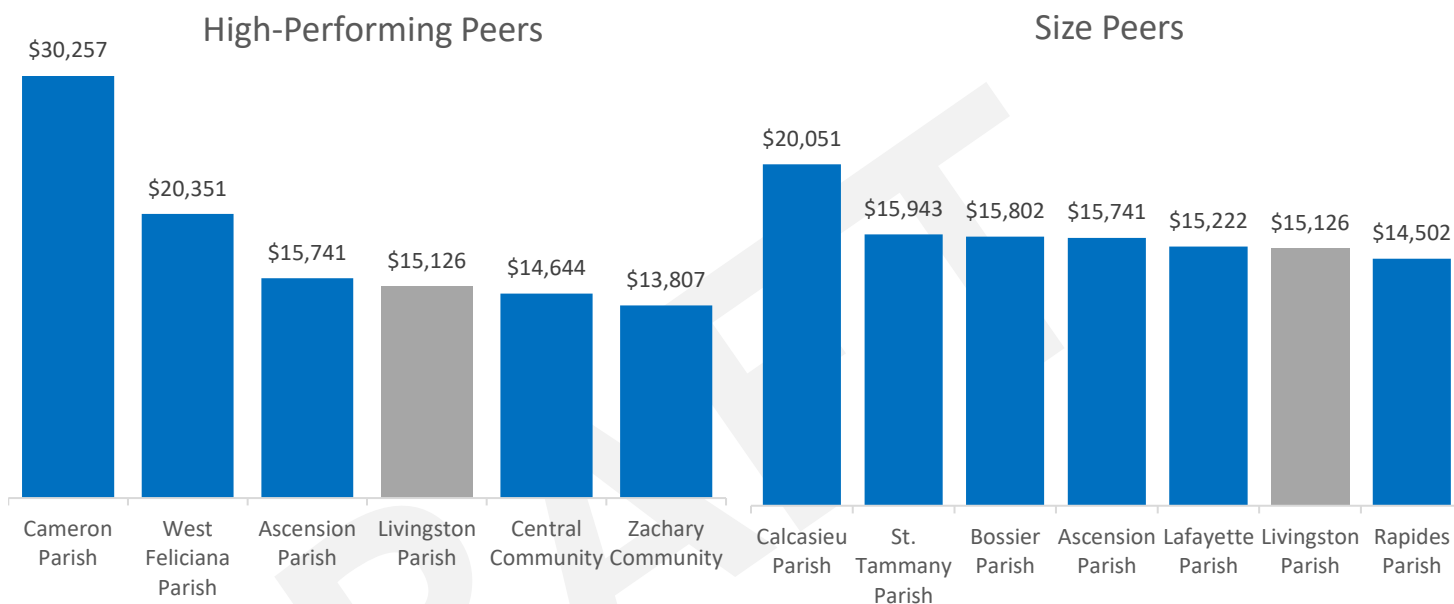
School System	Year	Total Students	Free & Reduced %
Livingston Parish	21-22	26,433	69.12%
Ascension Parish	21-22	23,815	55.12%
Bossier Parish	21-22	22,417	56.02%
Calcasieu Parish	21-22	27,773	62.34%
Cameron Parish	21-22	1,122	73.71%
Central Community	21-22	4,865	53.40%
Lafayette Parish	21-22	31,587	64.85%
Rapides Parish	21-22	22,138	65.89%
St. Tammany Parish	21-22	37,345	56.38%
West Feliciana Parish	21-22	2,185	51.99%
Zachary Community	21-22	5,503	52.97%



Comparative Analysis

Revenue per Student (2021-22 SY)

LDOE data reflected that LPPS had \$15,126 in revenues per student for the 2021-2022 school year. This was the second lowest of all size-based peers and the third lowest of the top-performing peers. This amount was significantly lower than the overall peer average of \$16,125.74.



School System	Year	Total Students	Total Revenue	Per Pupil Revenue
Livingston Parish	21-22	26,433	\$399,829,372.00	\$15,126.14
Ascension Parish	21-22	23,815	\$374,872,360.00	\$15,741.02
Bossier Parish	21-22	22,417	\$354,235,296.00	\$15,802.08
Calcasieu Parish	21-22	27,773	\$556,868,400.00	\$20,050.71
Cameron Parish	21-22	1,122	\$33,948,284.00	\$30,256.94
Central Community	21-22	4,865	\$71,243,638.00	\$14,644.12
Lafayette Parish	21-22	31,587	\$480,829,794.00	\$15,222.40
Rapides Parish	21-22	22,138	\$321,048,153.00	\$14,502.13
St. Tammany Parish	21-22	37,345	\$595,402,494.00	\$15,943.30
West Feliciana Parish	21-22	2,185	\$44,467,359.00	\$20,351.19
Zachary Community	21-22	5,503	\$75,982,304.00	\$13,807.43

Data pulled from LDOE Website.

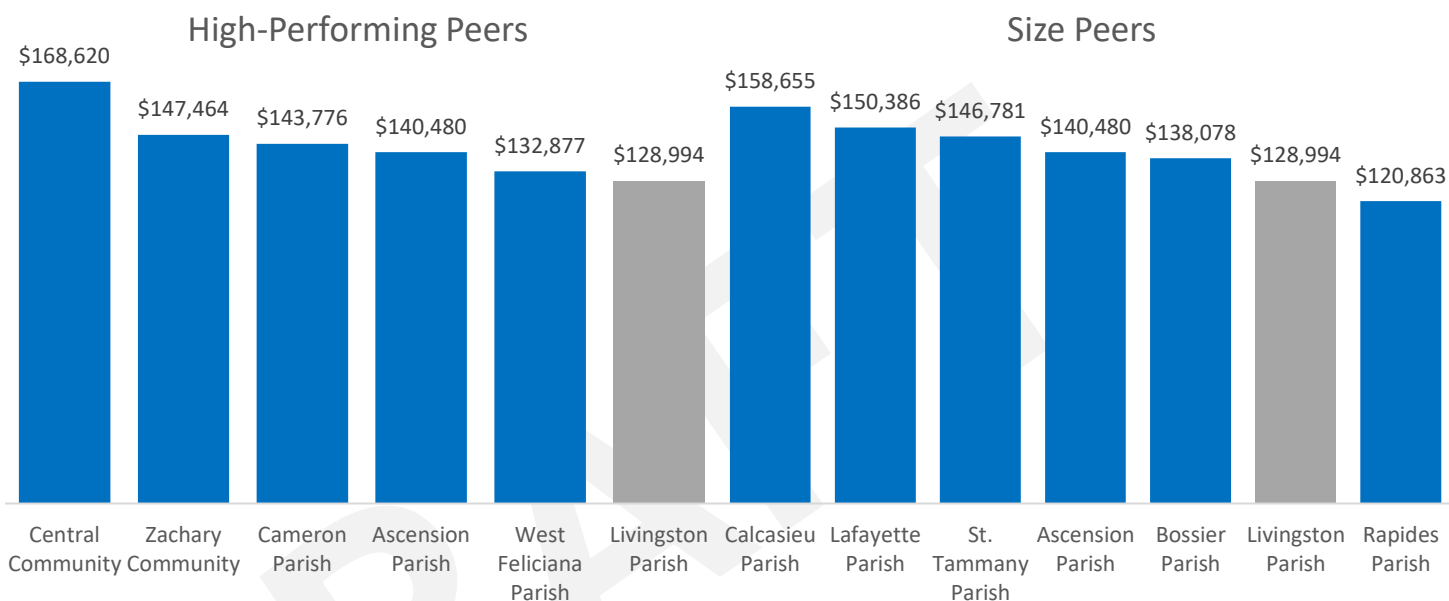
Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.



Comparative Analysis

Revenue per Staff (FTE) (2021-22 SY)

LDOE data reflected that LPPS had \$128,994 in Revenues per staff FTE for the 2021-2022 school year. This was the second lowest of all size-based peers and the lowest of the top-performing peers. This amount was significantly lower than the overall peer average of \$142,236.83.



School System	Year	Total Students	Total Revenue	Total Staff FTE	Per Staff FTE Revenue
Livingston Parish	21-22	26,433	\$399,829,372.00	3099.6	\$128,993.86
Ascension Parish	21-22	23,815	\$374,872,360.00	2668.5	\$140,480.03
Bossier Parish	21-22	22,417	\$354,235,296.00	2565.5	\$138,077.59
Calcasieu Parish	21-22	27,773	\$556,868,400.00	3509.9	\$158,655.13
Cameron Parish	21-22	1,122	\$33,948,284.00	236.1	\$143,775.55
Central Community	21-22	4,865	\$71,243,638.00	422.5	\$168,620.00
Lafayette Parish	21-22	31,587	\$480,829,794.00	3197.3	\$150,385.73
Rapides Parish	21-22	22,138	\$321,048,153.00	2656.3	\$120,862.91
St. Tammany Parish	21-22	37,345	\$595,402,494.00	4056.4	\$146,780.65
West Feliciana Parish	21-22	2,185	\$44,467,359.00	334.7	\$132,877.21
Zachary Community	21-22	5,503	\$75,982,304.00	515.3	\$147,464.01

Data pulled from LDOE Website.

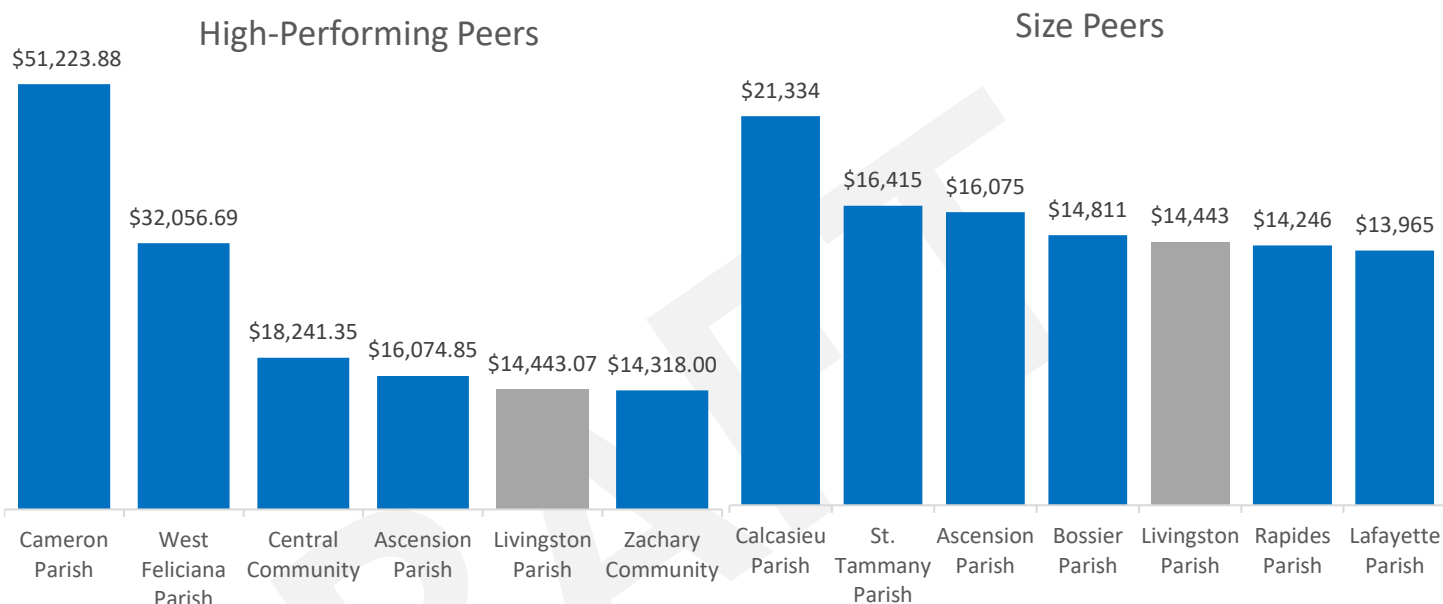
Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.



Comparative Analysis

Expenditures per Student (2021-22 SY)

LDOE data reflected that LPPS had \$14,443.07 in expenditures per student for the 2021-2022 school year. This was the third lowest of all size-based peers and the second lowest of the top-performing peers. This amount was significantly lower than the overall peer average of \$16,344.83.



School System	Year	Total Students	Total Expenditures	Per Pupil Expenditures
Livingston Parish	21-22	26,433	\$381,773,733.00	\$14,443.07
Ascension Parish	21-22	23,815	\$382,822,624.00	\$16,074.85
Bossier Parish	21-22	22,417	\$332,023,514.00	\$14,811.24
Calcasieu Parish	21-22	27,773	\$592,503,623.00	\$21,333.80
Cameron Parish	21-22	1,122	\$57,473,189.00	\$51,223.88
Central Community	21-22	4,865	\$88,744,162.00	\$18,241.35
Lafayette Parish	21-22	31,587	\$441,118,612.00	\$13,965.19
Rapides Parish	21-22	22,138	\$315,382,876.00	\$14,246.22
St. Tammany Parish	21-22	37,345	\$613,003,883.00	\$16,414.62
West Feliciana Parish	21-22	2,185	\$70,043,877.00	\$32,056.69
Zachary Community	21-22	5,503	\$78,791,972.00	\$14,318.00

Data pulled from LDOE Website.

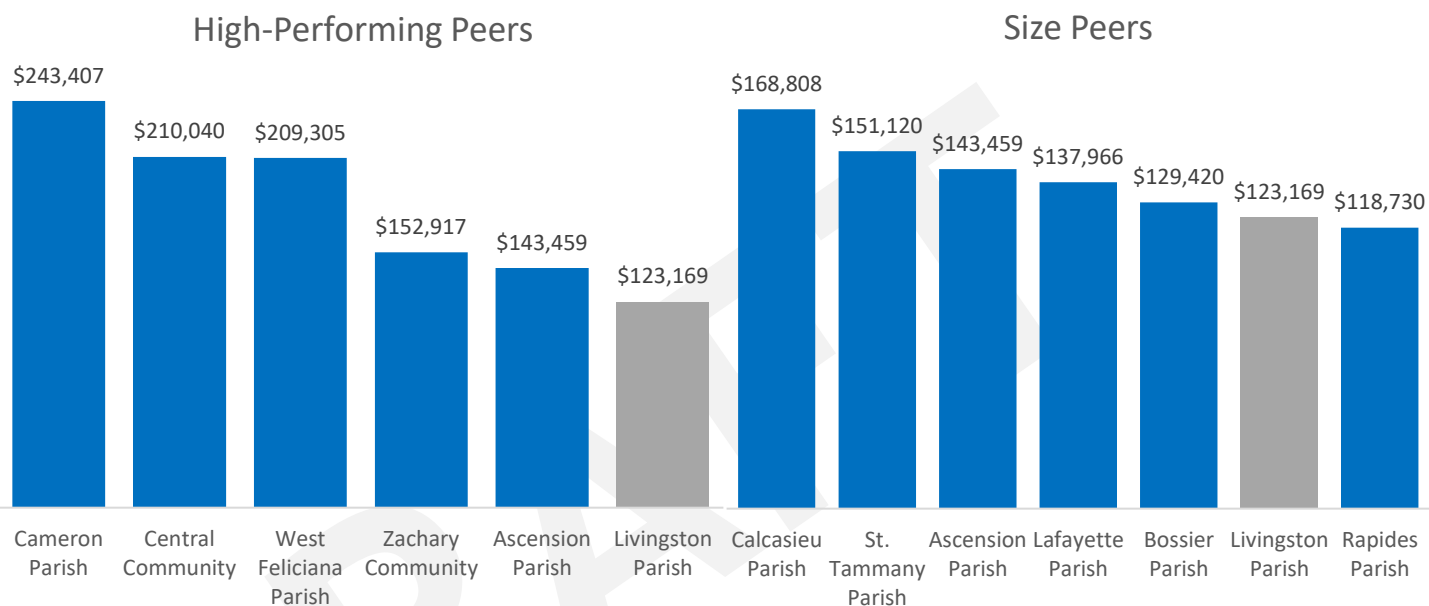
Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.



Comparative Analysis

Expenditures per Staff FTE (2021-22 SY)

LDOE data reflected that LPPS had \$123,169 in expenditures per staff FTE for the 2021-2022 school year. This was the second lowest of all size-based peers and the lowest of the top-performing peers. This amount was significantly lower than the overall peer average of \$144,169.48.



School System	Year	Total Students	Total Expenditures	Total Staff FTE	Per Staff FTE Expenditures
Livingston Parish	21-22	26,433	\$381,773,733.00	3,099.60	\$123,168.71
Ascension Parish	21-22	23,815	\$382,822,624.00	2,668.51	\$143,459.32
Bossier Parish	21-22	22,417	\$332,023,514.00	2,565.48	\$129,419.65
Calcasieu Parish	21-22	27,773	\$592,503,623.00	3,509.93	\$168,807.82
Cameron Parish	21-22	1,122	\$57,473,189.00	236.12	\$243,406.70
Central Community	21-22	4,865	\$88,744,162.00	422.51	\$210,040.38
Lafayette Parish	21-22	31,587	\$441,118,612.00	3,197.31	\$137,965.54
Rapides Parish	21-22	22,138	\$315,382,876.00	2,656.30	\$118,730.14
St. Tammany Parish	21-22	37,345	\$613,003,883.00	4,056.41	\$151,119.80
West Feliciana Parish	21-22	2,185	\$70,043,877.00	334.65	\$209,304.88
Zachary Community	21-22	5,503	\$78,791,972.00	515.26	\$152,916.92

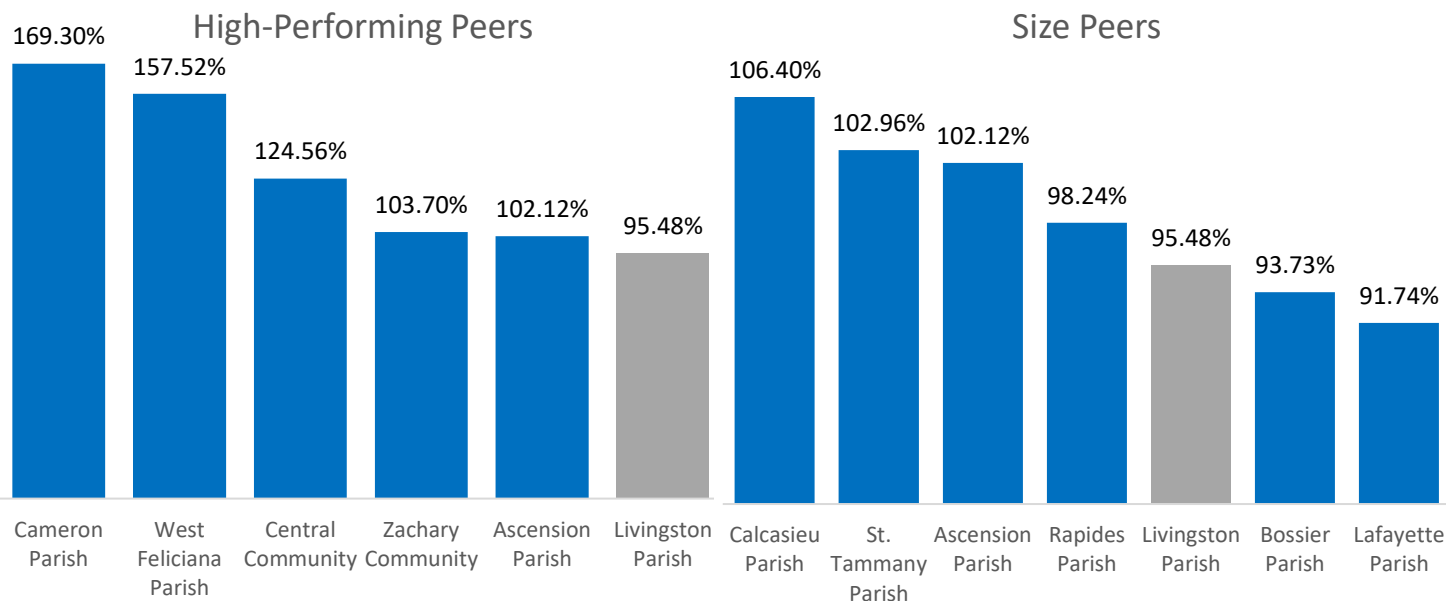
Data pulled from LDOE Website.

Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.



Overall Expenditures as a Percent of Revenue (2021-22 SY)

LDOE data reflected that LPPS had the lowest expenditures as a percentage of revenue (95.48%) of all high-performing peers and had the third lowest of similar-sized peers for the 2021-22 school year.



School System	Year	Total Students	Total Expenditures	Total Revenue	Expenditures as % of Revenue
Livingston Parish	21-22	26,433	\$381,773,733.00	\$399,829,372.00	95.48%
Ascension Parish	21-22	23,815	\$382,822,624.00	\$374,872,360.00	102.12%
Bossier Parish	21-22	22,417	\$332,023,514.00	\$354,235,296.00	93.73%
Calcasieu Parish	21-22	27,773	\$592,503,623.00	\$556,868,400.00	106.40%
Cameron Parish	21-22	1,122	\$57,473,189.00	\$33,948,284.00	169.30%
Central Community	21-22	4,865	\$88,744,162.00	\$71,243,638.00	124.56%
Lafayette Parish	21-22	31,587	\$441,118,612.00	\$480,829,794.00	91.74%
Rapides Parish	21-22	22,138	\$315,382,876.00	\$321,048,153.00	98.24%
St. Tammany Parish	21-22	37,345	\$613,003,883.00	\$595,402,494.00	102.96%
West Feliciana Parish	21-22	2,185	\$70,043,877.00	\$44,467,359.00	157.52%
Zachary Community	21-22	5,503	\$78,791,972.00	\$75,982,304.00	103.70%

Data pulled from LDOE Website.

Discrepancies were observed between the financial figures reported by LPPS and those available on the LDOE website. For the analysis of current state trends, data provided by LPPS was employed, while LDOE data was utilized for peer comparative analysis.

School System Retirement Profile



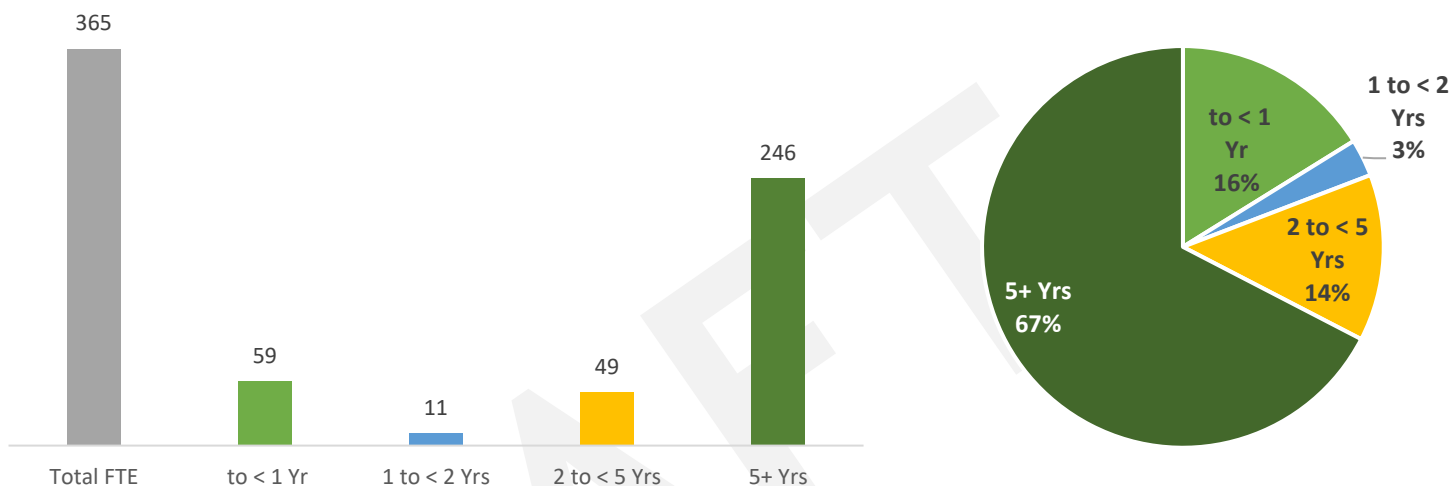
Retirement Eligibility Whole District by Position

Organizational Unit	Total # of Employees	Retirement Eligible		Retirement Eligible		Retirement Eligible		Retirement Eligible	
		0 to <1 Yr		1 to <2 Yrs		2 to <5 Yrs		5+ Yrs	
		#	%	#	%	#	%	#	%
Accounting Staff	11	2	18%	—	—	—	—	9	82%
Assistant Principals	58	8	14%	3	5%	8	14%	39	67%
Bus Aides	49	11	22%	4	8%	6	12%	28	57%
Bus Drivers	287	64	22%	11	4%	29	10%	183	64%
Central Office Support Staff (Secretary/Clerk)	25	4	16%	—	—	2	8%	19	76%
Certified Non-Teachers	121	10	8%	1	1%	12	10%	98	81%
Classroom Teachers	1,914	201	11%	38	2%	131	7%	1544	81%
Custodial Staff	177	44	25%	11	6%	22	12%	100	56%
Food Nutrition Staff	292	41	14%	6	2%	33	11%	212	73%
Human Resources Staff	1	—	—	—	—	—	—	1	100%
Instructional Professional Staff (Non-Leader)	11	—	—	1	9%	1	9%	9	82%
Leaders (Directors, Supervisors, Coordinators)	71	26	37%	4	6%	18	25%	23	32%
Maintenance Staff	29	3	10%	2	7%	5	17%	19	66%
Nurses (RN/LPN)	49	2	4%	2	4%	3	6%	42	86%
Other	14	4	29%	—	—	3	21%	7	50%
Paraprofessionals/Educational Assistants	561	48	9%	8	1%	40	7%	465	83%
Principals	48	13	27%	4	8%	11	23%	20	42%
School Office Support Staff (Secretary/Clerk)	129	32	25%	7	5%	3	2%	87	67%
Technology Staff	11	3	27%	—	—	2	18%	6	55%
Transportation Staff (Non-Bus Drivers)	9	1	11%	—	—	1	11%	7	78%
Grand Total	3,867	517	13%	102	3%	330	9%	2918	75%



Retirement Eligibility - Central Office

Within the next 24 months, 19% of the Central Office staff, amounting to 71 individuals, are projected to be eligible for retirement. Notably, a significant portion of these anticipated retirements, involving 30 individuals, are from leadership positions. The Special Education department will experience the highest number of retirements, with 19 individuals, representing 16% of its staff, eligible to retire.

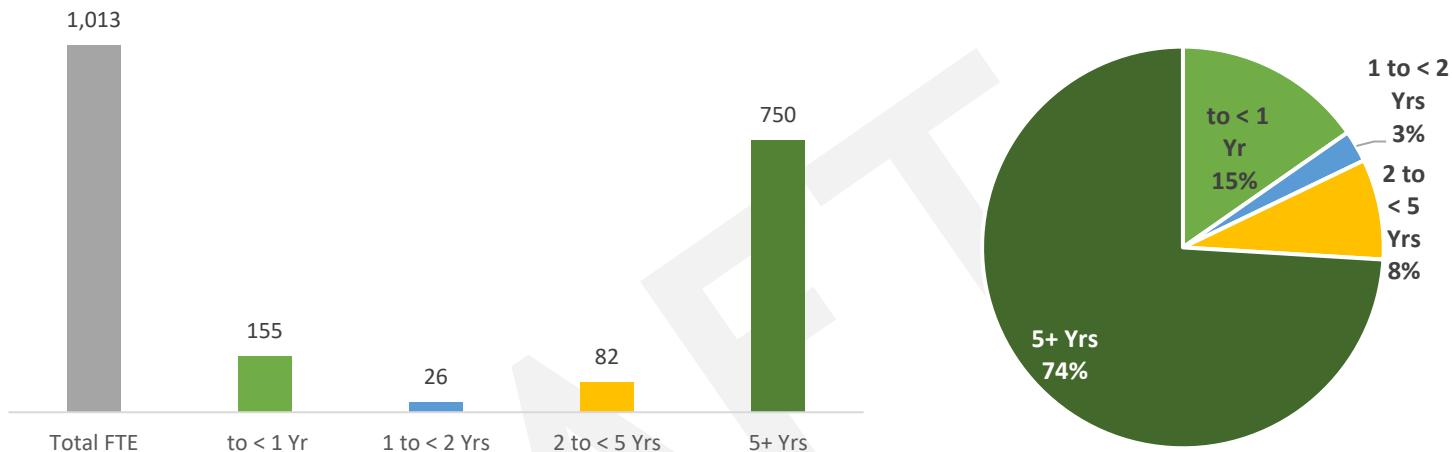


Organizational Unit	Total # of Employees	Retirement Eligible 0 to <1 Yr		Retirement Eligible 1 to <2 Yrs		Retirement Eligible 2 to <5 Yrs		Retirement Eligible 5+ Yrs	
		#	%	#	%	#	%	#	%
Assistant Superintendent	2	1	50%	—	—	—	—	1	50%
Child Welfare	1	—	—	—	—	1	100%	—	—
Clerical Support	1	1	100%	—	—	—	—	—	—
Curriculum	23	8	35%	3	13%	5	22%	7	30%
English Learner	35	2	6%	—	—	3	9%	30	86%
Federal Programs	11	5	45%	—	—	1	9%	5	45%
Finance	33	7	21%	—	—	4	12%	22	67%
Human Resources	3	1	33%	—	—	—	—	2	67%
Nurses	51	2	4%	2	4%	4	8%	43	84%
Nutrition	12	2	17%	—	—	—	—	10	83%
Operations	40	7	18%	4	10%	6	15%	23	58%
Special Education	119	17	14%	2	2%	19	16%	81	68%
Superintendent	1	1	100%	—	—	—	—	—	—
Technology	20	4	20%	—	—	3	15%	13	65%
Transportation	14	2	14%	—	—	3	21%	9	64%
Grand Total	366	60	16%	11	3%	49	13%	246	67%



Retirement Eligibility - High Schools

Within the next 24 months, 18% of the High School staff, amounting to 181 individuals, are projected to be eligible for retirement.



Organizational Unit	Total # of Employees	Retirement Eligible 0 to <1 Yr		Retirement Eligible 1 to <2 Yrs		Retirement Eligible 2 to <5 Yrs		Retirement Eligible 5+ Yrs	
		#	%	#	%	#	%	#	%
		Assistant Principals	21	5	24%	1	5%	2	10%
Bus Aides	11	4	36%	1	9%	2	18%	4	36%
Bus Drivers	74	19	26%	5	7%	11	15%	39	53%
Certified Non-Teachers	6	—	—	—	—	—	—	6	100%
Classroom Teachers	605	75	12%	10	2%	36	6%	484	80%
Custodial Staff	61	17	28%	4	7%	10	16%	30	49%
Food Nutrition Staff	68	7	10%	1	1%	8	12%	52	76%
Instructional Professional Staff (Non-Leader)	4	—	—	1	25%	—	—	3	75%
Leaders (Directors, Supervisors, Coordinators)	2	1	50%	—	—	1	50%	—	—
Other	3	1	33%	—	—	—	—	2	67%
Paraprofessionals/Educational Assistants	105	9	9%	2	2%	8	8%	86	82%
Principals	12	4	33%	—	—	3	25%	5	42%
School Office Support Staff (Secretary/Clerk)	41	13	32%	1	2%	1	2%	26	63%
Grand Total	1,013	155	15%	26	3%	82	8%	750	74%



High School In-Depth Retirement Analysis Table (1 of 4)

Adult Education	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Classroom Teachers				1	1
Paraprofessionals/Educational Assistants				2	2
Albany High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals	1				1
Classroom Teachers	3	1	3	30	37
Custodial Staff	1		1	3	5
Food Nutrition Staff				6	6
Paraprofessionals/Educational Assistants			2	4	6
Principals				2	2
School Office Support Staff (Secretary/Clerk)	1			2	3
Denham Springs Freshman	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals		1			1
Classroom Teachers	7		3	30	40
Custodial Staff			3	1	4
Food Nutrition Staff	1		1	4	6
Paraprofessionals/Educational Assistants		1		2	3
Principals	1				1
School Office Support Staff (Secretary/Clerk)	1		1	3	5
Denham Springs High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals			1	2	3
Bus Aides	2		1		3
Bus Drivers	5	2	5	18	30
Classroom Teachers	16	2	4	81	103
Custodial Staff	3		1	4	8
Food Nutrition Staff	2		1	10	13
Paraprofessionals/Educational Assistants	1			7	8
Principals				1	1
School Office Support Staff (Secretary/Clerk)	2			4	6



High School In-Depth Retirement Analysis Table (2 of 4)

Doyle High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals	1				1
Bus Drivers	1				1
Classroom Teachers	5	1	3	34	43
Custodial Staff	3	1		1	5
Food Nutrition Staff				4	4
Paraprofessionals/Educational Assistants	2		1	5	8
Principals			1		1
School Office Support Staff (Secretary/Clerk)	1			2	3
Holden School	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals	1			1	2
Bus Aides	1		1	1	3
Bus Drivers	3	2		5	10
Certified Non-Teachers				2	2
Classroom Teachers	6	1	3	49	59
Custodial Staff	1			4	5
Food Nutrition Staff		1	2	3	6
Other				2	2
Paraprofessionals/Educational Assistants	1		1	17	19
Principals	1				1
School Office Support Staff (Secretary/Clerk)	1			2	3
Live Oak High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				3	3
Bus Aides		1		1	2
Bus Drivers	2				2
Classroom Teachers	9	2	4	69	84
Custodial Staff	1	1	2	6	10
Food Nutrition Staff	2		1	7	10
Other	1				1
Paraprofessionals/Educational Assistants	2			12	14
Principals			1		1
School Office Support Staff (Secretary/Clerk)	1	1		5	7



High School In-Depth Retirement Analysis Table (3 of 4)

Maurepas School	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				2	2
Bus Aides	1				1
Bus Drivers	5		1		6
Classroom Teachers	2	1	3	31	37
Custodial Staff	3		2	1	6
Food Nutrition Staff	1		1	4	6
Paraprofessionals/Educational Assistants	2		3	8	13
Principals	1				1
School Office Support Staff (Secretary/Clerk)	1			1	2
Pine Ridge	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals	1				1
Bus Drivers		1			1
Certified Non-Teachers				1	1
Classroom Teachers	6	1	2	9	18
Custodial Staff	1		1		2
Instructional Professional Staff (Non-Leader)		1		2	3
Leaders (Directors, Supervisors, Coordinators)	1		1		2
Paraprofessionals/Educational Assistants				3	3
Principals	1				1
School Office Support Staff (Secretary/Clerk)				1	1



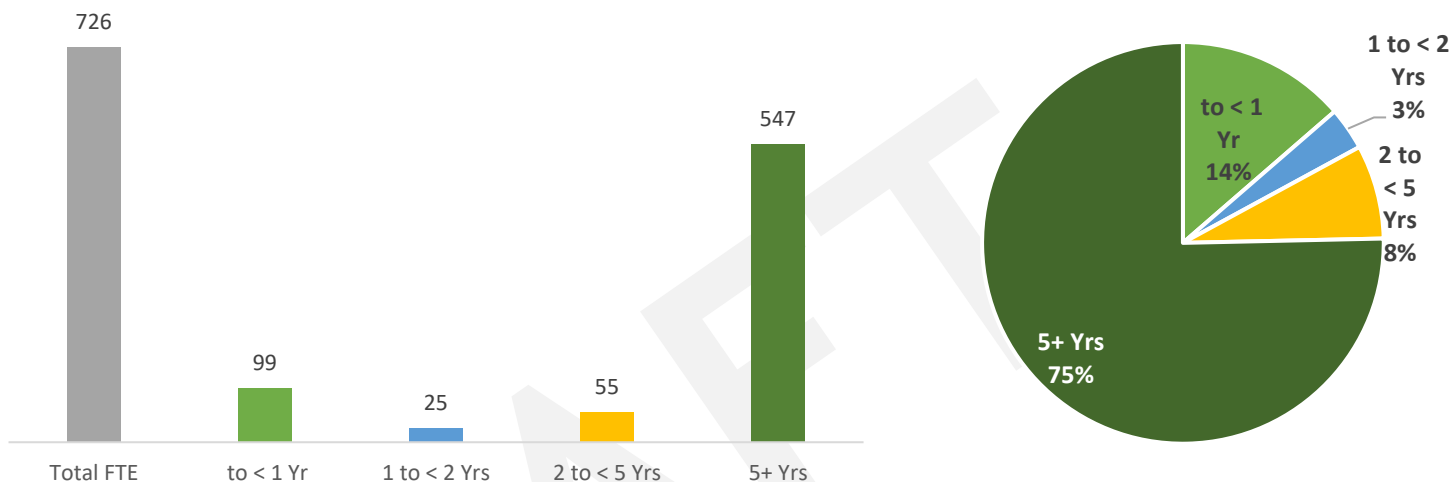
High School In-Depth Retirement Analysis Table (4 of 4)

Walker High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals			1	4	5
Bus Aides				2	2
Bus Drivers	2		1	4	7
Certified Non-Teachers				1	1
Classroom Teachers	13	1	8	95	117
Custodial Staff	2	1		4	7
Food Nutrition Staff	1		1	10	12
Instructional Professional Staff (Non-Leader)				1	1
Paraprofessionals/Educational Assistants	1			12	13
Principals			1		1
School Office Support Staff (Secretary/Clerk)	3			3	6
Springfield High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals	1				1
Bus Drivers			2	6	8
Certified Non-Teachers				1	1
Classroom Teachers	4		2	25	31
Custodial Staff	2	1		1	4
Food Nutrition Staff			1	4	5
Paraprofessionals/Educational Assistants			1	6	7
Principals				1	1
School Office Support Staff (Secretary/Clerk)	1			2	3



Retirement Eligibility - Middle/Jr. High Schools

Within the next 24 months, 17% of the Middle and Junior High School staff, amounting to 124 individuals, are projected to be eligible for retirement.



Organizational Unit	Total # of Employees	Retirement Eligible		Retirement Eligible		Retirement Eligible		Retirement Eligible	
		0 to <1 Yr		1 to <2 Yrs		2 to <5 Yrs		5+ Yrs	
		#	%	#	%	#	%	#	%
Assistant Principals	13	—	—	2	15%	1	8%	10	77%
Bus Aides	10	4	40%	1	10%	2	20%	3	30%
Bus Drivers	55	13	24%	1	2%	8	15%	33	60%
Certified Non-Teachers	12	—	—	—	—	1	8%	11	92%
Classroom Teachers	399	47	12%	10	3%	21	5%	321	80%
Custodial Staff	42	11	26%	3	7%	4	10%	24	57%
Food Nutrition Staff	59	8	14%	2	3%	6	10%	43	73%
Other	1	1	100%	—	—	—	—	—	—
Paraprofessionals/Educational Assistants	94	8	9%	1	1%	8	9%	77	82%
Principals	11	1	9%	2	18%	2	18%	6	55%
School Office Support Staff (Secretary/Clerk)	30	6	20%	3	10%	2	7%	19	63%
Grand Total	726	99	14%	25	3%	55	8%	547	75%



School System Retirement Profile

Middle/Jr. High School In-Depth Retirement Analysis

Table (1 of 4)

Albany Middle	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides	1		1	1	3
Bus Drivers	3		1	16	20
Certified Non-Teachers				1	1
Classroom Teachers	2	1	4	32	39
Custodial Staff				4	4
Food Nutrition Staff	1	1	1	3	6
Paraprofessionals/Educational Assistants		1		8	9
Principals				1	1
School Office Support Staff (Secretary/Clerk)	1	1		1	3
Denham Springs Jr High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals		1		2	3
Bus Aides				1	1
Bus Drivers	1				1
Certified Non-Teachers				1	1
Classroom Teachers	7		1	44	52
Custodial Staff	1	2		1	4
Food Nutrition Staff	1	1		6	8
Other	1				1
Paraprofessionals/Educational Assistants	1		2	10	13
Principals				1	1
School Office Support Staff (Secretary/Clerk)	1			3	4
Frost School	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides	2				2
Bus Drivers	2			4	6
Certified Non-Teachers				1	1
Classroom Teachers	5		2	22	29
Custodial Staff	1		1	2	4
Food Nutrition Staff	3			2	5
Paraprofessionals/Educational Assistants			3	9	12
Principals	1				1
School Office Support Staff (Secretary/Clerk)	1			1	2



School System Retirement Profile

Middle/Jr. High School In-Depth Retirement Analysis

Table (2 of 4)

Juban Parc Jr High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides				1	1
Bus Drivers	1			4	5
Certified Non-Teachers			1		1
Classroom Teachers	3	1		32	36
Custodial Staff	1			1	2
Food Nutrition Staff				6	6
Paraprofessionals/Educational Assistants			1	7	8
Principals		1			1
School Office Support Staff (Secretary/Clerk)				3	3
Live Oak Junior High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals			1		1
Certified Non-Teachers				1	1
Classroom Teachers	6		2	37	45
Custodial Staff				4	4
Food Nutrition Staff	2		1	4	7
Paraprofessionals/Educational Assistants				9	9
Principals				1	1
School Office Support Staff (Secretary/Clerk)		1		2	3
Live Oak Middle	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals		1			1
Certified Non-Teachers				1	1
Classroom Teachers	5	1	3	30	39
Custodial Staff		1	1	2	4
Food Nutrition Staff			1	8	9
Paraprofessionals/Educational Assistants	2			6	8
Principals			1		1
School Office Support Staff (Secretary/Clerk)	1			3	4



School System Retirement Profile

Middle/Jr. High School In-Depth Retirement Analysis

Table (3 of 4)

North Corbin Jr High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides		1			1
Bus Drivers	1	1	1		3
Certified Non-Teachers				1	1
Classroom Teachers	5	1	3	28	37
Custodial Staff	1		1	2	4
Paraprofessionals/Educational Assistants				6	6
Principals				1	1
School Office Support Staff (Secretary/Clerk)			1	2	3
Southside Junior High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides	1				1
Bus Drivers	1		5	6	12
Certified Non-Teachers				3	3
Classroom Teachers	3	1	2	27	33
Custodial Staff	2			2	4
Paraprofessionals/Educational Assistants	2			5	7
Principals				1	1
School Office Support Staff (Secretary/Clerk)	1	1			2
Springfield Middle	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides			1		1
Bus Drivers	4		1	3	8
Certified Non-Teachers				1	1
Classroom Teachers	4	1	1	24	30
Custodial Staff	2			2	4
Food Nutrition Staff			1	6	7
Paraprofessionals/Educational Assistants	1			9	10
Principals				1	1
School Office Support Staff (Secretary/Clerk)				2	2



School System Retirement Profile

Middle/Jr. High School In-Depth Retirement Analysis

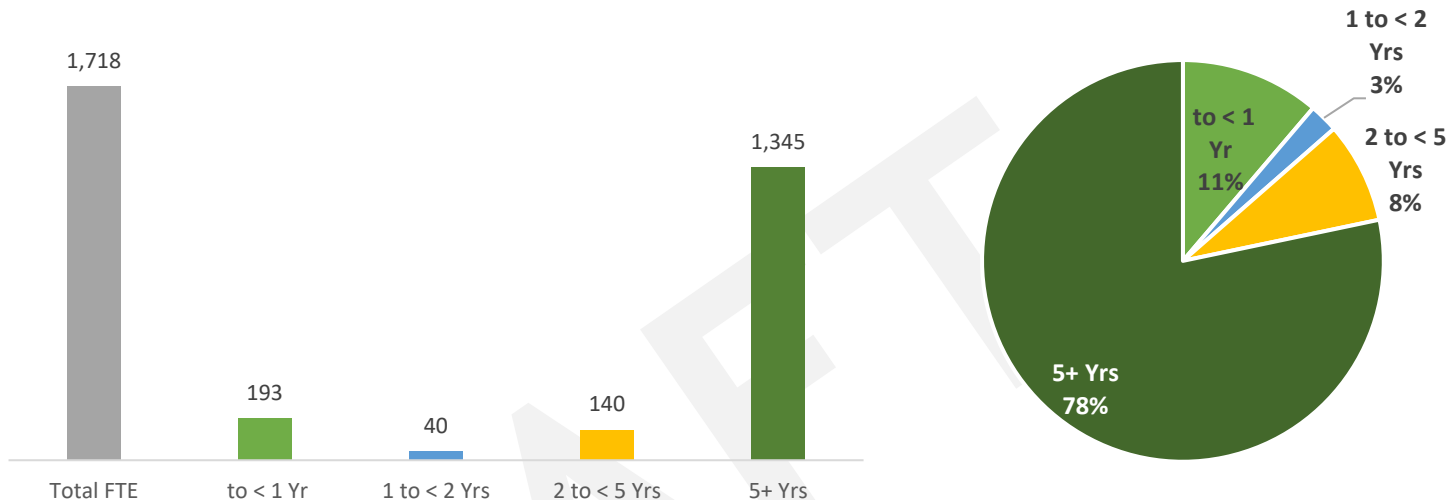
Table (4 of 4)

Walker Junior High'	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Classroom Teachers	4	1	2	24	31
Custodial Staff	1		1	2	4
Food Nutrition Staff	1		1	4	6
Paraprofessionals/Educational Assistants			1	5	6
Principals			1		1
School Office Support Staff (Secretary/Clerk)				2	2
Westside Junior High	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Certified Non-Teachers				1	1
Classroom Teachers	3	3	1	21	28
Custodial Staff	2			2	4
Food Nutrition Staff			1	4	5
Paraprofessionals/Educational Assistants	2		1	3	6
Principals		1			1
School Office Support Staff (Secretary/Clerk)	1		1		2



Retirement Eligibility - Elementary Schools

Within the next 24 months, 13% of the Elementary School staff, amounting to 233 individuals, are projected to be eligible for retirement.



Organizational Unit	Total # of Employees	Retirement Eligible 0 to <1 Yr		Retirement Eligible 1 to <2 Yrs		Retirement Eligible 2 to <5 Yrs		Retirement Eligible 5+ Yrs	
		#	%	#	%	#	%	#	%
		Assistant Principals	23	2	9%	—	—	5	22%
Bus Aides	26	3	12%	2	8%	1	4%	20	77%
Bus Drivers	151	28	19%	5	3%	10	7%	108	72%
Certified Non-Teachers	37	3	8%	—	—	3	8%	31	84%
Classroom Teachers	849	69	8%	17	2%	70	8%	693	82%
Custodial Staff	65	14	22%	3	5%	8	12%	40	62%
Food Nutrition Staff	157	24	15%	3	2%	19	12%	111	71%
Instructional Professional Staff (Non-Leader)	6	—	—	—	—	—	—	6	100%
Other	3	1	33%	—	—	1	33%	1	33%
Paraprofessionals/Educational Assistants	323	30	9%	5	2%	18	6%	270	84%
Principals	24	8	33%	2	8%	5	21%	9	38%
School Office Support Staff (Secretary/Clerk)	54	11	20%	3	6%	—	—	40	74%
Grand Total	1,718	193	11%	40	2%	140	8%	1345	78%



Elementary In-Depth Retirement Analysis Table (1 of 8)

Albany Lower Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals	1				1
Certified Non-Teachers				2	2
Classroom Teachers	2		4	36	42
Custodial Staff				2	2
Paraprofessionals/Educational Assistants	2	1	2	13	18
Principals		1			1
School Office Support Staff (Secretary/Clerk)				2	2
Albany Upper Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Certified Non-Teachers			1	1	2
Classroom Teachers	3		3	19	25
Custodial Staff				3	3
Food Nutrition Staff	2			9	11
Paraprofessionals/Educational Assistants	1		1	6	8
Principals		1			1
School Office Support Staff (Secretary/Clerk)	1			1	2
Denham Springs Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides				2	2
Bus Drivers	2			6	8
Certified Non-Teachers			1		1
Classroom Teachers	8	3	3	32	46
Custodial Staff		1		4	5
Food Nutrition Staff			1	6	7
Paraprofessionals/Educational Assistants	2			15	17
Principals				1	1
School Office Support Staff (Secretary/Clerk)	1	1		1	3



Elementary In-Depth Retirement Analysis Table (2 of 8)

Doyle Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals			1		1
Bus Aides		2			2
Bus Drivers	2	1	1	8	12
Certified Non-Teachers	1			1	2
Classroom Teachers	4	1	2	39	46
Custodial Staff	1			3	4
Food Nutrition Staff			1	6	7
Other	1				1
Paraprofessionals/Educational Assistants	3		2	12	17
Principals			1		1
School Office Support Staff (Secretary/Clerk)		1		2	3
Eastside Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides	1				1
Bus Drivers				1	1
Certified Non-Teachers				1	1
Classroom Teachers	6		6	23	35
Custodial Staff			1	2	3
Food Nutrition Staff	1		1	5	7
Paraprofessionals/Educational Assistants	3			8	11
Principals				1	1
School Office Support Staff (Secretary/Clerk)	1			1	2
French Settlement Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides				1	1
Bus Drivers				1	1
Certified Non-Teachers	1			1	2
Classroom Teachers	1		2	32	35
Custodial Staff	1			2	3
Food Nutrition Staff	1			8	9
Paraprofessionals/Educational Assistants	2		1	9	12
Principals				1	1
School Office Support Staff (Secretary/Clerk)				2	2



Elementary In-Depth Retirement Analysis Table (3 of 8)

Freshwater Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides				1	1
Bus Drivers				1	1
Certified Non-Teachers				1	1
Classroom Teachers			2	24	26
Custodial Staff			1	2	3
Food Nutrition Staff				5	5
Paraprofessionals/Educational Assistants	1		2	9	12
Principals	1		1		2
School Office Support Staff (Secretary/Clerk)				2	2
Grays Creek Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides	1				1
Bus Drivers		1		2	3
Certified Non-Teachers				2	2
Classroom Teachers		1	2	34	37
Custodial Staff	1		2		3
Food Nutrition Staff	1		1	4	6
Other				1	1
Paraprofessionals/Educational Assistants	1			10	11
Principals	1				1
School Office Support Staff (Secretary/Clerk)				3	3
Juban Parc Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides	1				1
Bus Drivers	2		1	4	7
Certified Non-Teachers				1	1
Classroom Teachers		1	2	32	35
Custodial Staff	2				2
Food Nutrition Staff		1	1	4	6
Instructional Professional Staff (Non-Leader)				6	6
Paraprofessionals/Educational Assistants	2			13	15
Principals				1	1
School Office Support Staff (Secretary/Clerk)				2	2



Elementary In-Depth Retirement Analysis Table (4 of 8)

Levi Milton Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides			1		1
Bus Drivers	2		1	10	13
Certified Non-Teachers				2	2
Classroom Teachers	3	2	9	29	43
Custodial Staff	2			1	3
Food Nutrition Staff	1	2	2	3	8
Paraprofessionals/Educational Assistants	2			19	21
Principals	1				1
School Office Support Staff (Secretary/Clerk)	1			2	3
Lewis Vincent Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals			1		1
Bus Drivers	2				2
Certified Non-Teachers				1	1
Classroom Teachers	8	2	2	24	36
Custodial Staff				2	2
Food Nutrition Staff	2		2	2	6
Paraprofessionals/Educational Assistants				11	11
Principals			1		1
School Office Support Staff (Secretary/Clerk)				2	2
Live Oak Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals			1		1
Bus Aides				3	3
Bus Drivers	5		1	9	15
Certified Non-Teachers				2	2
Classroom Teachers	2		2	38	42
Custodial Staff	1			2	3
Food Nutrition Staff	1		3	3	7
Paraprofessionals/Educational Assistants	1	2	1	13	17
Principals			1		1
School Office Support Staff (Secretary/Clerk)	1	1		1	3



Elementary In-Depth Retirement Analysis Table (5 of 8)

North Corbin Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides				1	1
Bus Drivers	2	1		11	14
Certified Non-Teachers				2	2
Classroom Teachers			5	36	41
Custodial Staff		1		2	3
Food Nutrition Staff	1		1	9	11
Paraprofessionals/Educational Assistants				16	16
Principals				1	1
School Office Support Staff (Secretary/Clerk)				2	2
North Live Oak Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals	1			1	2
Bus Aides				1	1
Bus Drivers	2			11	13
Certified Non-Teachers	1		1	1	3
Classroom Teachers	1	4	4	35	44
Custodial Staff			1	3	4
Food Nutrition Staff	3			5	8
Paraprofessionals/Educational Assistants	2		1	12	15
Principals	1				1
School Office Support Staff (Secretary/Clerk)	1			2	3
Northside Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals			1		1
Bus Aides				2	2
Bus Drivers	3		1	4	8
Certified Non-Teachers				1	1
Classroom Teachers	5		1	31	37
Custodial Staff				3	3
Food Nutrition Staff	3		1	3	7
Paraprofessionals/Educational Assistants			2	13	15
Principals				1	1
School Office Support Staff (Secretary/Clerk)	1			1	2



Elementary In-Depth Retirement Analysis Table (6 of 8)

Seventh Ward Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides				1	1
Bus Drivers	1			6	7
Certified Non-Teachers				1	1
Classroom Teachers	3		2	23	28
Custodial Staff			2	1	3
Food Nutrition Staff				4	4
Paraprofessionals/Educational Assistants			1	10	11
Principals				1	1
School Office Support Staff (Secretary/Clerk)	1			1	2
South Fork Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides				2	2
Bus Drivers	1			10	11
Certified Non-Teachers				2	2
Classroom Teachers	2		1	42	45
Custodial Staff	1		1	2	4
Food Nutrition Staff	2			6	8
Other			1		1
Paraprofessionals/Educational Assistants	2		1	16	19
Principals				1	1
School Office Support Staff (Secretary/Clerk)				3	3
South Live Oak Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals			1		1
Bus Drivers	1	1		8	10
Certified Non-Teachers				1	1
Classroom Teachers	4	2	6	27	39
Custodial Staff				2	2
Food Nutrition Staff	1			5	6
Paraprofessionals/Educational Assistants	2			9	11
Principals			1		1
School Office Support Staff (Secretary/Clerk)				3	3



Elementary In-Depth Retirement Analysis Table (7 of 8)

South Walker Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides				2	2
Bus Drivers	1	1	2	9	13
Certified Non-Teachers				3	3
Classroom Teachers	4		2	36	42
Custodial Staff	2				2
Food Nutrition Staff	2		1	4	7
Paraprofessionals/Educational Assistants	2	1		12	15
Principals	1				1
School Office Support Staff (Secretary/Clerk)				3	3
Southside Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides				1	1
Certified Non-Teachers				1	1
Classroom Teachers	3			30	33
Custodial Staff				2	2
Food Nutrition Staff	1		2	9	12
Paraprofessionals/Educational Assistants	2			11	13
Principals	1				1
School Office Support Staff (Secretary/Clerk)	1			1	2
Springfield Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides				1	1
Certified Non-Teachers				2	2
Classroom Teachers	5	1	6	33	45
Custodial Staff	2			1	3
Food Nutrition Staff	1			5	6
Paraprofessionals/Educational Assistants			3	15	18
Principals	1			1	2
School Office Support Staff (Secretary/Clerk)	2				2



Elementary In-Depth Retirement Analysis Table (8 of 8)

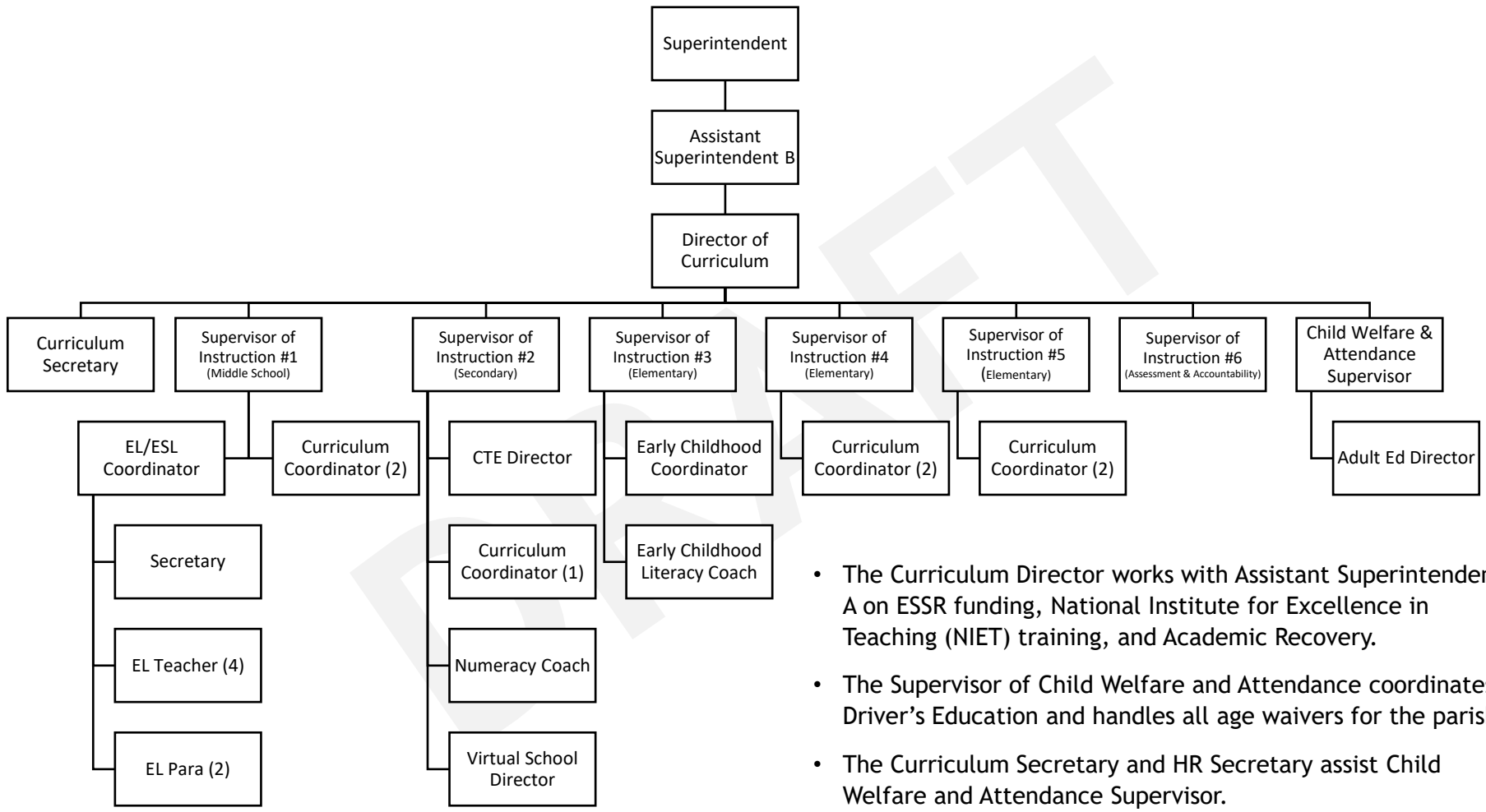
Walker Elementary	0 to < 1 Yr	1 to < 2 Yrs	2 to < 5 Yrs	5+ Yrs	Grand Total
Assistant Principals				1	1
Bus Aides				2	2
Bus Drivers		2		3	12
Certified Non-Teachers				2	2
Classroom Teachers		5		4	47
Custodial Staff		1	1		3
Food Nutrition Staff		1		2	9
Paraprofessionals/Educational Assistants			1	1	20
Principals		1			1
School Office Support Staff (Secretary/Clerk)				3	3

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Functional Area Review: Instructional Departments



Curriculum: Organizational Structure



- The Curriculum Director works with Assistant Superintendent A on ESSR funding, National Institute for Excellence in Teaching (NIET) training, and Academic Recovery.
- The Supervisor of Child Welfare and Attendance coordinates Driver’s Education and handles all age waivers for the parish.
- The Curriculum Secretary and HR Secretary assist Child Welfare and Attendance Supervisor.
- The CTE Director is listed as the “Special Needs Coordinator” in MUNIS.



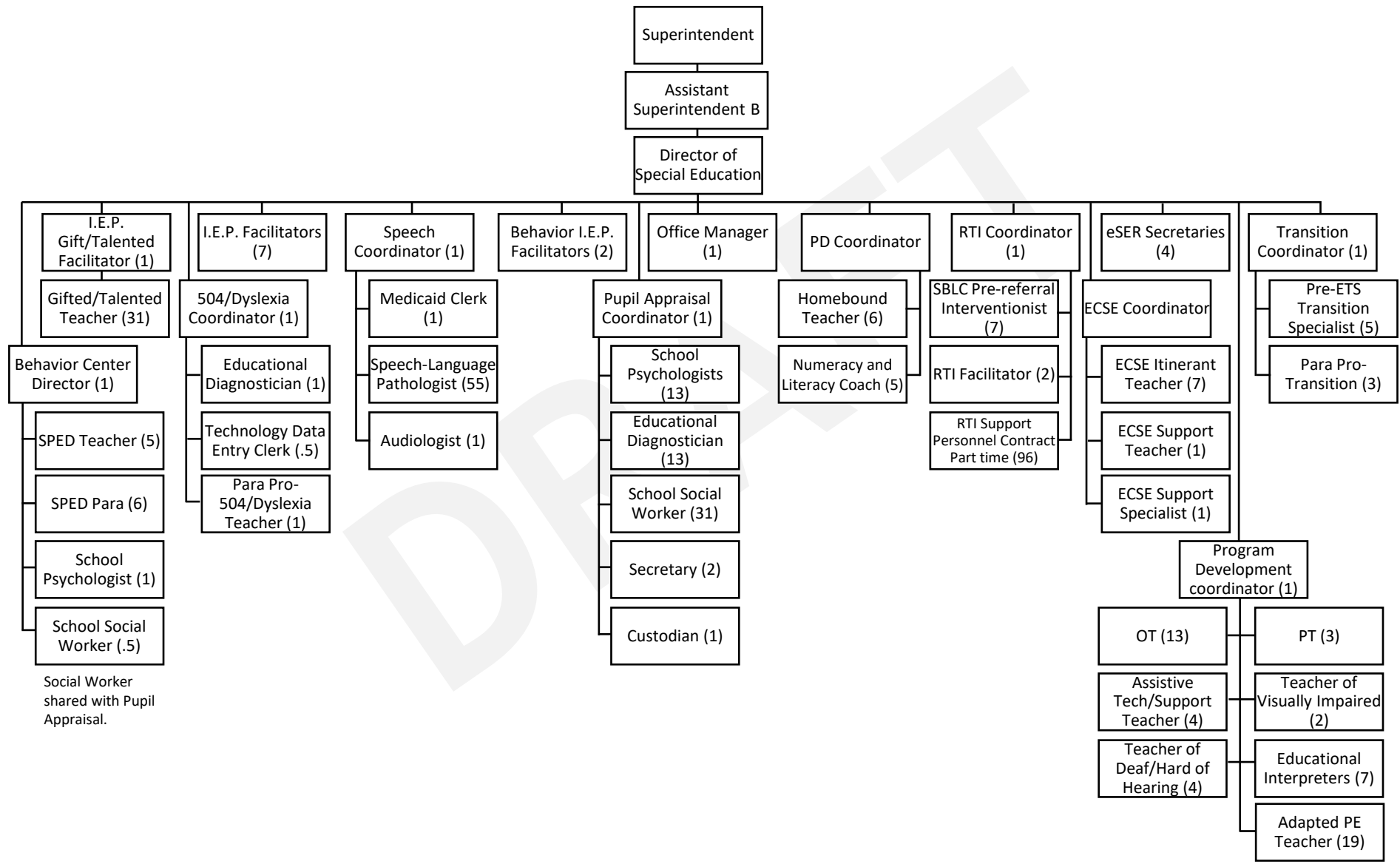
Curriculum: Span of Control Analysis

SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Similar knowledge and skills. Various degrees of experience.
Mastery Employees						Novice Employees	All but 2 team members have more than 3 years experience in current position.
Related Activities						Unrelated Activities	Activities vary depending upon focus of the work (assessment & accountability, EL) and grade level (elementary, middle, high school)
Results Identifiable by Metrics						Results Unidentifiable by Metrics	Metrics are available and tracked (scores, coaching and training of administrators and teachers)
Work is Routine						Work is Not Routine	Day-to-day work is routine.
Standardized						Non-Standardized	Work standards are in place (scoring for walkthroughs, master schedule monitoring). Some processes are documented but not a lot per director.
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	Leader manages a large department; also provides individual contribution leading school observations
Employees Located in Close Proximity						Employees Distanced	Central Office team are in close proximity; other team members are at school locations

The Span of Control Analysis indicates that the Curriculum Department is operating within acceptable parameters.



Special Education: Organizational Structure





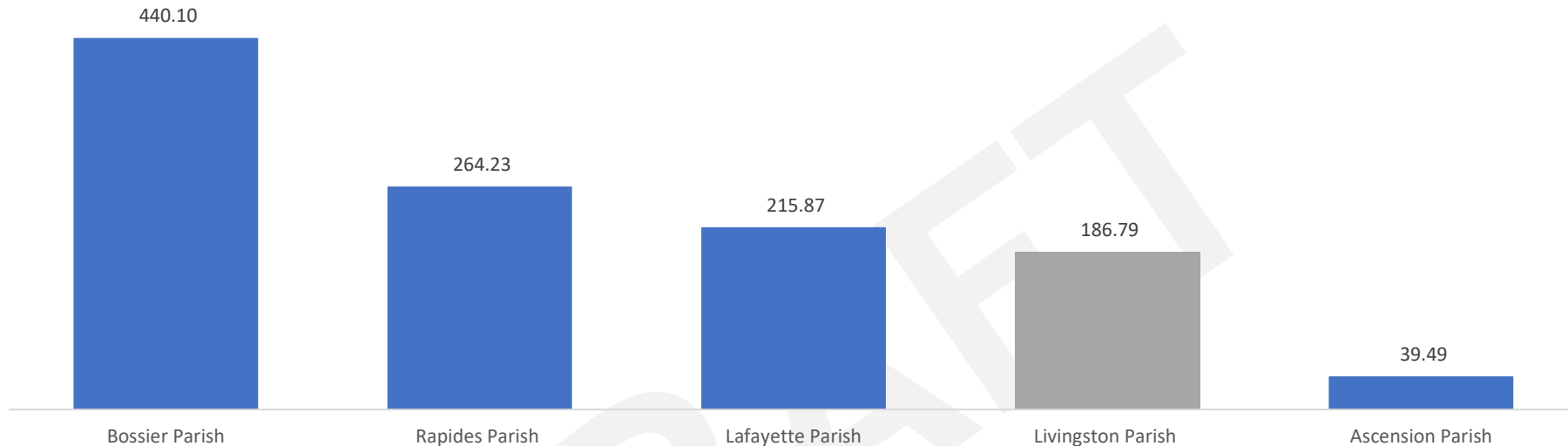
Special Education: Span of Control Analysis

SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Different knowledge needed for diagnosis, teaching, therapy, behavioral support
Mastery Employees						Novice Employees	6 of the 21 leadership positions are new (within the last 3 years) to their positions
Related Activities						Unrelated Activities	Areas include gifted, 504, child find,
Results Identifiable by Metrics						Results Unidentifiable by Metrics	Metrics are available
Work is Routine						Work is Not Routine	Day-to-day work is routine
Standardized						Non-Standardized	Work standards are in place. All areas have written procedures place in Resource Guide. Guide and procedures updates each year
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	Leader manages a large department (approximately 950 people involved in Special Education).
Employees Located in Close Proximity						Employees Distanced	Pupil Appraisal Building is apart from Director's Office area, which houses most of the team. Teachers and other staff at schools

The Span of Control Analysis indicates that the Special Education Department is operating within acceptable parameters.



Special Education: Central Office Position Comparatives



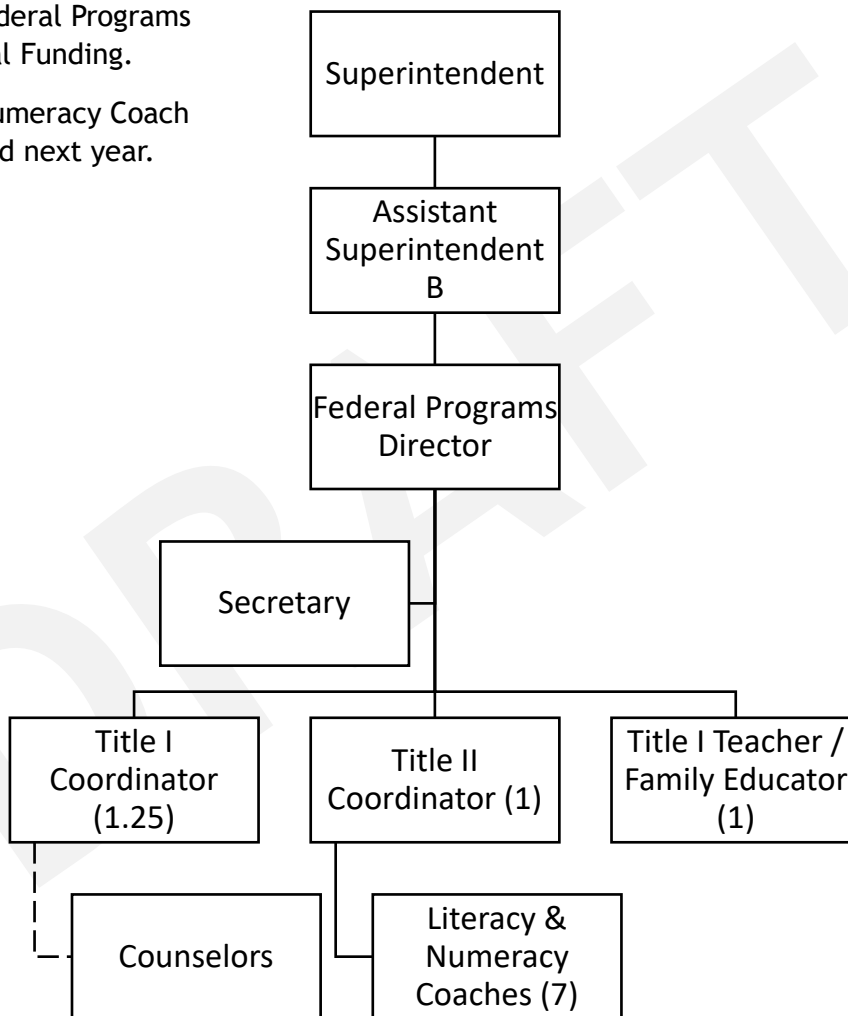
District	Total # Central Office Special Education Staff**	Total # of Special Education Students*	Ratio of Special Education Students to Special Education Staff	Students With Disabilities (SWD) Rate	Gifted Talented (GT) Rate
Livingston Parish	24	4483	186.79	13.52%	<5%
Bossier Parish	10	4401	440.10	14.46%	5.34%
Ascension Parish	74	2922	39.49	10.67%	<5%
Rapides Parish	13	3435	264.23	13.96%	<5%
Lafayette Parish	23	4965	215.87	9.11%	<5%

- LPPS has the third-highest percentage of students with disabilities as compared to similar-sized peers and the second-lowest ratio of Special Education Students to Central Office Special Education Staff.
- The percentage of students that qualify as gifted/talented is less than 5% which aligns with most similar-sized peers.



Federal Programs: Organizational Structure

- One Title I Coordinator is part-time Federal Programs (0.25 time, 0.5 of budget) with General Funding.
- One of the High School Literacy and Numeracy Coach positions is vacant. It will be backfilled next year.





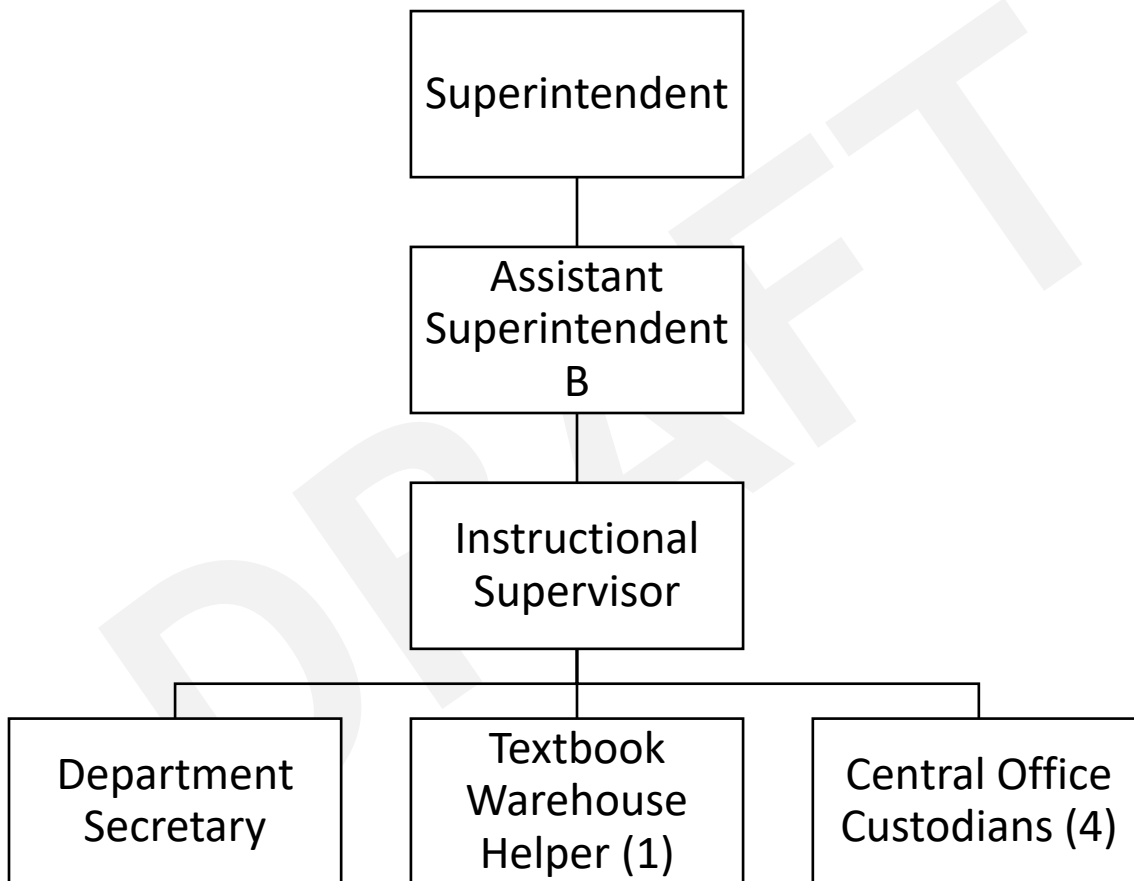
Federal Programs: Span of Control Analysis

SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Similar skills and knowledge among department members. Different degrees of experience.
Mastery Employees						Novice Employees	The leader, Secretary and one Coordinator are new to their current positions.
Related Activities						Unrelated Activities	Activities vary (e.g., professional development, coordinating I-Ready programs new teacher induction, leading student counselors).
Results Identifiable by Metrics						Results Unidentifiable by Metrics	Metrics are available and are tracked (school life plan, PD days, data analysis)
Work is Routine						Work is Not Routine	Day-to-day work is routine.
Standardized						Non-Standardized	Work standards are in place. Team utilizes resource guides
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	Leader also serves as Homeless Liaison and supports Foster Care.
Employees Located in Close Proximity						Employees Distanced	Family Educator is in a separate facility, Coordinators and Director are in one location and coaches are located at schools.

The Span of Control Analysis indicates that the Federal Programs Department is operating within acceptable parameters.



Library/Textbooks: Organizational Structure





Library/Textbook: Span of Control Analysis

SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	textbook selection and textbook delivery require different knowledge; custodial services require different knowledge
Mastery Employees						Novice Employees	
Related Activities						Unrelated Activities	Leader also oversees Central Office custodians
Results Identifiable by Metrics						Results Unidentifiable by Metrics	Receipt of orders and receipt of books in time
Work is Routine						Work is Not Routine	Textbook responsibilities are seasonal (end of year, beginning of year)
Standardized						Non-Standardized	Procedures for beginning of year and end of year
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	
Employees Located in Close Proximity						Employees Distanced	

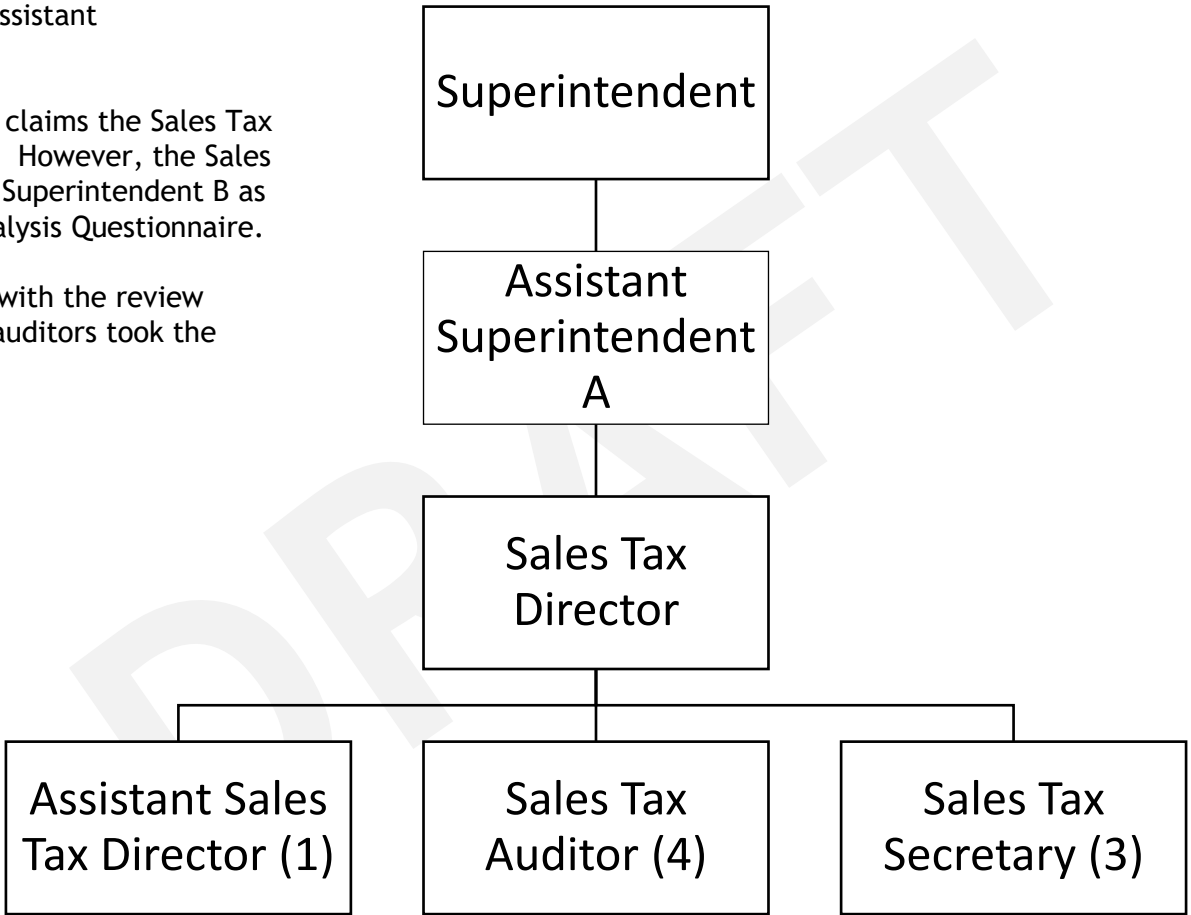
The Span of Control Analysis indicates that the Library/Textbooks Department is operating within acceptable parameters.

Functional Area Review: Non-Instructional Departments



Sales Tax Organizational Structure

- The district organizational chart shows the Sales Tax Director reporting to Assistant Superintendent A.
- Assistant Superintendent A claims the Sales Tax Director as a direct report. However, the Sales Tax Director lists Assistant Superintendent B as a supervisor on the Job Analysis Questionnaire.
- The Director did not meet with the review team; instead, one of the auditors took the interview.





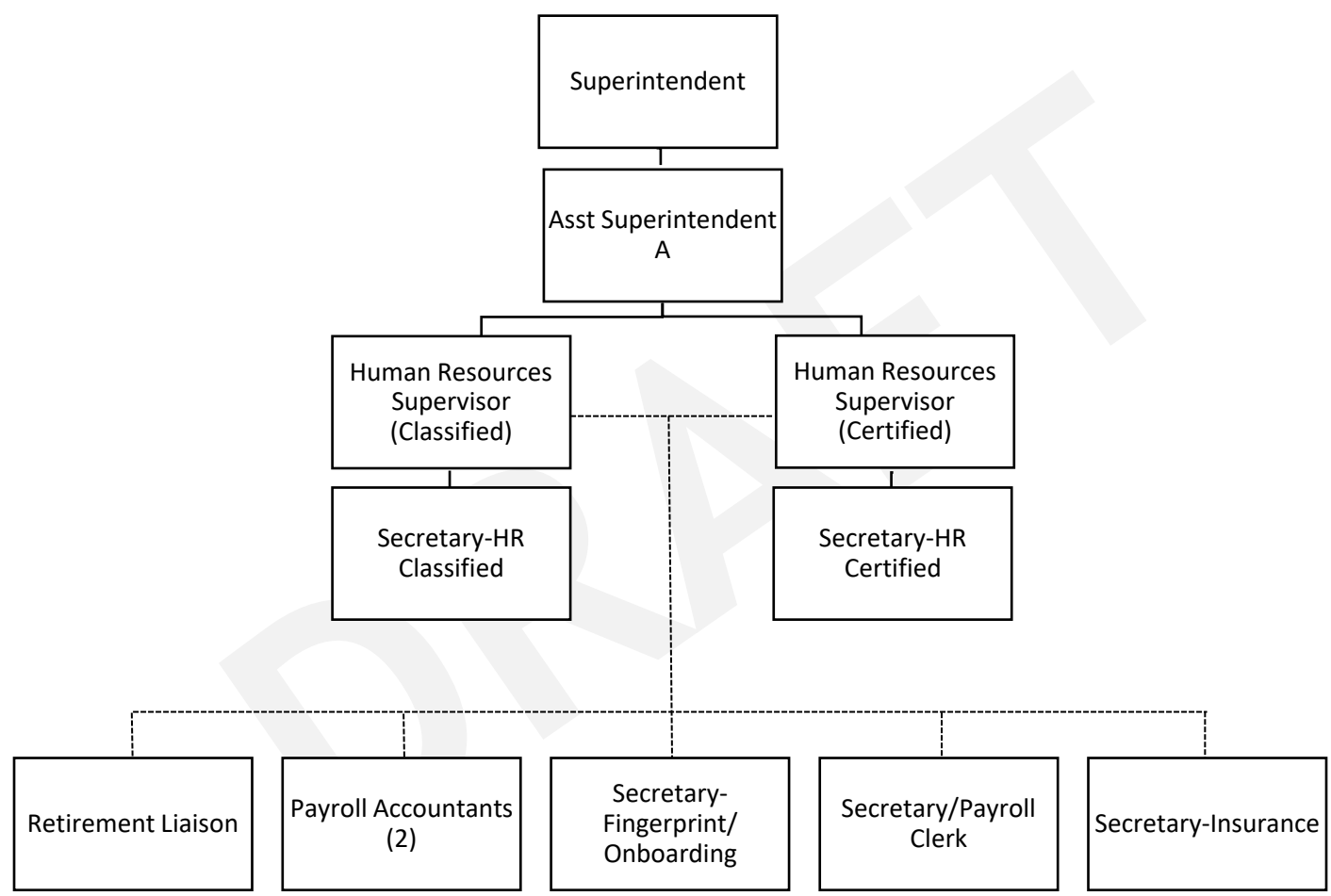
Sales Tax: Span of Control Analysis

SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Similar knowledge and skills among Auditors, Accountants, and Directors; Similar knowledge and skills among secretaries.
Mastery Employees						Novice Employees	All department personnel have more than 3 years experience in positions.
Related Activities						Unrelated Activities	Activities are related to the financial aspect of sales tax collection. Specific duties may vary.
Results Identifiable by Metrics						Results Unidentifiable by Metrics	End of month close outs, payments submitted after an audit
Work is Routine						Work is Not Routine	Day-to-day work is routine.
Standardized						Non-Standardized	Work standards are in place. Each team member has specific job duties
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	NOTE: The leader was not interviewed. The auditor interviewed did not speak about the Director's role.
Employees Located in Close Proximity						Employees Distanced	Centrally located.

The Span of Control Analysis indicates that the Sales Tax Department is operating within acceptable parameters.



LPPS Human Resources: Organizational Structure



Both HR Supervisors equally direct work of the positions indicated

Secretary-Fingerprint/Onboarding assists to others as needed



Human Resources: Span of Control Analysis

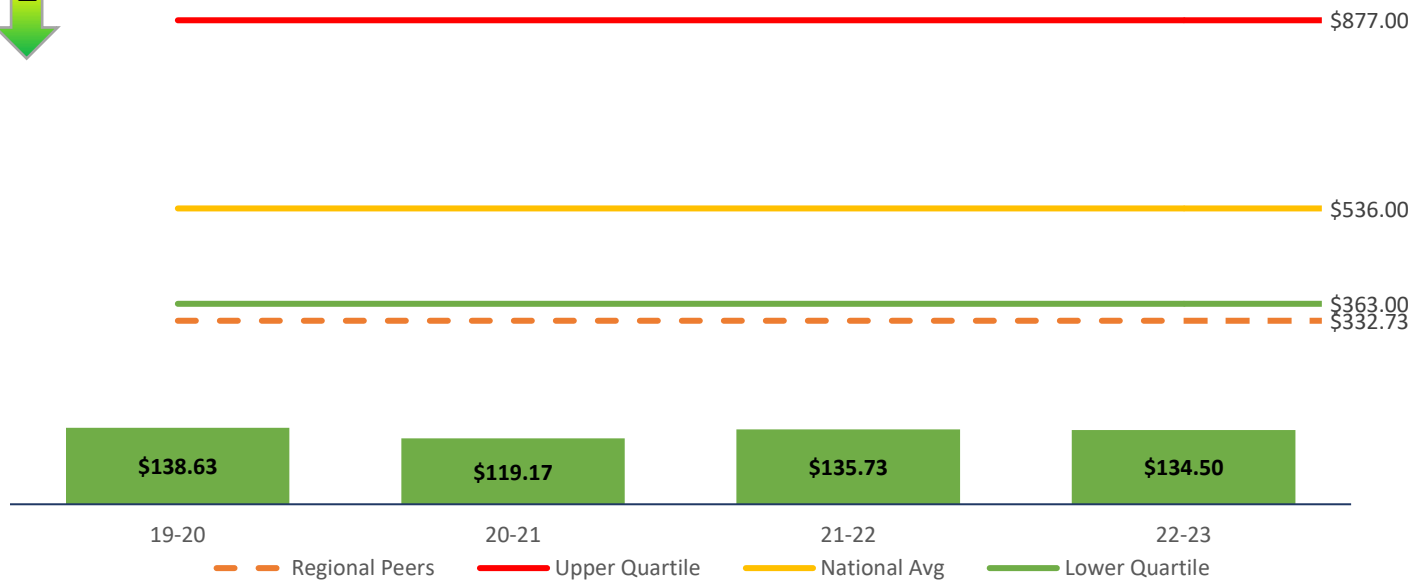
SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Similar knowledge and skills among members of this department. Differing degrees of experience in current position and in school district.
Mastery Employees						Novice Employees	One HR Supervisor and 2 other employees are new to their current positions.
Related Activities						Unrelated Activities	Most activities are related to payroll or other HR activities (investigations, discipline, staffing, leaves, hiring, advertising)
Results Identifiable by Metrics						Results Unidentifiable by Metrics	Metrics are available but are not normally tracked, except teacher turnover for last three years
Work is Routine						Work is Not Routine	Day-to-day work is routine. Certain times of year work is excessive.
Standardized						Non-Standardized	Some work standards are in place for individuals, but the department does not have written standards in place.
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	Both Supervisors participate in day-to-day work such as data entry and trouble-shooting technology.
Employees Located in Close Proximity						Employees Distanced	All employees are within a single location in the Central Office.

The Span of Control Analysis indicates that Human Resource Department is operating within acceptable parameters.



Human Resources: HR Cost per \$100K Revenue

Human Resource Cost per \$100,000 in Revenue is significantly lower than both regional and national peer averages.



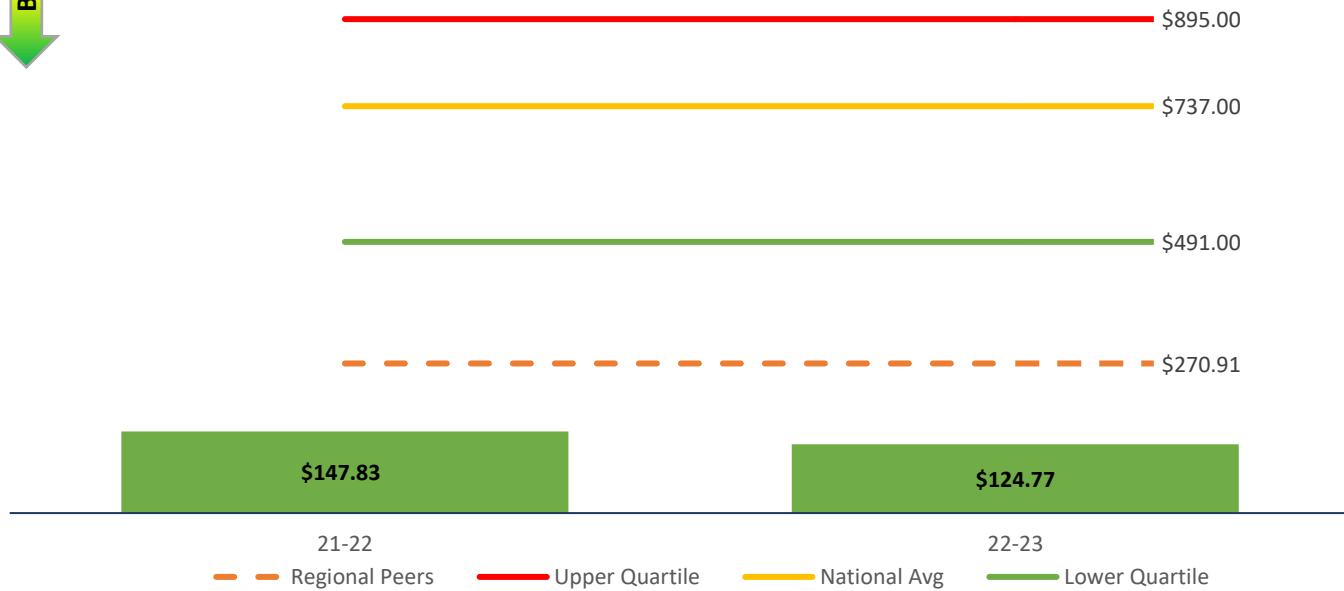
	19-20	20-21	21-22	22-23
Total HR Dept. Costs	\$419,133	\$419,999	\$558,336	\$483,987
Total District Operating Revenue (Actual)	\$302,334,728	\$352,445,818	\$411,356,912	\$359,843,719
HR Cost per \$100K Revenue	\$138.63	\$119.17	\$135.73	\$134.50

Data provided by LPPS.



Human Resources: HR Cost per District Staff Member

Human Resource Cost per district staff member is significantly lower than regional and national peer averages.



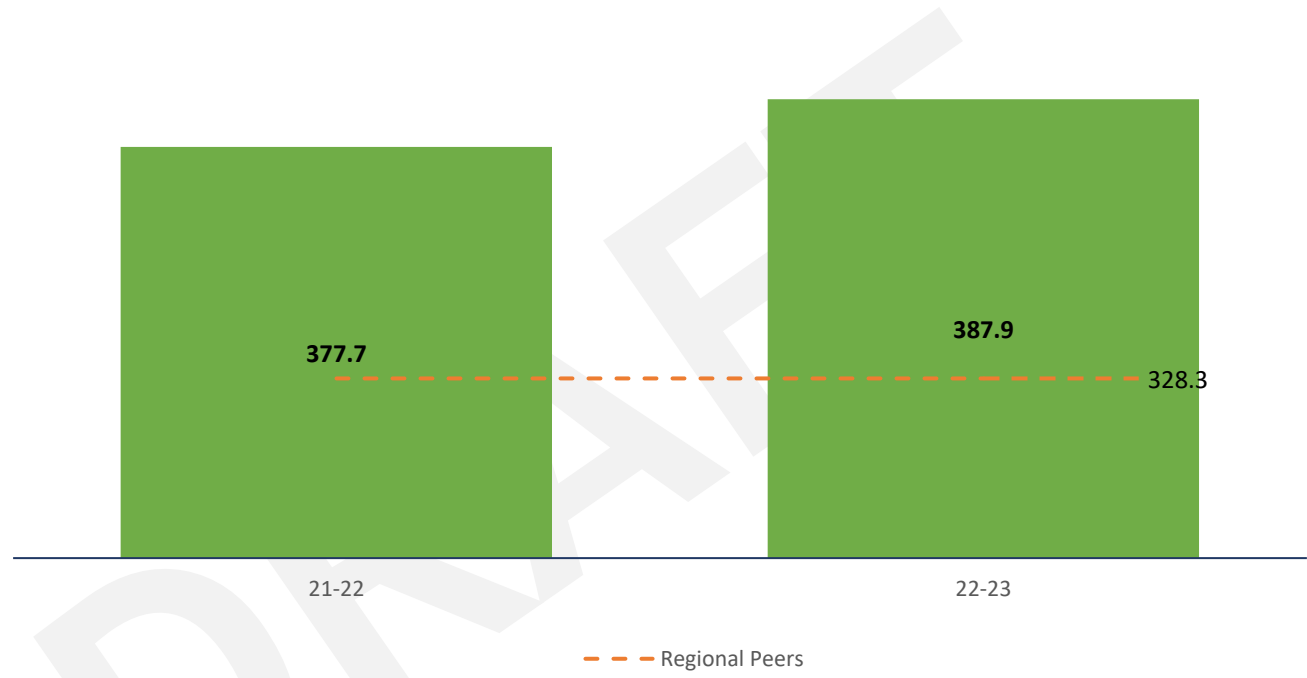
	21-22	22-23
Total HR Dept. Costs	\$558,336	\$483,987
Total Number of District Personnel (FTE)	3,777	3,879
HR Cost per District Staff Member	\$147.83	\$124.77

Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



Human Resources: Number of Employees per HR Staff Member

The number of employees per HR Staff Member is significantly higher than the average of regional peers.



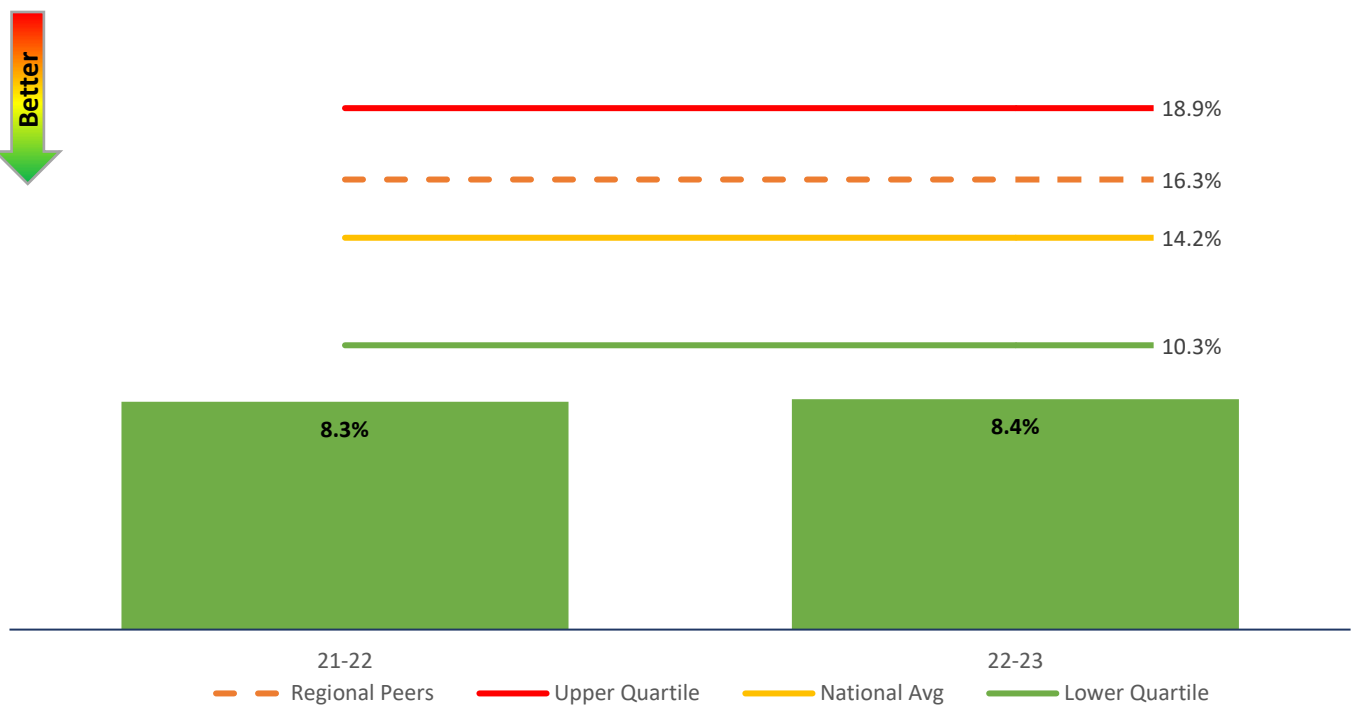
	21-22	22-23
Total Number of District Personnel (FTE)	3,777	3,879
Total Number of Personnel (FTE) In HR Dept.	10.0	10.0
Number of Employees per HR Staff Member	375.0	383.6

Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



Human Resources: Overall Employee Separation Rate

Over the last two years, the employee separation rate has been significantly below the average of regional and national peers.



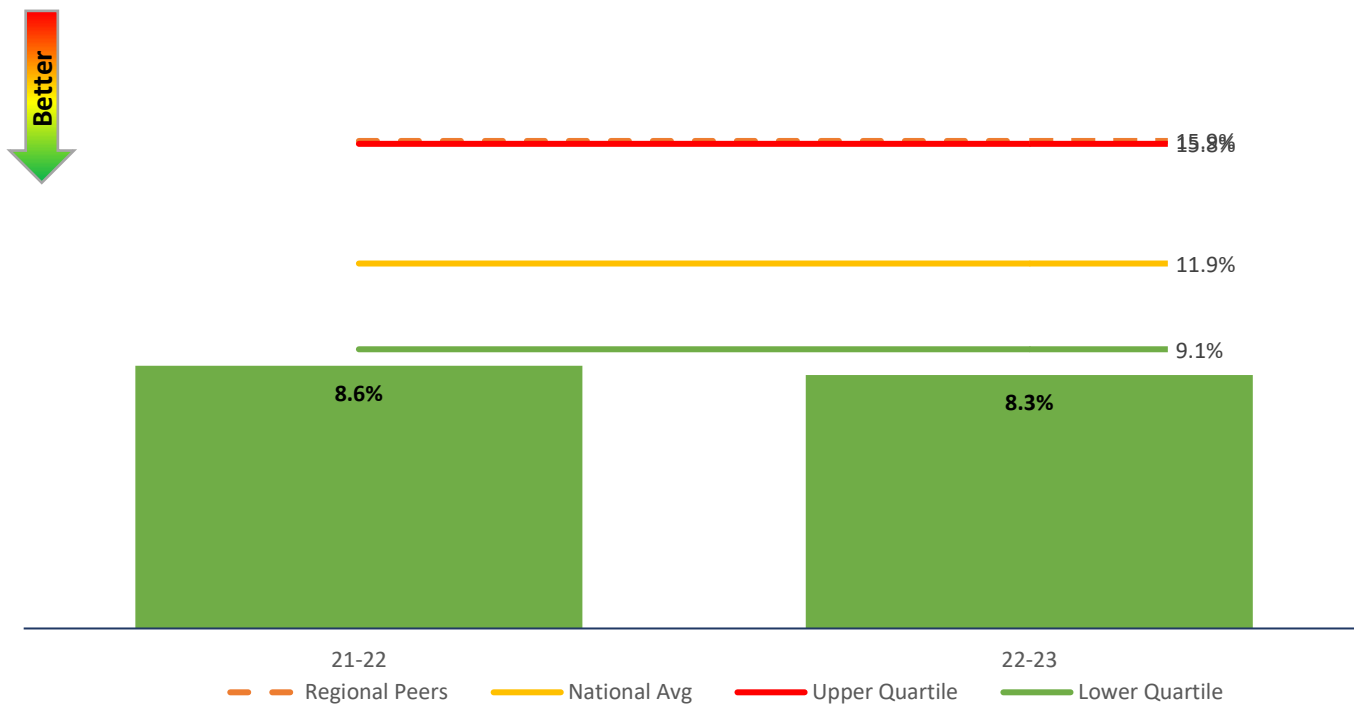
	21-22	22-23
Total Number of Personnel Separations	312.00	324
Total Number of District Personnel (FTE)	3,777	3,879
Overall Employee Separation Rate	8.3%	8.4%

Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



Human Resources: Teacher Separation Rate

Over the last two years, the separation rate of teachers has been significantly below the average of regional and national peers.



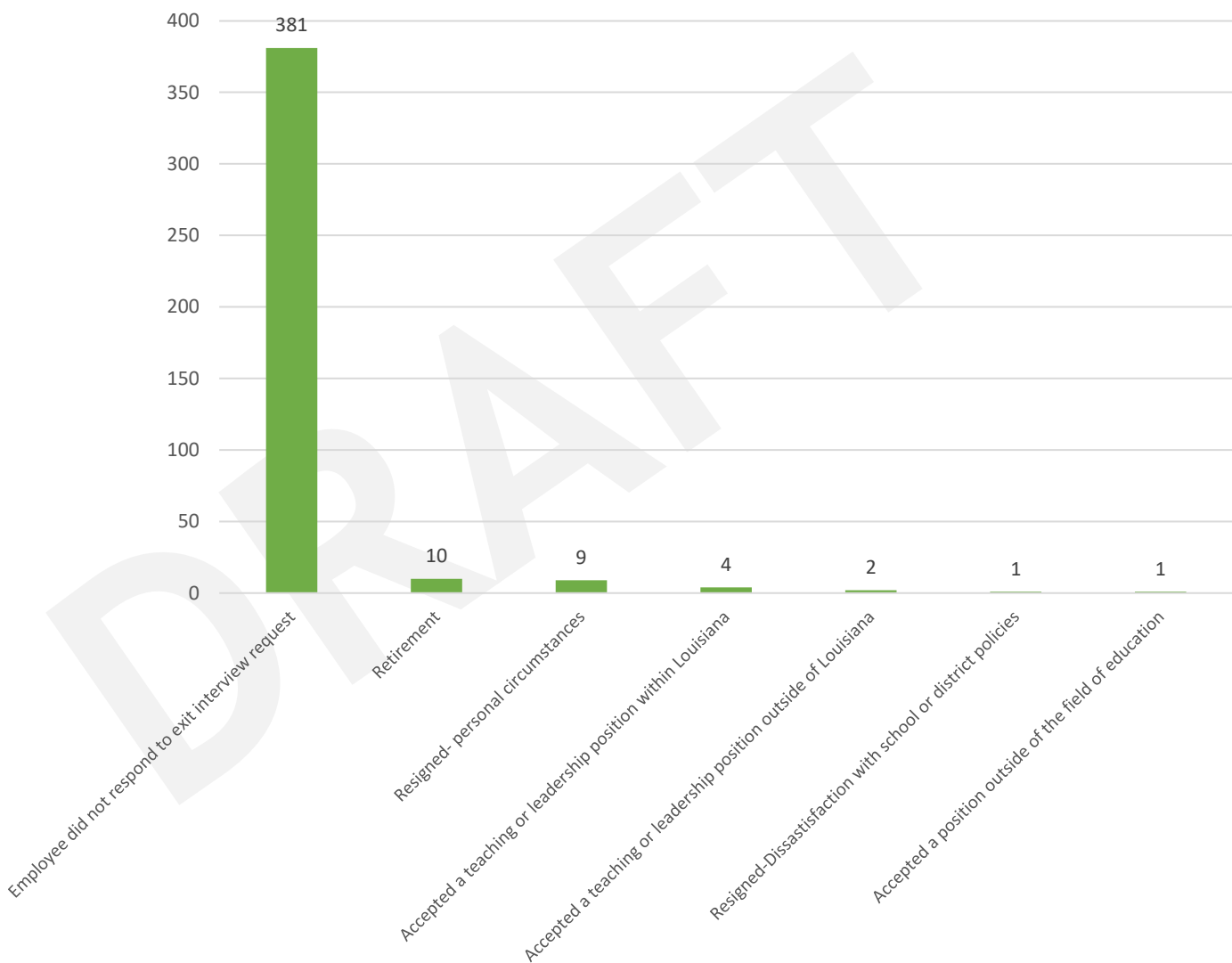
	21-22	22-23
Total Number of Teacher Separations	156	154
Total number of classroom teachers (FTE)	1,450	1,466
Teacher Separation Rate	8.57%	8.3%

Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



Human Resources: Separation Reasons 2022-2023 SY

Employee exit interview data was inconclusive regarding separation reasons. Most personnel that left the school system did not participate in the exit interview process.

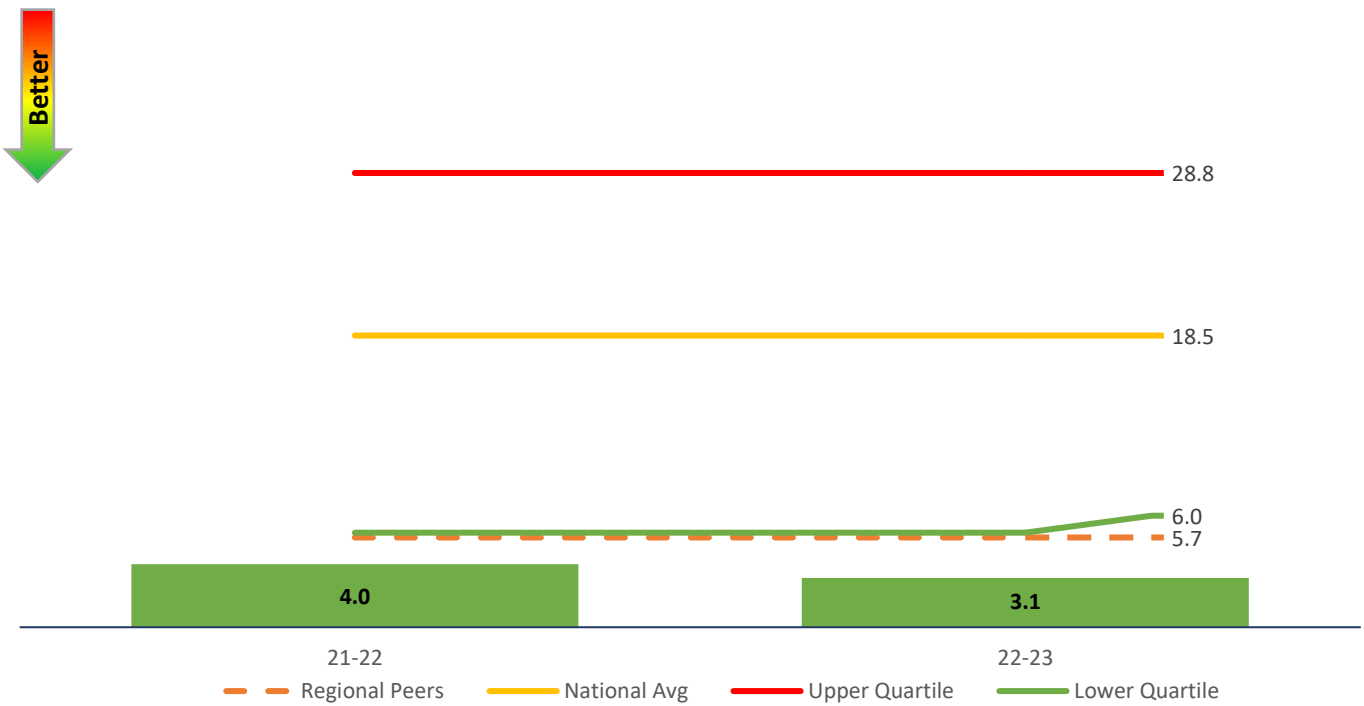




Functional Area Review

Human Resources: Employee Misconduct Investigations per 1,000 Employees

The number of employee misconduct investigations per 1,000 employees was lower than the average of regional and national peers.



	21-22	22-23
Total Number of Employee Misconduct Investigations	15	12
Total Number of District Personnel (FTE)	3,777	3,879
Employee Misconduct Investigations per 1,000 Employees	3.97	3.09

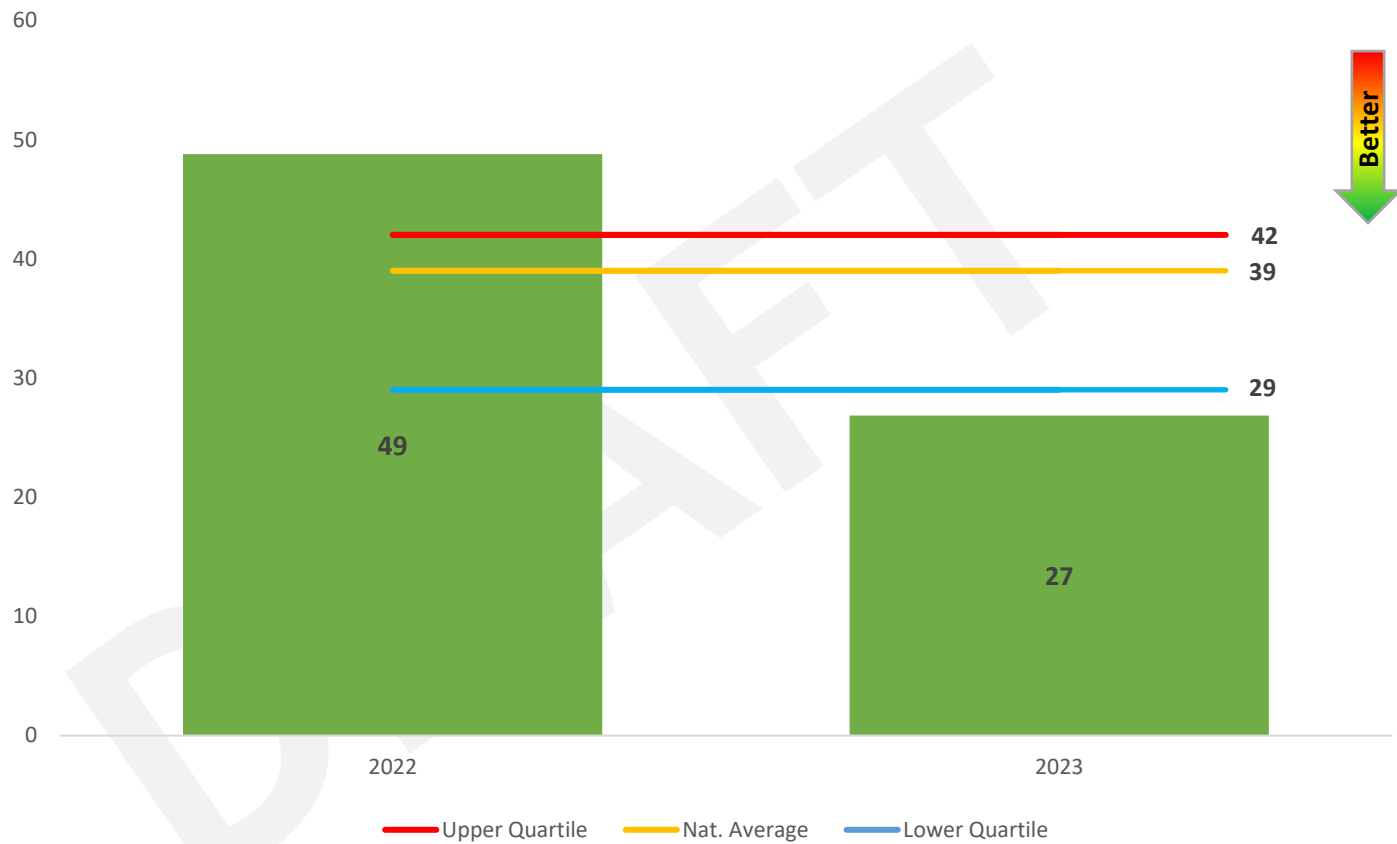
Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



Functional Area Review

Human Resources: Workman's Comp Incidents per 1,000 Employees

Workman's compensation Incident data was only provided for the last two years. When comparing the school system's number of incidents per 1,000 employees the school system was lower than the average of national peers for the 2023 FY data provided. This was a decrease from the prior year.



	2022	2023
Number of WC Claims per 1,000 Employees	49	27
Number of Employees	3,777	3,879

Data provided by LPPS.



Functional Area Review

Human Resources: Workman's Comp Cost per \$100K Payroll Spend

Although the number of incidents for Workman's Compensation has reduced from 49 to 27, the total paid out has increased over the last three years, from \$1,298,978 to \$1,748,526. This led the school system to have a Workman's Compensation Cost per \$100,000 in payroll spend of \$1,003.20. This is significantly higher than the average of national peers.



	2021	2022	2023
District Annual Payroll	\$150,004,257	\$157,388,987	\$174,294,820
Total WC Paid	\$1,298,978	\$1,282,521	\$1,748,526

Data provided by LPPS.



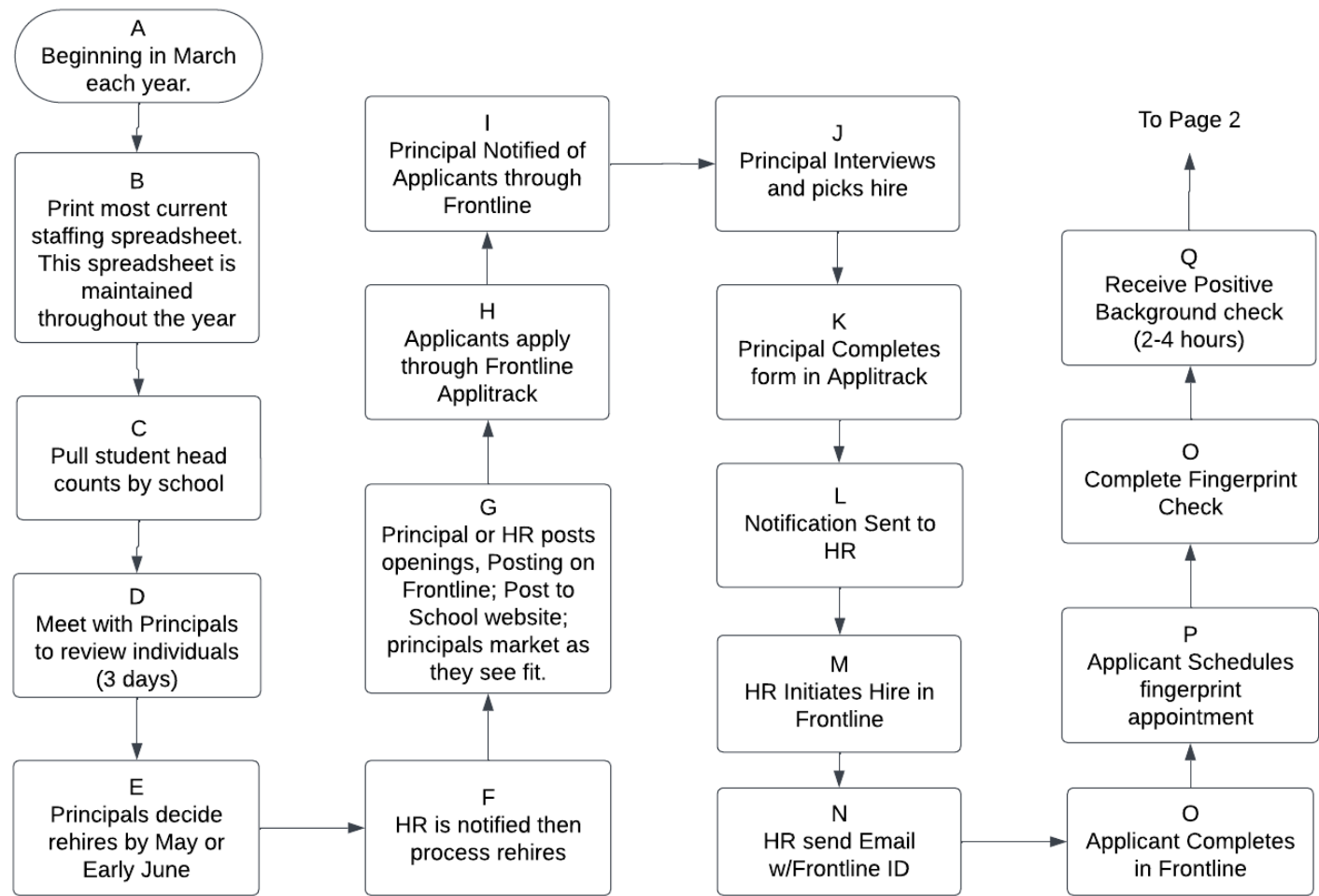
Human Resources: Annual Staffing On-Boarding (1 of 2)

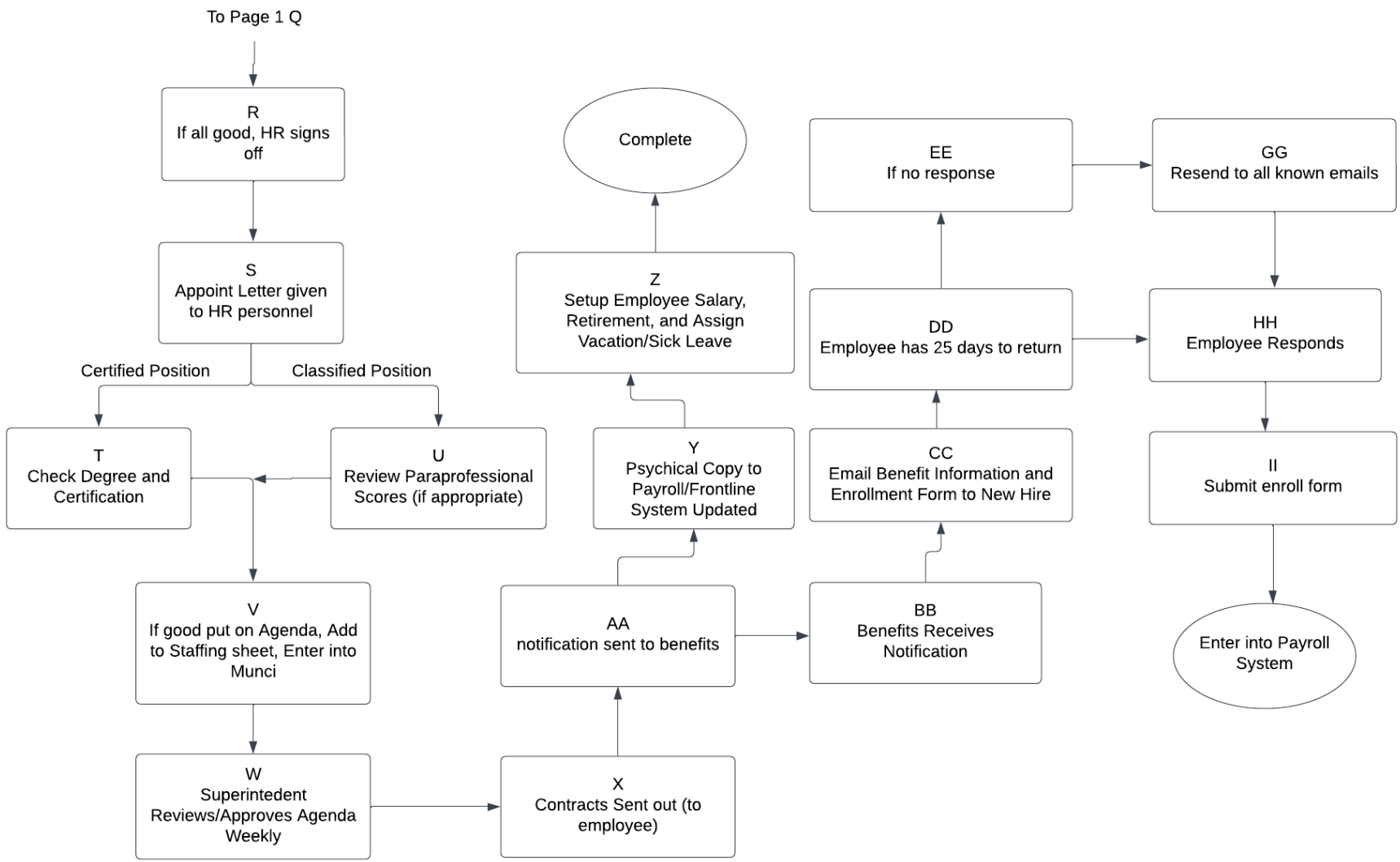
Suppliers:
Human Resource Data Systems, Principals, Applicants, New Hires, Benefits Personnel, and Superintendent,

Inputs:
Staffing Spreadsheet, Student Head Counts by School, Principal Inputs, Applications, Fingerprints/Background Check, Approval/Sign-off,

Customers:
Principals, Human Resources, New Hire, Benefits

Outputs:
Job Postings, Applicants, Appointment Letter, New Hire Setup in all Systems







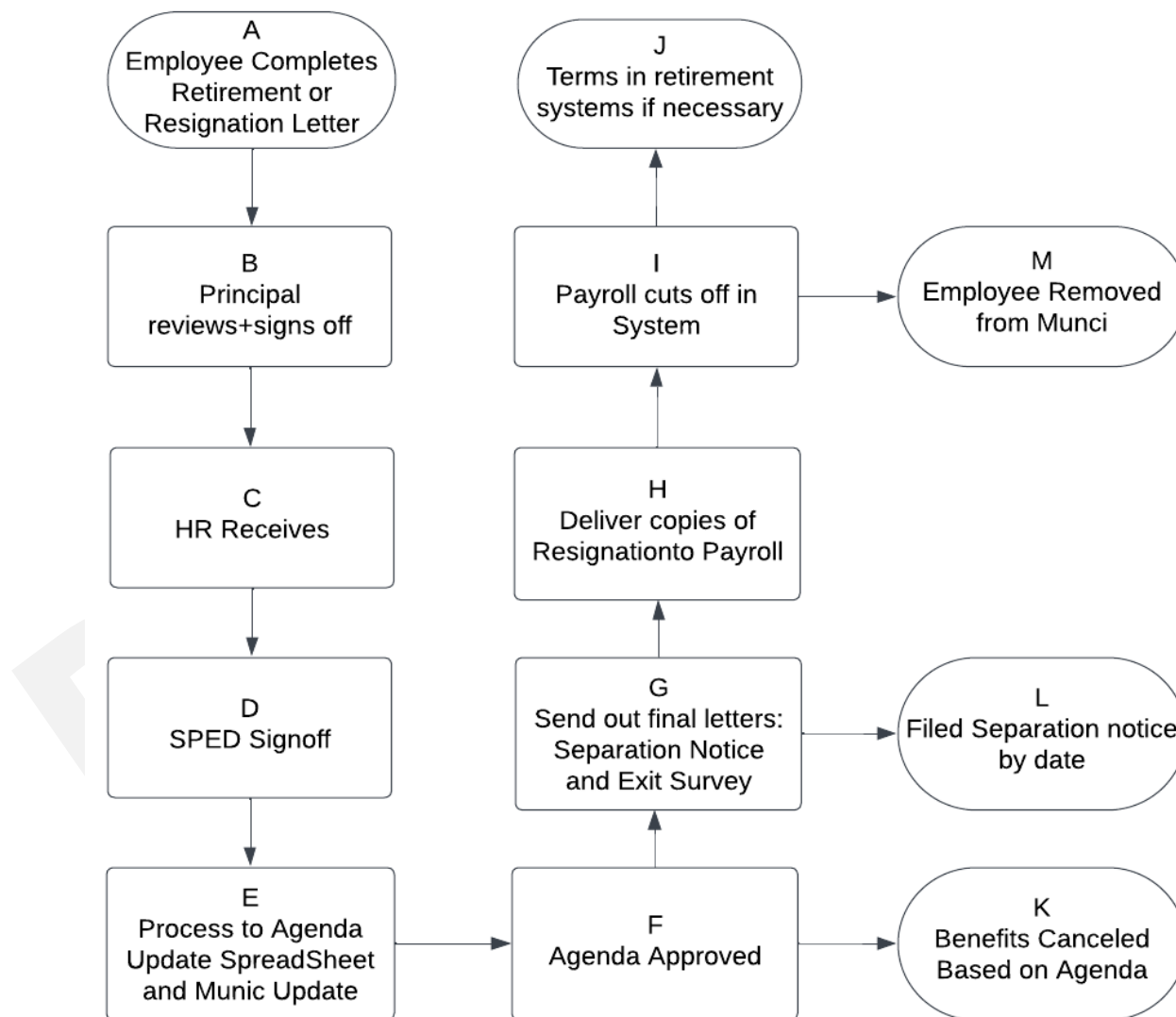
Human Resources: Employee Separations

Suppliers:
Employee, Principal

Inputs:
Retirement Letter or Resignation, Sign-off/Approval

Customers:
Principal, Human Resources, Departments (i.e. SPED), Payroll

Outputs:
Added to Agenda, Tracking Spreadsheet Updated, Munic Updated, Separation Notice, Exit Survey, Termed in Retirement System, Employee Files





Human Resources: Replacement On-Boarding

Suppliers:

Employee, Prior Leader, Human Resources

Inputs:

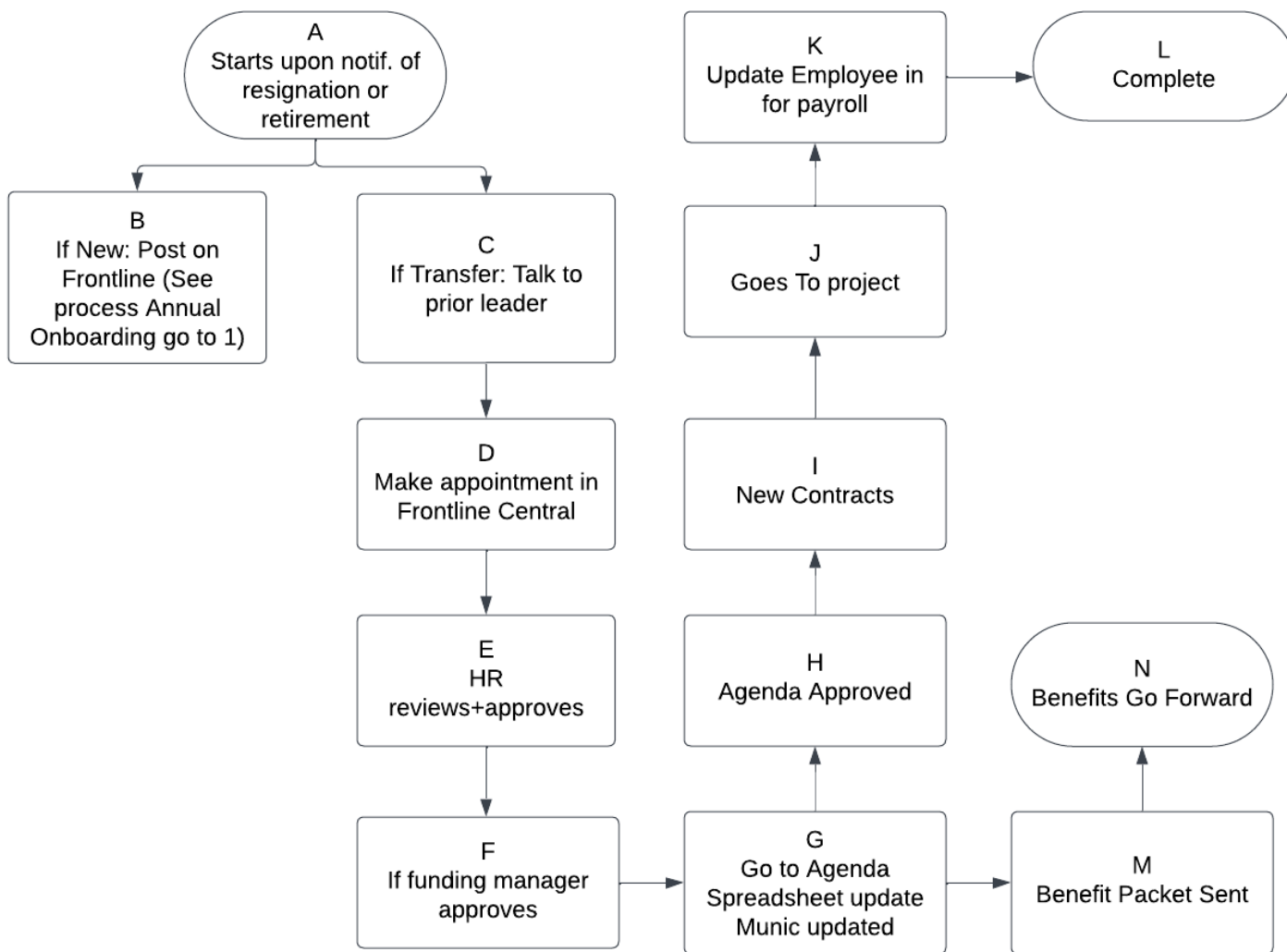
Notification of Resignation or Retirement

Customers:

Potential Application, Transferring Staff

Outputs:

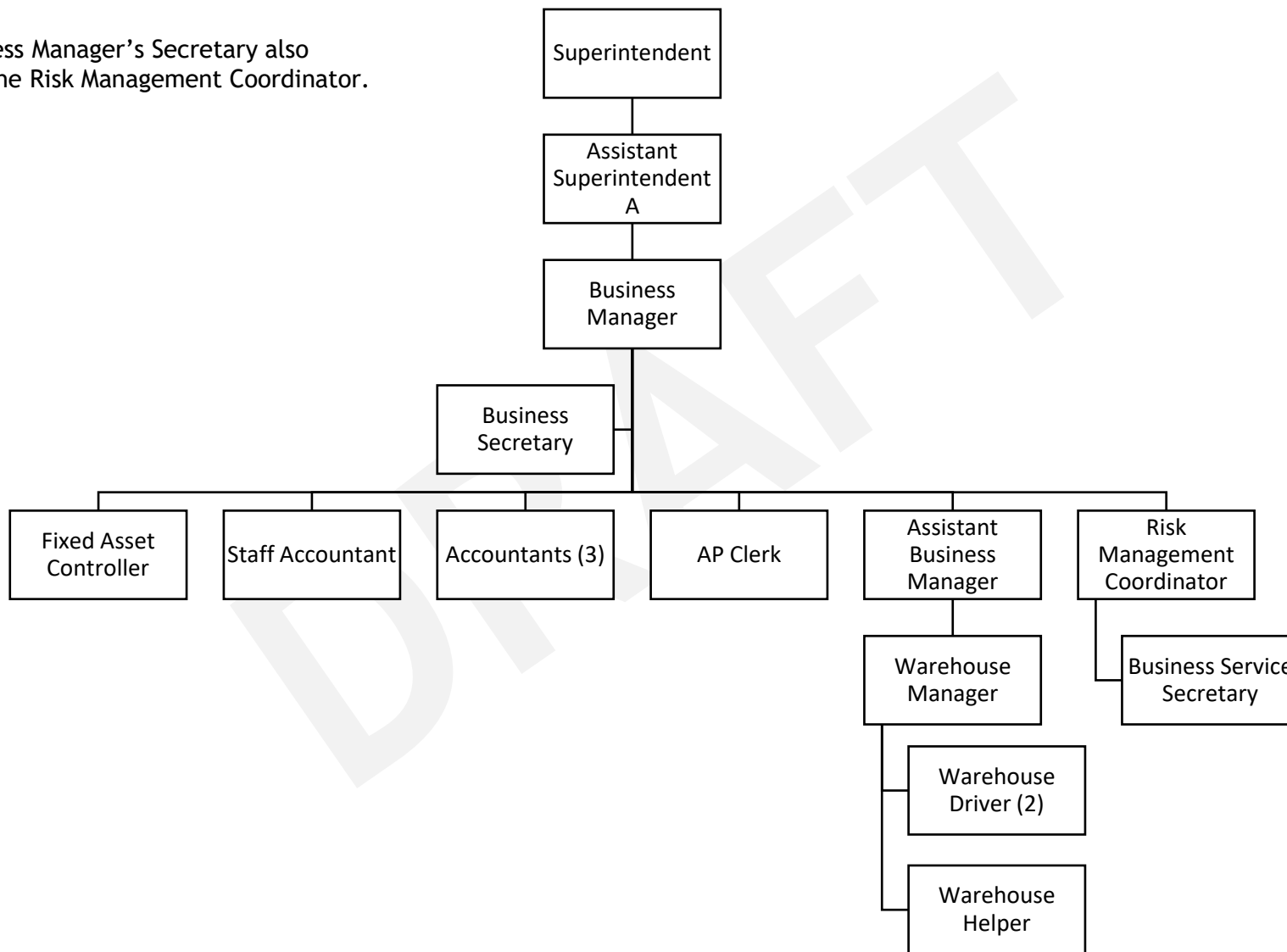
Job Posting, Transfer Approval, Appointment, Tracking Spreadsheet, Munci, Payroll, Benefits





Business & Finance: Organizational Structure

- The Business Manager's Secretary also supports the Risk Management Coordinator.





Business & Finance: Span of Control Analysis

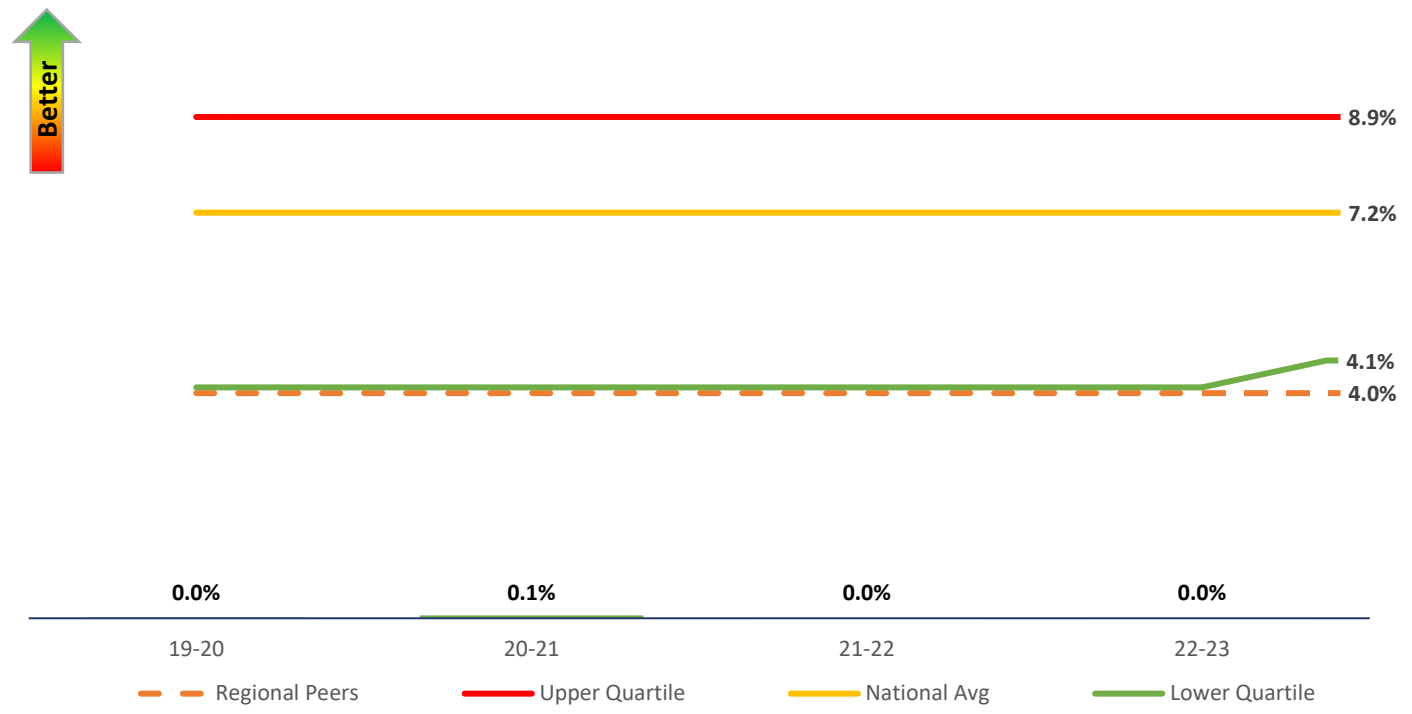
SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Differing knowledge and skills between accounts, risk management, fixed asset and warehouse staff.
Mastery Employees						Novice Employees	6 members of the department are new (within 3 years) in position
Related Activities						Unrelated Activities	Business/finance activities related; unrelated in the other areas (warehouse management, waste management)
Results Identifiable by Metrics						Results Unidentifiable by Metrics	Metrics are available, but are not tracked
Work is Routine						Work is Not Routine	Day-to-day work is routine.
Standardized						Non-Standardized	Processes manual is available. With new team, still re-arranging people and duties to determine who is best at what
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	Leadership manages a large and diverse department. Only makes individual contribution in emergencies.
Employees Located in Close Proximity						Employees Distanced	Staff are located in 4 different locations.

The Span of Control Analysis indicates that the Business Department is operating within acceptable parameters.



Business & Finance: Debt Servicing Costs Ratio

LPPS had minimal Debt Servicing Costs over the last four years.



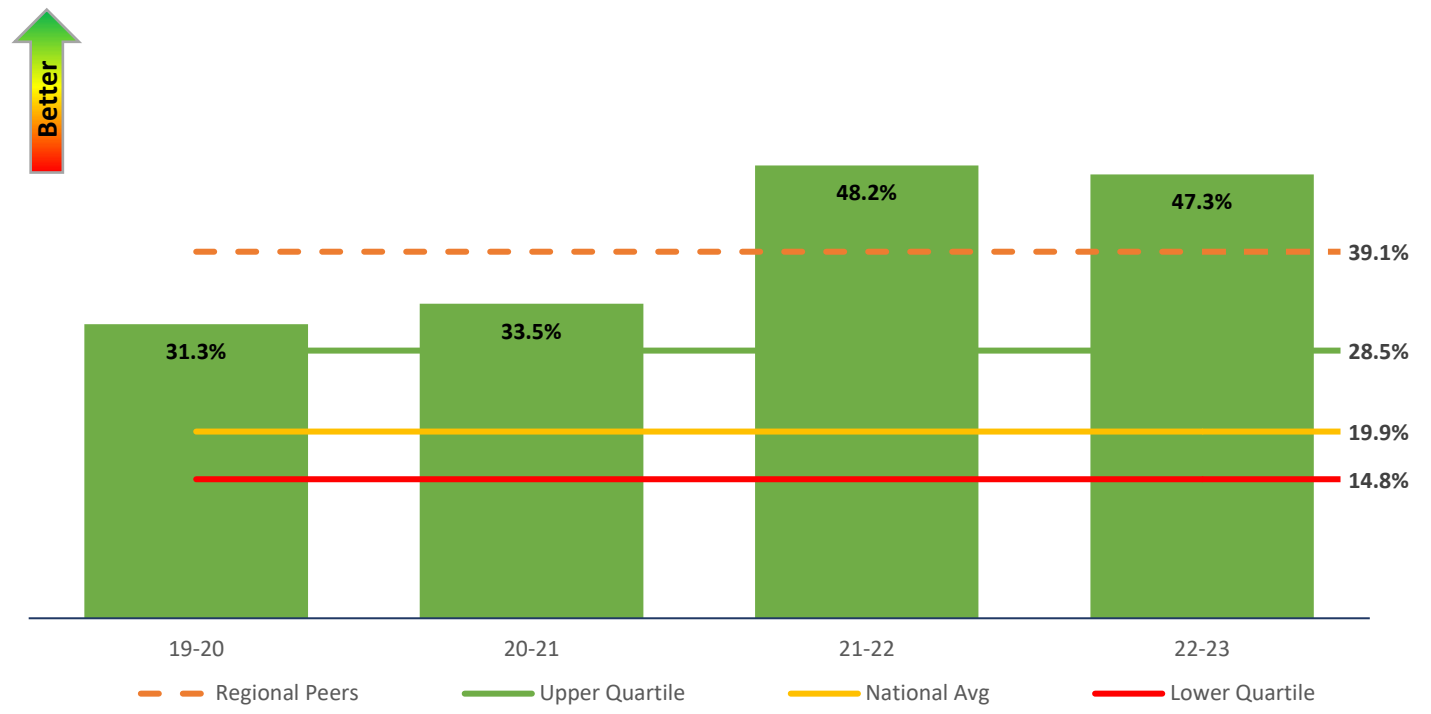
	19-20	20-21	21-22	22-23
Total Debt Servicing costs paid	34,655	187,382	19,457	19,204
Total district operating revenue (actual)	302,334,728.0	352,445,818.0	411,356,912.0	359,843,719
Debt Servicing Costs Ratio	0.0%	0.1%	0.0%	0.0%

Data provided by LPPS.



Business & Finance: Fund Balance Ratio

LPPS fund balance has grown over the last four years by 86.0%, raising the fund balance ratio to 47.3%, which is significantly above the regional (39.1%) and national (19.9%) peer average. This may have been driven by the school system's receipt of pandemic relief funding.



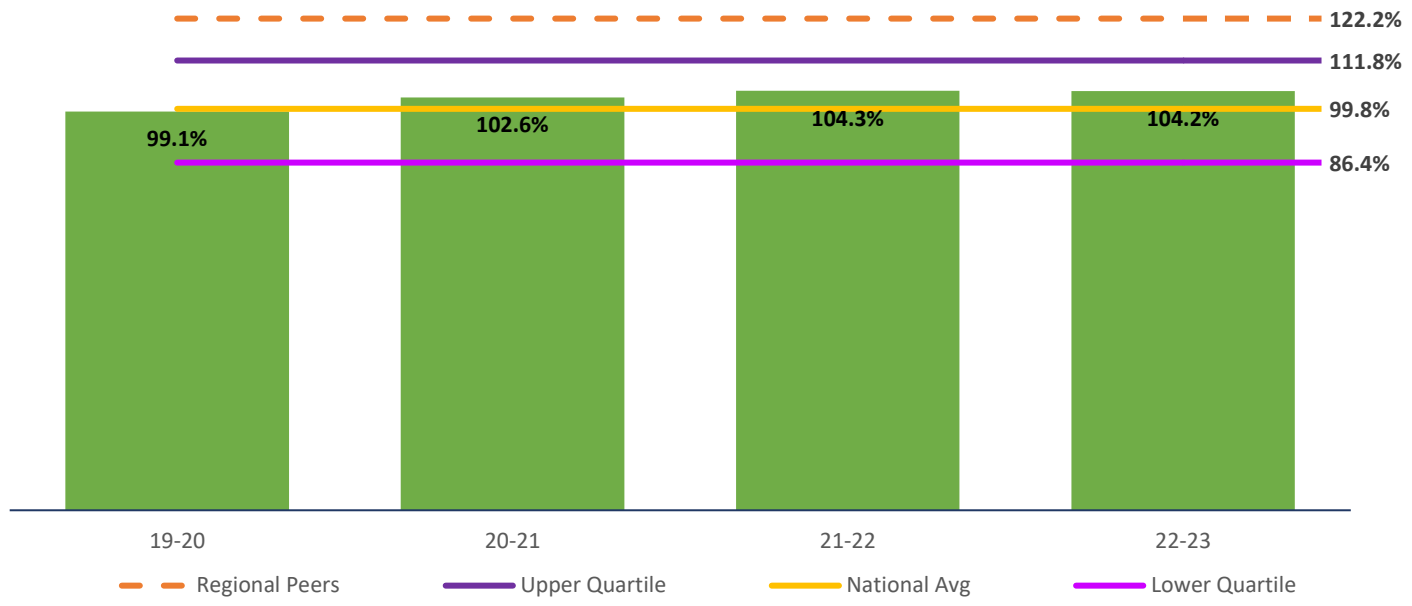
	19-20	20-21	21-22	22-23
Total fund balance	90,944,720	112,904,922	167,068,053	169,176,097
Total district operating expenditures (actual)	290,216,566.0	336,970,190.0	346,302,327.0	357,924,108
Fund Balance Ratio	31.3%	33.5%	48.2%	47%

Data provided by LPPS.



Business & Finance: Expenditures Efficiency - Final Budget as Percent of Actual

To assess the budgeting process's efficiency and effectiveness, the assessment team analyzes the final expenditure budget compared to the actual spending. In the past few years, pandemic relief funds and expenditure mandates have escalated the regional average to a significant 122.2%. In contrast, national counterparts have maintained an average of 99.8%. Livingston Parish Public Schools (LPPS) has a rate of 104.2%, which is marginally above the national average but considerably below the regional average.



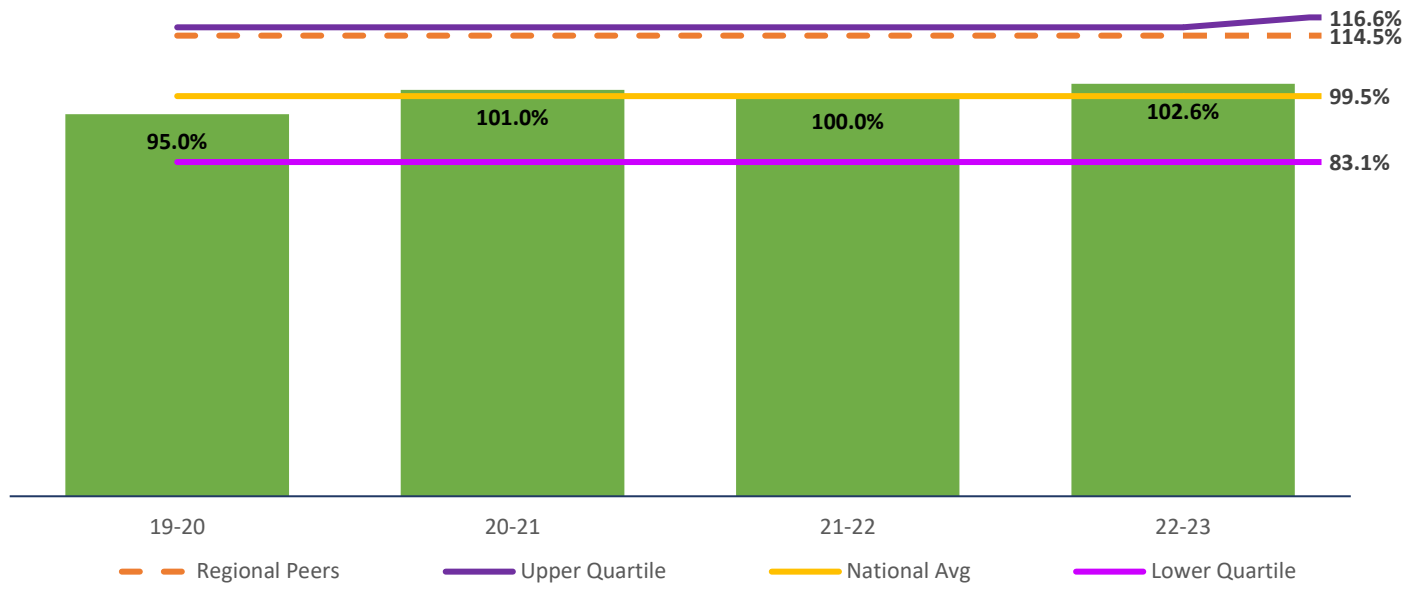
	19-20	20-21	21-22	22-23
Total budgeted expenditures in Final Budget	287,583,569	345,633,426	361,123,643	372,829,869
Total district operating expenditures (actual)	290,216,566.0	336,970,190.0	346,302,327.0	357,924,108
Expenditures Efficiency - Final Budget as Percent of Actual	99.1%	102.6%	104.3%	104.2%

Data provided by LPPS.



Business & Finance: Revenues Efficiency - Final Budget as Percent of Actual

In order to assess the budgeting process's efficiency and effectiveness, the assessment team evaluates the final revenue budget against the actual revenue received. Over the last few years, an influx of pandemic relief funding has caused the regional average to rise sharply to 114.5%. By comparison, the national average stands at 99.5%. Livingston Parish Public Schools (LPPS) recorded a rate of 102.6%, which is modestly above the national average yet substantially lower than the regional average.



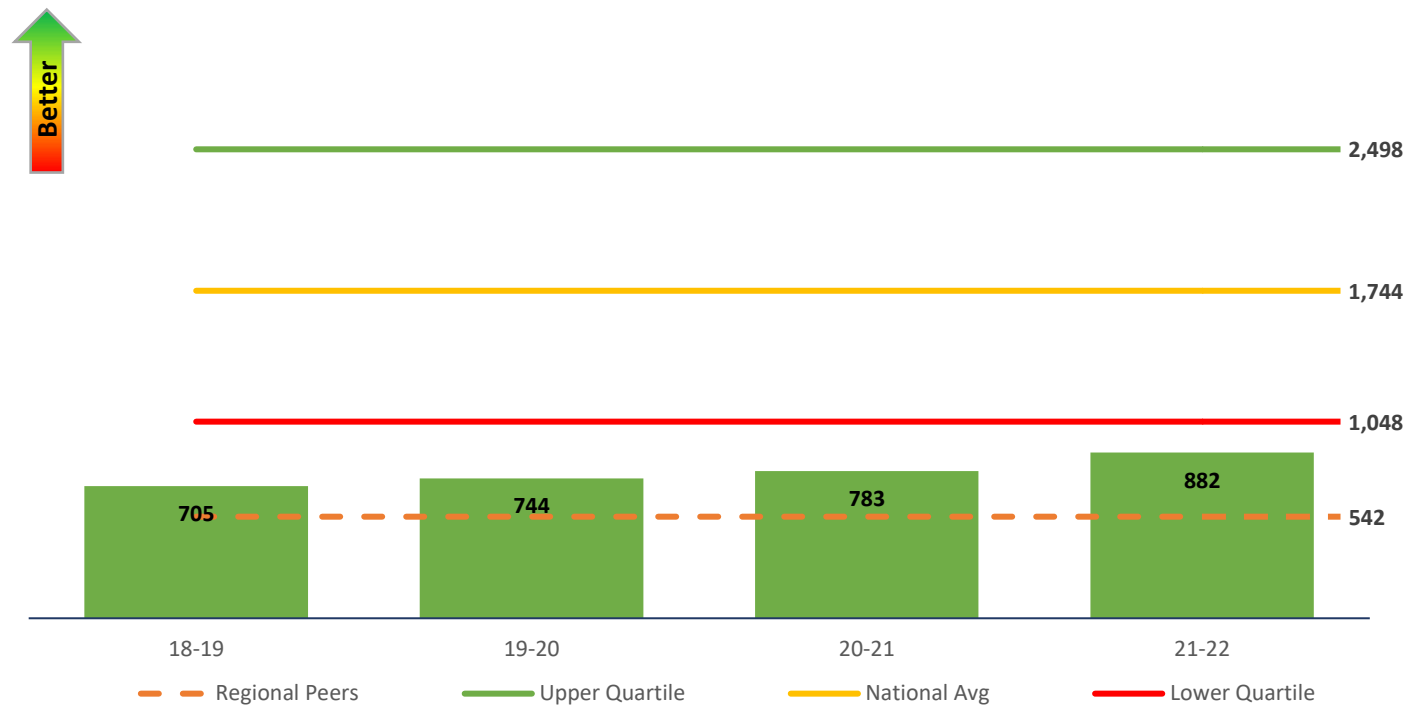
	19-20	20-21	21-22	22-23
Total budgeted revenue in Final Budget	287,178,450	356,003,771	411,356,912	369,030,416
Total district operating revenue (actual)	302,334,728.0	352,445,818.0	411,356,912.0	359,843,719
Revenues Efficiency - Final Budget as Percent of Actual	95.0%	101.0%	100.0%	102.6%

Data provided by LPPS.



Business & Finance: Paychecks Processed Per FTE Per Month

On a monthly basis, Livingston Parish Public Schools (LPPS) issues an average of 882 paychecks for each Full-Time Equivalent (FTE) member of their Business and Finance team. This figure significantly exceeds the regional average of 542 paychecks per FTE. Despite staffing levels remaining unchanged over the past four years, the annual volume of paychecks processed has increased by more than 25%, representing roughly 12,775 additional payroll checks each year.



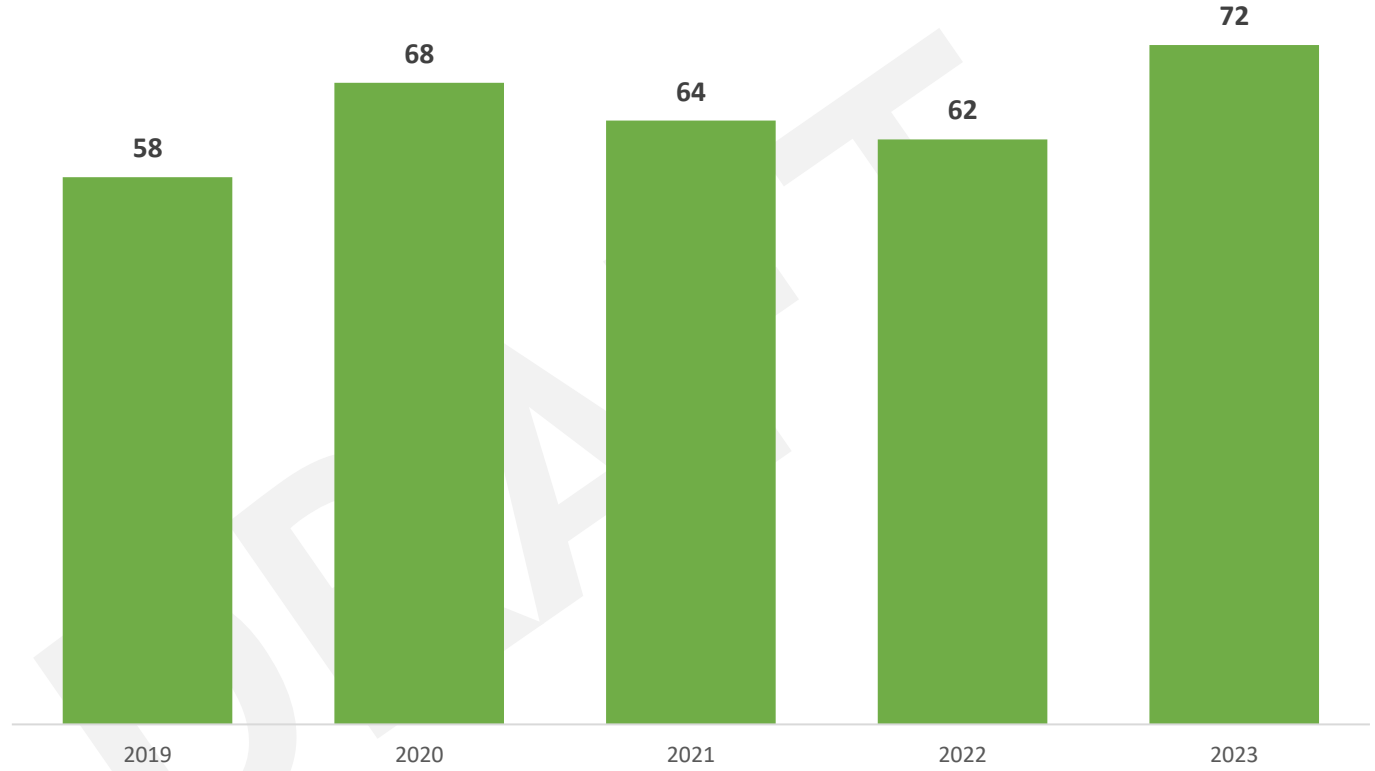
	19-20	20-21	21-22	22-23
Number of Paychecks Processed Annually	50,741	53,589	56,411	63,516
Total Number of Personnel (FTE) In Payroll Dept.	6.0	6.0	6.0	6
Paychecks Processed per FTE per Month	704.7	744.3	783.5	882

Data provided by LPPS.



Business & Finance: Payroll Runs per Year

The number of annual payroll runs processed each has risen from 58 to 72 over the last five years.



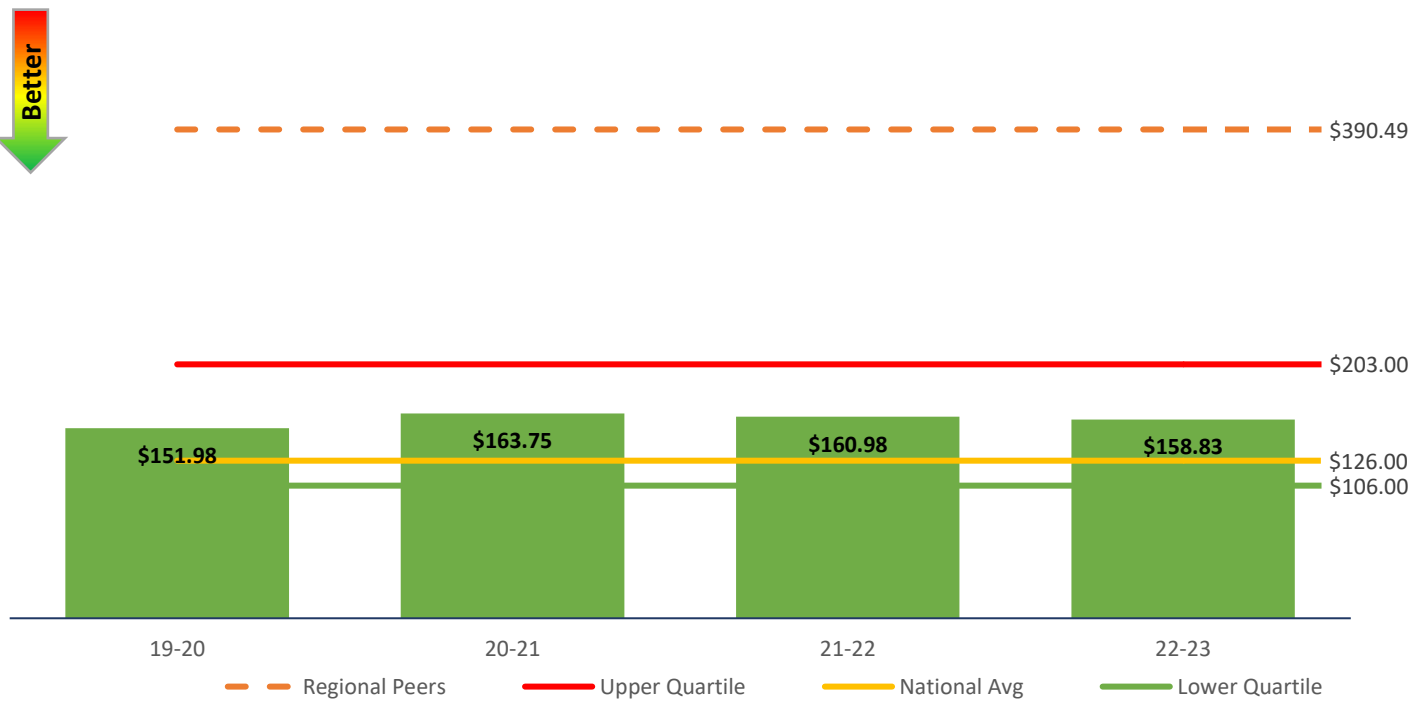
	2019	2020	2021	2022	2023
Payroll Runs Per Year	58	68	64	62	72

Data provided by LPPS.



Business & Finance: Payroll Cost per \$100K Spent

Payroll cost per \$100,000 of payroll spend has consistently year over year been below the average of regional peers (\$390.29).



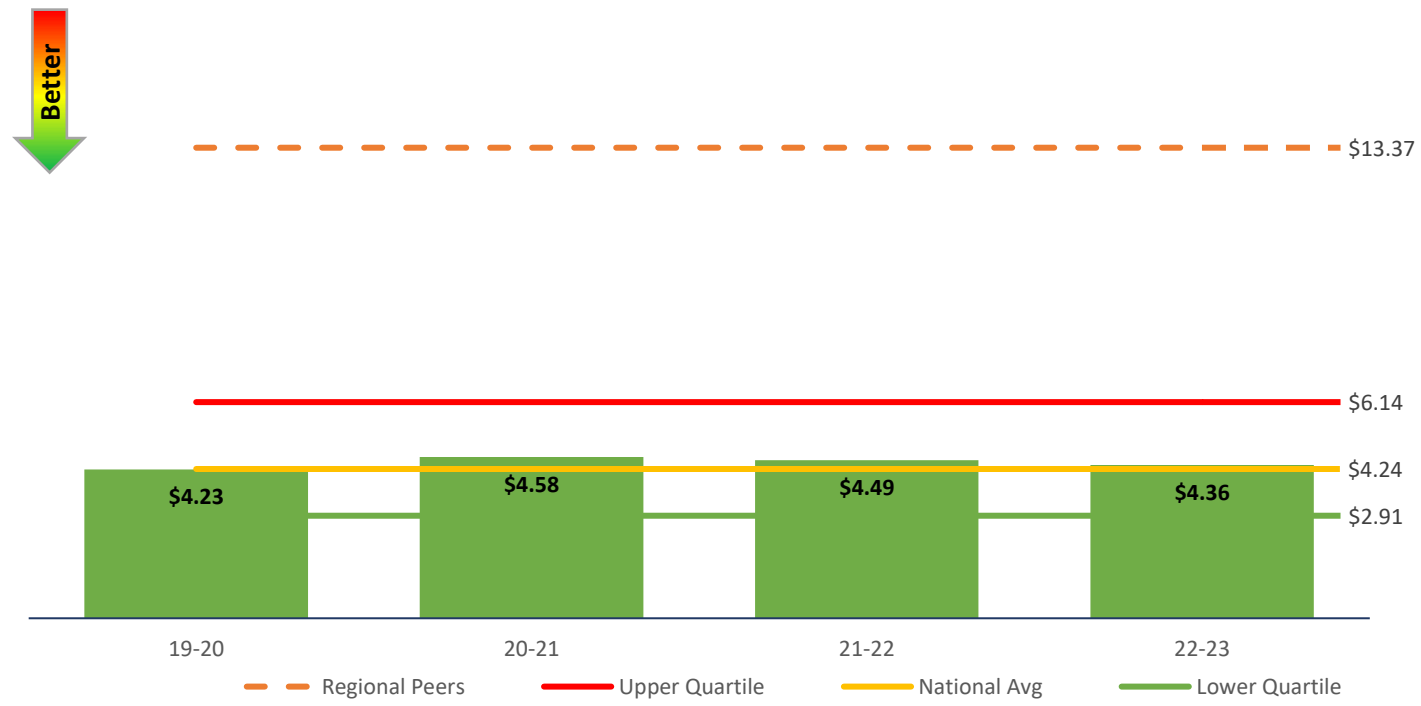
	19-20	20-21	21-22	22-23
Total Payroll Dept. Cost	\$214,503.00	\$245,634.00	\$253,361.00	\$276,840.00
Total District Payroll Annually	\$141,135,887.00	\$150,004,257.00	\$157,388,987.00	\$174,294,820.00
Payroll Costs per \$100K Spent	\$151.98	\$163.75	\$160.98	\$158.83

Data provided by LPPS.



Business & Finance: Payroll Cost per Paycheck

The cost per payroll check at Livingston Parish Public Schools (LPPS), at \$4.36, is marginally above the national peer average of \$4.24. However, it remains markedly lower than the regional peer average of \$13.37.



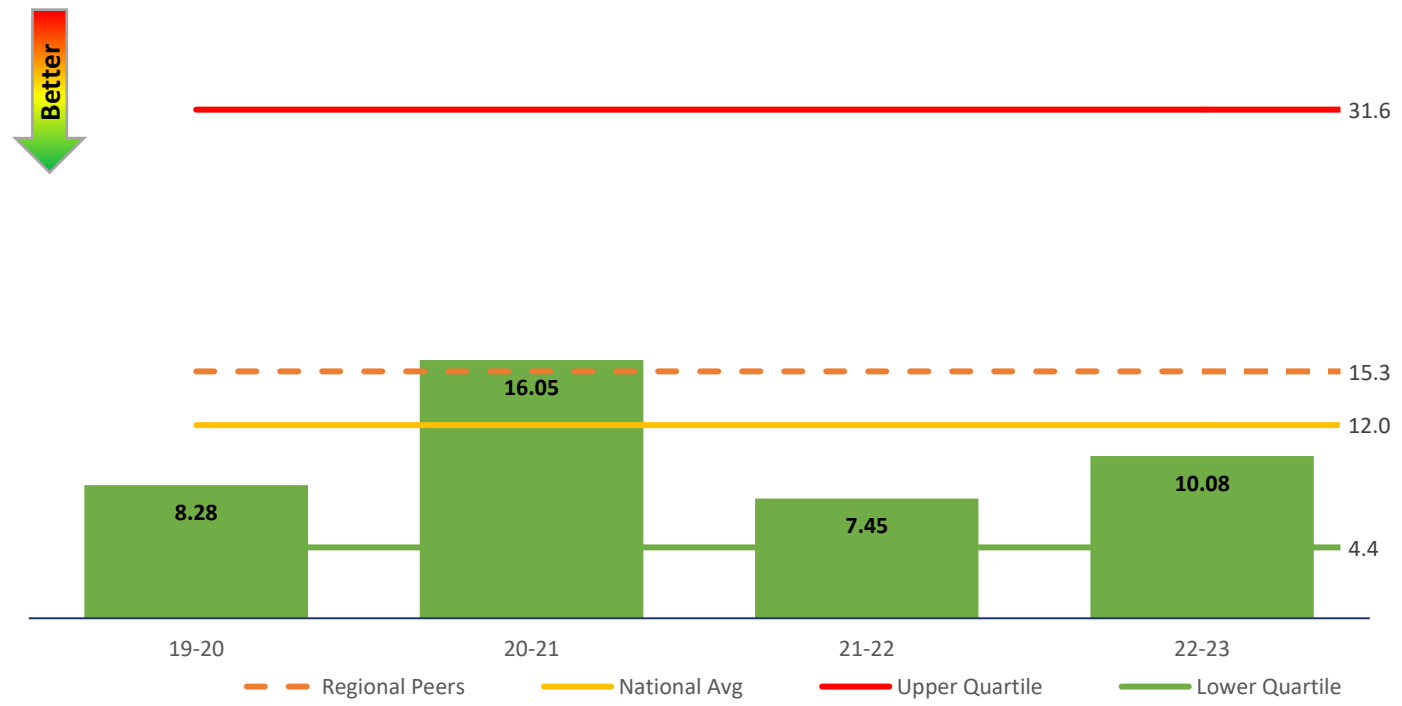
	19-20	20-21	21-22	22-23
Total Payroll Dept. Cost	\$214,503.00	\$245,634.00	\$253,361.00	\$276,840.00
Number of Paychecks Processed Annually	50,741	53,589	56,411	63,516
Payroll Costs per Paycheck	\$4.23	\$4.58	\$4.49	\$4.36

Data provided by LPPS.



Business & Finance: Paycheck Errors per 10K Payments

The effectiveness of the payroll process is tracked by comparing the number of Paycheck Errors made per every \$10,000 of payments. LPPS (10.08) has a lower error rate than the average of regional (15.3) and national (12.0) peers.



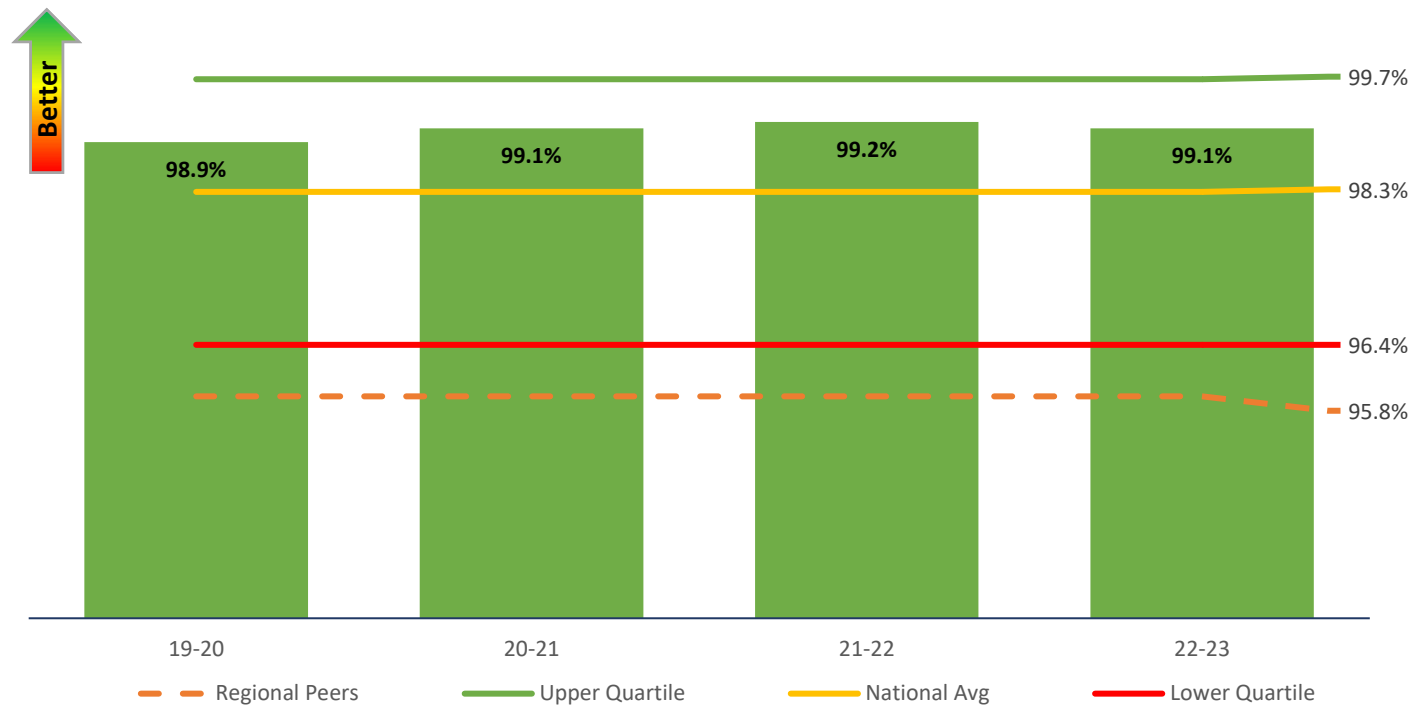
	19-20	20-21	21-22	22-23
Total Number of Paycheck Errors Annually	42	86	42	64
Number of Paychecks Processed Annually	50,741	53,589	56,411	63,516
Paycheck Errors per 10K Payments	8.28	16.05	7.45	10.08

Data provided by LPPS.



Business & Finance: Paychecks Direct Deposited

The school system has a high rate of directly deposited paychecks (99.1%). This is a higher rate than the average of regional and national peers.



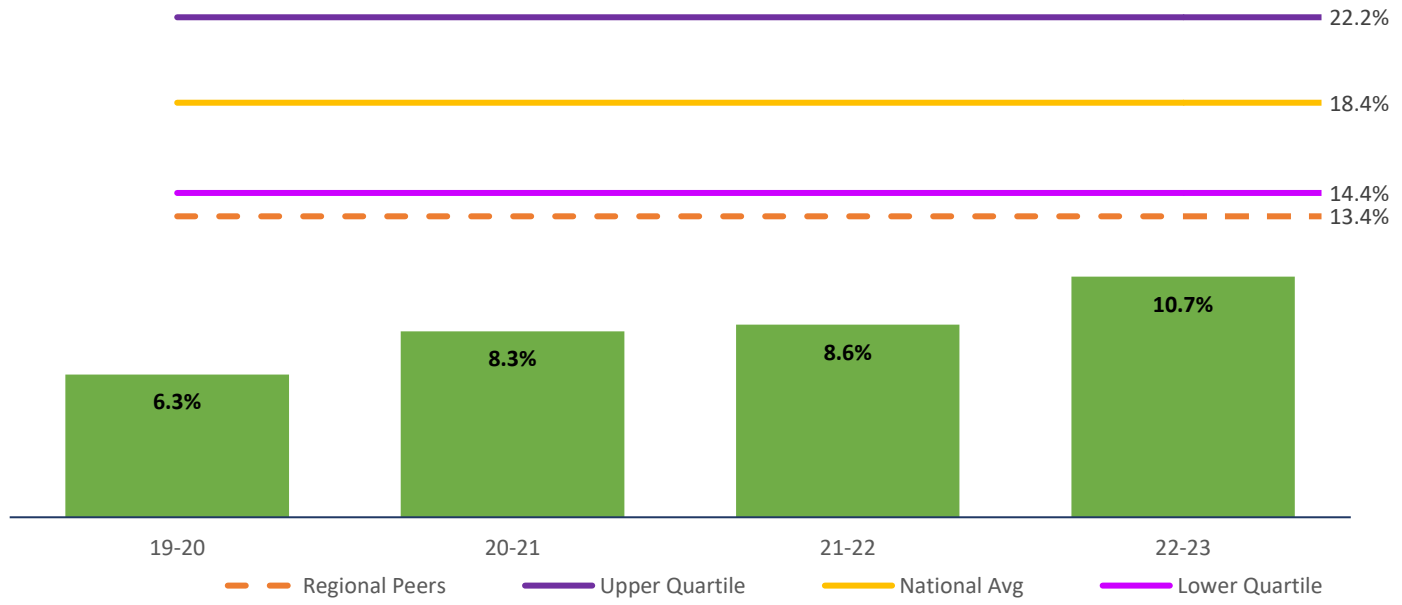
	19-20	20-21	21-22	22-23
Total Number of Paychecks Direct Deposited Annually	50,192	53,100	55,943	62,937
Number of Paychecks Processed Annually	50,741	53,589	56,411	63,516
Paychecks Direct Deposited	98.9%	99.1%	99.2%	99.1%

Data provided by LPPS.



Business & Finance: Grant Funds as a Percent of Total Budget

Over the past four fiscal years, there has been a discernible growth in grant funding. However, in the fiscal year 2022-23, grant funds constituted merely 10.7% of the overall budget. This figure is notably below the average for both regional counterparts (13.4%) and national peers (18.4%).



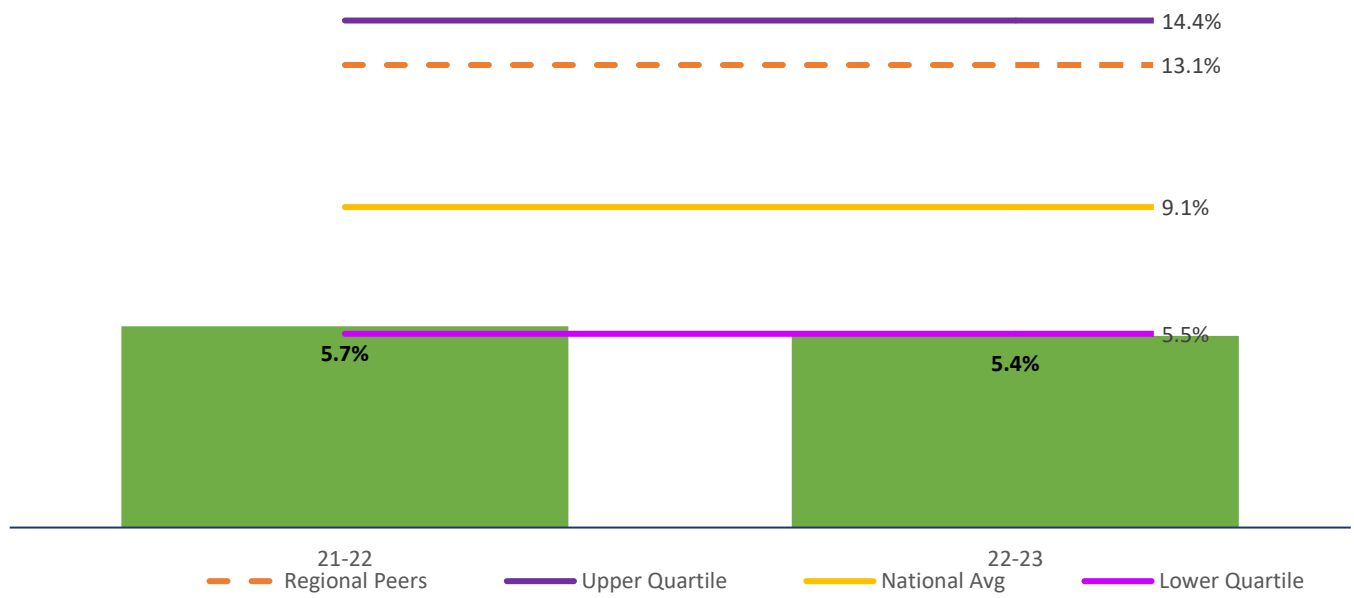
	19-20	20-21	21-22	22-23
Total Grant Fund Expenditures	\$19,160,344	\$29,101,946	\$35,174,307	\$38,424,478
Total District Operating Revenue (Actual)	\$302,334,728	\$352,445,818	\$411,356,912	\$359,843,719
Grant Funds as Percent of Total Budget	6.34%	8.26%	8.55%	10.68%

Data provided by LPPS.



Business & Finance: Grant-Funded Staff as a Percent of District FTEs

The district demonstrates good grant stewardship, as the percentage of grant-funded staff relative to total full-time equivalent employees ranged between 5.87% to 5.4% over the last two years. This is significantly lower than the average of regional (13.1%) and national (9.1%) peers.



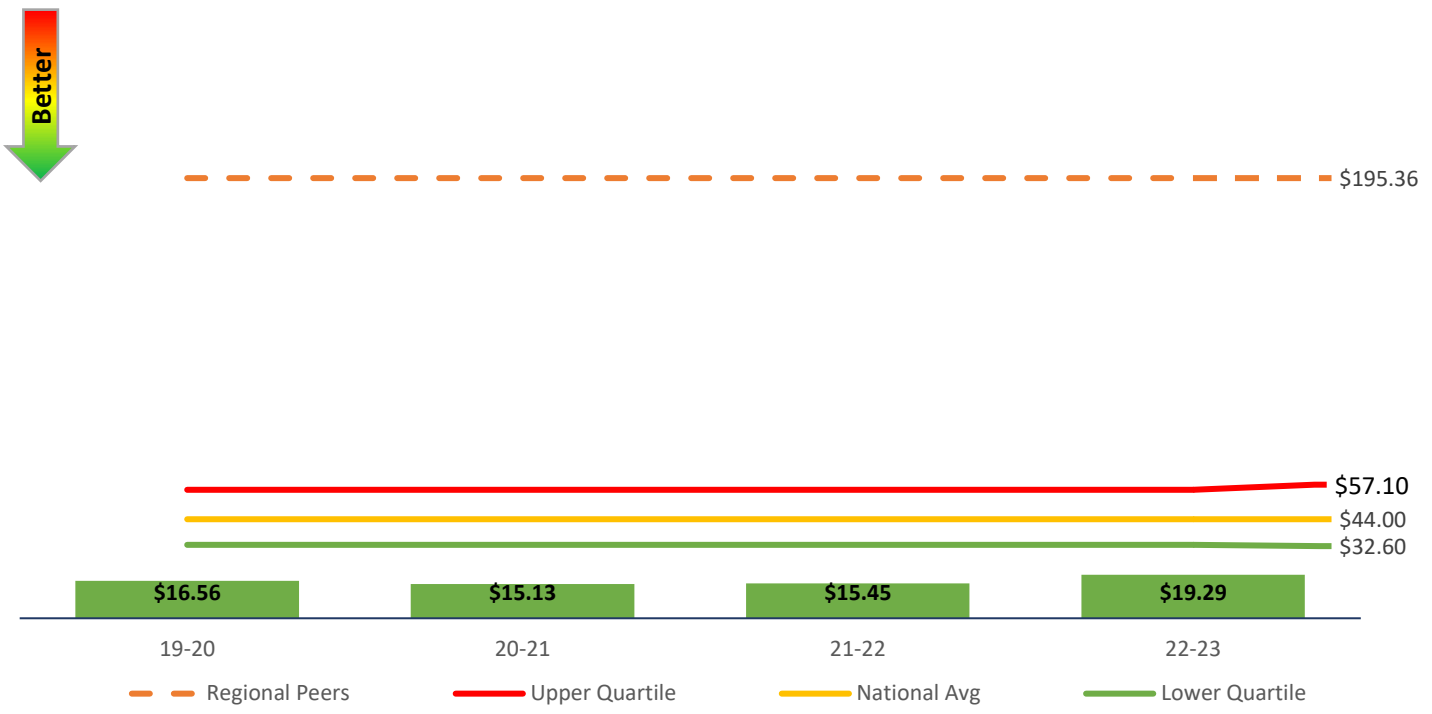
	21-22	22-23
Number of Grant-Funded Staff	216.00	211.00
Total Number of District Personnel (FTE)	3777	3879
Grant-Funded Staff as Percent of District FTEs	5.72%	5.44%

Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



Business & Finance (Purchasing/AP): Accounts Payable Cost per \$100K Revenue

Accounts Payable cost per \$100,000 or Revenue has consistently over the last four years been lower than the average of regional and national peers.



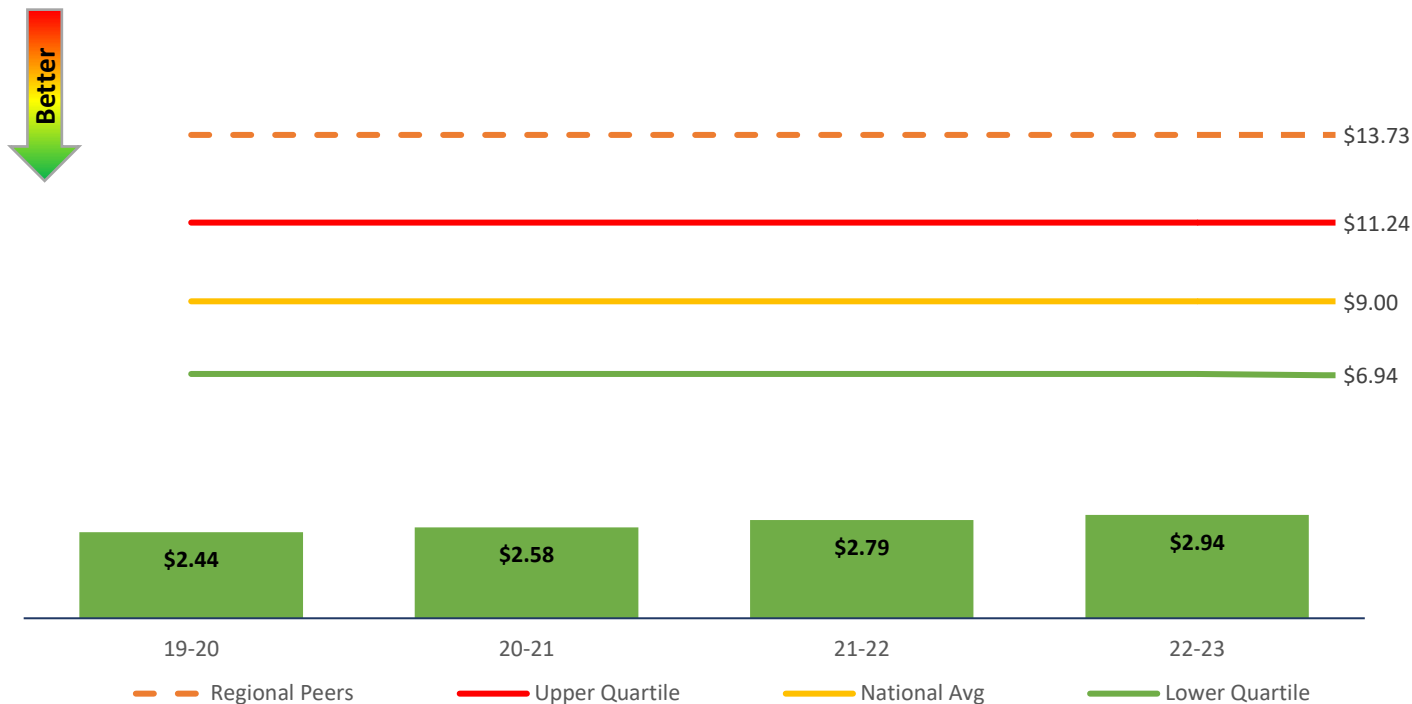
	19-20	20-21	21-22	22-23
Total A/P Dept. Costs	\$50,071	\$53,334	\$63,562	\$69,396
Total District Operating Revenue (Actual)	\$302,334,728	\$352,445,818	\$411,356,912	\$359,843,719
AP Costs per \$100K District Revenue	\$16.56	\$15.13	\$15.45	\$19.29

Data provided by LPPS.



Functional Area Review Business & Finance (Purchasing/AP): Accounts Payable Cost per Invoice

Accounts Payable cost per invoice has consistently over the last four years been lower than the average of regional and national peers.



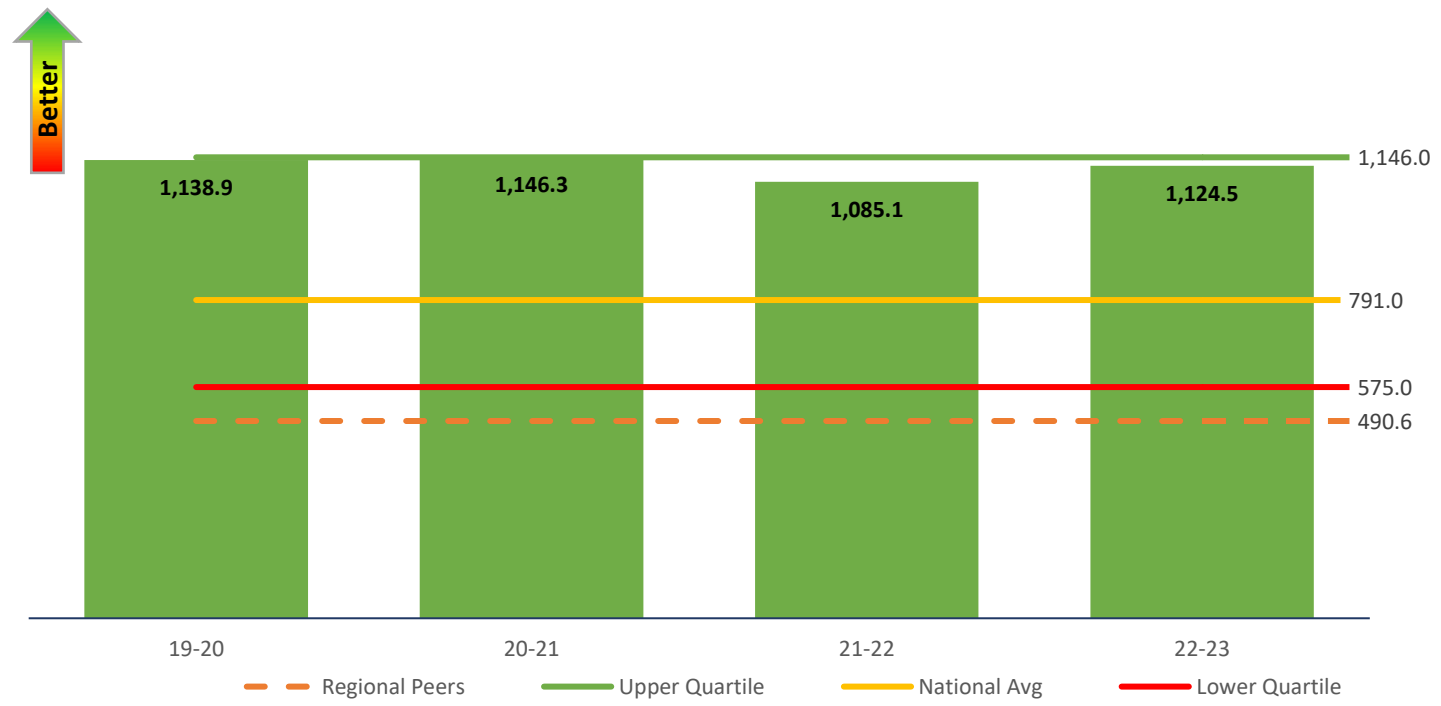
	19-20	20-21	21-22	22-23
Total A/P Dept. Costs	\$50,071	\$53,334	\$63,562	\$69,396
Annual Number of Invoices Processed	20,501	20,633	22,787	23,614
AP Costs per Invoice	\$2.44	\$2.58	\$2.79	\$2.94

Data provided by LPPS.



Business & Finance (Purchasing/AP): Invoices Processed per FTE per Month

The number of invoices processed per FTE staff member per month was higher than the average of regional and national peers.



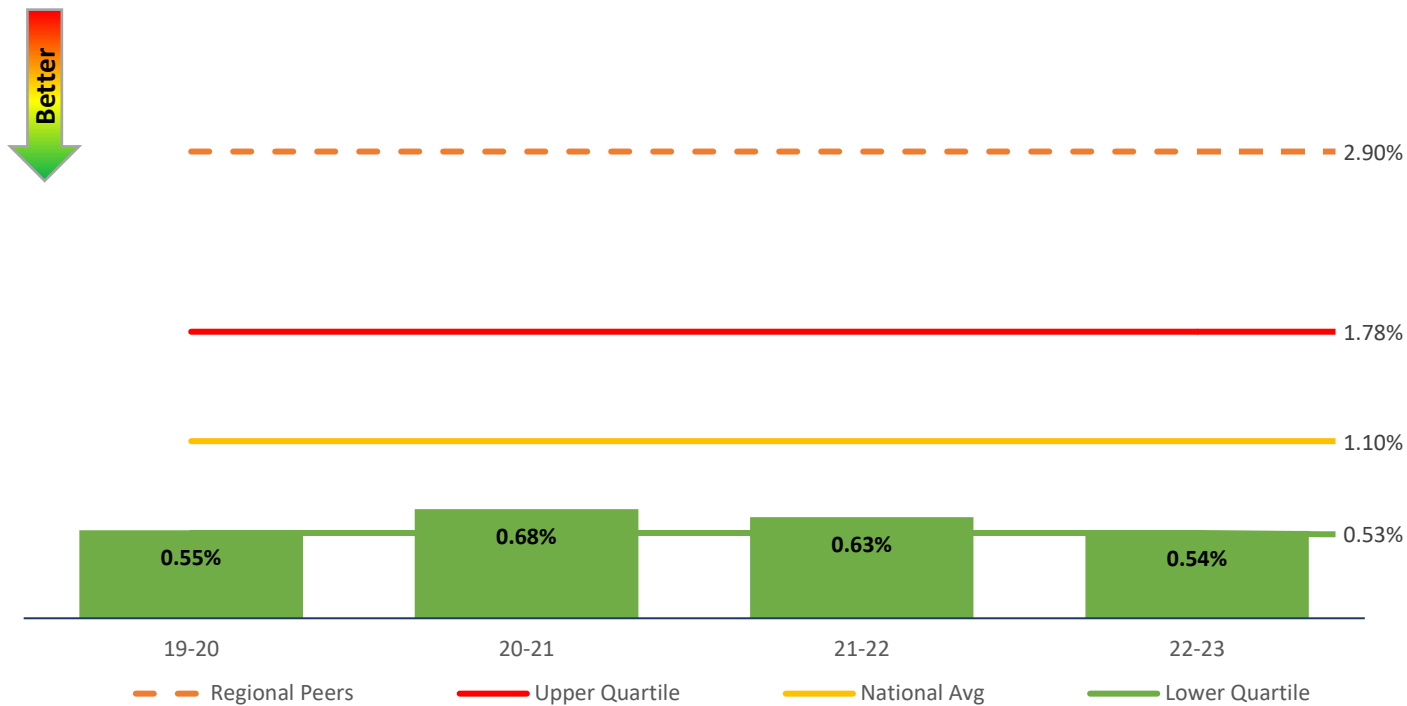
	19-20	20-21	21-22	22-23
Annual Number of Invoices Processed	20,501	20,633	22,787	23,614
Total Number of A/P Staff (FTE)	1.50	1.50	1.75	2
Invoices Processed per FTE per Month	1,138.9	1,146.3	1,085.1	1,124.5

Data provided by LPPS.



Business & Finance (Purchasing/AP): Payments Voided

The percentage of payments voided has consistently over the last four years been lower than the average of regional and national peers.



	19-20	20-21	21-22	22-23
Total Number of A/P Payments Voided	46	57	56	49
Annual Number of A/P Payments Processed	8,411	8,408	8,904	9,023
Payments Voided	0.55%	0.68%	0.63%	0.54%

Data provided by LPPS.



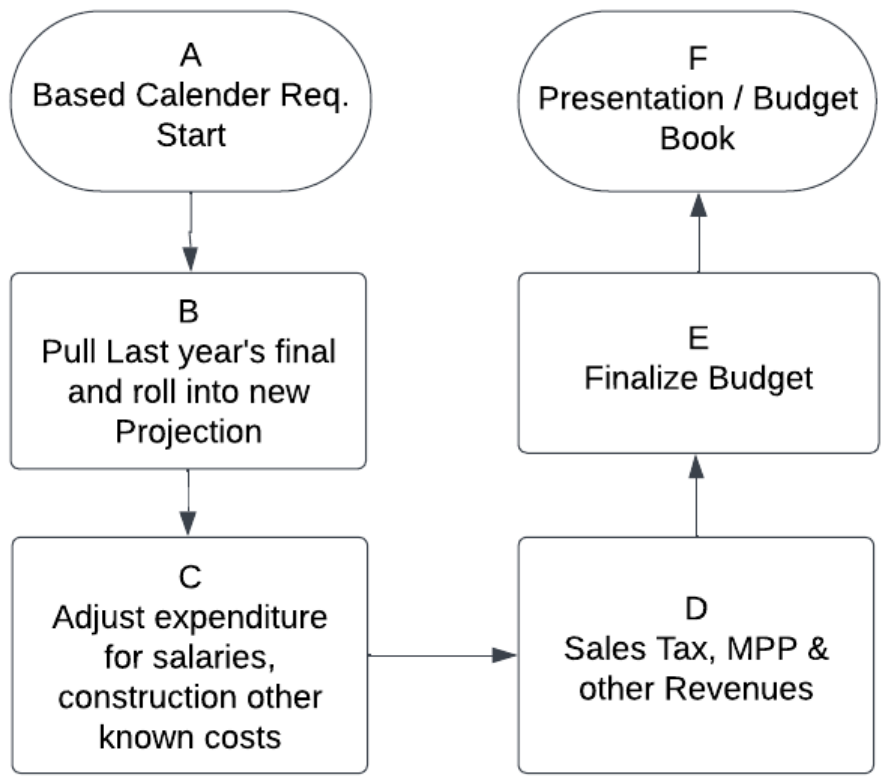
Business & Finance: Annual Budgeting

Suppliers:
Business and Finance, State and Federal Governments

Inputs:
Prior year's expenditures, salaries, and other known costs, MPP projections, Sales Tax projections, and other revenue projections

Customers:
School System as a whole

Outputs:
Final budget





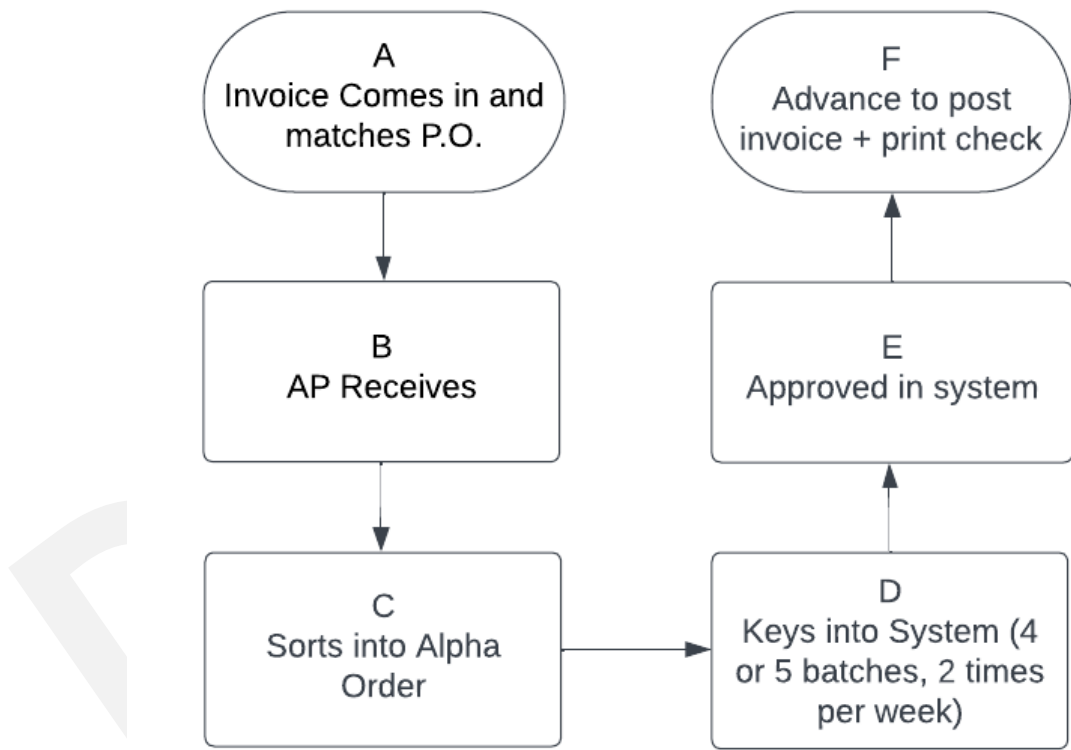
Business & Finance: Accounts Payable

Suppliers:
Vendors

Inputs:
Invoices

Customers:
Accounts Payable

Outputs:
Payment to Vendor





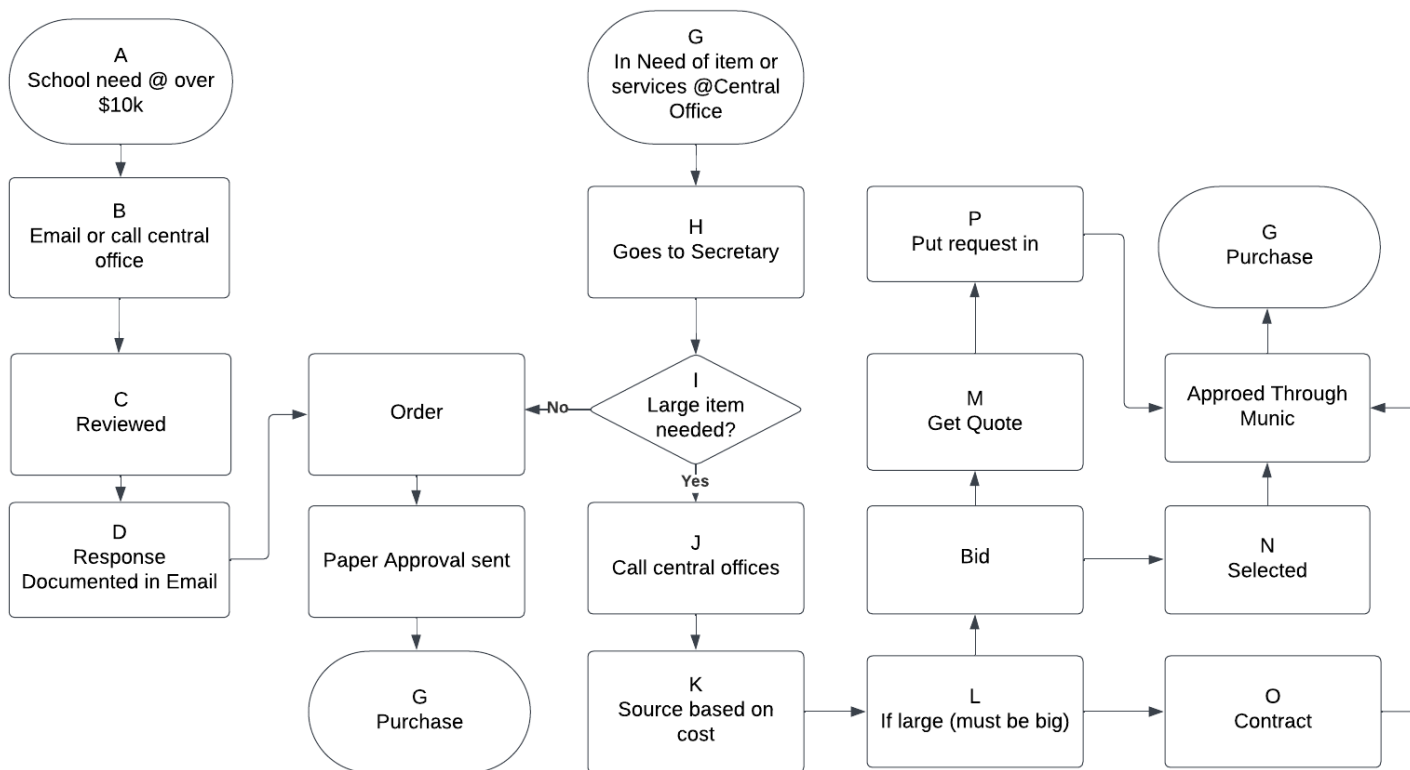
Business & Finance: Procurement

Suppliers:
School or Staff in need of Service or Item, Vender

Inputs:
Email Request, Quote, Bid Response

Customers:
Business and Finance

Outputs:
Bid Post, Order/Contract





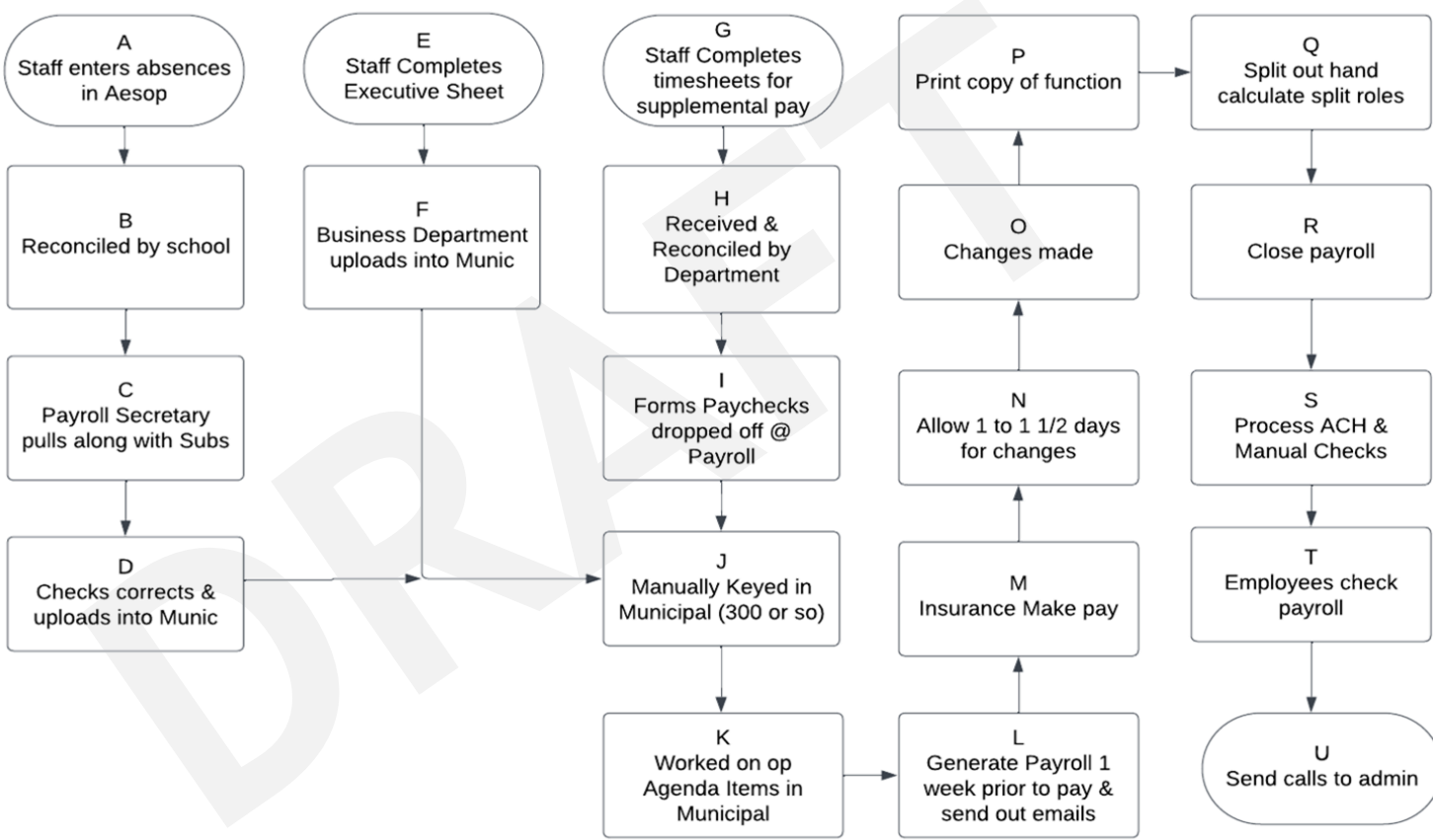
Business & Finance: Payroll

Suppliers:
Staff Members, Payroll Staff

Inputs:
Absences recorded in AESOP,
Time Sheets, Changes

Customers:
School, Payroll Staff, All Staff
Members

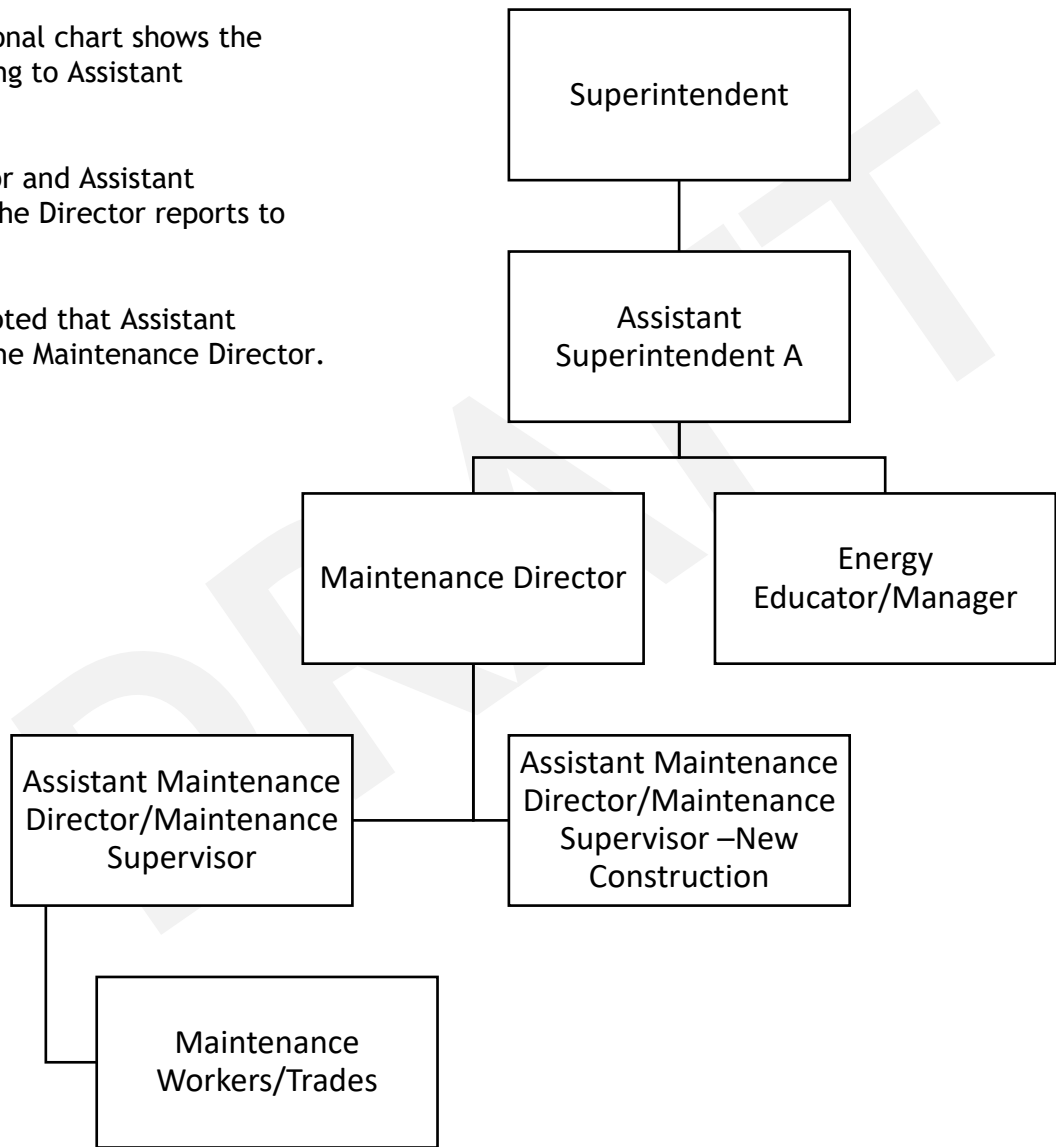
Outputs:
Finalized Hours Reviewed and
Entered in MUNIC, ACH, and
Manual Checks





Operations Organizational Structure

- The school system organizational chart shows the Maintenance Director reporting to Assistant Superintendent B.
- Both the Maintenance Director and Assistant Superintendent A state that the Director reports to Assistant Superintendent A.
- Assistant Superintendent A noted that Assistant Superintendent B evaluates the Maintenance Director.





Maintenance: Span of Control Analysis

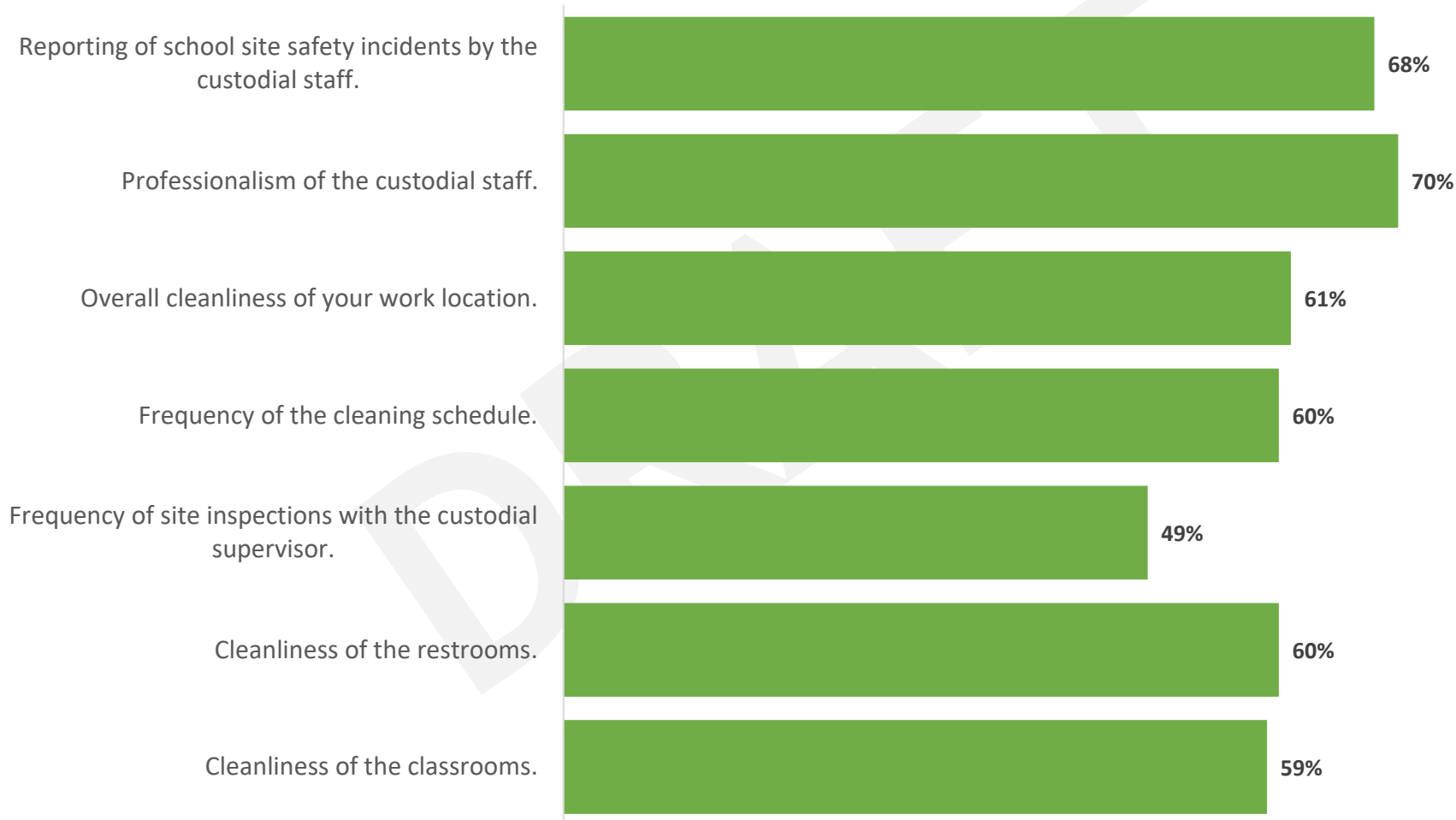
SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Various knowledge and skills among different trades.
Mastery Employees						Novice Employees	Leader and one Assistant are new to positions in the past 2 years. Other Assistant is master. Various degrees of experience among trades.
Related Activities						Unrelated Activities	Various activities among different trades.
Results Identifiable by Metrics						Results Unidentifiable by Metrics	Work order systems allows department to track; data is reviewed weekly by craft
Work is Routine						Work is Not Routine	Day-to-day work is routine.
Standardized						Non-Standardized	Work standards are in place but not documented.
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	Department leader manages department does not provide individual contribution.
Employees Located in Close Proximity						Employees Distanced	Centrally located.

The Span of Control Analysis indicates that the Maintenance Department is operating within acceptable parameters.



Survey Summary: Custodial

Percentage Satisfied

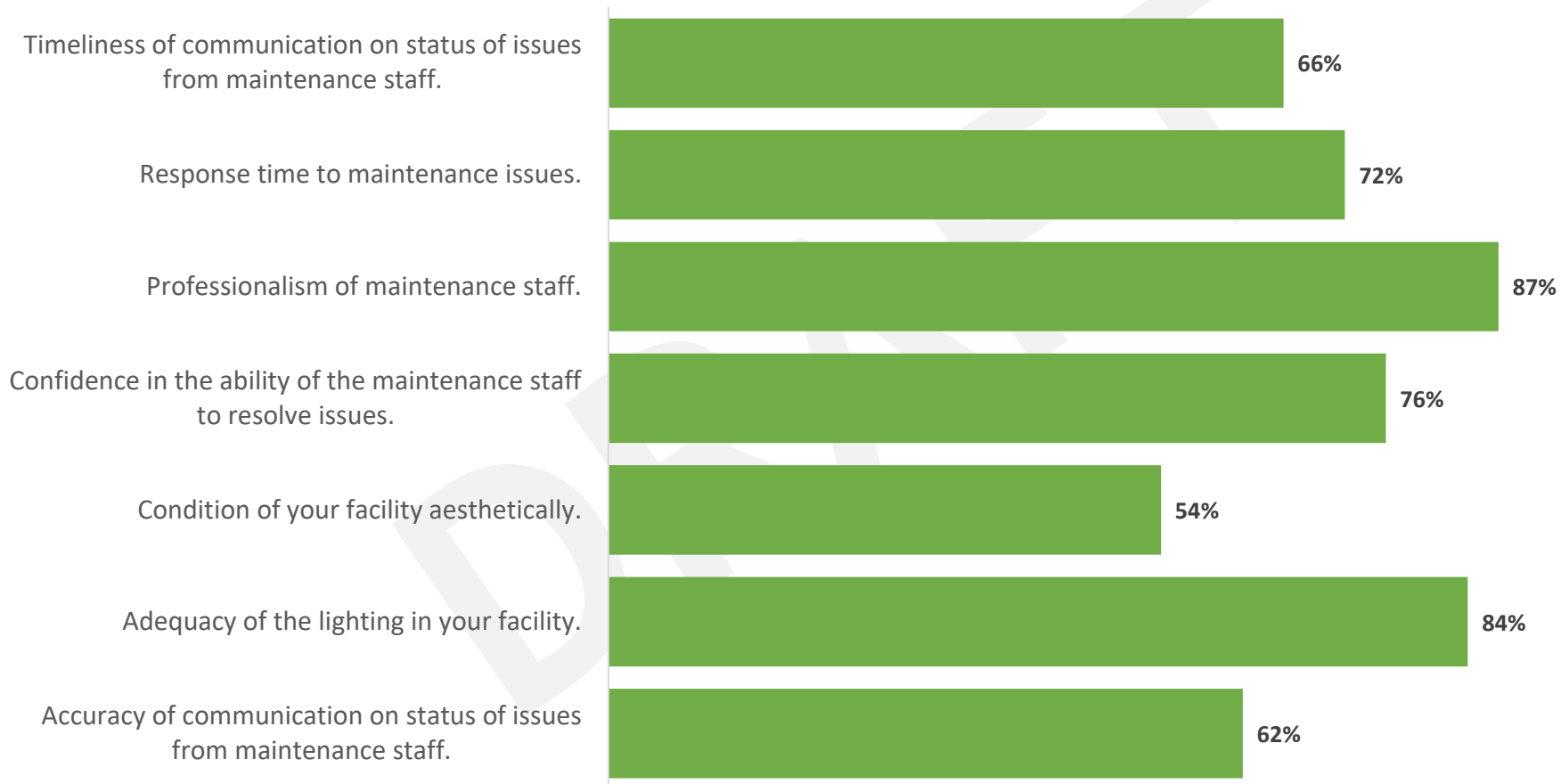


See Appendix A for response detail by location



Survey Summary: Maintenance

Percentage Satisfied



See Appendix A for response detail by location



Survey Summary: Grounds

Percentage Satisfied

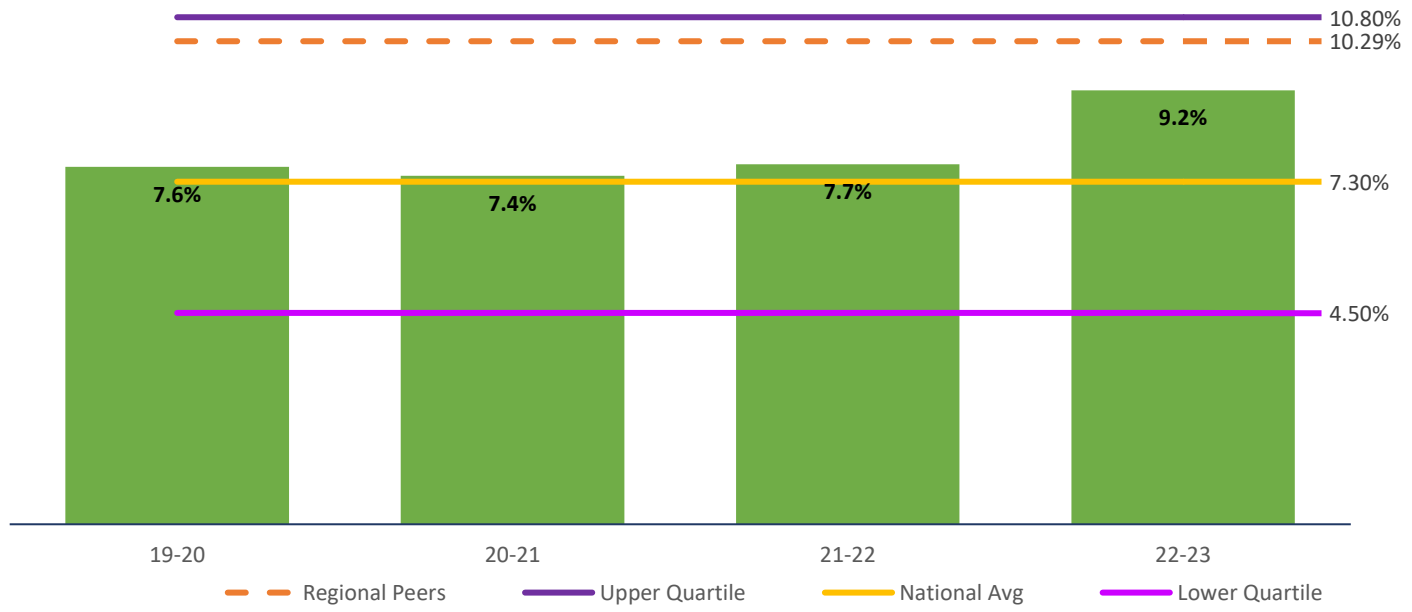


See Appendix A for response detail by location



Facilities & Maintenance: Operations as a Percent of District Expenditures

In the 2022-23 fiscal year, the portion of District Expenditures allocated to Operations surged, increasing from the usual range of 7.4% to 7.7% annually to 9.2%. This uptick might be linked to the mandatory disbursement of pandemic relief funds. Although this percentage surpassed the national average for similar entities, which stands at 7.3%, it remained notably lower than the regional average of 10.29%.



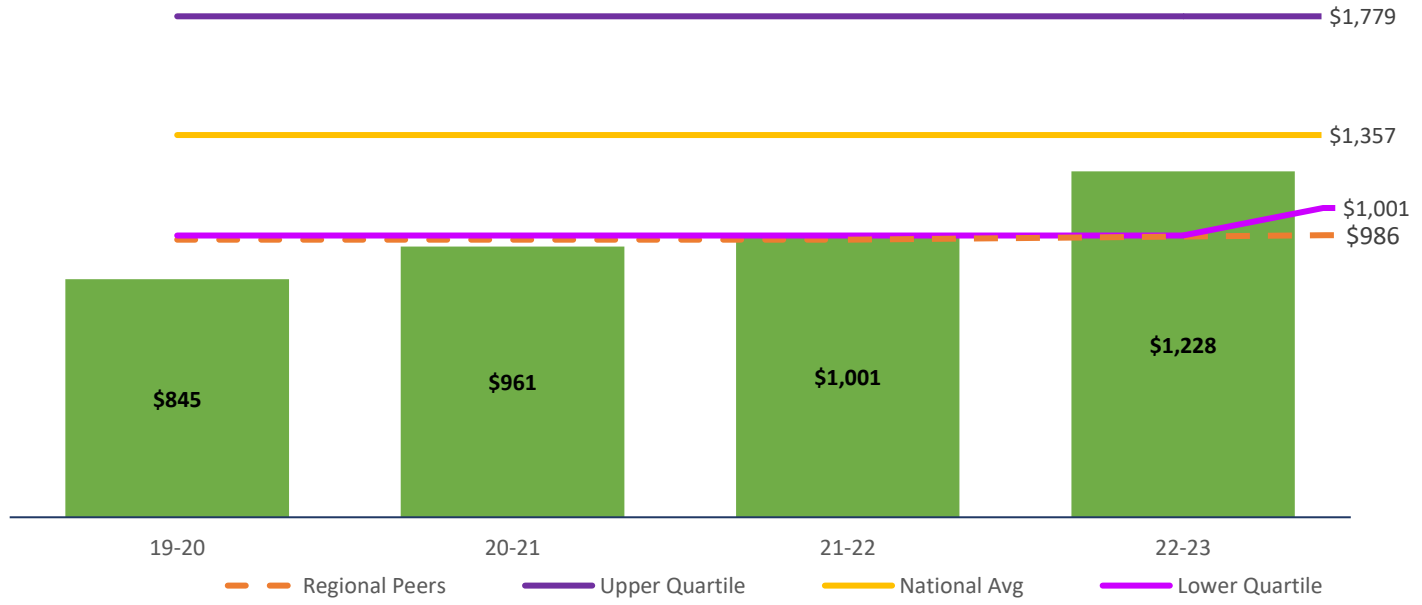
	19-20	20-21	21-22	22-23
Total Operations Dept Costs	\$22,096,501	\$25,024,454	\$26,569,178	\$33,097,952
Total district operating expenditures (actual)	\$290,216,566	\$336,970,190	\$346,302,327	\$357,924,108
Operations as % of District Expenditures	7.61%	7.43%	7.67%	9.25%

Data provided by LPPS.



Facilities & Maintenance: Maintenance and Operations Cost per Student

In the 2022-23 fiscal year, maintenance and operations costs measured per student significantly increased.



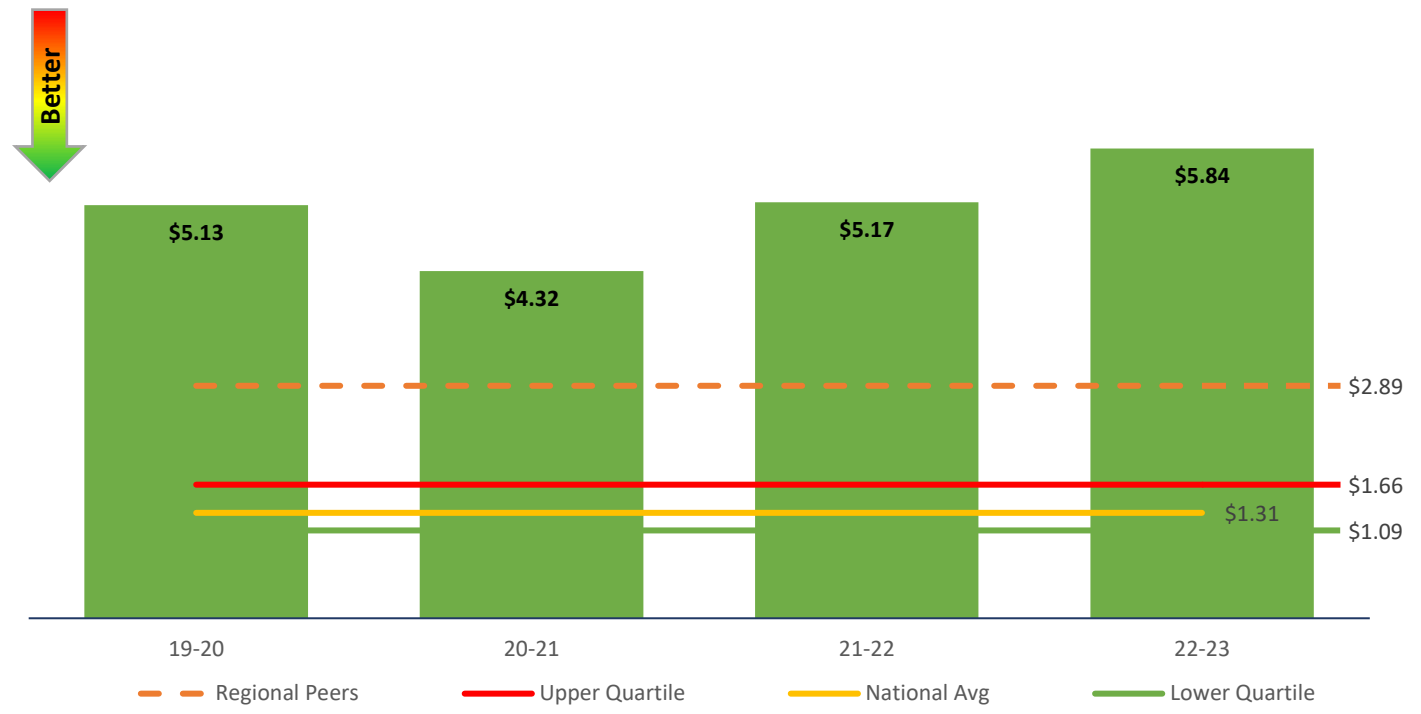
	19-20	20-21	21-22	22-23
Total Operations Dept costs	\$22,096,501	\$25,024,454	\$26,569,178	\$33,097,952
Total number of students enrolled in district	26,148	26,044	26,540	26,954
Maintenance and Operations Cost per Student	\$845.06	\$960.85	\$1,001.10	\$1,227.94

Data provided by LPPS.



Facilities & Maintenance: Maintenance Cost per Square Foot

Maintenance costs per square foot have steadily increased over the last three years from \$4.32 to \$5.84. This is significantly higher than the average of regional and national peers.



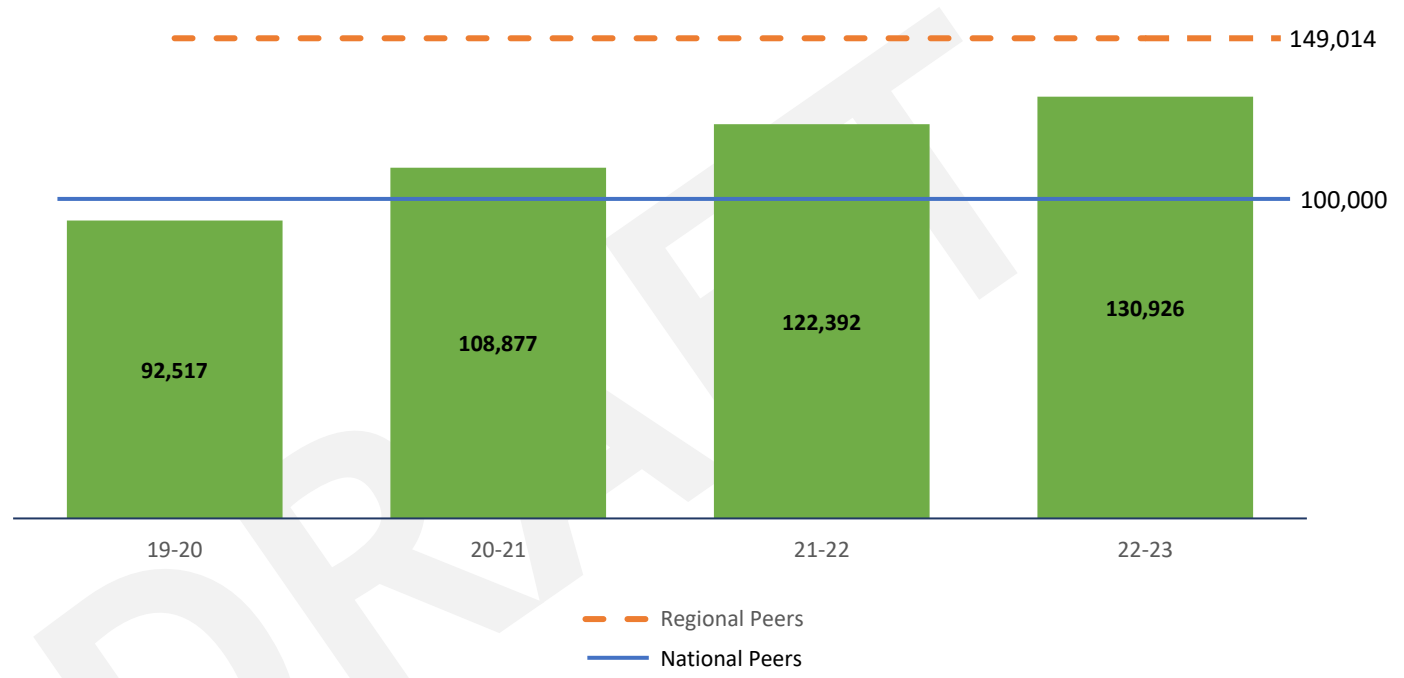
	19-20	20-21	21-22	22-23
Annual Maintenance Costs	\$18,046,581	\$16,444,991	\$20,241,739	\$22,934,978
Total Square Feet Maintained by District	3,515,661	3,810,680	3,916,544	3,927,794
Maintenance Costs per Square Foot	\$5.13	\$4.32	\$5.17	\$5.84

Data provided by LPPS.



Facilities & Maintenance: Maintenance Workload (Square Footage per Technician)

Over the past four years, the maintenance workload, gauged by the square footage each technician is responsible for, has consistently risen. Currently, at 130,926 square feet per technician, the workload in LPPS considerably exceeds the national peer average. However, it is still less than the regional peer average. It's important to recognize that the regional average is influenced by natural attrition and the challenges school systems face in recruiting qualified personnel.



	19-20	20-21	21-22	22-23
Total Square Feet Maintained by District	3,515,661	3,810,680	3,916,544	3,927,794
Number of Maintenance Techs/Tradesmen (FTE)	38	35	32	30
Maintenance Workload (SqFt per Technician)	92,517	108,877	122,392	130,926

Data provided by LPPS.



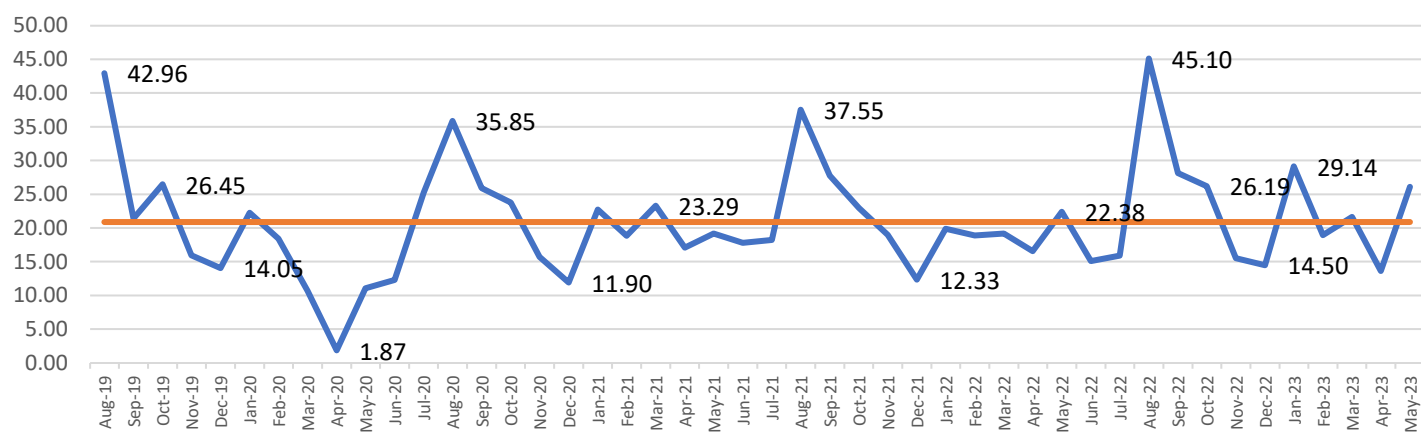
Average Work Orders Assigned per Technician

On average, 16.75 work orders are assigned each month, with peak months reaching as high as 45.10. During the 2022-23 school year, 96.77% of all assigned work orders were completed.

Average SY 2022-2023 Assigned vs Completed Orders per Technician

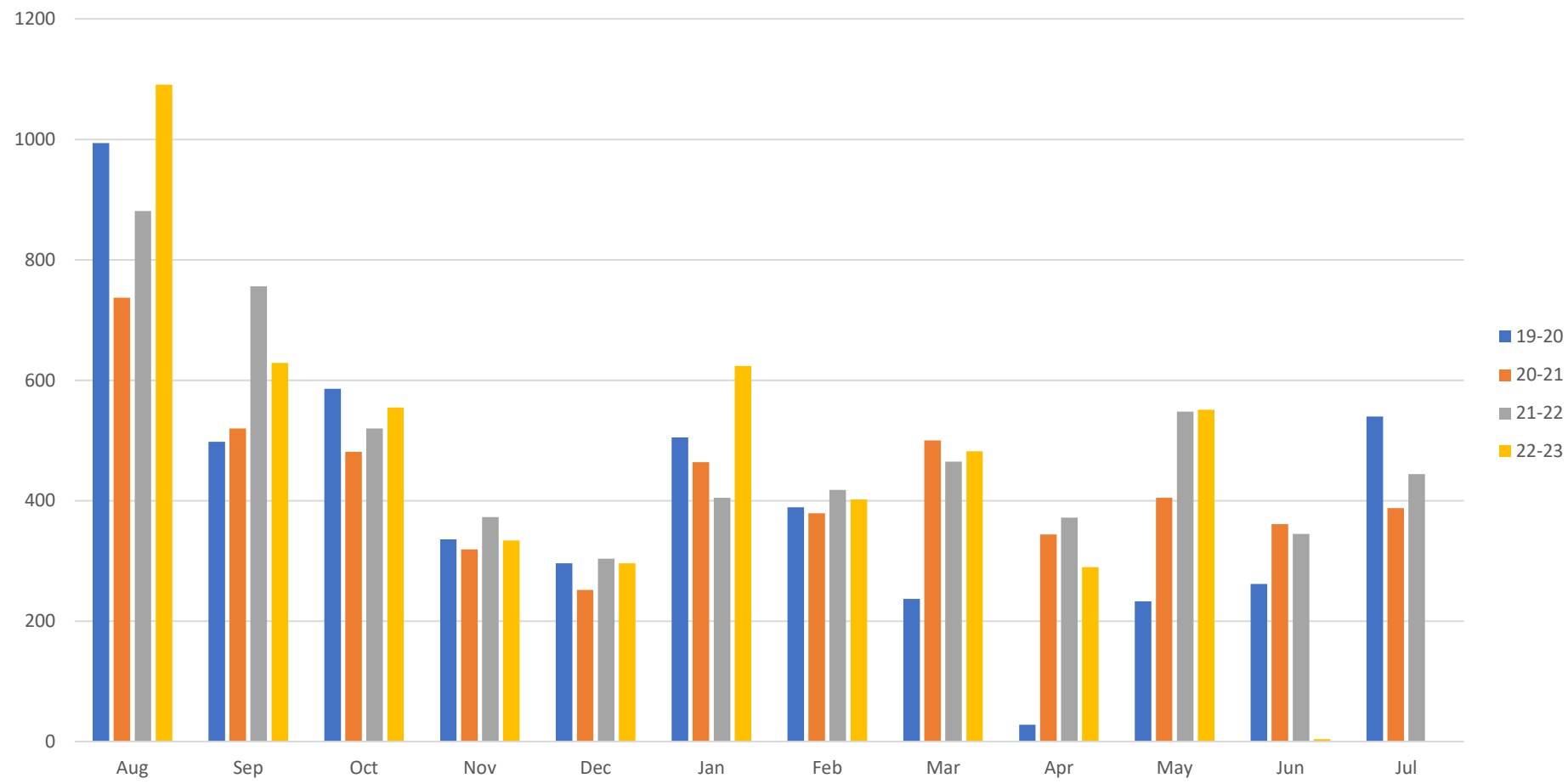


New Work Orders Assigned Per Technician Created 8/1/2019 through 05/31/2023 by Month





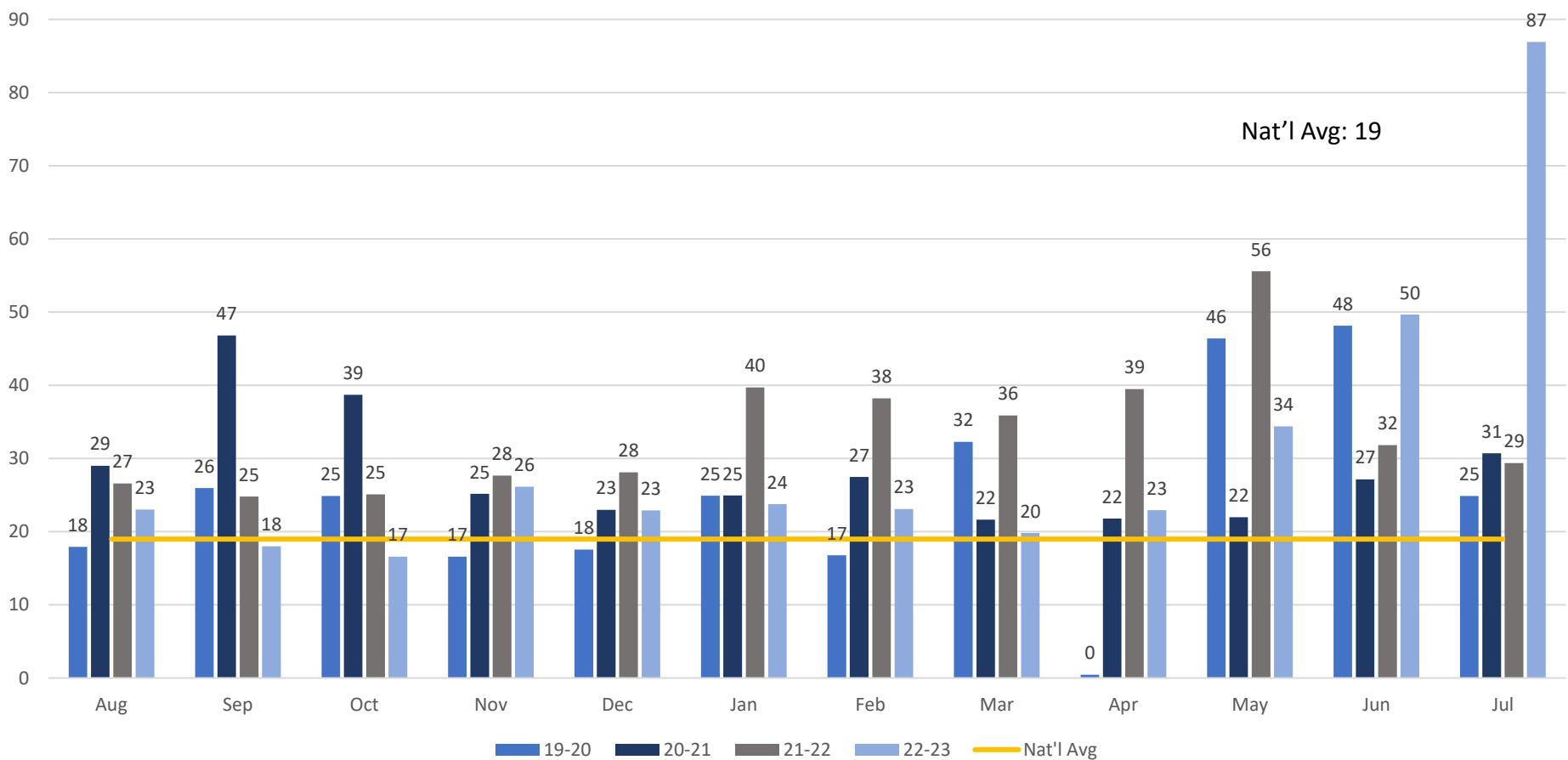
New Work Orders Per Year



Over the last five years, new work orders have spiked during August, September, and January.



Average Days to Complete Work Orders by Month

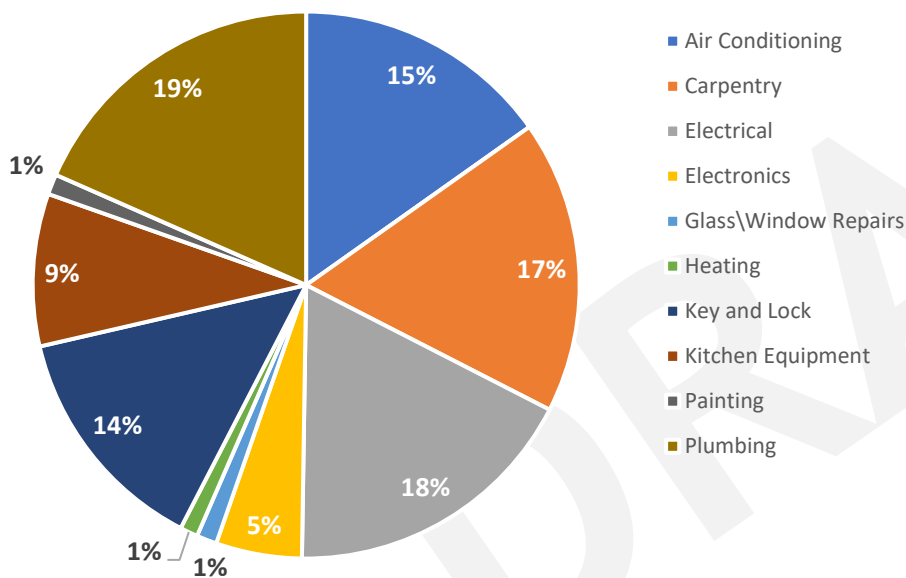


The number of days for LPPS to complete work orders is consistently greater than the national average of 19 days. This is driven by specific trades.



Work Order Completion Time by Craft (SY2022-2023)

Percentage of Work Order by Craft



Work Order Completion Time by Craft

Craft	#	Avg Days to Complete*
Air Conditioning	735	10
Carpentry	839	27
Electrical	857	18
Electronics	246	18
Glass\Window Repairs	58	19
Heating	51	15
Key and Lock	668	21
Kitchen Equipment	436	47
Painting	58	56
Plumbing	890	34
Overall Average	4838	25

* The current national average is 19 days. This is up from 2020-21, which was 13.

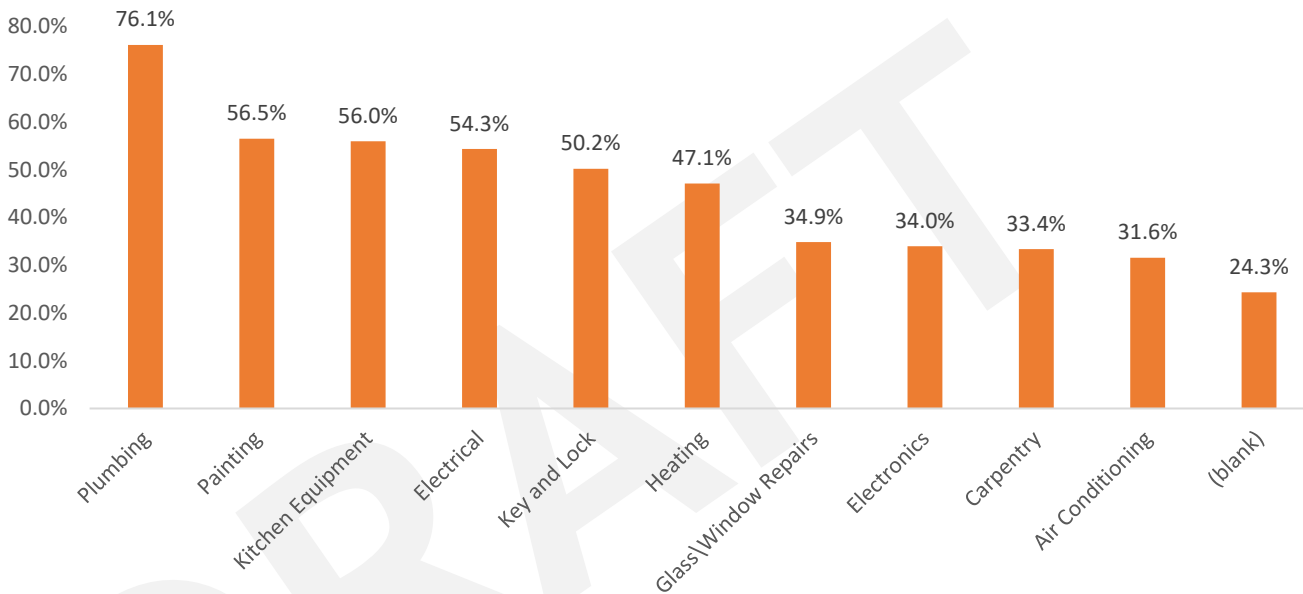
Five of 10 Trades have completion rates significantly above the national peer average.



Work Orders Past Due By Craft (2019-2023)

Over the last five years, six crafts had more than 35% of assigned work orders completed past due.

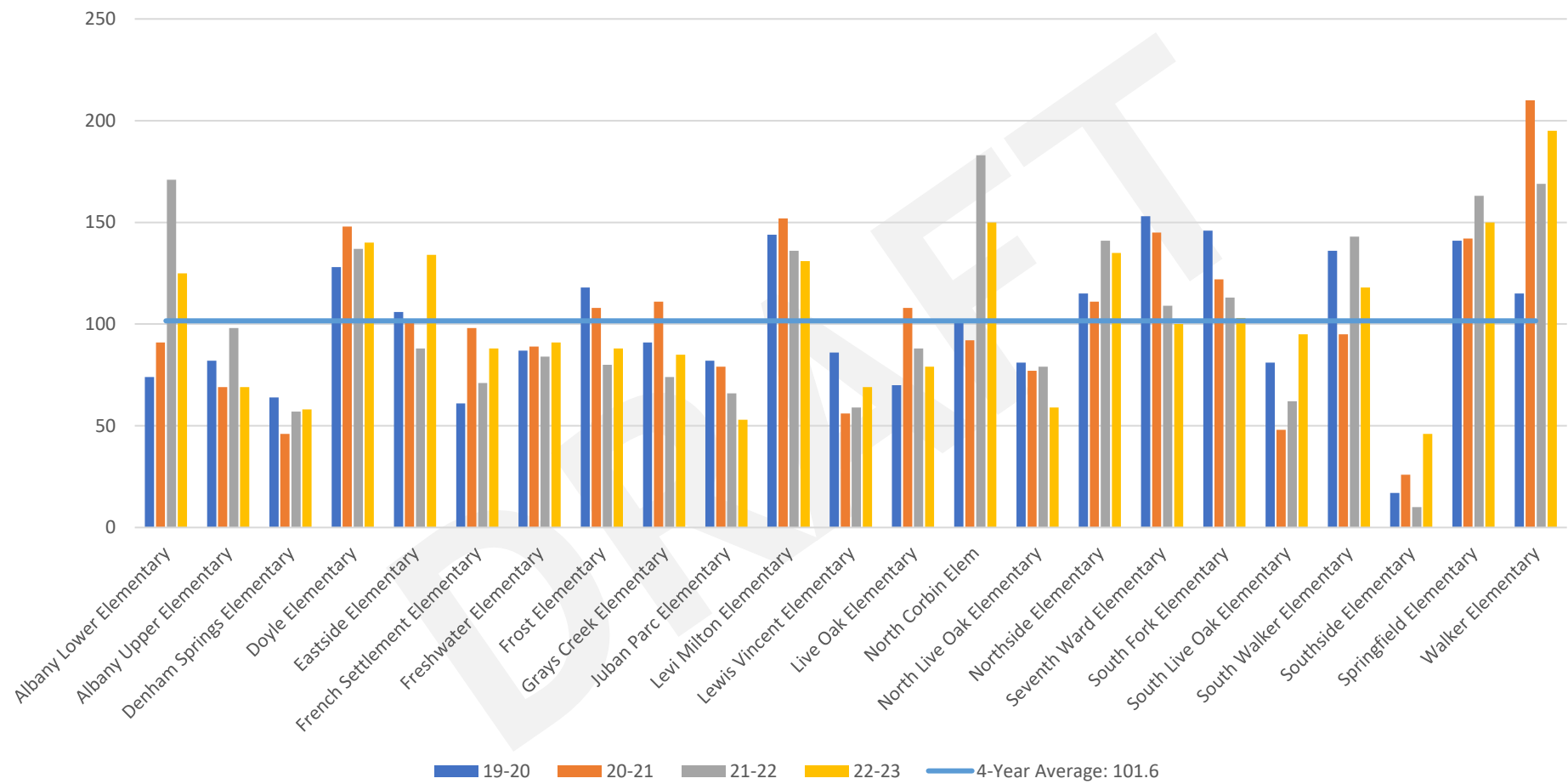
Percentage of Past Due Work Orders by Craft



Craft	On Time	Past Due
Air Conditioning	2262	1044
Carpentry	1464	1900
Electrical	2299	1153
Electronics	895	288
Glass/Window Repairs	110	98
Heating	243	130
Key and Lock	1154	1162
Kitchen Equipment	797	948
Painting	37	118
Plumbing	1452	1845
(blank)	414	213



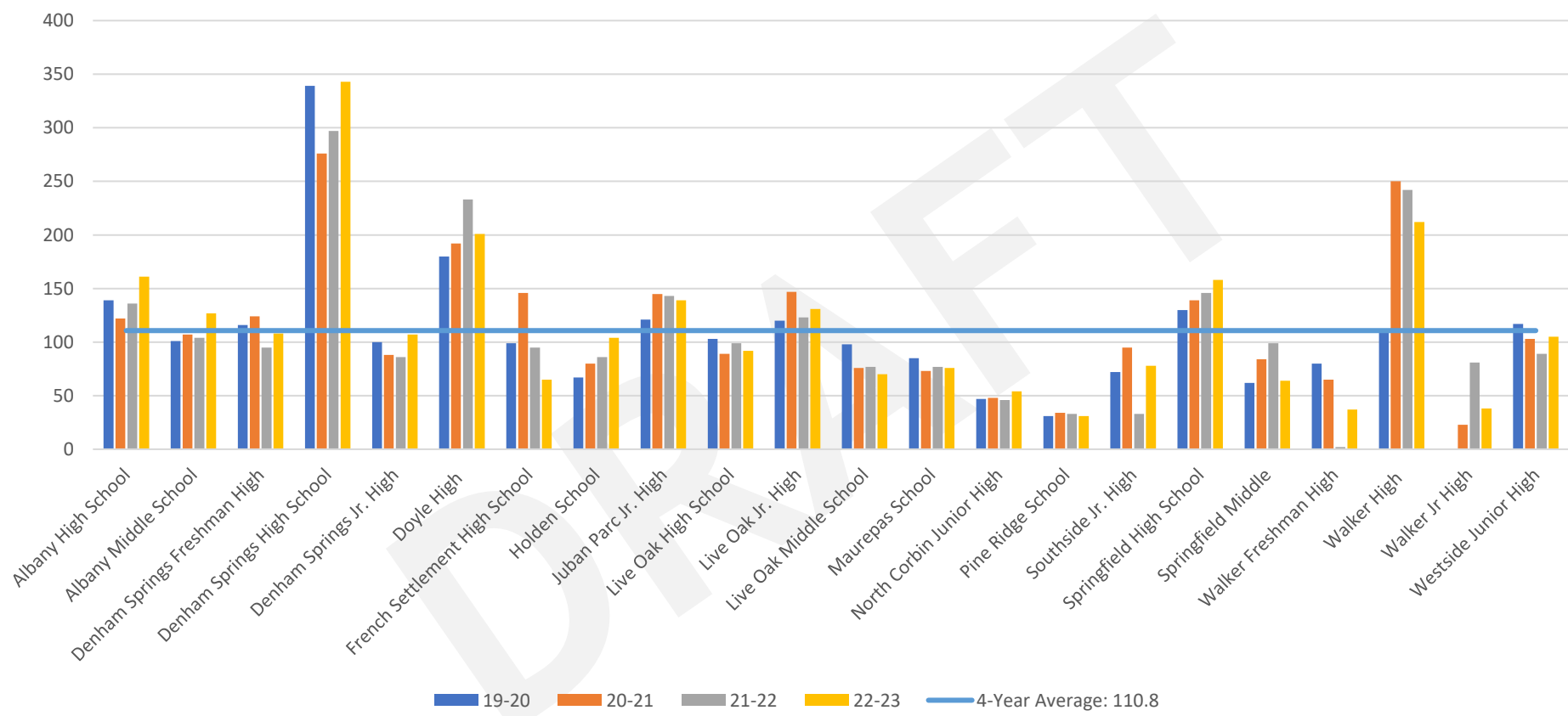
Work Orders per Facility – Elementary



Four elementary schools have consistently exceeded the average number of work orders per facility (101.6) over four years: Doyle, Levi Milton, Springfield, and Walker.



Work Orders per Facility – Middle & High



Five high schools have consistently exceeded the average number of work orders per facility (110.8) over four years: Denham Springs, Doyle, Springfield, and Walker. Two junior high schools have consistently exceeded the average: Juban Parc and Live Oak.



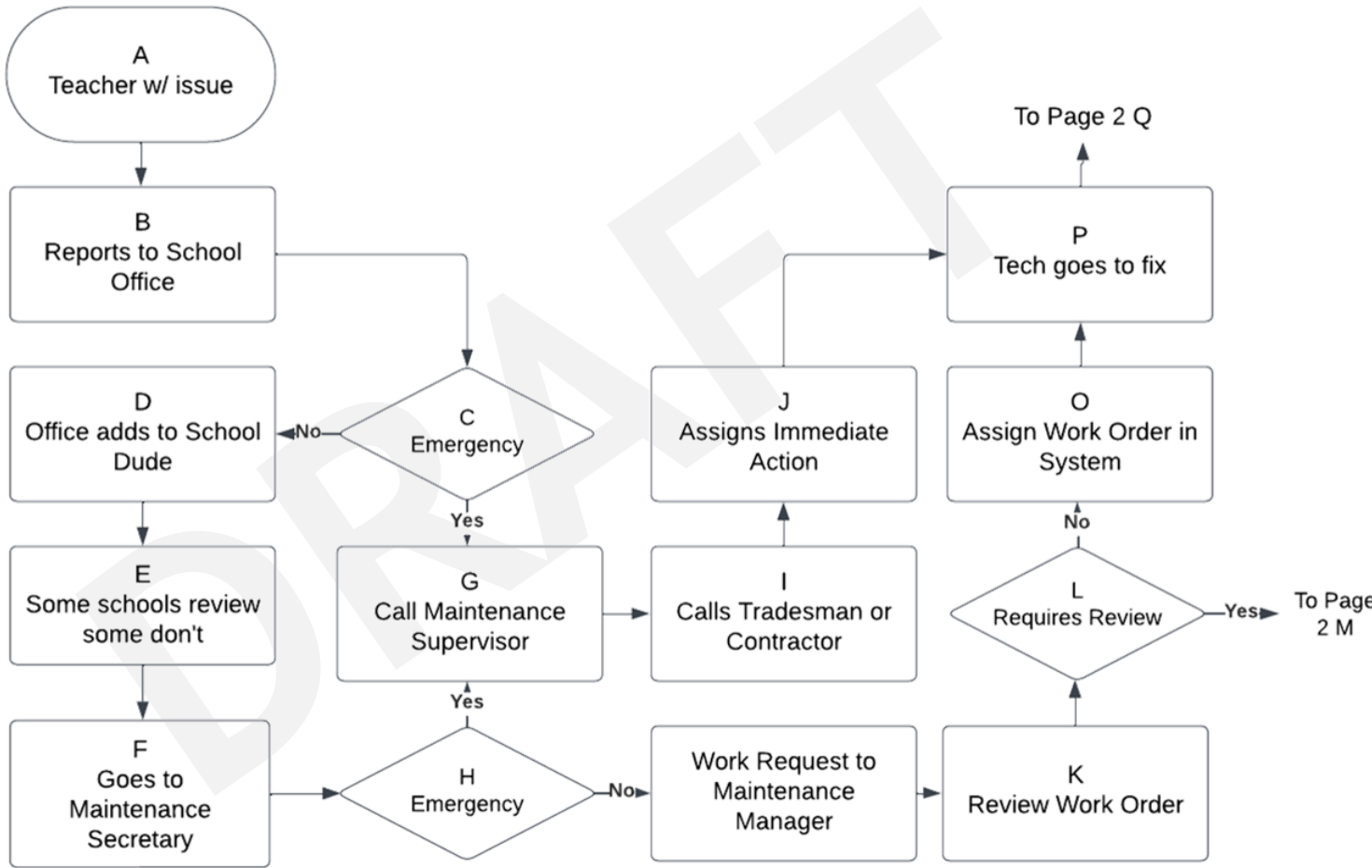
Facilities & Maintenance: Corrective Process (1 of 2)

Suppliers:
Teacher/Staff Member with Issue, School Office

Inputs:
Notification, Entered into the Work Order System or Phone Call to Maintenance,

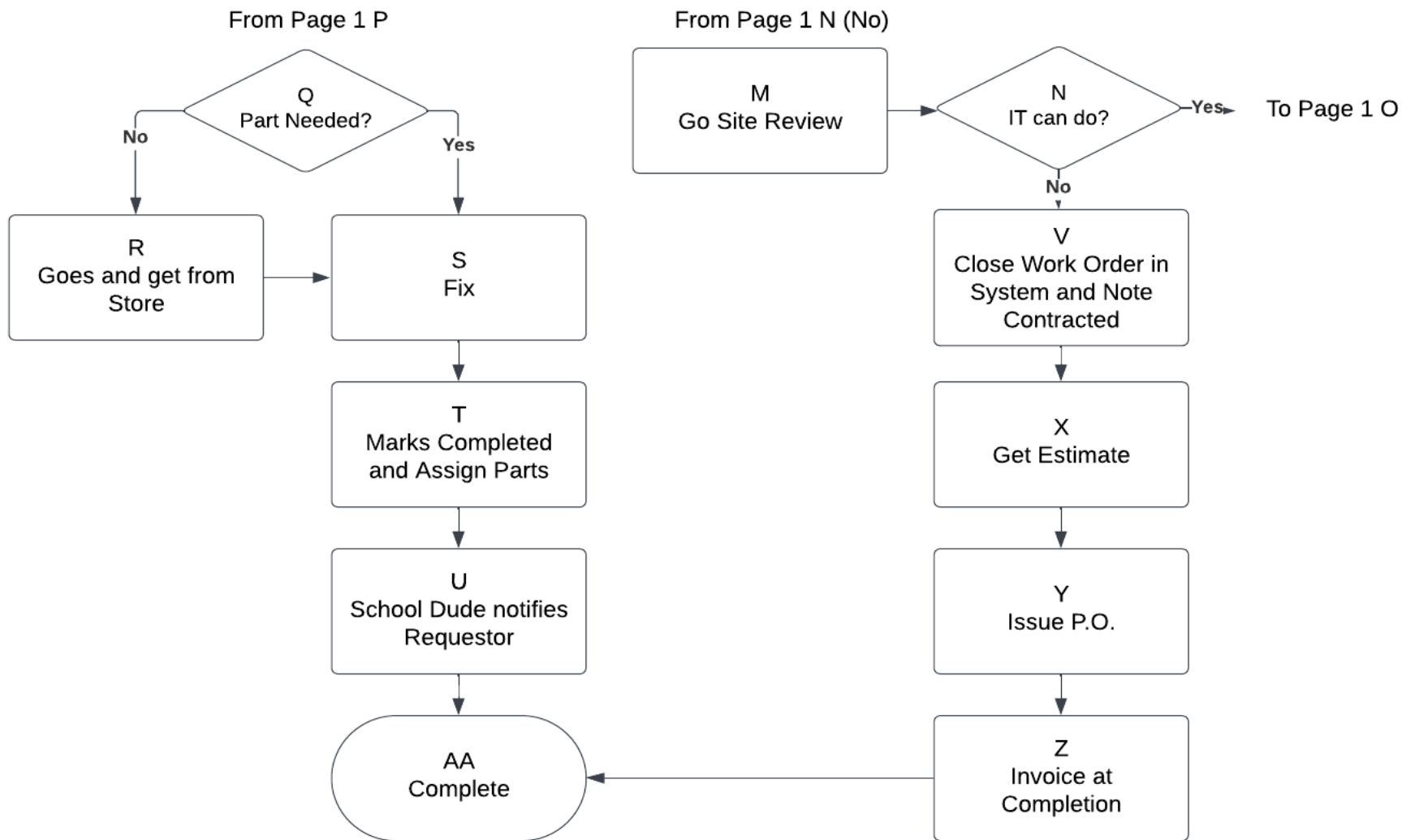
Customers:
School Office, Maintenance Department, Technician

Outputs:
Work Order, Call





Facilities & Maintenance: Corrective Process (2 of 2)





Facilities: Custodial Cost per Square Foot

Custodial cost per square foot is slightly higher than the average of regional peers but significantly less than the average of national peers.



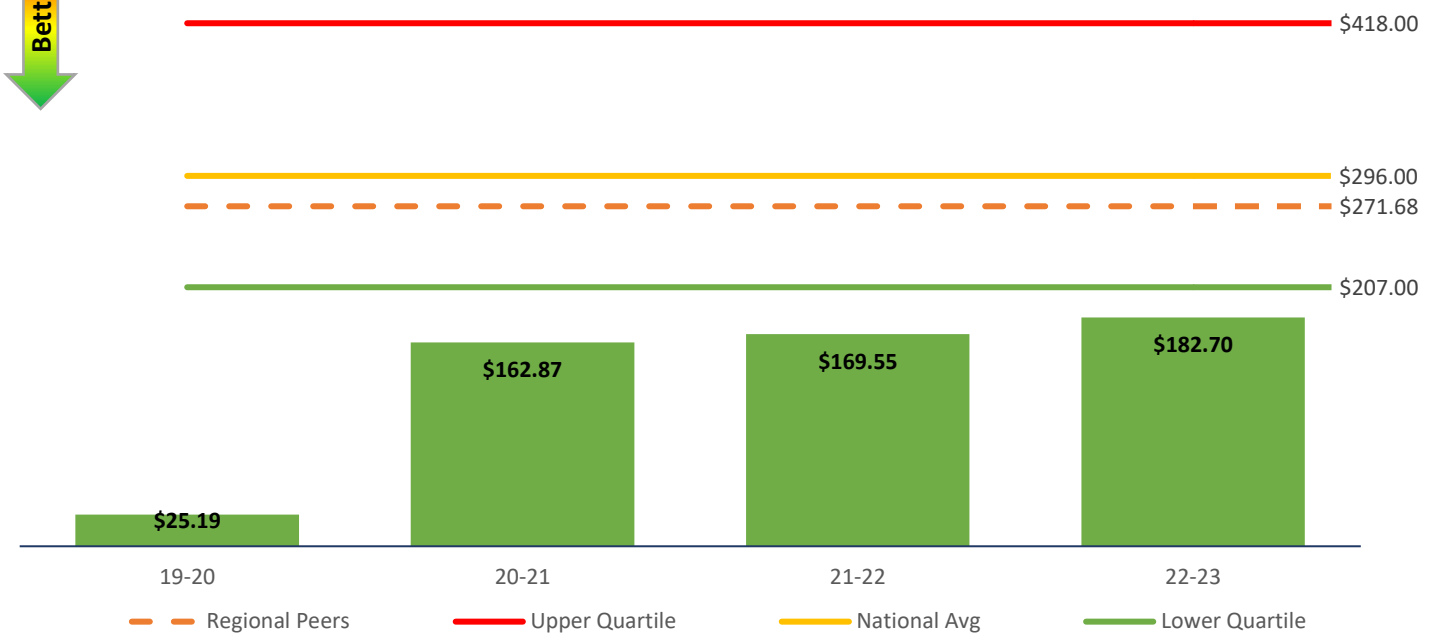
	19-20	20-21	21-22	22-23
Annual Custodial Costs	\$658,780	\$4,241,854	\$4,499,969	\$4,924,474
Total Square Feet Maintained by District	3,515,661	3,810,680	3,916,544	3,927,794
Custodial Cost per Square Foot	\$0.19	\$1.11	\$1.15	\$1.25

Data provided by LPPS.



Facilities: Custodial Cost per Student

Custodial cost per student is lower than the average of regional and national peers.



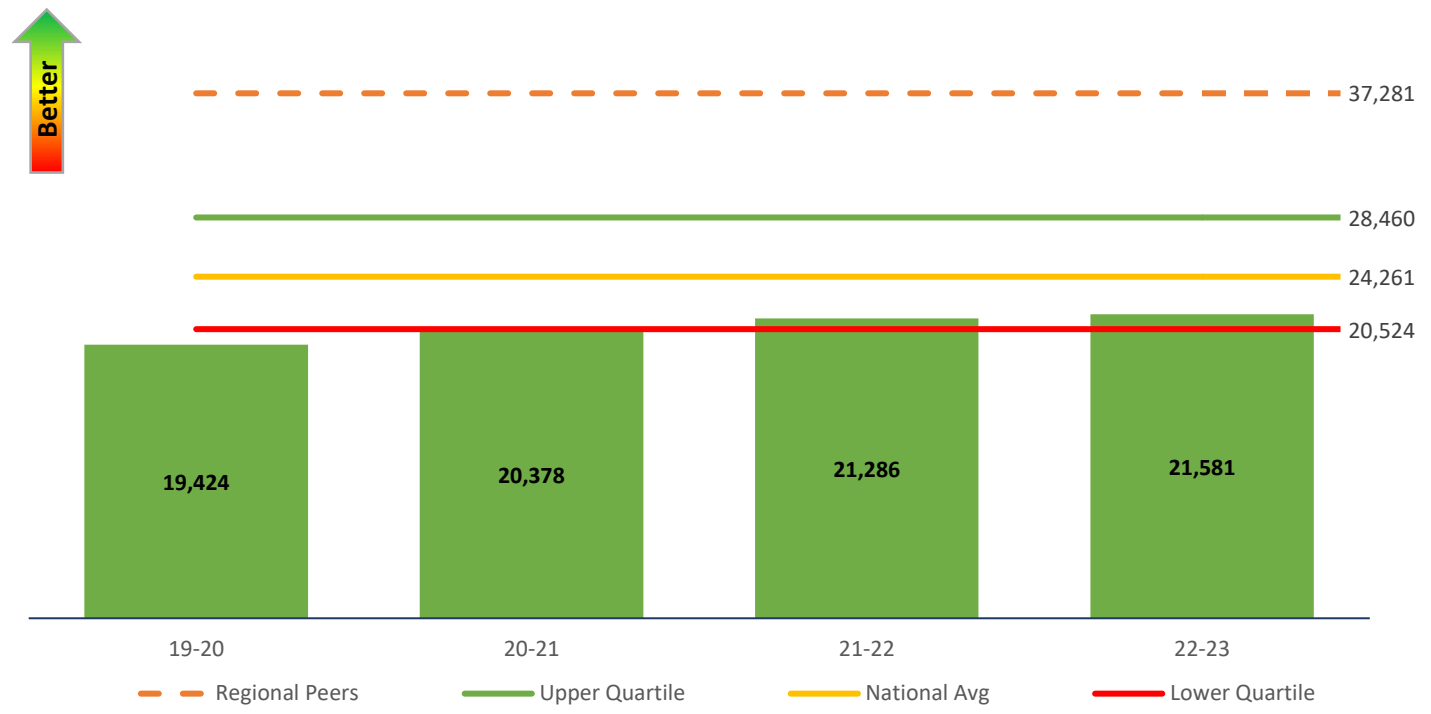
	19-20	20-21	21-22	22-23
Annual Custodial Costs	\$658,780	\$4,241,854	\$4,499,969	\$4,924,474
Total number of students enrolled in district	26,148	26,044	26,540	26,954
Custodial Cost per Student	\$25.19	\$162.87	\$169.55	\$182.70

Data provided by LPPS.



Facilities: Custodial Workload (Square Footage per Custodian)

Custodial workload as measured by square footage per custodian over the last four years has consistently run below the average of regional and national peers.



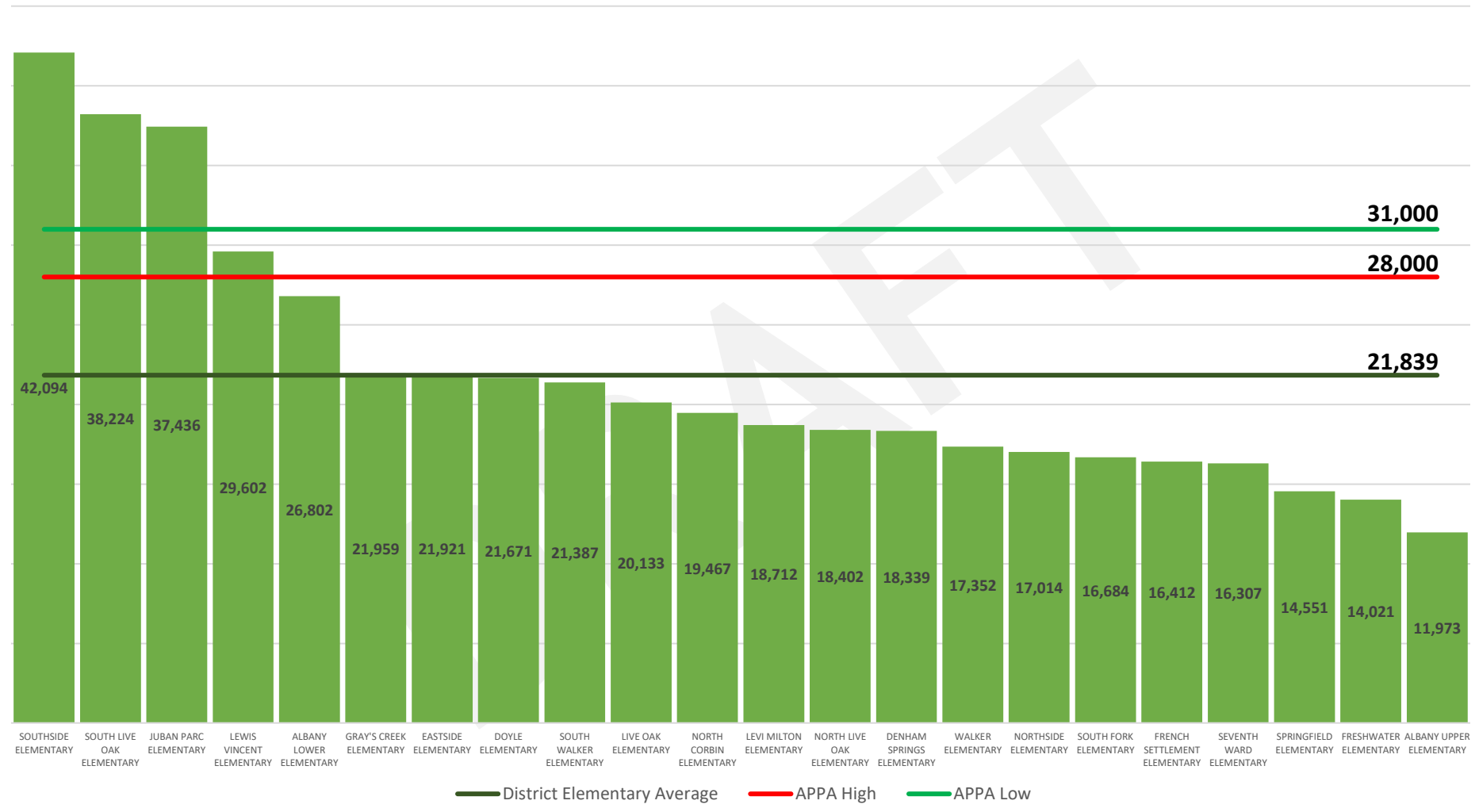
	19-20	20-21	21-22	22-23
Total Square Feet Maintained by District	3,515,661	3,810,680	3,916,544	3,927,794
Number of Custodians (FTE)	181.0	187.0	184.0	182
Custodial Workload (SqFt per Custodian)	19,424	20,378	21,286	21,581

*Most recent data has the number of custodians being equal to 175, which would lead to a Custodial Workload of 22,445 based on the 22-23 SqFt.

Data provided by LPPS.



Facilities: Custodian Workload by School-Elementary



Data provided by LPPS.



Facilities: Custodian Workload by School-Elementary

School	FTE Custodians	Square Footage	SqFt per Custodian	District Elementary Average	SqFt/Custodian to achieve APPA Level 3
ALBANY LOWER ELEMENTARY	2	53603	26,802	21,839	28,000 to 31,000
ALBANY UPPER ELEMENTARY	3	35919	11,973	21,839	
DENHAM SPRINGS ELEMENTARY	5	91693	18,339	21,839	
DOYLE ELEMENTARY	3	65012	21,671	21,839	
EASTSIDE ELEMENTARY	3	65762	21,921	21,839	
FRENCH SETTLEMENT ELEMENTARY	3	49235	16,412	21,839	
FRESHWATER ELEMENTARY	3	42062	14,021	21,839	
GRAY'S CREEK ELEMENTARY	3	65876	21,959	21,839	
JUBAN PARC ELEMENTARY	2	74872	37,436	21,839	
LEVI MILTON ELEMENTARY	3	56137	18,712	21,839	
LEWIS VINCENT ELEMENTARY	2	59204	29,602	21,839	
LIVE OAK ELEMENTARY	3	60399	20,133	21,839	
NORTH CORBIN ELEMENTARY	3	58400	19,467	21,839	
NORTH LIVE OAK ELEMENTARY	4	73609	18,402	21,839	
NORTHSIDE ELEMENTARY	3	51041	17,014	21,839	
SEVENTH WARD ELEMENTARY	3	48920	16,307	21,839	
SOUTH FORK ELEMENTARY	4	66736	16,684	21,839	
SOUTH LIVE OAK ELEMENTARY	2	76448	38,224	21,839	
SOUTH WALKER ELEMENTARY	3	64160	21,387	21,839	
SOUTHSIDE ELEMENTARY	2	84187	42,094	21,839	
SPRINGFIELD ELEMENTARY	3	43653	14,551	21,839	
WALKER ELEMENTARY	3	52056	17,352	21,839	

Data provided by LPPS.



Facilities: Custodian Workload by School-Middle/High



Data provided by LPPS.



Facilities: Custodian Workload by School-Middle/High

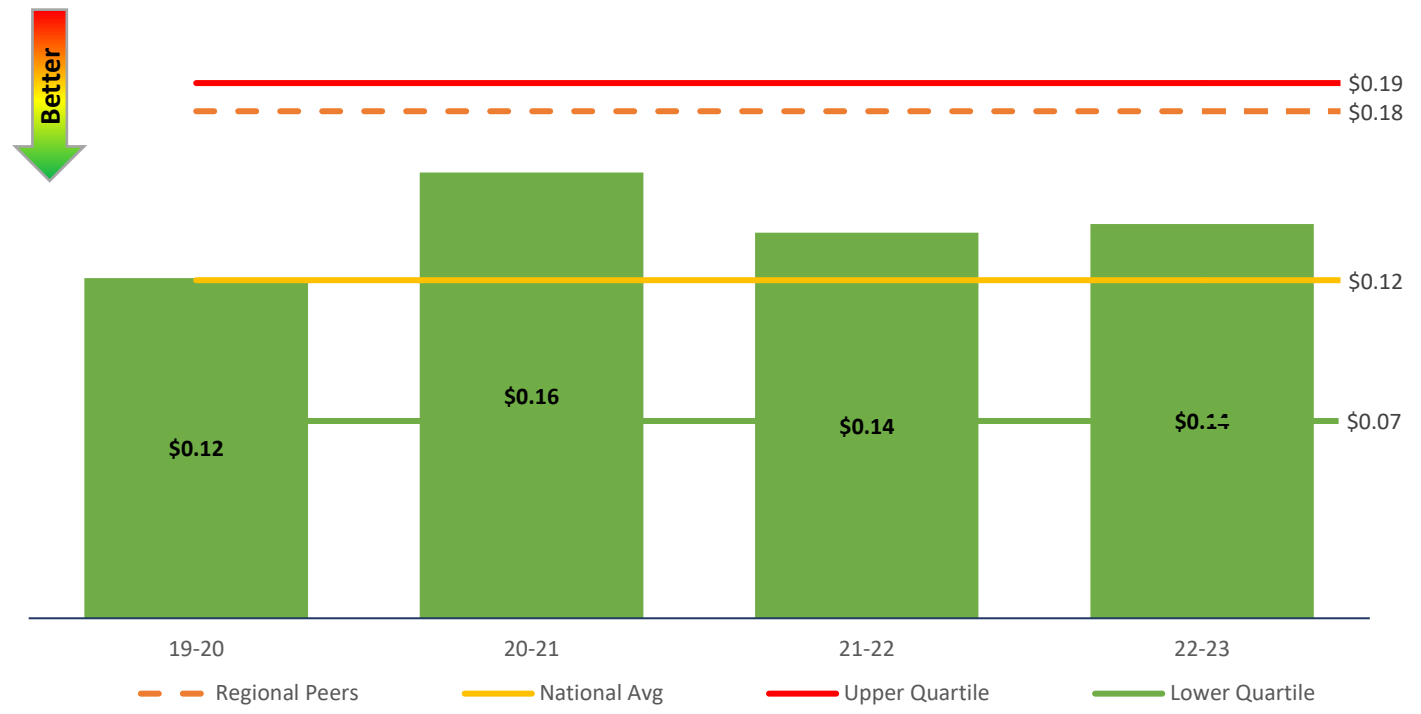
School	FTE Custodians	Square Footage	SqFt per Custodian	District Middle/High Average	SqFt/Custodian to achieve APPA Level 3
ALBANY MIDDLE	4	61475	15,369	23,022	28,000 to 31,000
DENHAM SPRINGS JR HIGH	4	95946	23,987	23,022	
LIVE OAK JUNIOR HIGH	4	90677	22,669	23,022	
LIVE OAK MIDDLE	4	79597	19,899	23,022	
NORTH CORBIN JR HIGH	4	88625	22,156	23,022	
SOUTHSIDE JUNIOR HIGH	4	106950	26,738	23,022	
SPRINGFIELD MIDDLE	3	48884	16,295	23,022	
WESTSIDE JUNIOR HIGH	4	89374	22,344	23,022	
ALBANY HIGH	5	74769	14,954	23,022	
DENHAM SPRINGS FRESHMAN HIGH	4	98347	24,587	23,022	
DENHAM SPRINGS HIGH	8	251896	31,487	23,022	
DOYLE HIGH	5	104433	20,887	23,022	
FRENCH SETTLEMENT HIGH	5	85631	17,126	23,022	
JUBAN PARC JUNIOR HIGH	2	101536	50,768	23,022	
LIVE OAK HIGH	9	223382	24,820	23,022	
PINE RIDGE	2	28166	14,083	23,022	
SPRINGFIELD HIGH	4	81146	20,287	23,022	
WALKER HIGH	7	260147	37,164	23,022	
HOLDEN SCHOOL	5	102908	20,582	23,022	
MAUREPAS SCHOOL	6	85433	14,239	23,022	

Data provided by LPPS.



Facilities: Custodial Supply Cost per Square Foot

Custodial workload as measured by square footage per custodian over the last four years has consistently run below the average of regional and national peers.



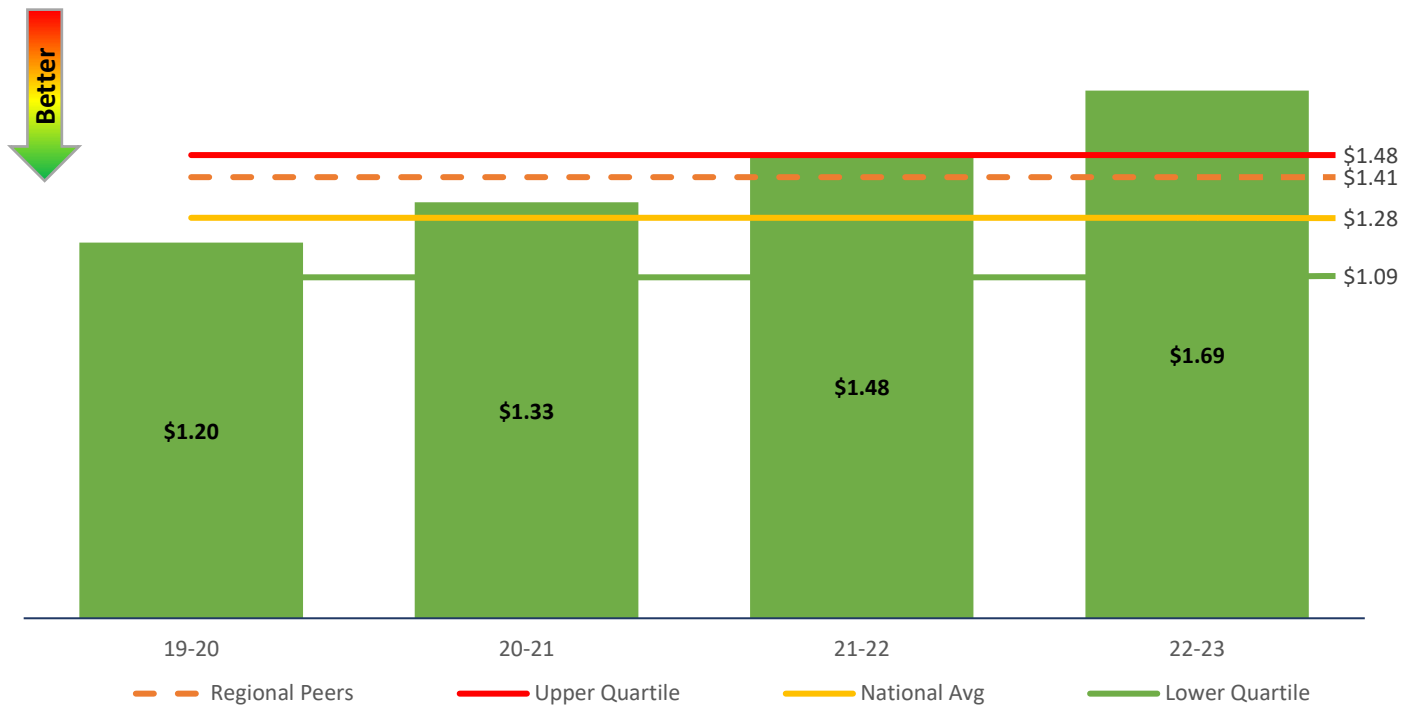
	19-20	20-21	21-22	22-23
Annual Custodial Supply Costs	\$424,663	\$602,997	\$536,283	\$567,244
Total Square Feet Maintained by District	3,515,661	3,810,680	3,916,544	3,927,794
Custodial Supply Costs per Square Foot	\$0.12	\$0.16	\$0.14	\$0.14

Data provided by LPPS.



Facilities & Maintenance: Utility Cost per Square Foot

Overall utility cost per square foot is slightly higher than the average of regional and national peers.



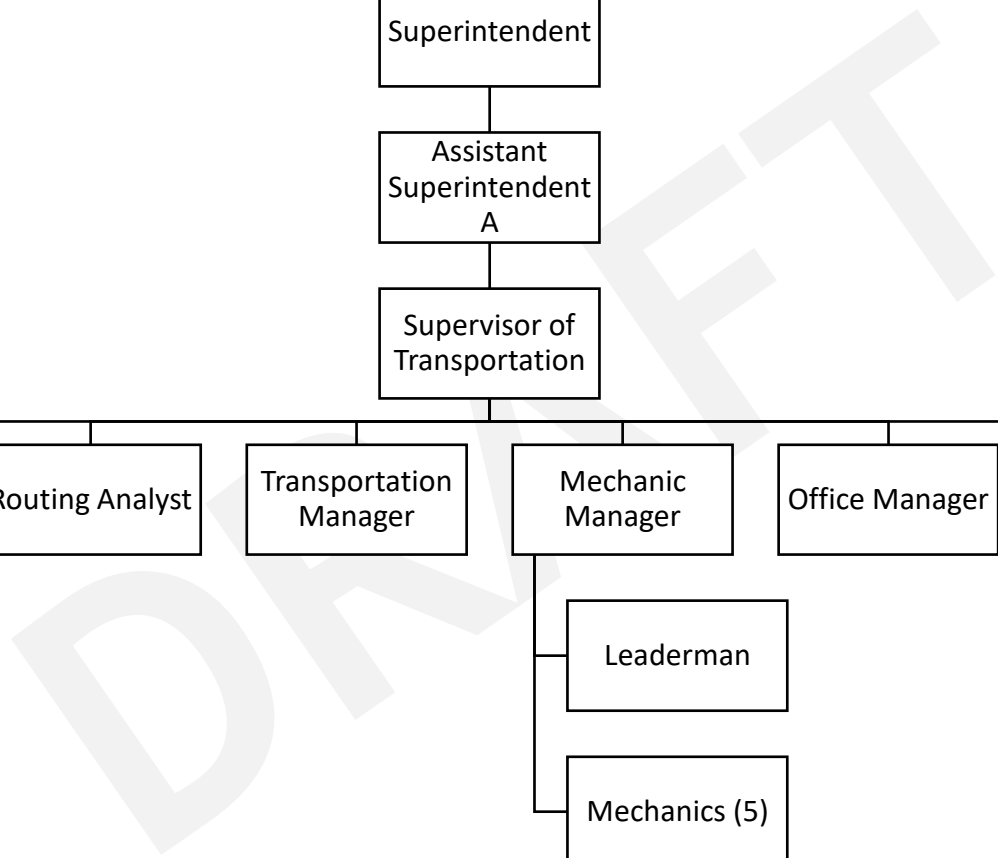
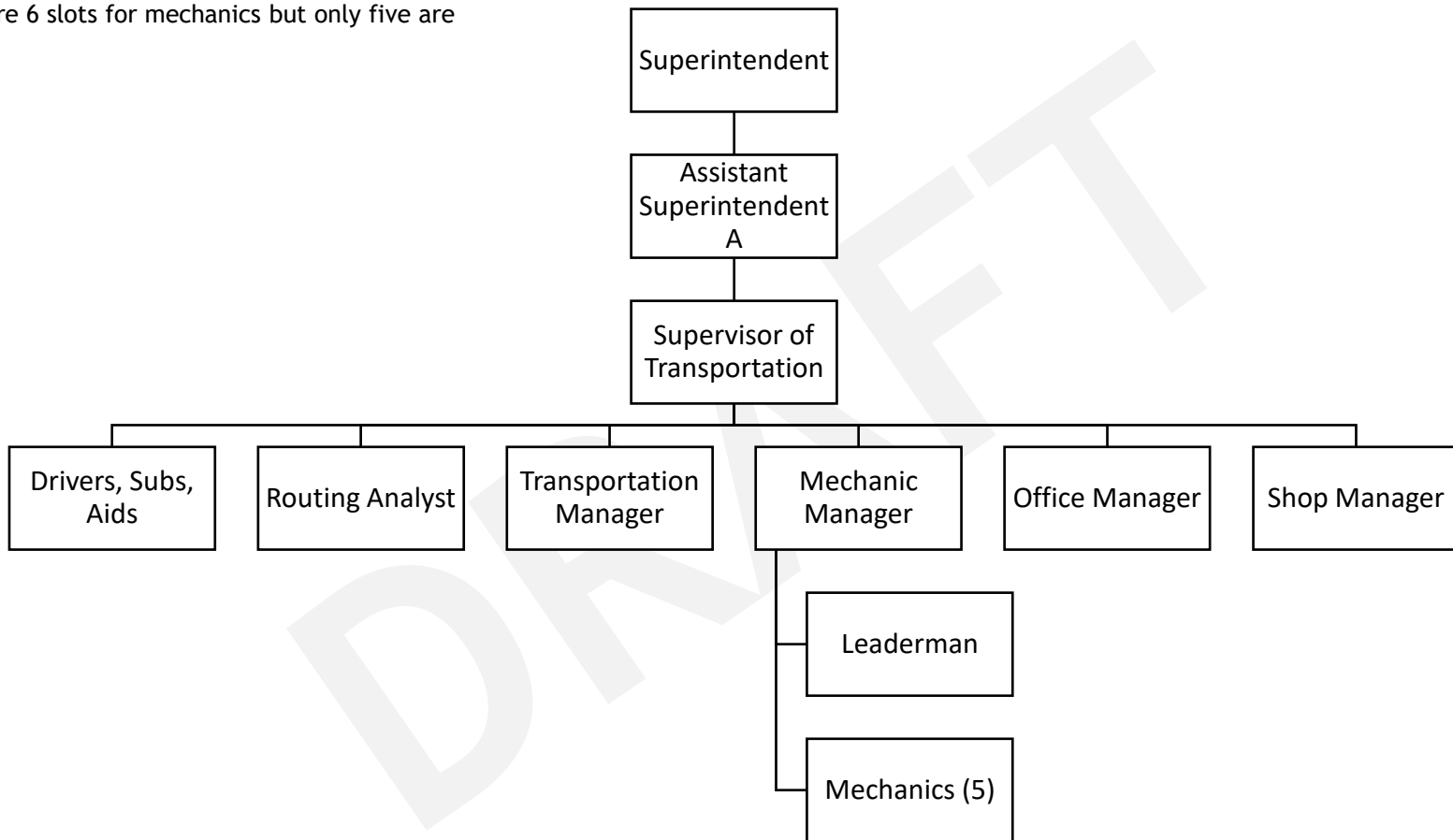
	19-20	20-21	21-22	22-23
Total utility costs (including electricity, heating fuel, water, sewer)	\$4,220,486	\$5,065,395	\$5,806,124	\$6,624,503
Total Square Feet Maintained by District	3,515,661	3,810,680	3,916,544	3,927,794
Utility Costs per Square Foot	\$1.20	\$1.33	\$1.48	\$1.69

Data provided by LPPS.



Transportation Organizational Structure

- There are 6 slots for mechanics but only five are filled.





Transportation: Span of Control Analysis

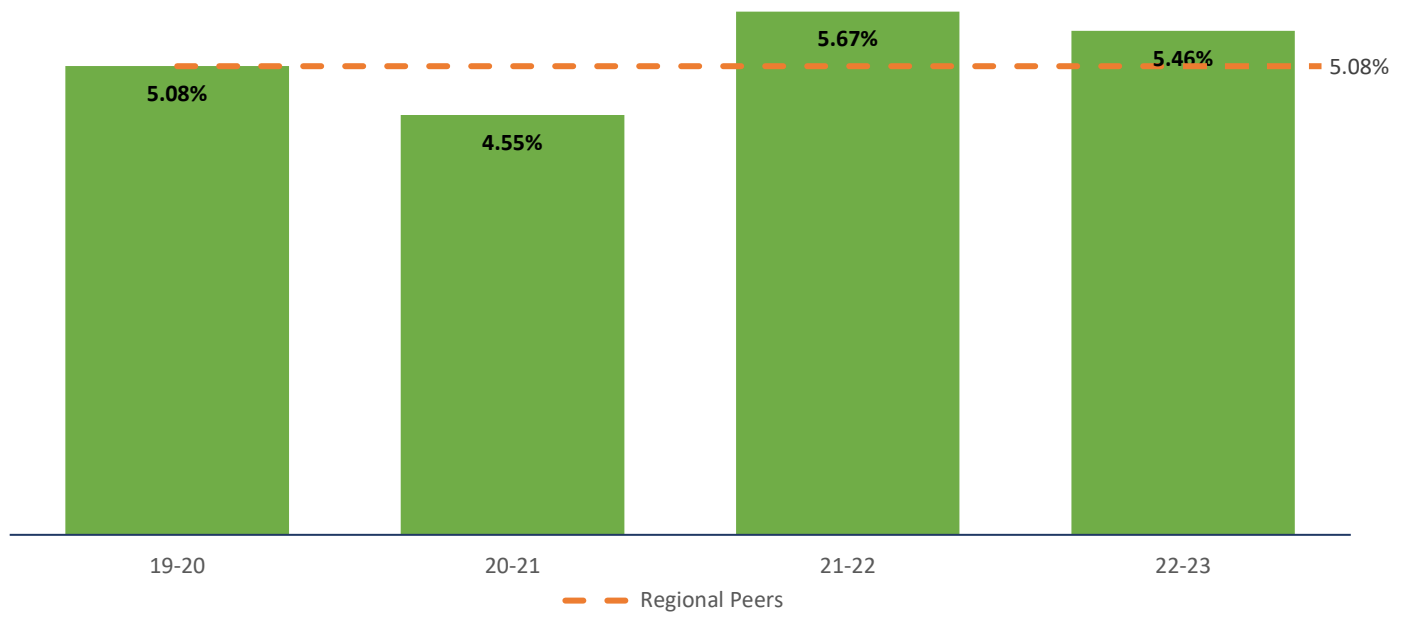
SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Similar knowledge and skills among department members; Differing degrees of experience.
Mastery Employees						Novice Employees	All employees are seasoned; drivers and aides are less experienced.
Related Activities						Unrelated Activities	Activities are related with differences depending on area of concentration.
Results Identifiable by Metrics						Results Unidentifiable by Metrics	Utilize anecdotal information for success measures; also number of open routes, accidents; staying within budget
Work is Routine						Work is Not Routine	Day-to-day work is routine.
Standardized						Non-Standardized	Work standards are in place but not completed documented. Reliance upon "team knowledge"
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	Leader of the department drives as needed.
Employees Located in Close Proximity						Employees Distanced	All Central Office employees are in one building; drivers are not.

The Span of Control Analysis indicates that the Transportation Department operates within acceptable parameters.



Transportation: Transportation as a Percent of District Expenditures

Transportation Expenditures measured as a percentage of the school system's overall budget were reduced between the 2021-22 (5.67%) and 2022-23 (5.46%) fiscal years but remained higher than the regional peer average (5.08%).



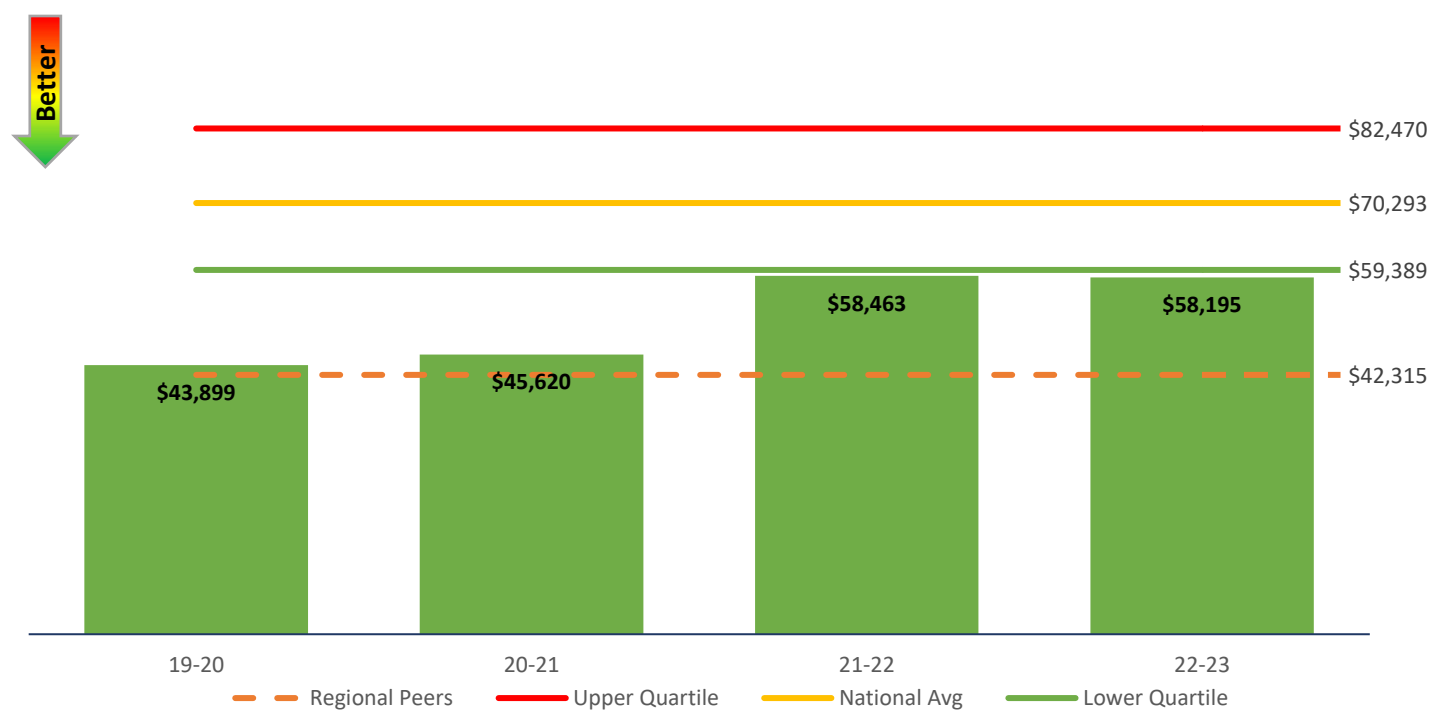
	19-20	20-21	21-22	22-23
Annual Transportation Dept Costs	\$14,750,136	\$15,328,167	\$19,643,508	\$19,553,571
Total District Operating Expenditures (Actual)	\$290,216,566	\$336,970,190	\$346,302,327	\$357,924,108
Transportation as % of District Expenditures	5.08%	4.55%	5.67%	5.46%

Data provided by LPPS.



Transportation: Average Annual Costs per Bus Overall

The data provided reflected that the number of buses deployed by the school system has not increased over the last four years, but overall transportation department costs have risen by 32.56% (\$4,803,435). This has led to the average cost per bus (\$58,195) increasing above the regional peer average (\$42,315).



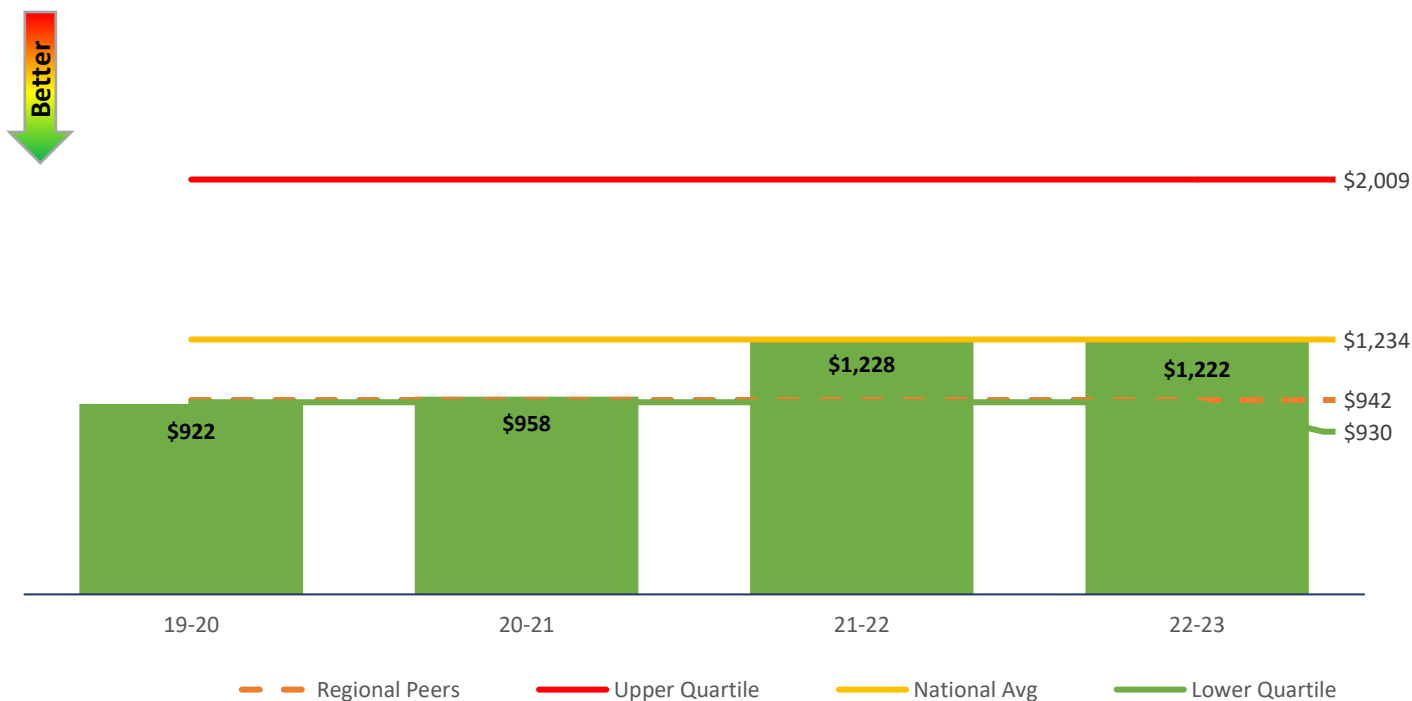
	19-20	20-21	21-22	22-23
Annual Transportation Dept Costs	\$14,750,136	\$15,328,167	\$19,643,508	\$19,553,571
Total Number of Buses Available to District	336	336	336	336
Avg Annual Cost per Bus Overall	\$43,899	\$45,620	\$58,463	\$58,195

Data provided by LPPS.



Transportation: Costs per Rider

Data supplied by the school system reflect no changes in the number of annual riders over the last four years. The assessment team questions the validity of this number. Using the provided data, costs per rider have significantly increased over the last two years to \$1,222. This is significantly higher than the regional peer average (\$942).



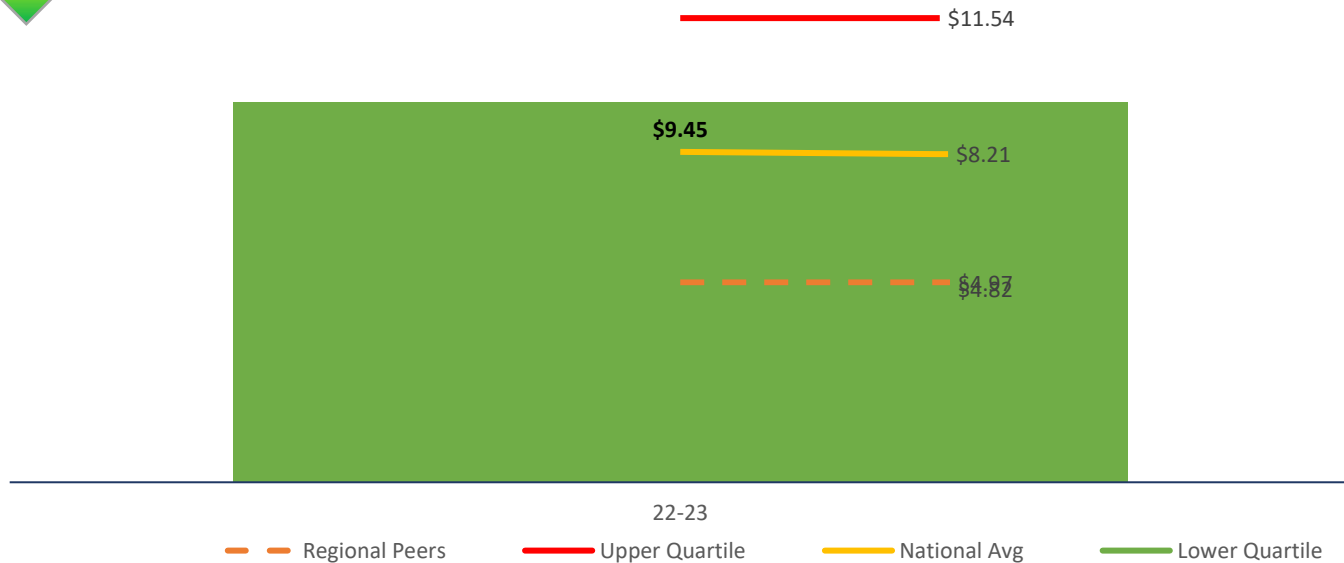
	19-20	20-21	21-22	22-23
Annual Transportation Dept Costs	\$14,750,136	\$15,328,167	\$19,643,508	\$19,553,571.00
Average Number of Students Transported Daily	16,000	16,000	16,000	16,000
Cost per Rider	\$922	\$958	\$1,228	\$1,222

Data provided by LPPS.



Transportation: Costs per Mile

Mileage data was only provided for the 2022-23 school year. When comparing costs per mile (\$9.45), costs were higher than regional (\$4.87) and national (\$8.21) peers.



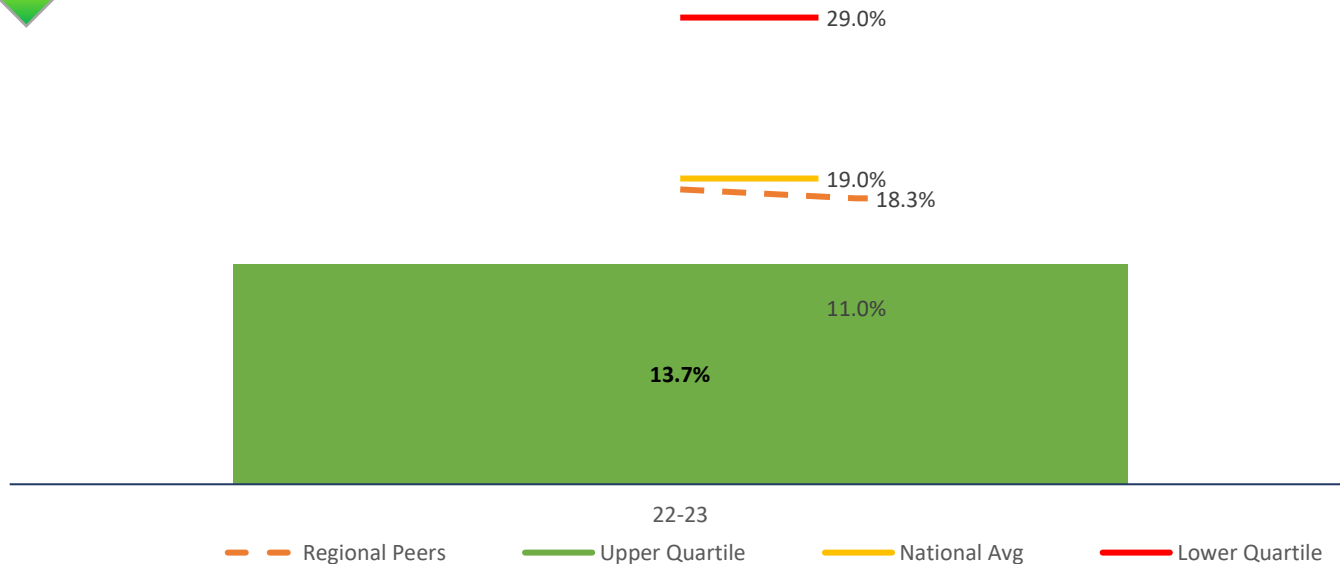
	22-23
Annual Transportation Dept Costs	\$19,553,571
Average Number of Miles Driven Daily	11,500
Number of School Days Annually	180
Cost per Mile	\$9.45

Data provided by LPPS. Data for previous years was unable to be provided.



Transportation: Percent of Spare Buses

The number of spare buses was only provided for one year. The percentage of spare buses comprising the fleet is 13.7%. This is significantly below regional (18.3%) and national (19.0%) peer averages.



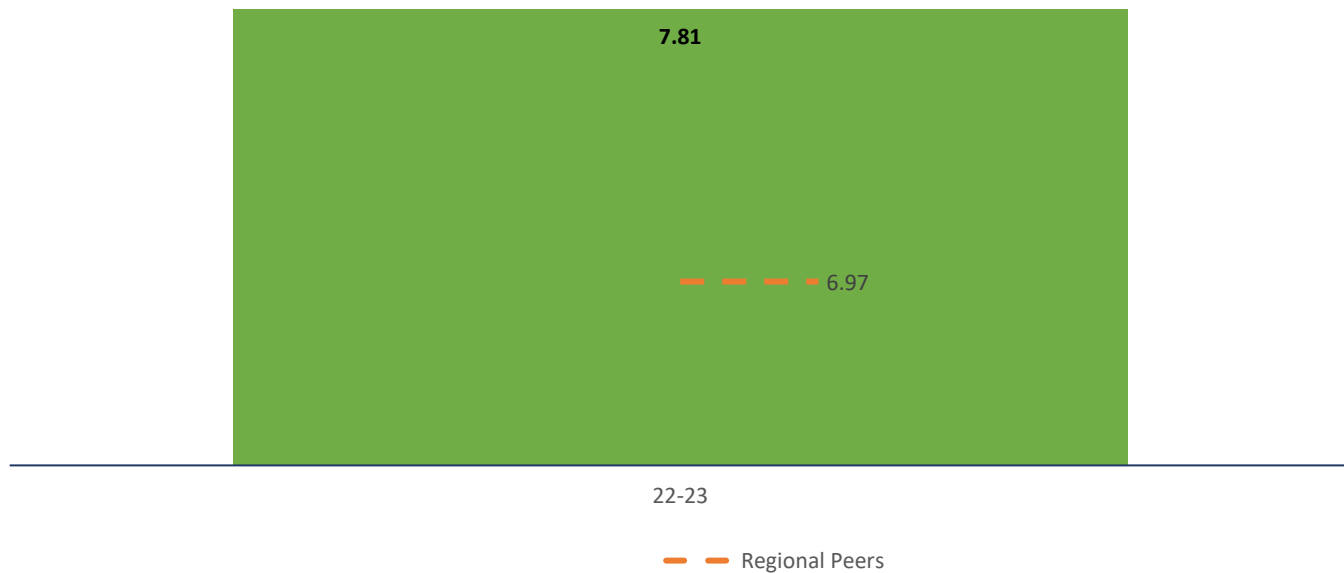
	22-23
Number of Spare Regular Buses	38
Number of Spare SPED Buses	8
Number of Daily Run Regular Buses	247
Number of Daily Run SPED Buses	43
% of Spare Buses	13.7%

Data provided by LPPS. Data for previous years was unable to be provided.



Transportation: Average Buses per School

The number of buses on average per school (7.81) was higher than that of regional peers (6.97).



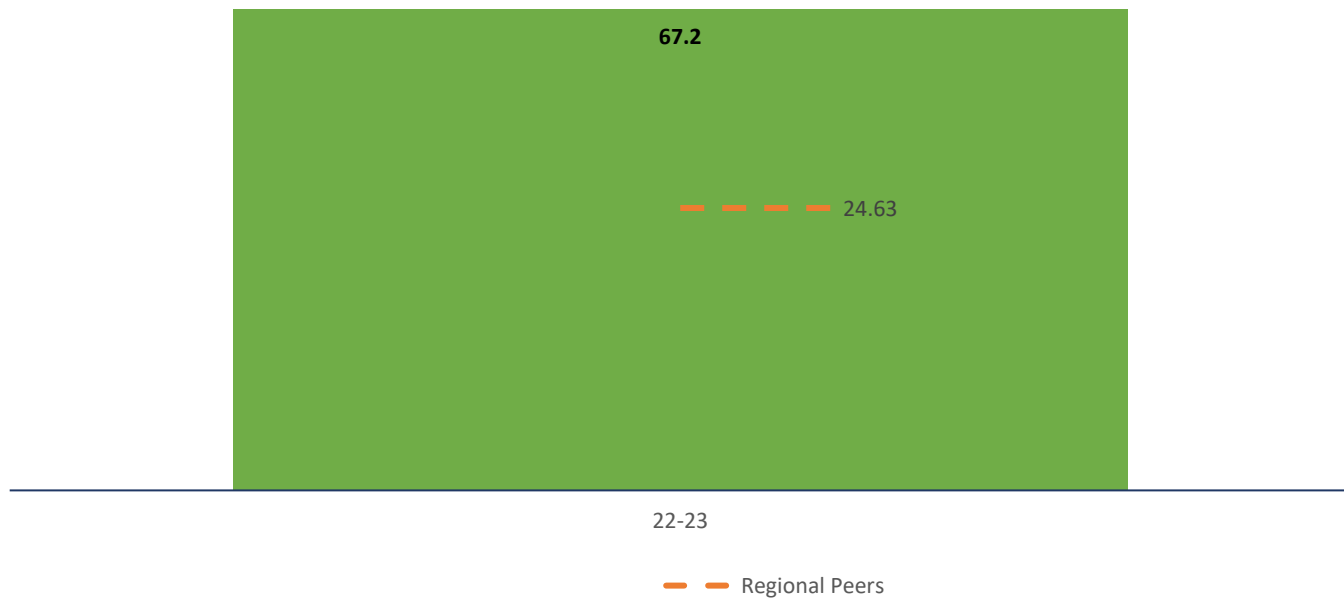
	22-23
Total Number of Buses Available to District	336
Total Number of Operational Schools in District	43
Avg Buses per School	7.81

Data provided by LPPS. Data for previous years was unable to be provided.



Transportation: Buses per Mechanic

The ratio of buses per mechanic was extremely high compared to peers. This was calculated using the actual number of employed mechanics at the time of the assessment. If the current vacancy were filled the ratio would slightly improve but remain higher than regional peers.



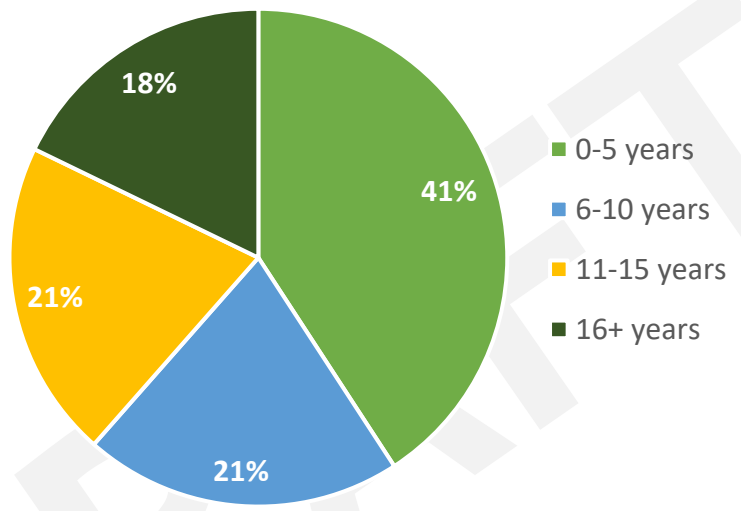
	22-23
Total Number of Buses Available to District	336
Total Number of Bus Mechanics (FTE)	5
Buses per Mechanic	67.2

Data provided by LPPS. Data for previous years was unable to be provided.

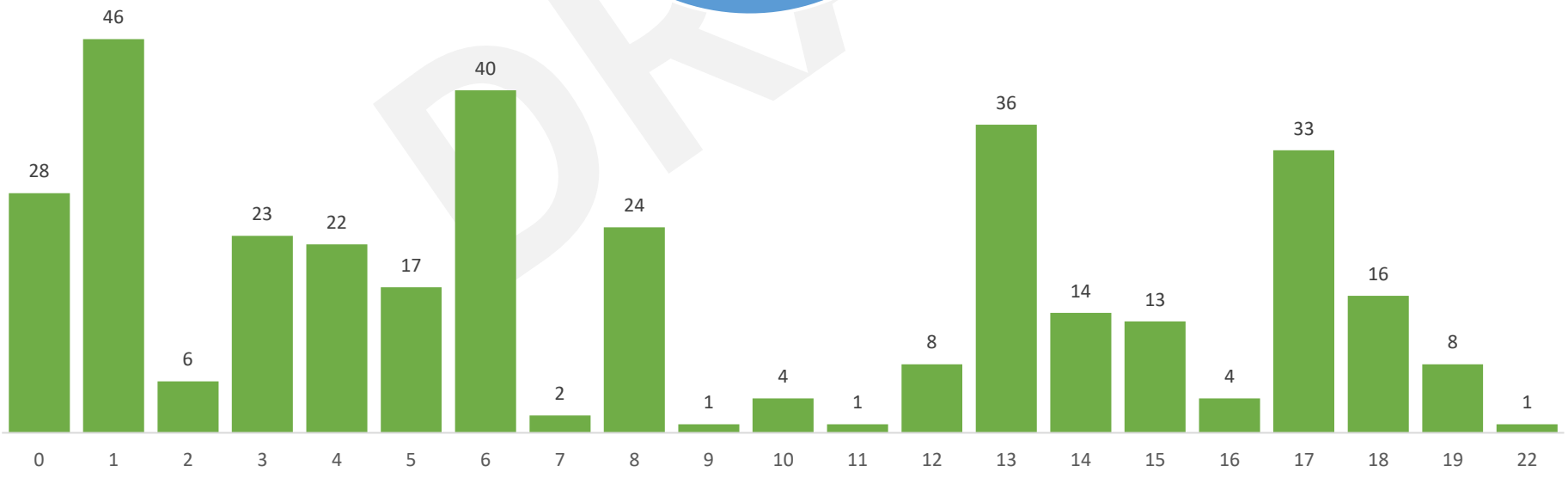


Transportation: Fleet Demographics by Age

Fleet Age (Yrs)



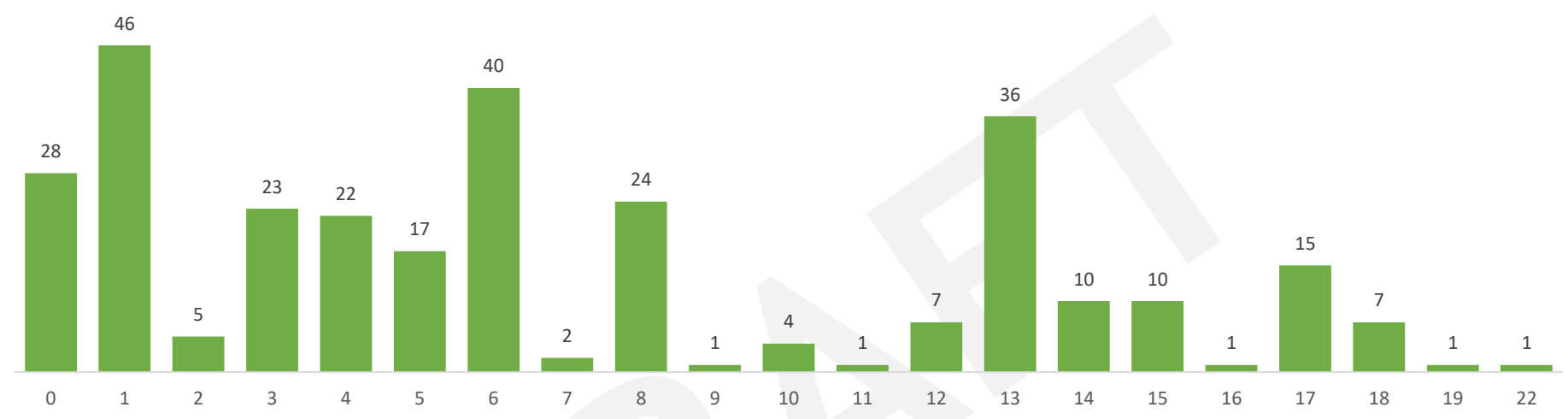
of Buses by Age



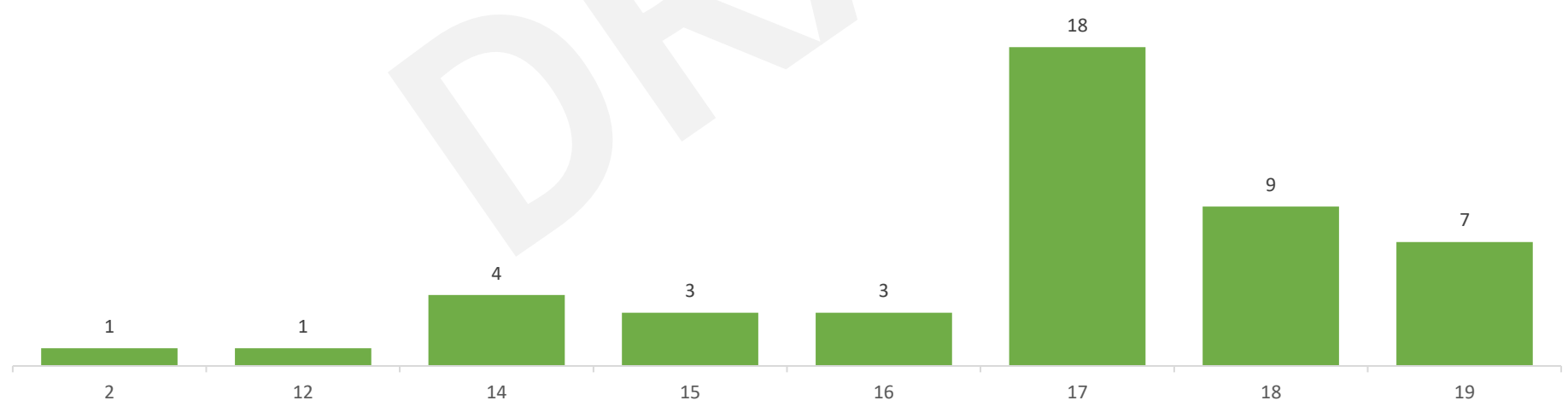


Transportation: Fleet Demographics by Age by Type of Usage

of Daily Route Buses (Regular and Sped) by Age



of Spare by Age

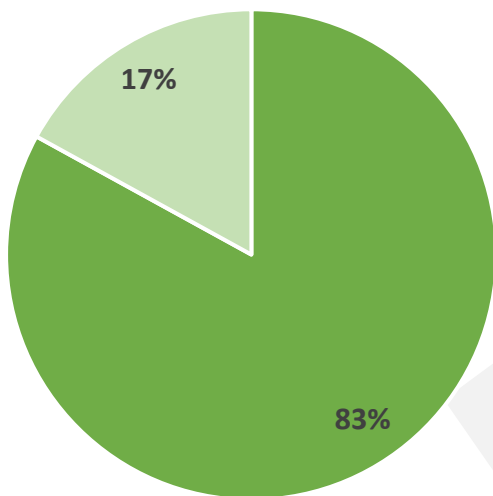




Transportation: Fleet Demographics by Type of Usage

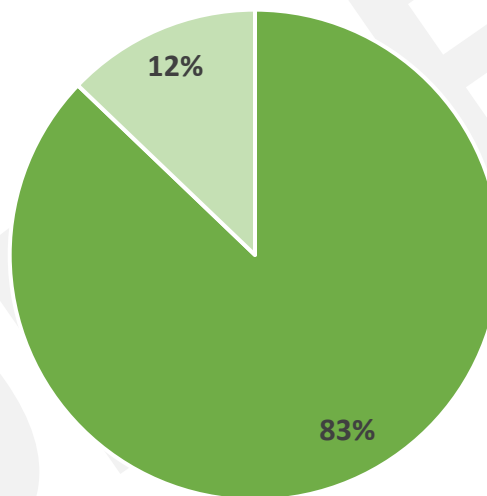
Daily Routed Buses		Spare Buses	
Regular	Sped	Regular	Sped
251	50	37	9

Total Bus Usage



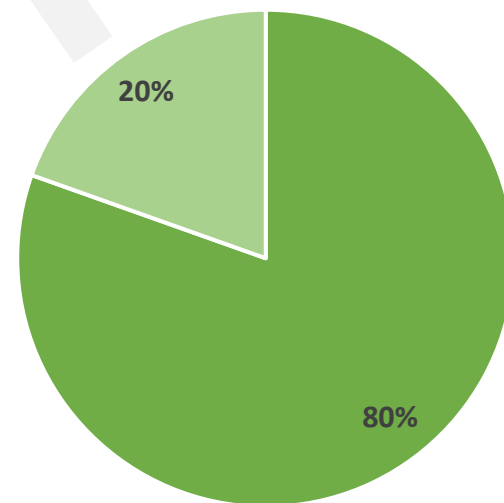
■ Route Buses ■ Sped Buses

Route Bus Usage



■ Active Route Buses ■ Active Sped Buses

Spare Bus Usage



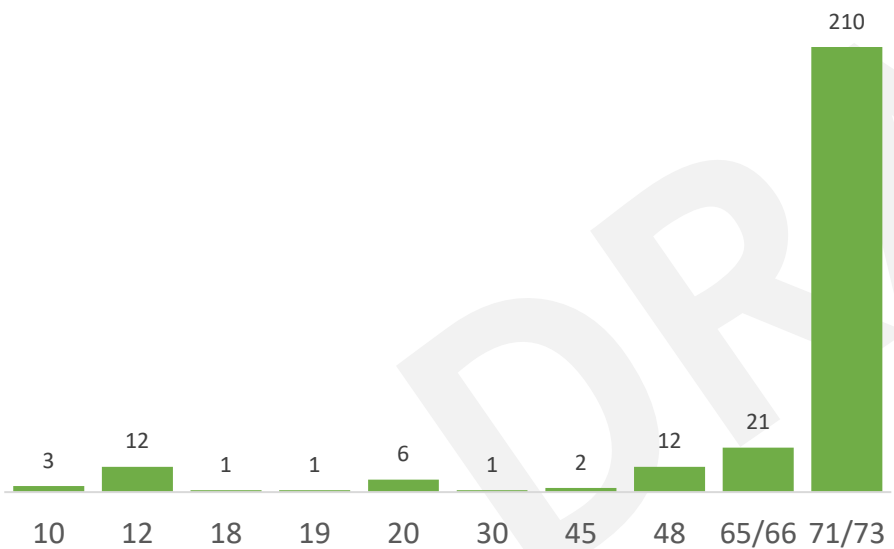
■ Spare Route Buses ■ Spare Sped Buses



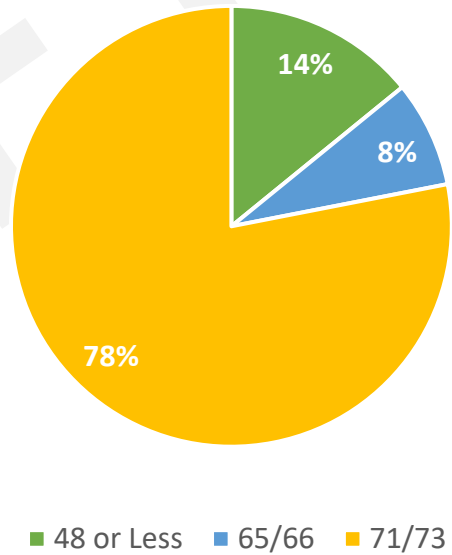
Transportation: Fleet Demographics by Capacity (Active Buses Only)

Bus Capacity	10	12	18	19	20	30	45	48	65/66	71/73	Grand Total
# of Buses	3	12	1	1	6	1	2	12	21	210	269

of Buses by Rider Capacity



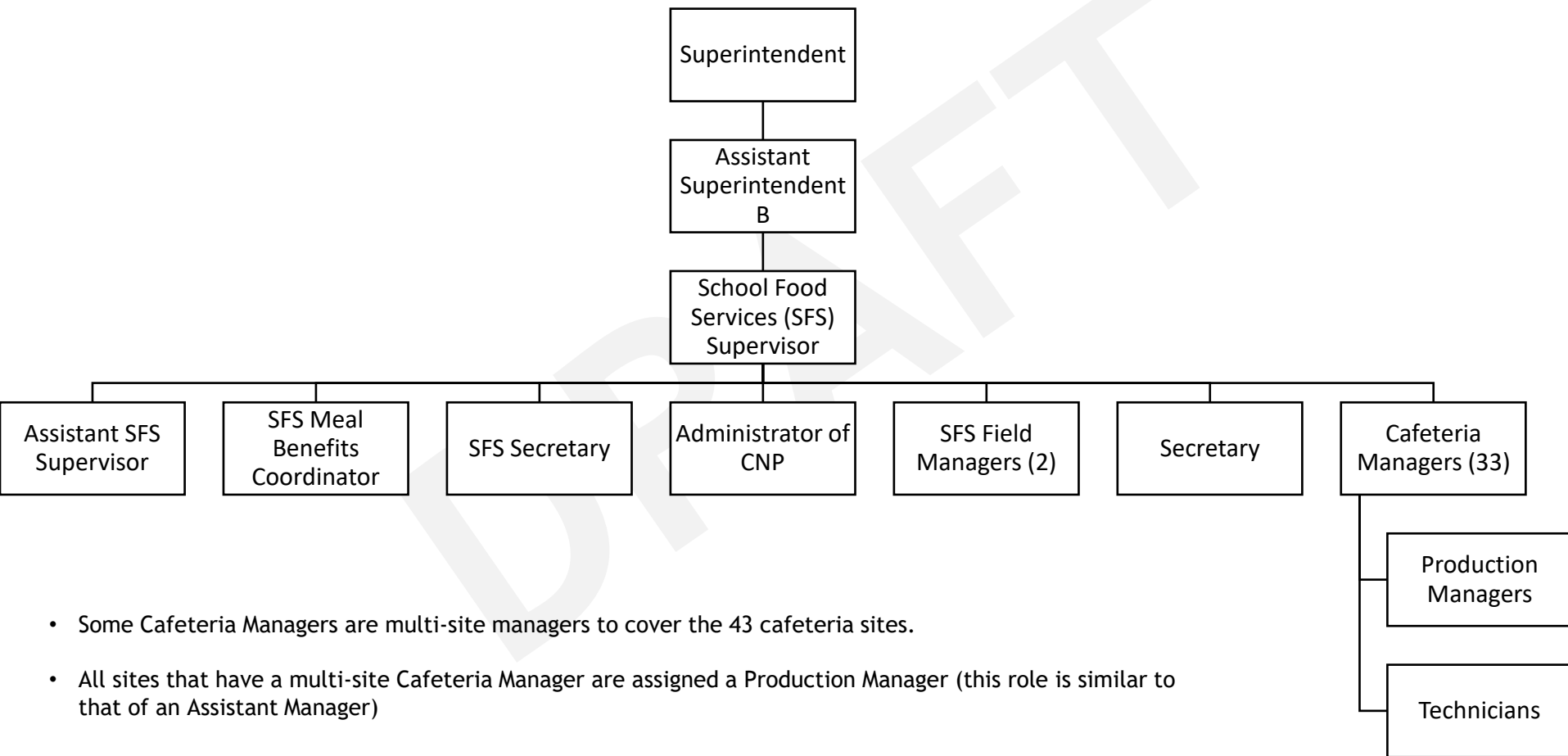
% of Buses by Rider Capacity



Note: Some discrepancies were observed in the bus data provided and the number of buses assigned routes in the route data.



Child Nutrition Program: Organizational Structure



- Some Cafeteria Managers are multi-site managers to cover the 43 cafeteria sites.
- All sites that have a multi-site Cafeteria Manager are assigned a Production Manager (this role is similar to that of an Assistant Manager)



Child Nutrition: Span of Control Analysis

SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Knowledge, skills and experience differ between Central Office team and school teams
Mastery Employees						Novice Employees	Two department positions are new; 50% of school positions are new.
Related Activities						Unrelated Activities	Activities are related. Some are more nutrition related others are more business/finance/records related.
Results Identifiable by Metrics						Results Unidentifiable by Metrics	The department tracks KPI's. (turnover, MPLH)
Work is Routine						Work is Not Routine	Day-to-day work is routine.
Standardized						Non-Standardized	Work standards are in place. Written procedures for submission of claims and other reporting functions
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	Leader manages a large department. Participates individually to boost morale.
Employees Located in Close Proximity						Employees Distanced	All Central Office team has office space together (Field managers spend 1 day/week at Central Office.) Others are located at schools.

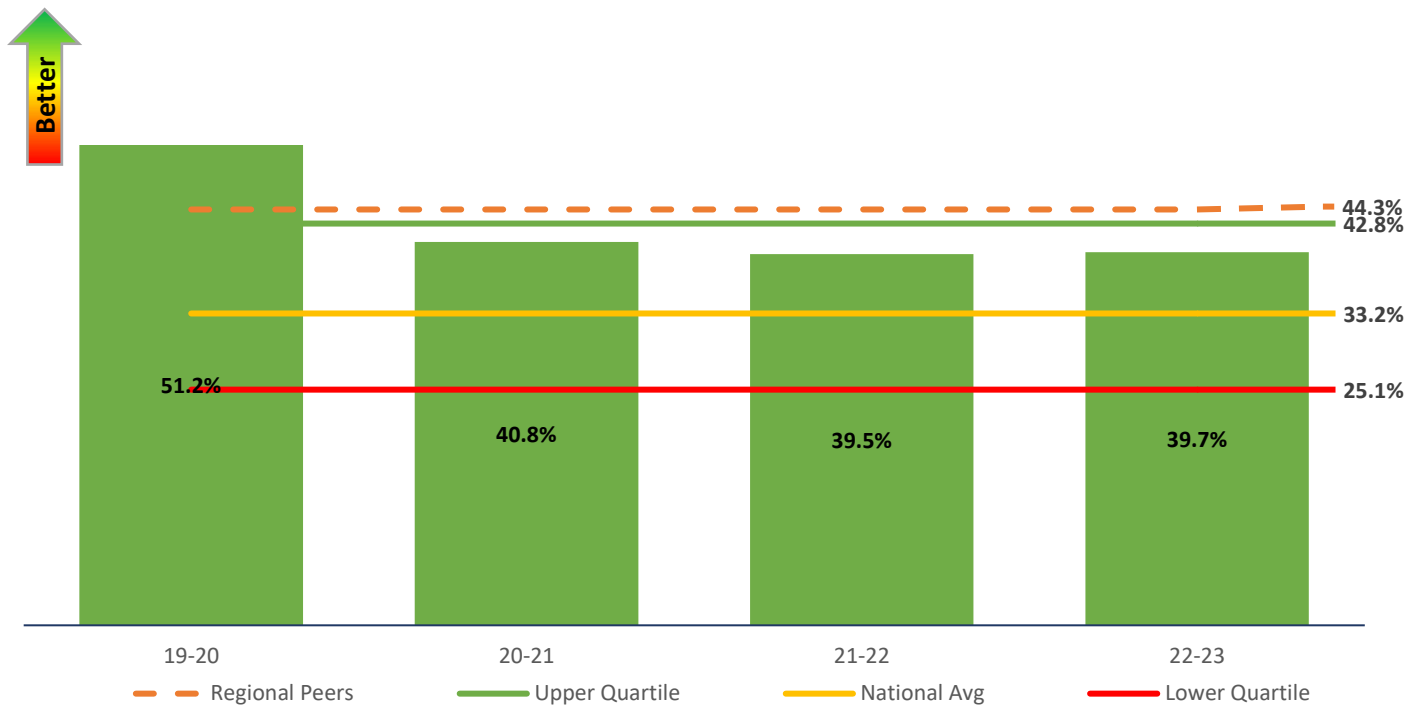
The Span of Control Analysis indicates that the Child Nutrition Department is operating within acceptable parameters.



Child Nutrition: Breakfast Participation Rate

Breakfast participation rates, over the last four years, have consistently run higher than the national peer average (33.2%) yet are slightly below that of regional peers (44.3%).

Participation data was provided for the current school year and is highlighted on the following pages. Participation for the current school year has increased to 47% and is higher than peers' average.



	19-20	20-21	21-22	22-23
Annual Breakfast Participation Rate	51.2%	40.8%	39.5%	39.74%

Data provided by LPPS.

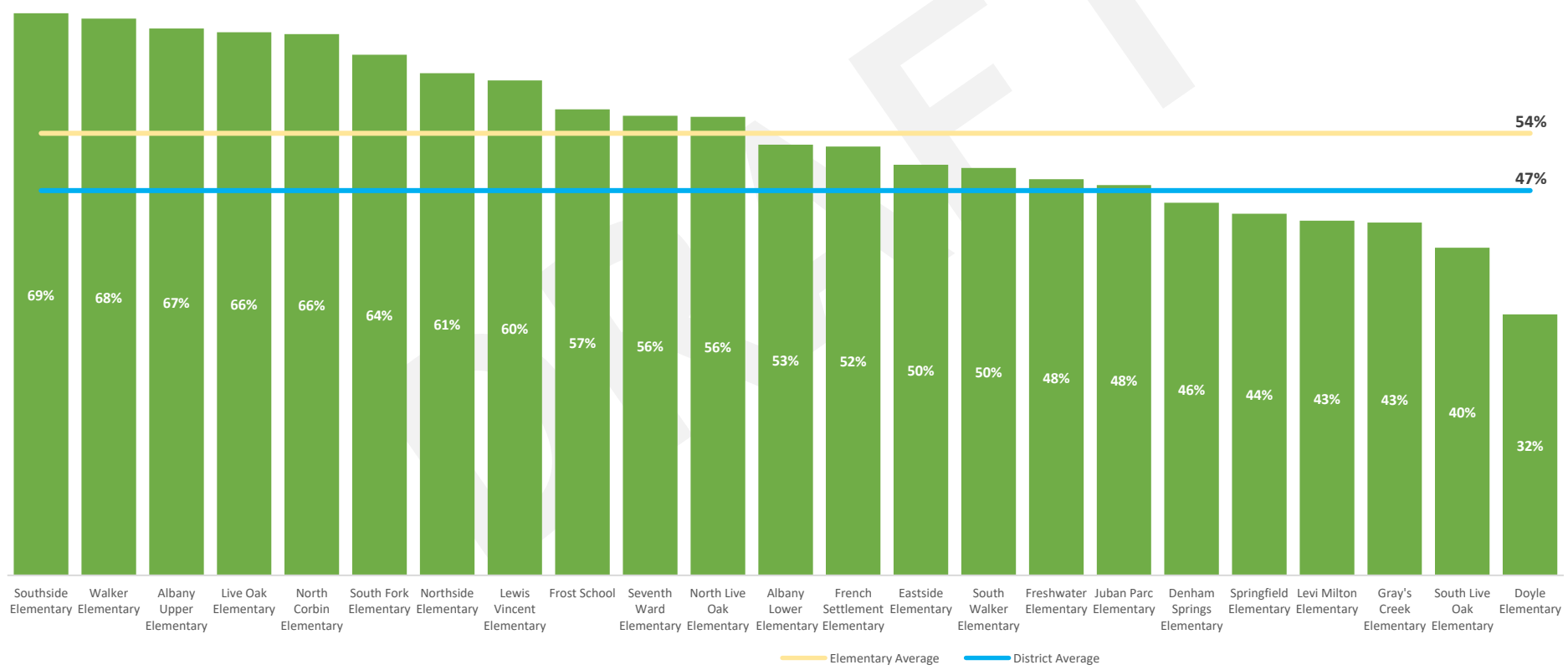


Current State, Demographics and Trends

Child Nutrition: Breakfast Participation Rate per School for SY 2023-24 YTD

Elementary Schools

Data for SY 2023-24 SY
from August 2023-
October 2023



Data provided by LPPS.

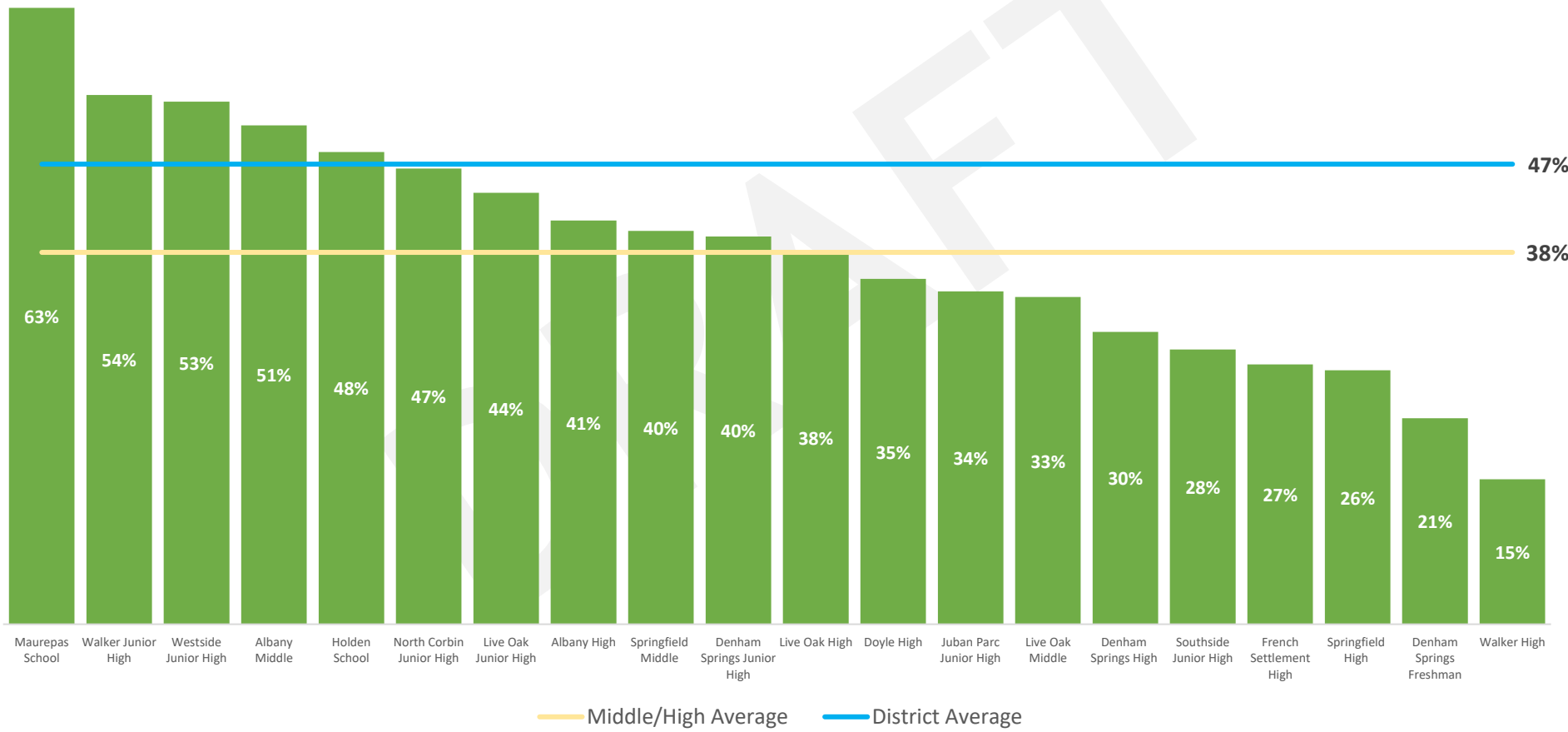


Current State, Demographics and Trends

Child Nutrition: Breakfast Participation Rate per School for SY 2023-24 YTD

Middle/High Schools

Data for SY 2023-24 SY
from August 2023-
October 2023



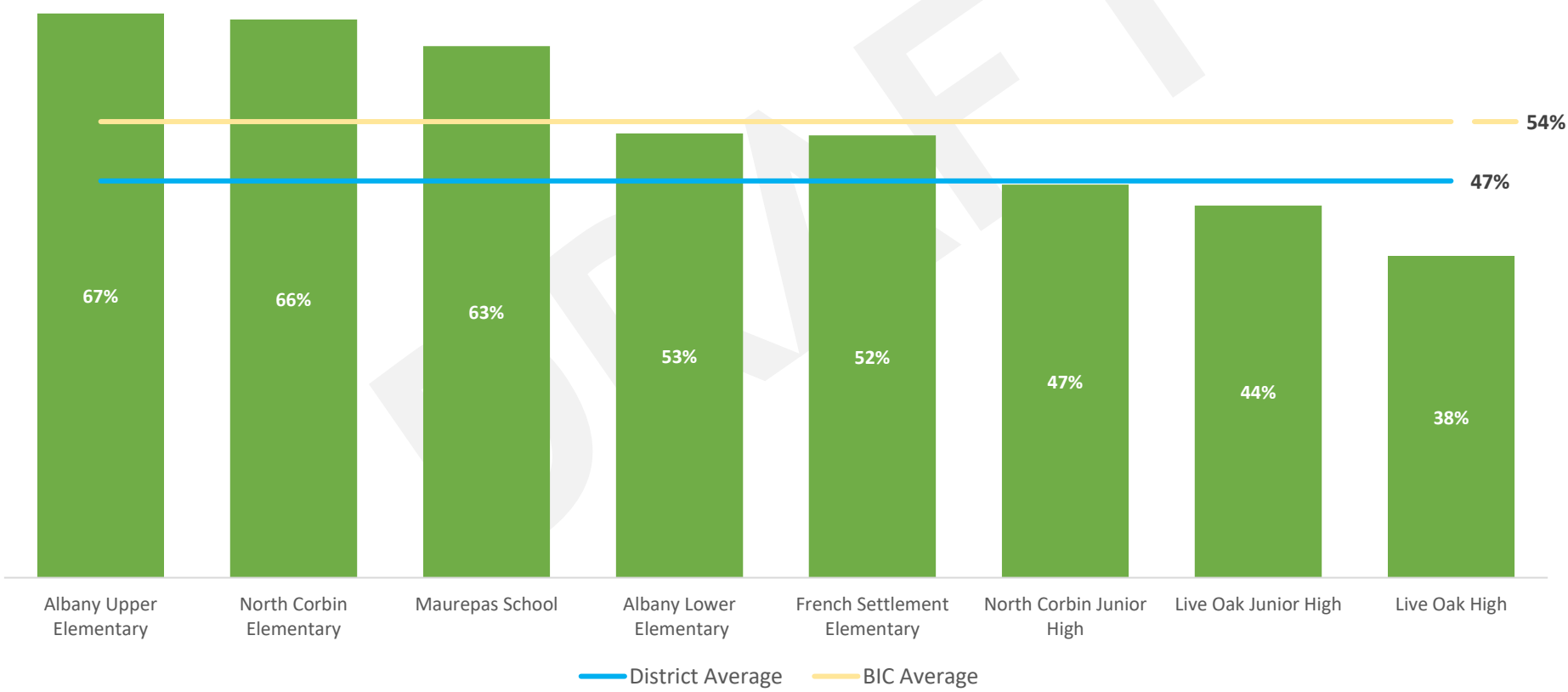
Data provided by LPPS.



Child Nutrition: Breakfast Type Comparison SY 2023-24 YTD

Breakfast Participation Rate
Schools using Breakfast In the Classroom

Data for SY 2023-24 SY
from August 2023-
October 2023



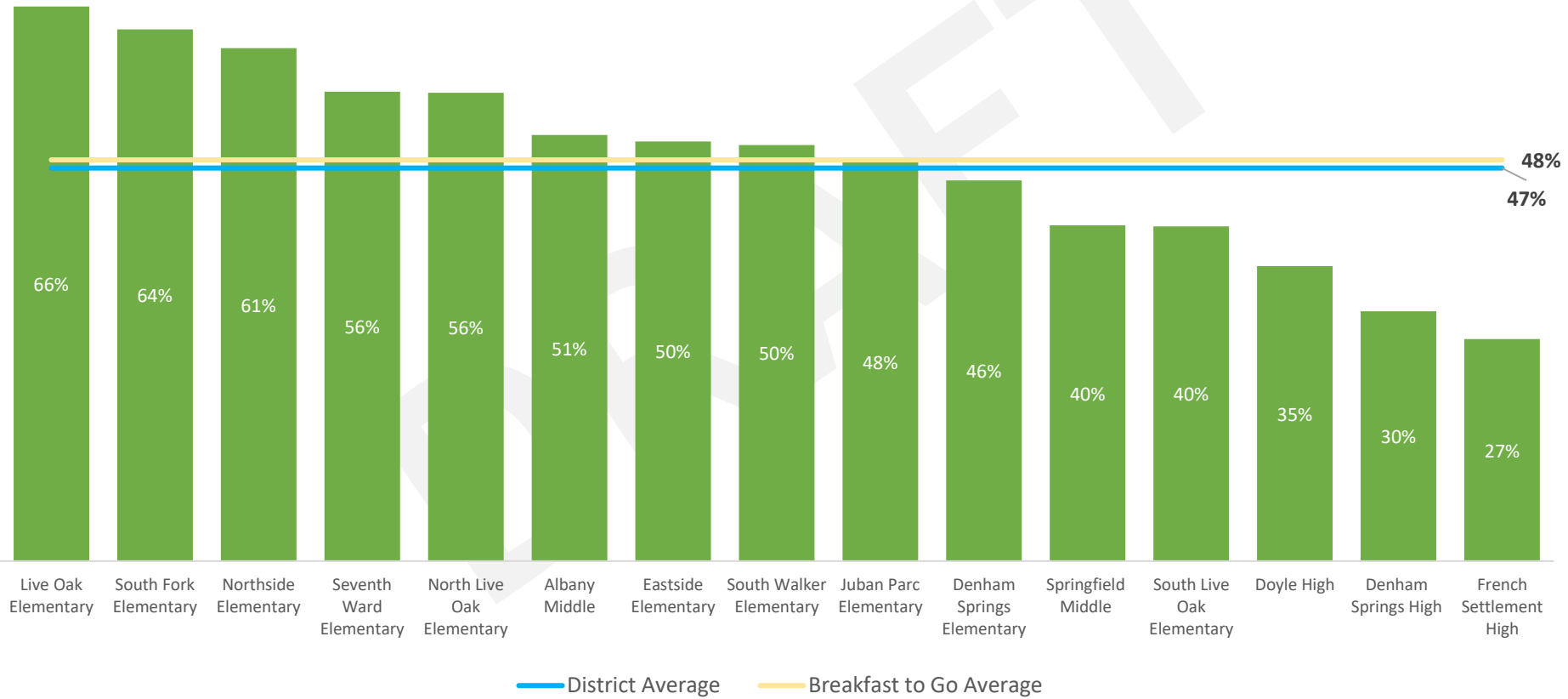
Data provided by LPPS.



Child Nutrition: Breakfast Type Comparison 2023-2024 YTD

Breakfast Participation Rate Schools using Breakfast To-Go

Data for SY 2023-24 SY
from August 2023-
October 2023



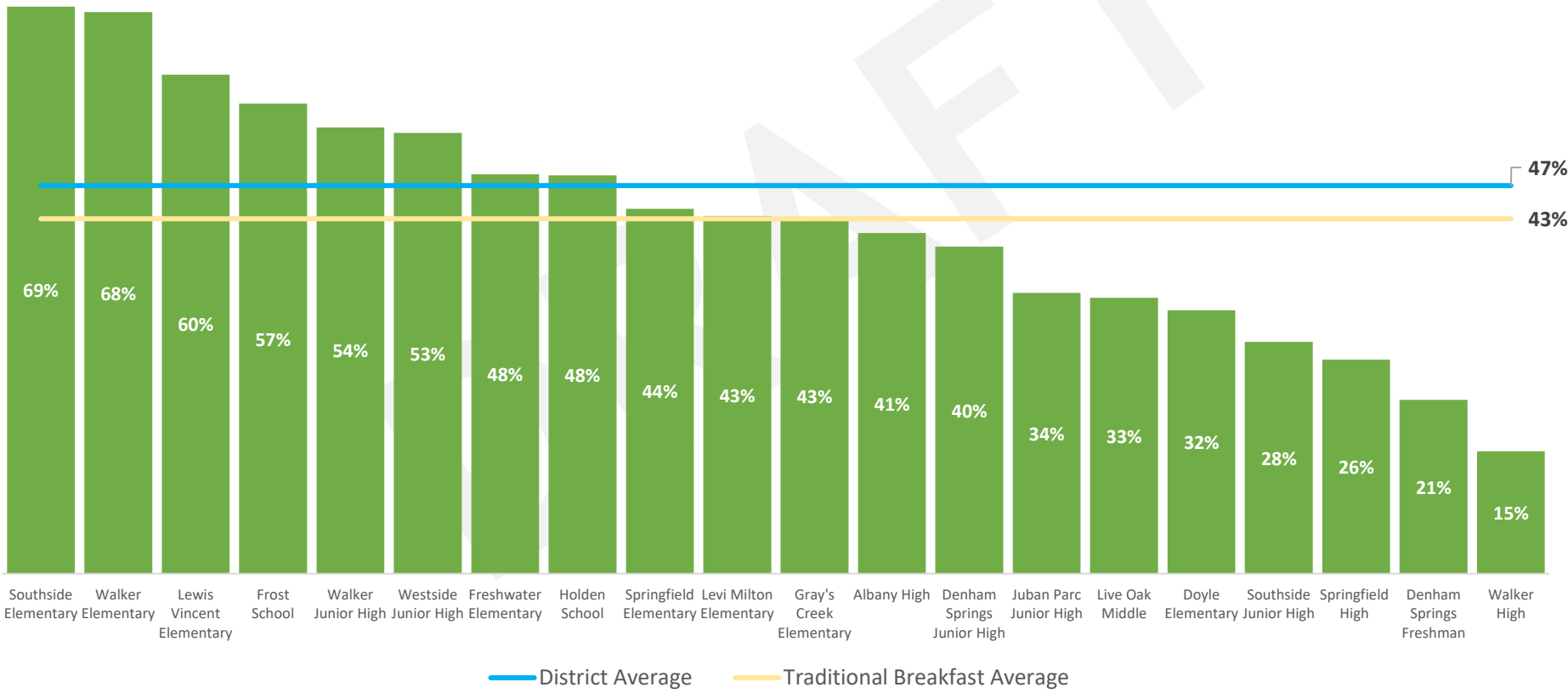
Data provided by LPPS.



Child Nutrition: Breakfast Type Comparison 2023-2024 YTD

Breakfast Participation Rate Schools using Traditional Breakfast

Data for SY 2023-24 SY
from August 2023-
October 2023



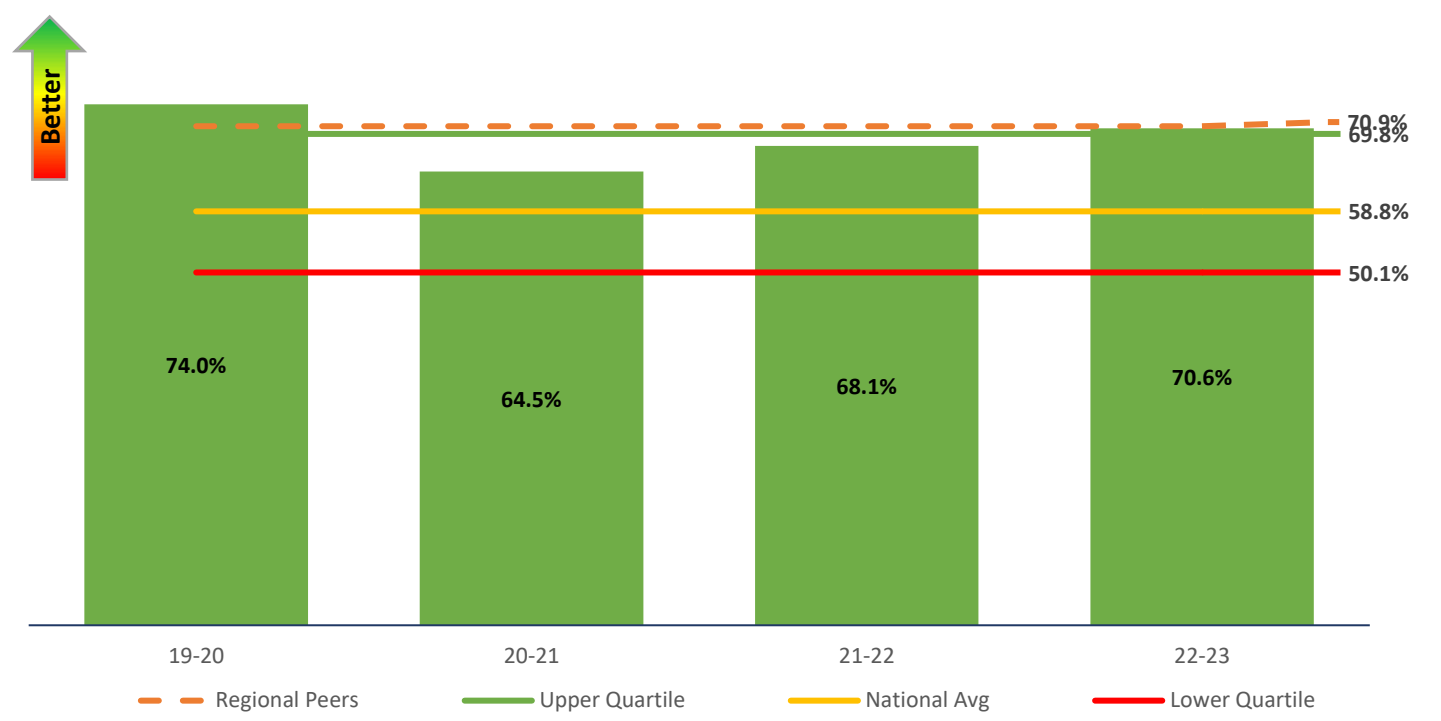
Data provided by LPPS.



Child Nutrition: Lunch Participation Rate

Lunch participation rates, over the last four years, have consistently run higher than the national peer average (58.8%) and have risen to meet the regional peer average.

Participation data was provided for the current school year and is highlighted on the following pages. Participation for the current school year has increased to 76%.



	19-20	20-21	21-22	22-23
Annual Lunch Participation Rate	74%	64%	68%	70.59%

Data provided by LPPS.

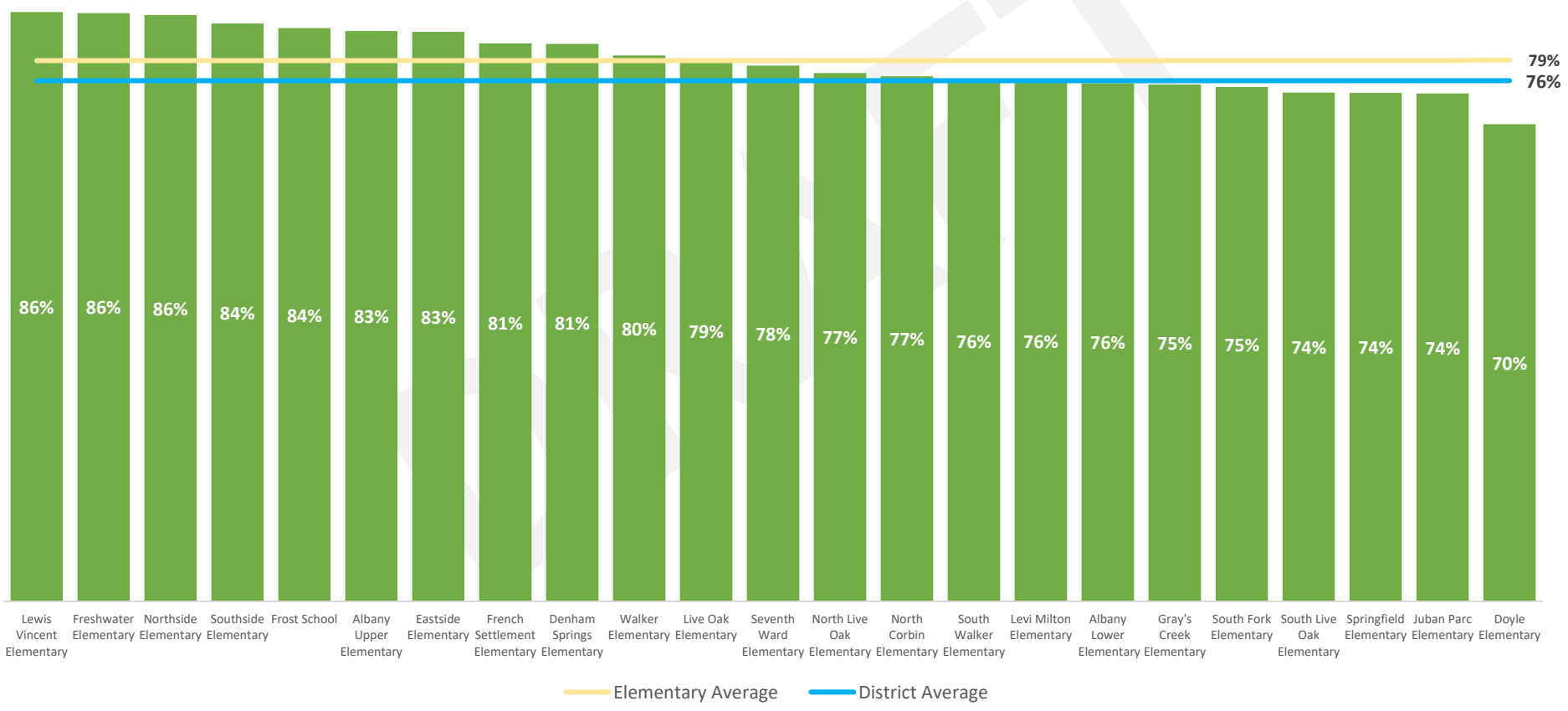


Current State, Demographics and Trends

Child Nutrition: Lunch Participation Rate per School SY 2023-2024 YTD

Elementary Schools

Data for SY 2023-24 SY from August 2023-October 2023



Data provided by LPPS.

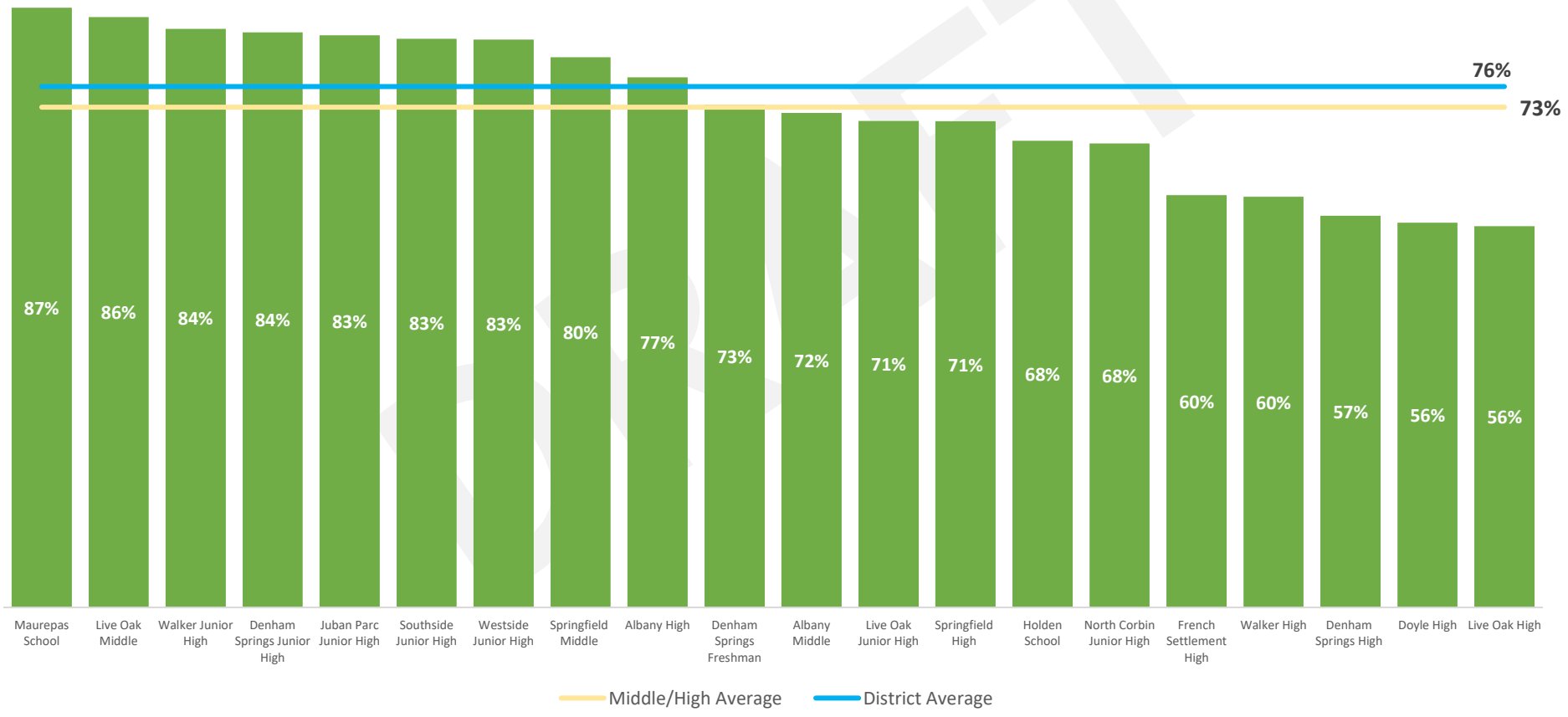


Current State, Demographics and Trends

Child Nutrition: Lunch Participation Rate per School 2023-2024 YTD

Middle/High Schools

Data for SY 2023-24 SY
from August 2023-
October 2023

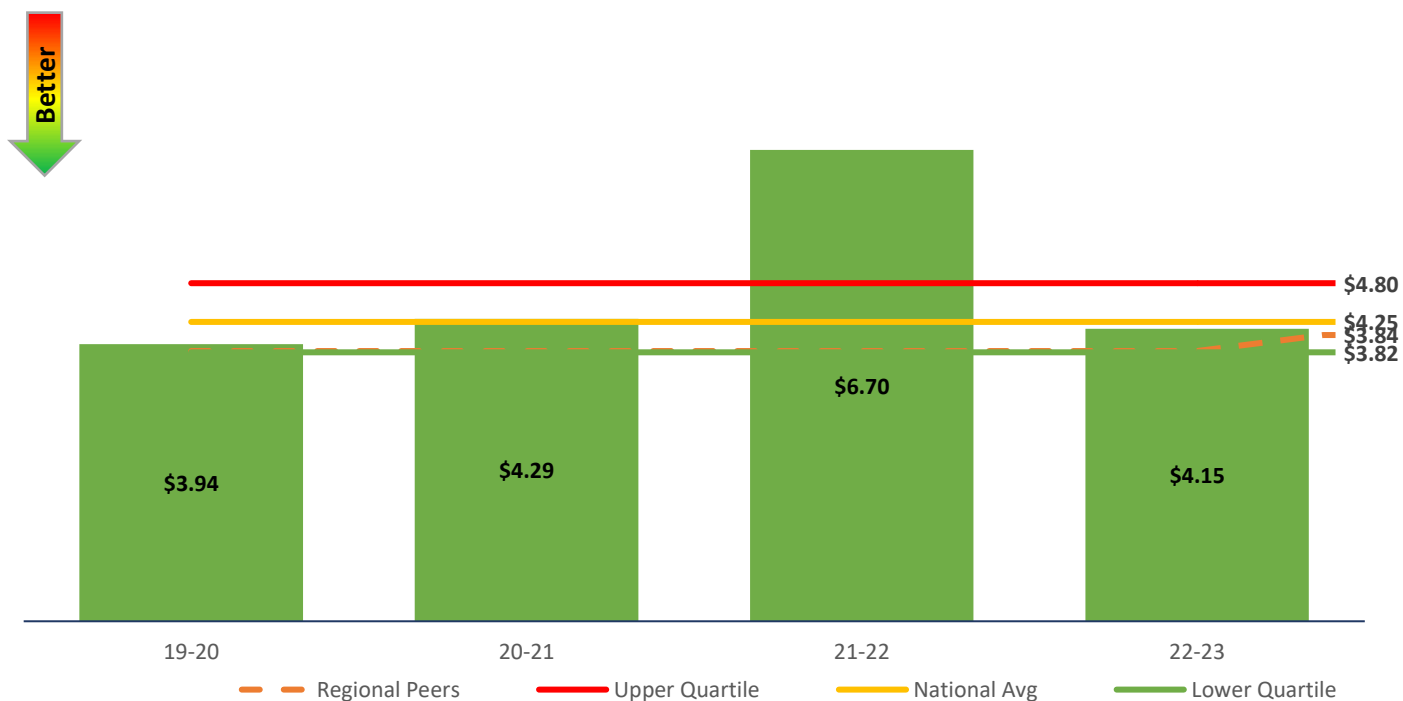


Data provided by LPPS.



Child Nutrition: Cost Per Meal

During the 2021-22 school year, the cost per meal surged to \$6.70, potentially due to pandemic-related relief initiatives. However, in 2022-23, this figure decreased to \$4.15, falling below the national peer average of \$4.25 and marginally exceeding the regional peer average of \$3.84.



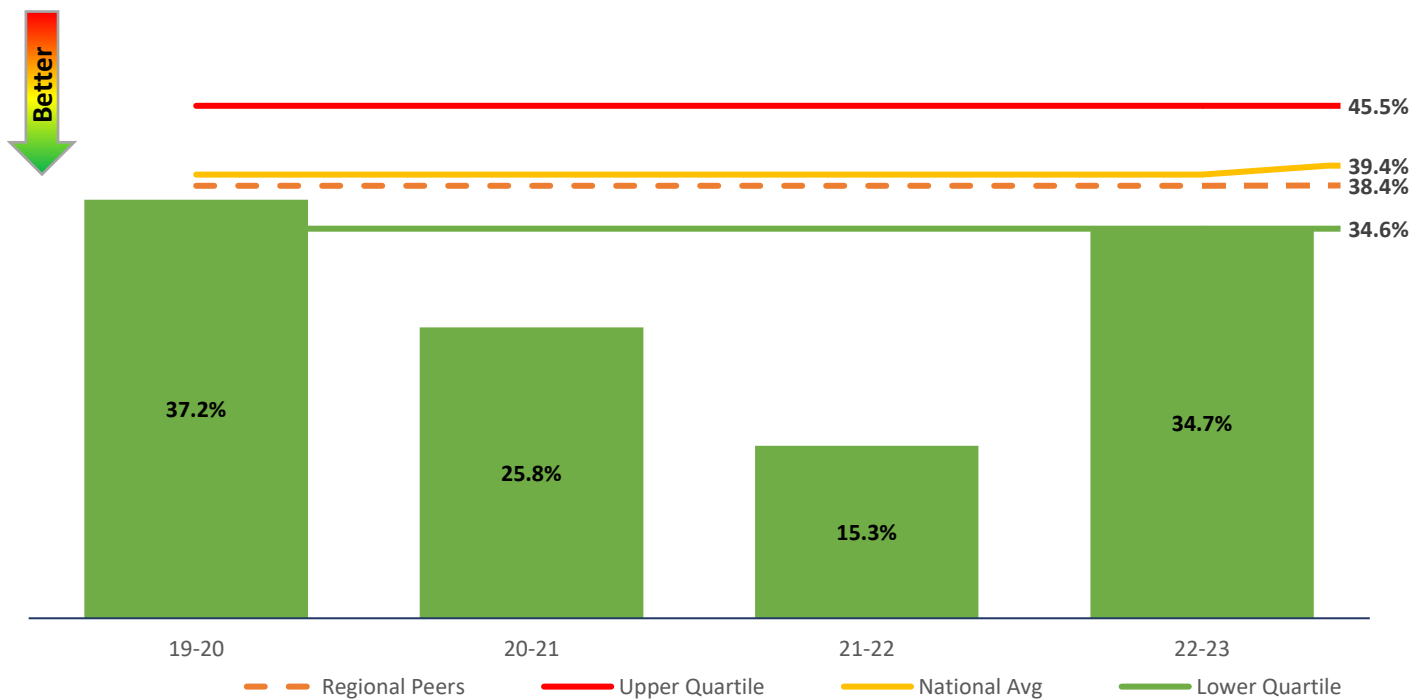
	19-20	20-21	21-22	22-23
Total CNP annual costs	\$15,067,596	\$17,032,124	\$27,674,900	\$18,467,826
Total Meal Equivalents (MEQ) Served Annually	3,827,730	3,967,015	4,132,987	4,445,417
Cost per Meal	\$3.94	\$4.29	\$6.70	\$4.15

Data provided by LPPS.



Child Nutrition: Labor Cost as a Percent of Revenue

The labor cost as a percentage of revenue for LPPS, at 34.7% in 2022-23, remained beneath the regional (38.4%) and national (39.4%) averages, demonstrating a consistent trend of lower labor expenses relative to its counterparts.



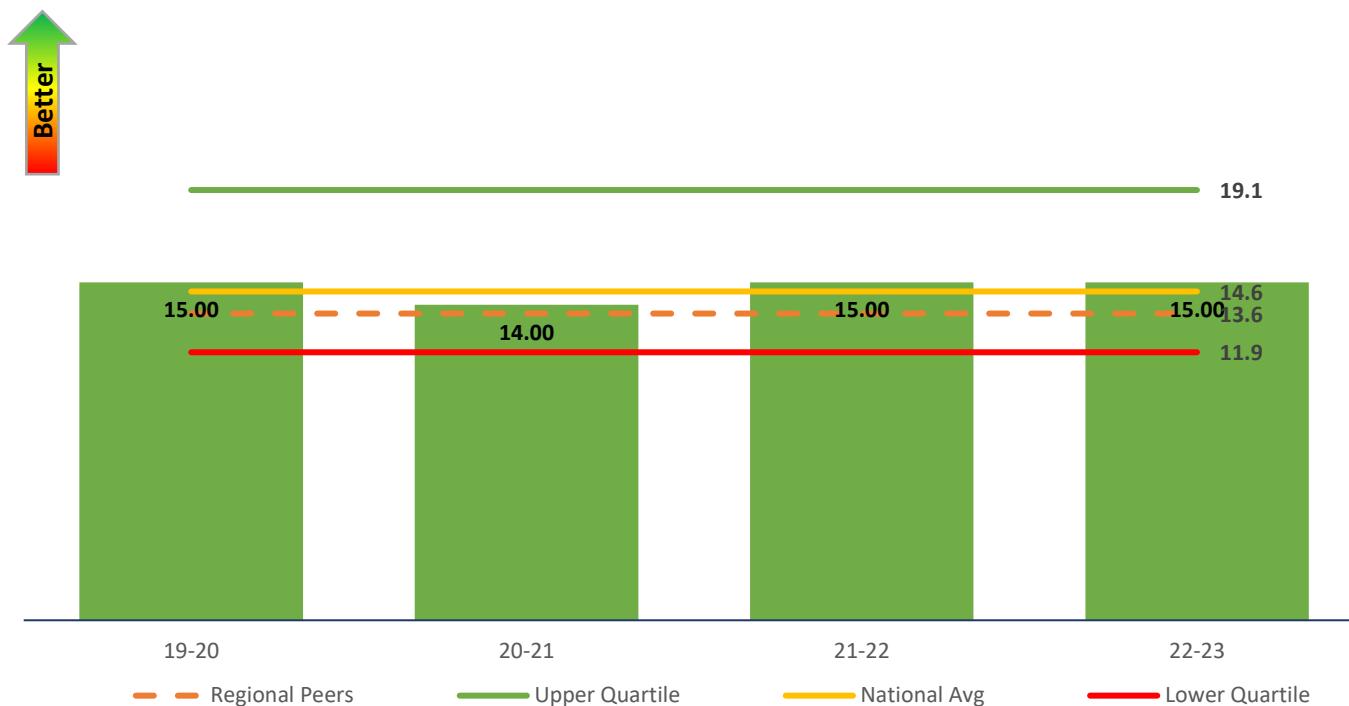
	19-20	20-21	21-22	22-23
Annual Costs For Labor	\$5,364,805	\$5,299,971	\$5,341,638	\$6,018,224
Total Annual CNP Revenue	\$14,432,669	\$20,517,243	\$34,914,998	\$17,325,356
Labor Costs as % of Revenue	37.2%	25.8%	15.3%	34.7%

Data provided by LPPS.



Child Nutrition: Meals Per Labor Hour (MPLH)

"Meals per labor hour" refers to the number of meals prepared or served by an employee in one hour, measuring productivity in food service operations. Meals per Labor Hour for LPPS, at 15 in 2022-23, remain higher than the average of regional peers (13.6) and have risen above the average of national peers (14.6).



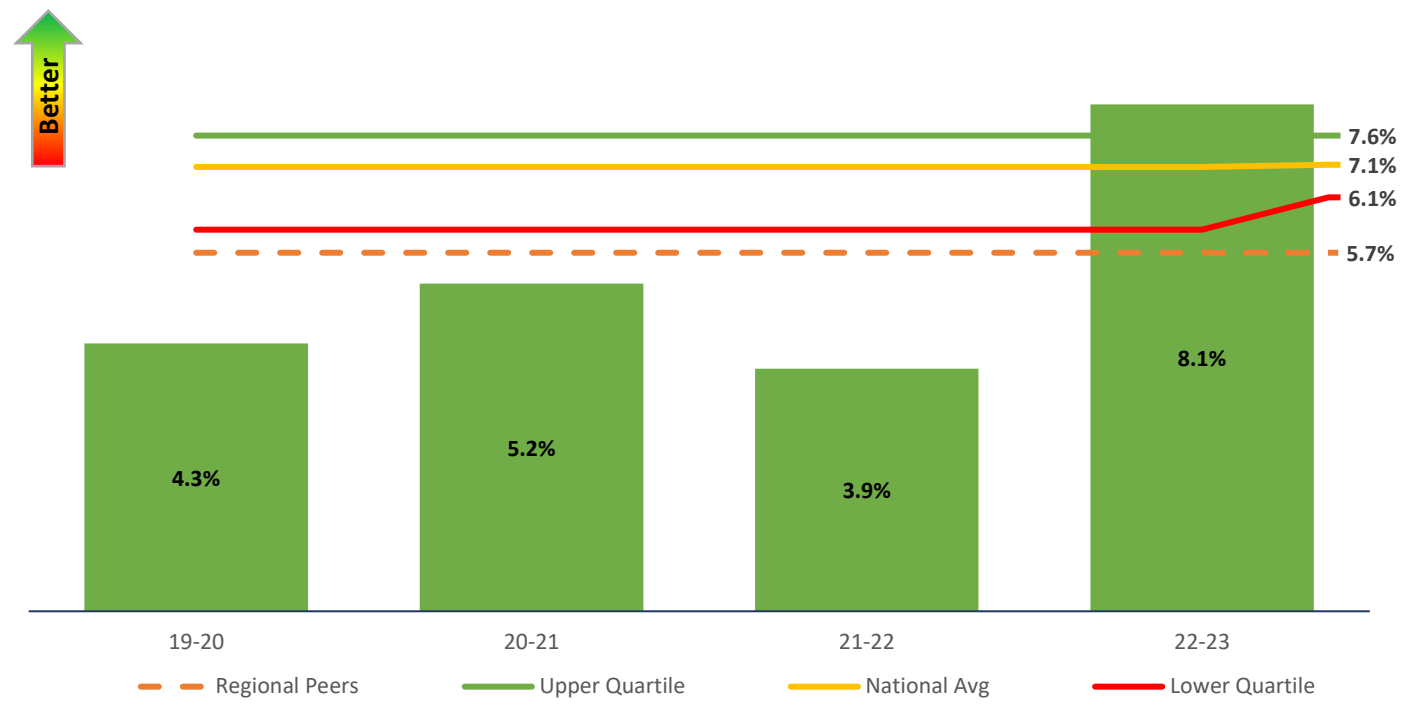
	19-20	20-21	21-22	22-23
Meals per Labor Hour	15.00	14.00	15.00	15.00

Data provided by LPPS.



Child Nutrition: USDA Commodities as a Percent of Revenue

USDA Commodities usage as measured as a percentage of revenue, in the 2022-23 fiscal year, rose to higher level than the average of regional and national peers.



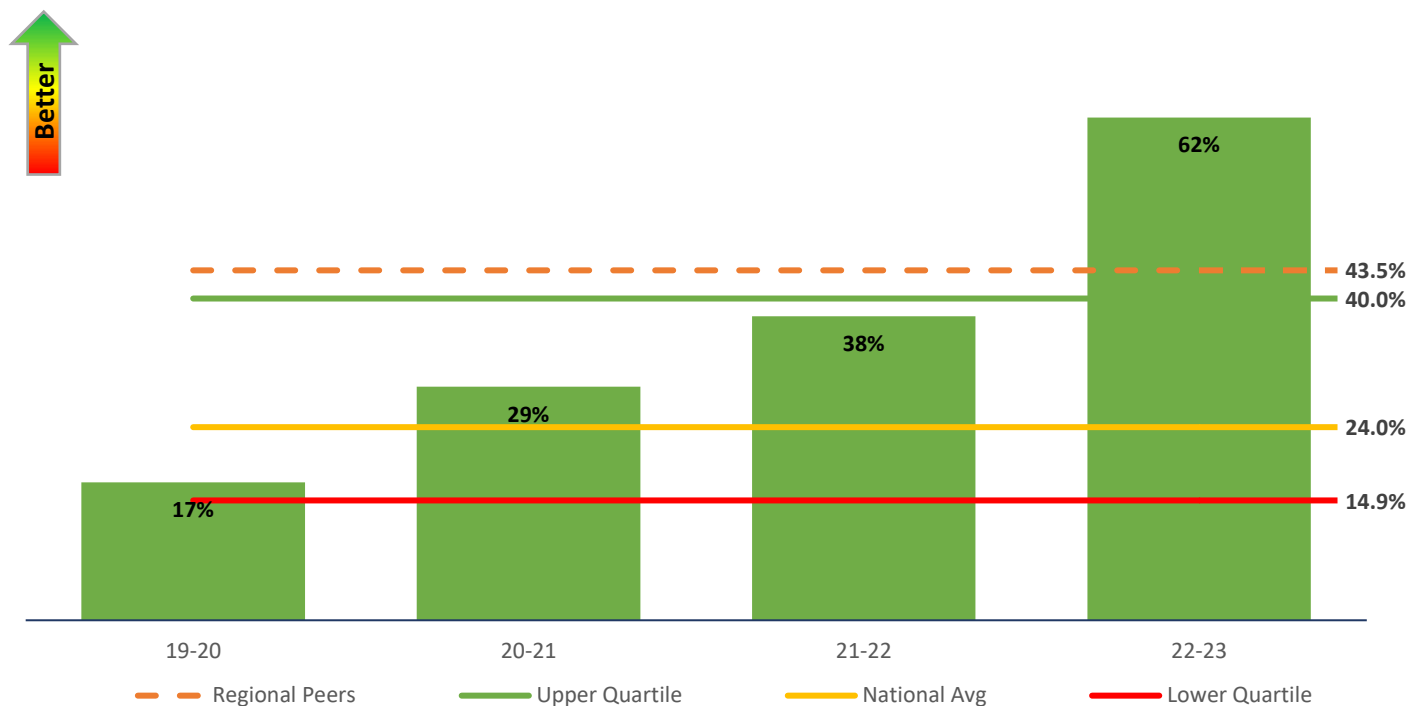
	19-20	20-21	21-22	22-23
Total Value Of USDA Commodities	\$617,384	\$1,074,762	\$1,354,100	\$1,403,099
Total Annual CNP Revenue	\$14,432,669	\$20,517,243	\$34,914,998	\$17,325,356
USDA Commodities as % of Revenue	4.3%	5.2%	3.9%	8.1%

Data provided by LPPS.



Child Nutrition: Fund Balance as a Percent of Revenue

The percentage of the Child Nutrition Fund Balance relative to revenue has experienced annual growth since the 2019-20 fiscal year. In the 2022-23 fiscal year, this percentage reached 62%, surpassing the regional average of 43.5% and the national average of 24.00%.

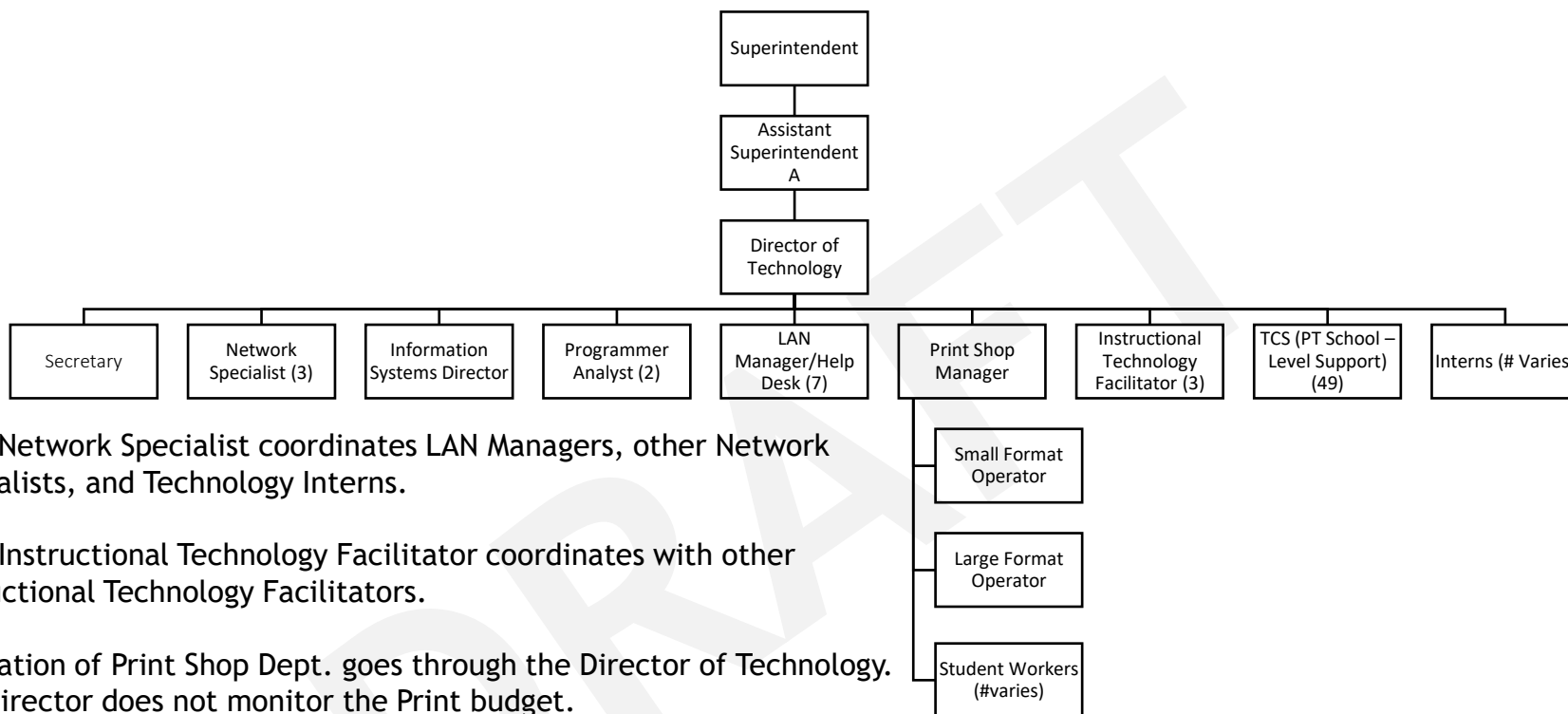


	19-20	20-21	21-22	22-23
Annual CNP Fund Balance	\$2,473,372	\$5,958,493	\$13,198,591	\$10,825,749
Total Annual CNP Revenue	\$14,432,669	\$20,517,243	\$34,914,998	\$17,325,356
Fund Balance as % of Revenue	17.1%	29.0%	37.8%	62.5%

Data provided by LPPS.



Technology Organizational Structure



- Lead Network Specialist coordinates LAN Managers, other Network Specialists, and Technology Interns.
- Lead Instructional Technology Facilitator coordinates with other Instructional Technology Facilitators.
- Evaluation of Print Shop Dept. goes through the Director of Technology. The director does not monitor the Print budget.
- Information Systems Director coordinates work of Program System Analysis.
- The secretary supports other departments as needed.
- There are 49 TCS (school-level support that is also teachers). On average, these individuals dedicate approximately 8 to 14 hours per week. The assessment team assume approximately 0.27 FTE per TCS. Thus, the 49 TCS equals approximately 13.475



Technology: Span of Control Analysis

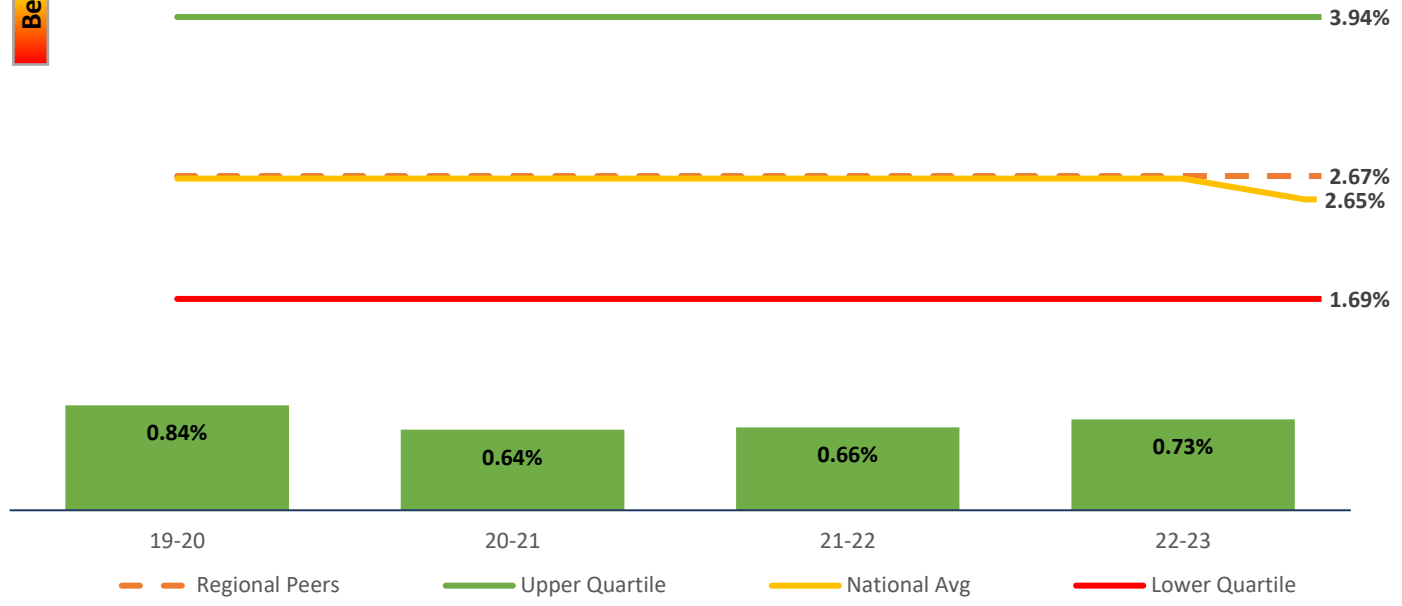
SPAN OF CONTROL INDICATORS							
LARGER SPAN OF CONTROL	①	②	③	④	⑤	SMALLER SPAN OF CONTROL	Observations
Similar Experience, Knowledge, & Skills						Different Experience, Knowledge, & Skills	Similar knowledge and skills; different degrees of experience.
Mastery Employees						Novice Employees	8 employees have less than 3 years in the current position. There has been a lot of movement of people to different dept roles
Related Activities						Unrelated Activities	Four major areas: Information Systems, Instructional Technology, Network, Print Shop
Results Identifiable by Metrics						Results Unidentifiable by Metrics	Training evaluations, surveys, ticket close speed, network up and running percentage
Work is Routine						Work is Not Routine	Day-to-day work is routine.
Standardized						Non-Standardized	"life of a ticket" documentation, data acquisition, installing new configurations, ordering process
Majority of Leadership Role is Managing						Majority of Leadership Role is Individual Contribution	Leader manages a large department. Director has team leads that assist in key areas.
Employees Located in Close Proximity						Employees Distanced	All members of the department, except the print shop, are located in one area together.

The Span of Control Analysis indicates that the Technology Department is operating within acceptable parameters.



Technology: Spending as a Percent of District Budget

Technology spending, measured as a percentage of the overall school system budget, historically runs lower than regional and national peers.



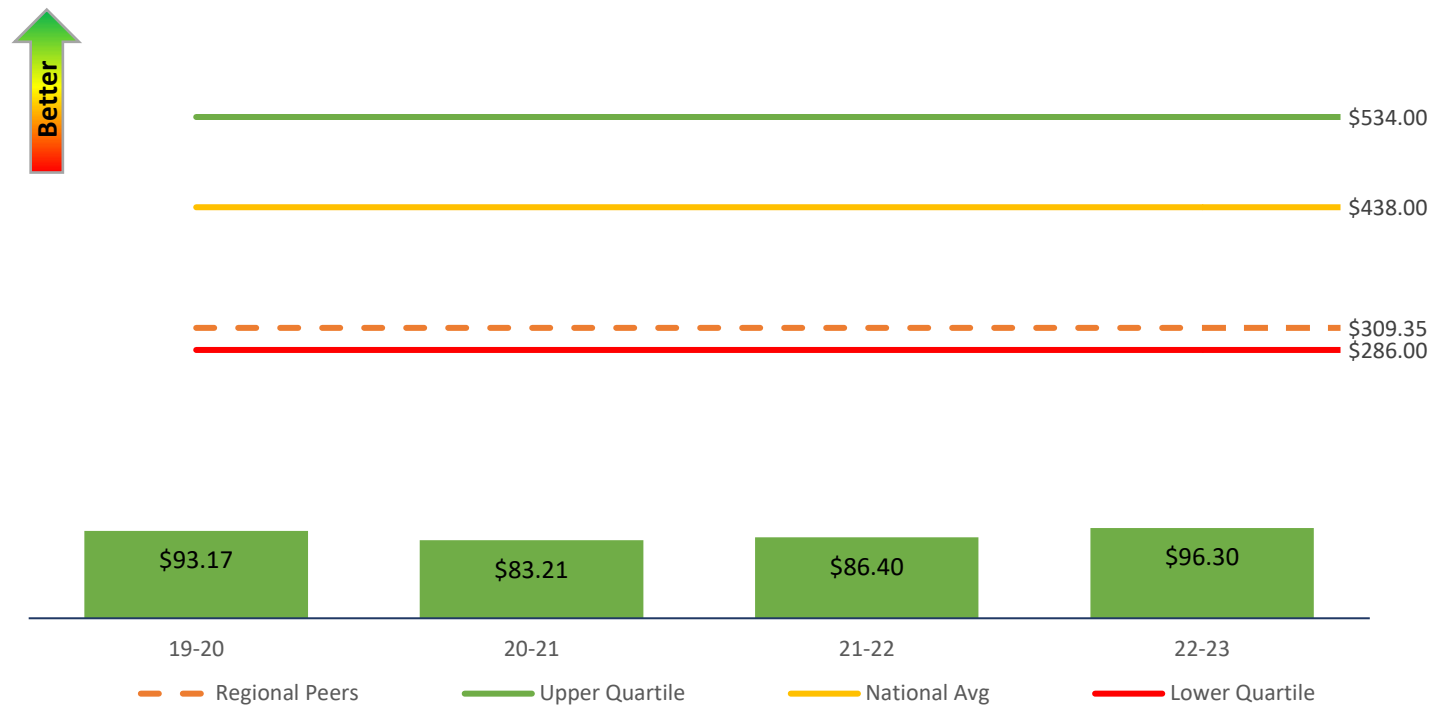
	19-20	20-21	21-22	22-23
Total IT Dept. Costs	\$2,436,209	\$2,167,151	\$2,293,146	\$2,595,638
Total District Operating Expenditures (Actual)	\$290,216,566	\$336,970,190	\$346,302,327	\$357,924,108
IT Spending as percent of District Budget	0.84%	0.64%	0.66%	0.73%

Data provided by LPPS.



Technology: Spending per Student

Technology spending, measured per student, historically runs lower than regional and national peers. The highest level was in the 2022-23 school year at \$96.30 per student. The regional (\$309.35) and national (\$438.00) peer averages were significantly higher.



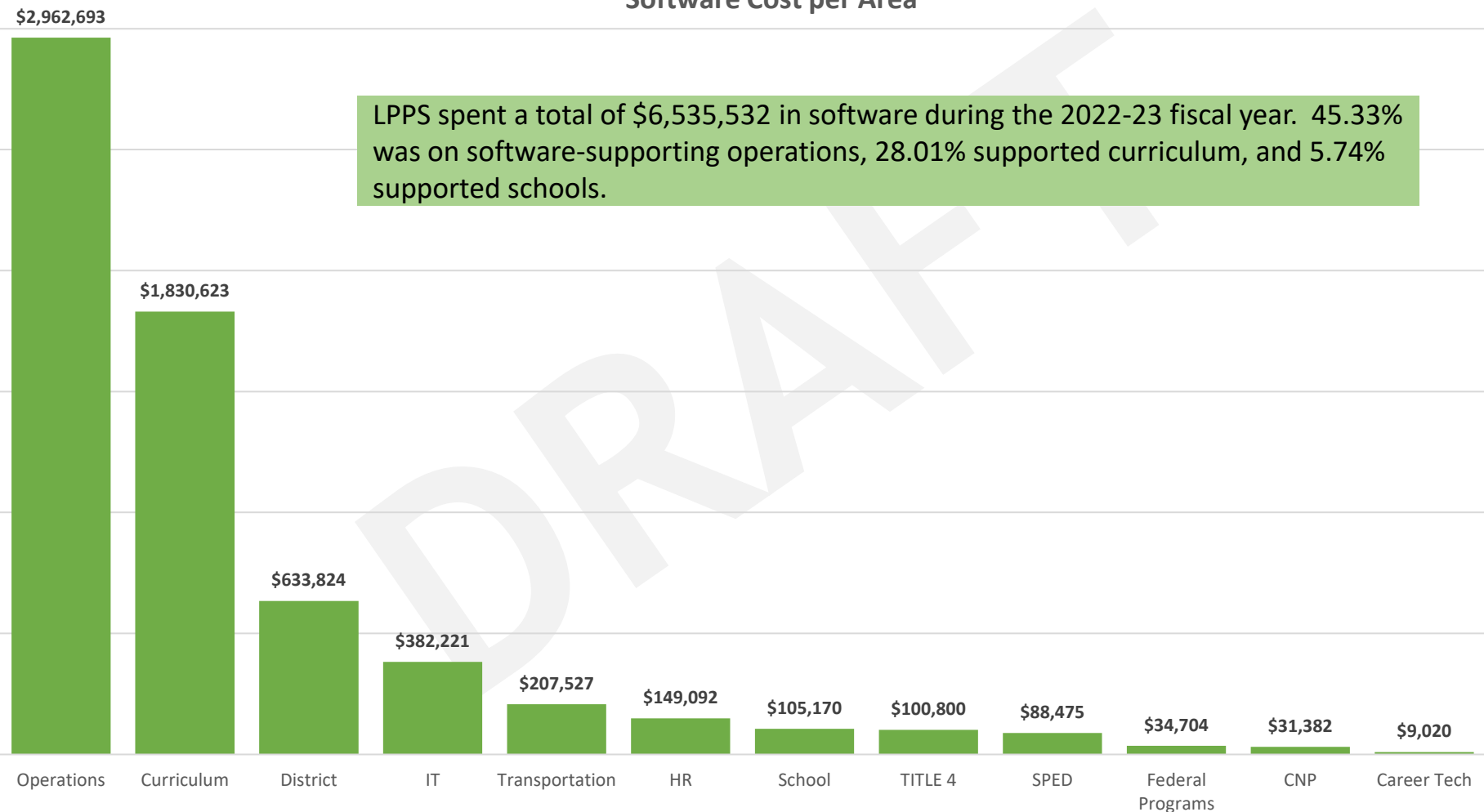
	19-20	20-21	21-22	22-23
Total IT Dept. Costs	\$2,436,209	\$2,167,151	\$2,293,146	\$2,595,638
Total Number of Students Enrolled In District	26,148	26,044	26,540	26,954
IT Spending per Student	\$93.17	\$83.21	\$86.40	\$96.30

Data provided by LPPS.



Technology: Software System Spending Summary 2022-23

Software Cost per Area



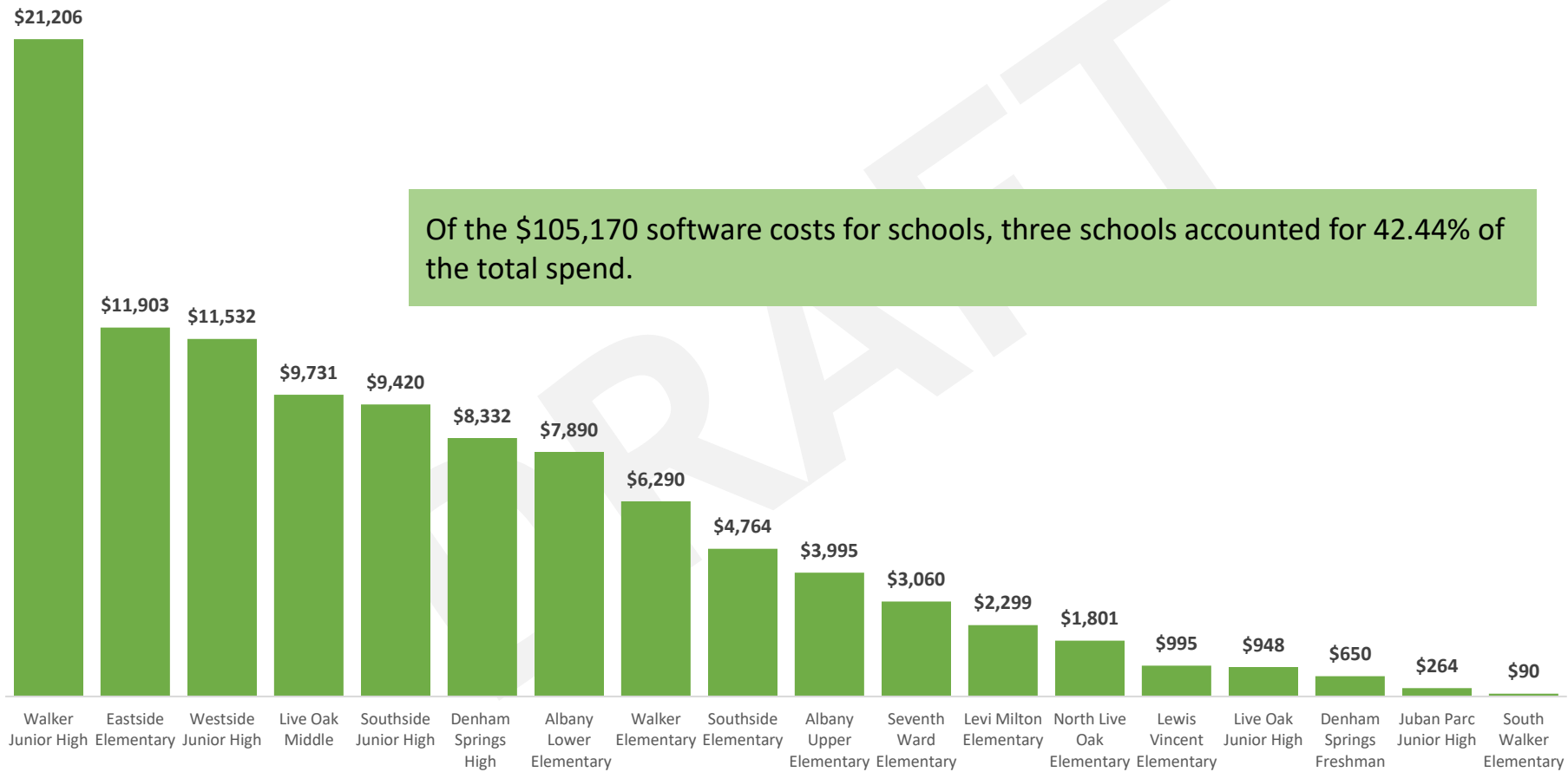
Data provided by LPPS.



Technology: Software System Spending per School 2022-23

Software Cost Per School

Of the \$105,170 software costs for schools, three schools accounted for 42.44% of the total spend.



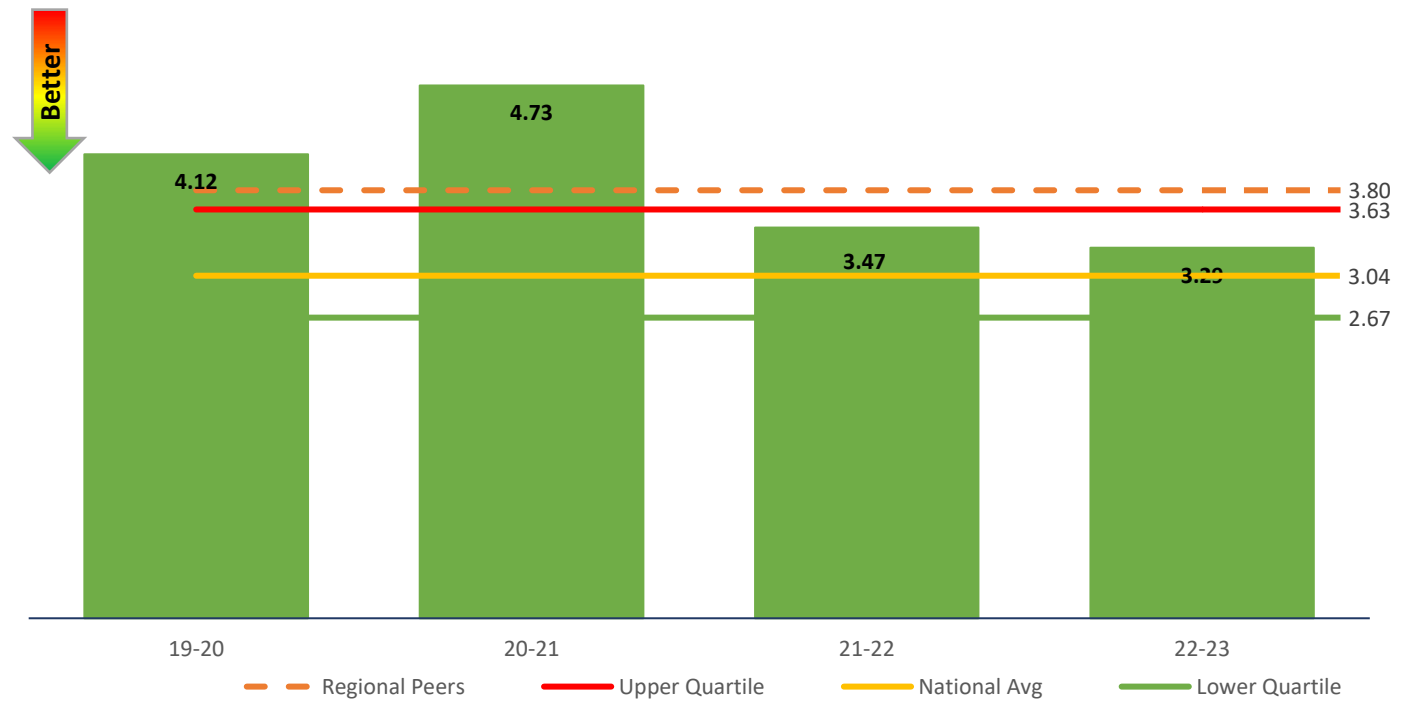
LPPS Data Note: Per the data provided the spending reflects cost attributed to specific schools.

Data provided by LPPS.



Technology: Average Age of Computers

The average age of computers has dropped over the last three years. In 2022-23, LPPS (3.29 Years) was slightly higher than the average of national peers (3.04 Years), yet below that of regional peers (3.80 Years).



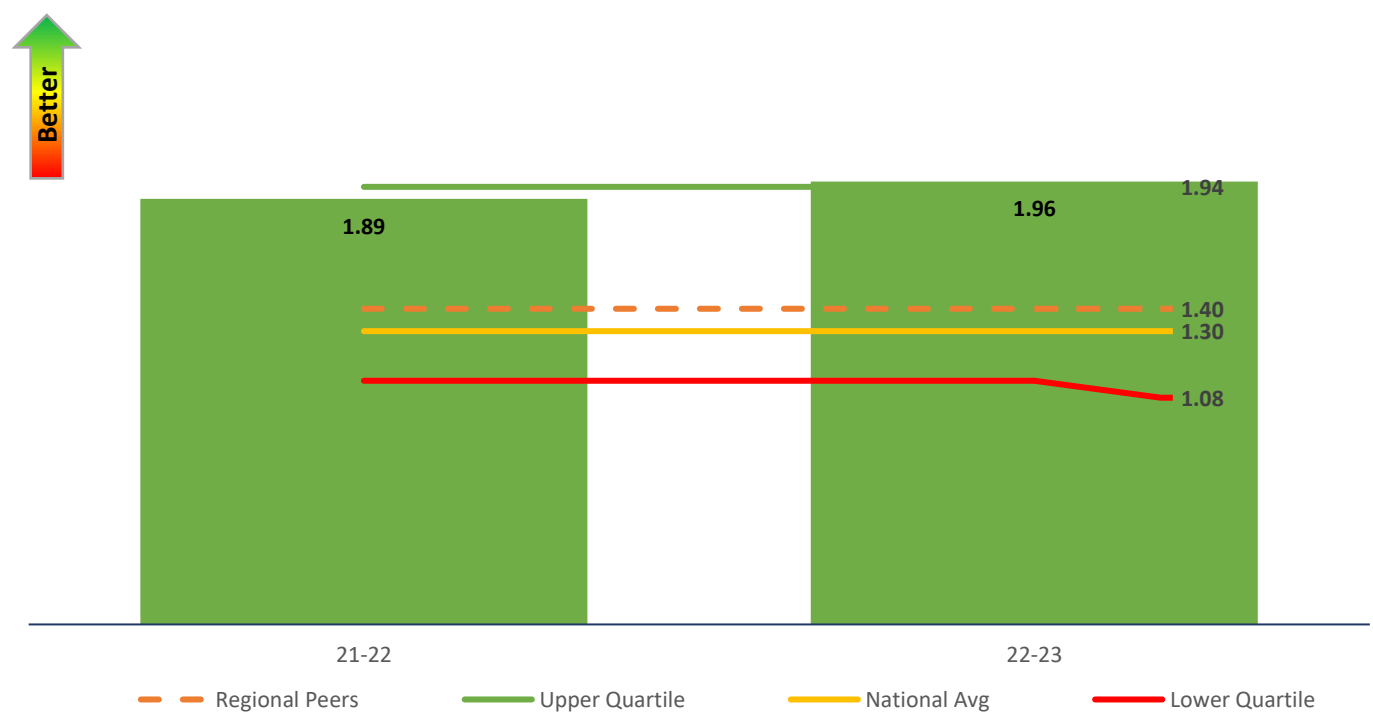
	19-20	20-21	21-22	22-23
Average age of computers, in years	4.12	4.73	3.47	3.29

Data provided by LPPS.



Technology: Devices per Employee

LPPS has more devices per employee than the average of regional and national peers.



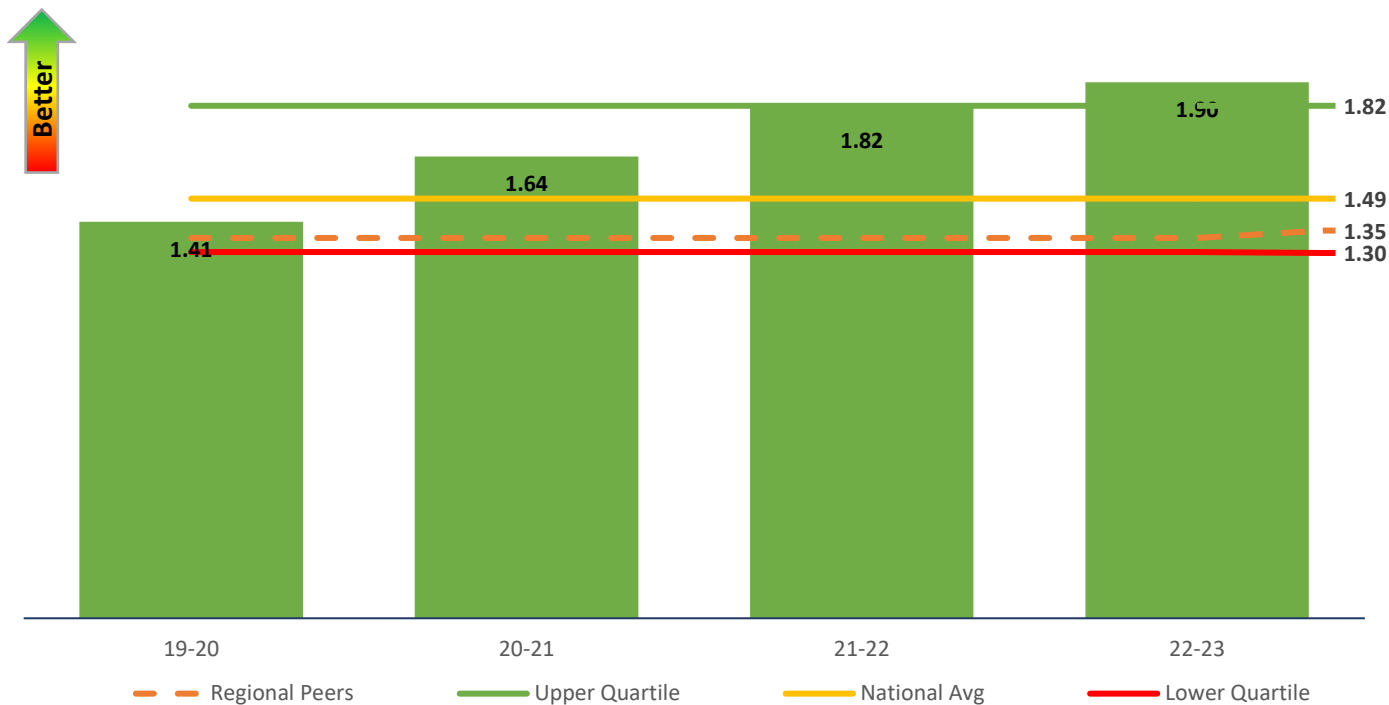
	21-22	22-23
Total Number of Employee Devices	7,125	7,617
Total Number of District Personnel (FTE)	3,777	3,879
Devices per Employee	1.89	1.96

Data provided by LPPS. Data for 19-20 and 20-21 was unable to be provided.



Technology: Devices per Student

The number of devices per student has increased over the last four years. In the 2022-23 school year, the number of devices per student (1.90) was significantly higher than the average of regional (1.35) and national (1.49) peers.



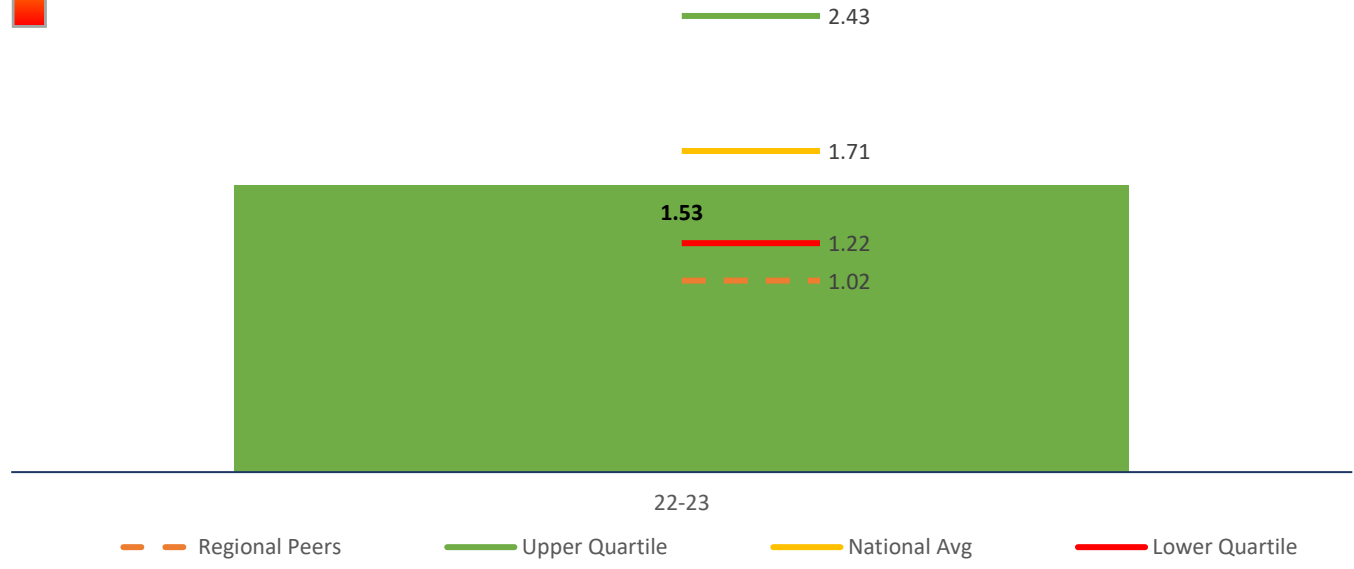
	19-20	20-21	21-22	22-23
Total Number of Student Devices	36,823	42,714	48,349	51,288
Total Number of Students Enrolled In District	26,148	26,044	26,540	26,954
Devices per Student	1.41	1.64	1.82	1.90

Data provided by LPPS.



Technology: Advanced Presentation Devices per Teacher

Advanced presentation devices per teacher were higher than the average of regional and national peers.



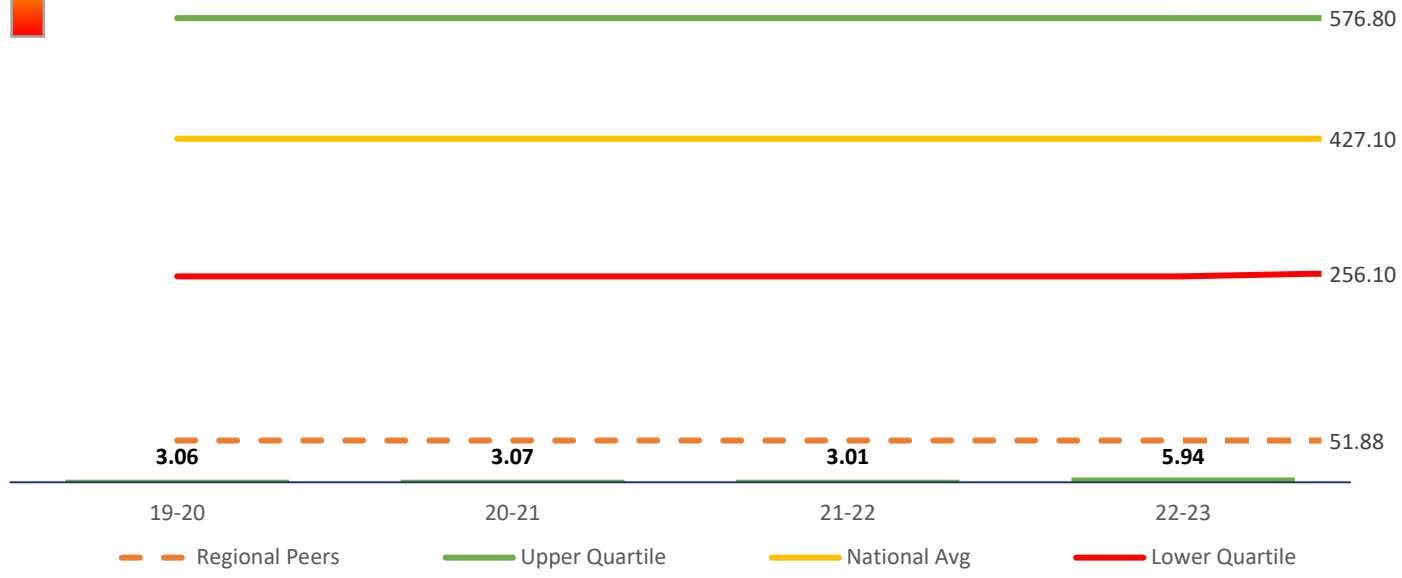
	22-23
Total Number of Advanced-Presentation Devices	2,845
Total Number of Classroom Teachers (FTE)	1,864
Advanced Presentation Devices per Teacher	1.53

Data provided by LPPS. Data for previous years was unable to be provided.



Technology: Network Bandwidth per Student

Network bandwidth per student measured in Mbit/S (5.94) was significantly lower than the average of regional (51.88) and national (427.10) peers.



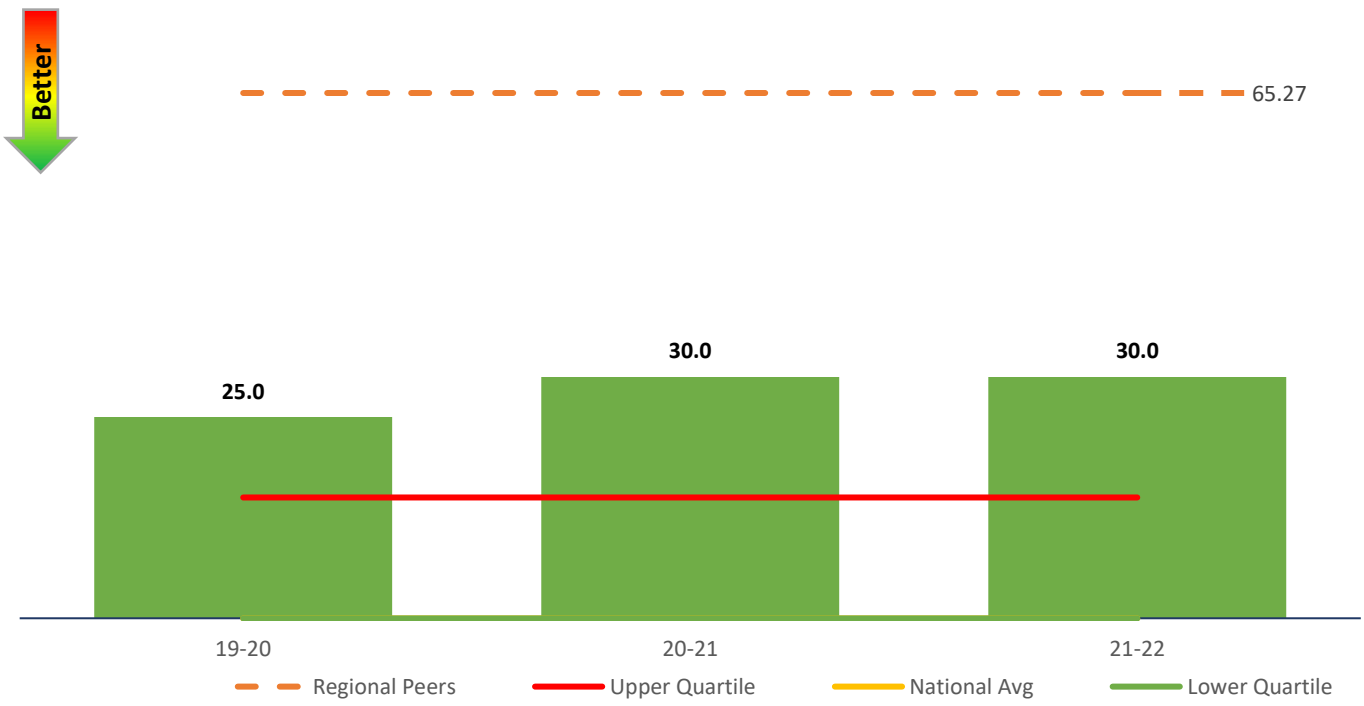
	18-19	19-20	20-21	21-22	22-23
Total Available Bandwidth (In Mbit/S) (1Gb=800,000 Mb)	0	80,000	80,000	80,000	160000
Total Number of Students Enrolled In District	0	26,148	26,044	26,540	26,954
Network Bandwidth per Student		3.06	3.07	3.01	5.94

Data provided by LPPS.



Technology: Number of Days Network Usage Exceeded 75% of Capacity

Devices may be mainly used for testing, as the number of days where network usage exceeded 75% of capacity correlated with testing.



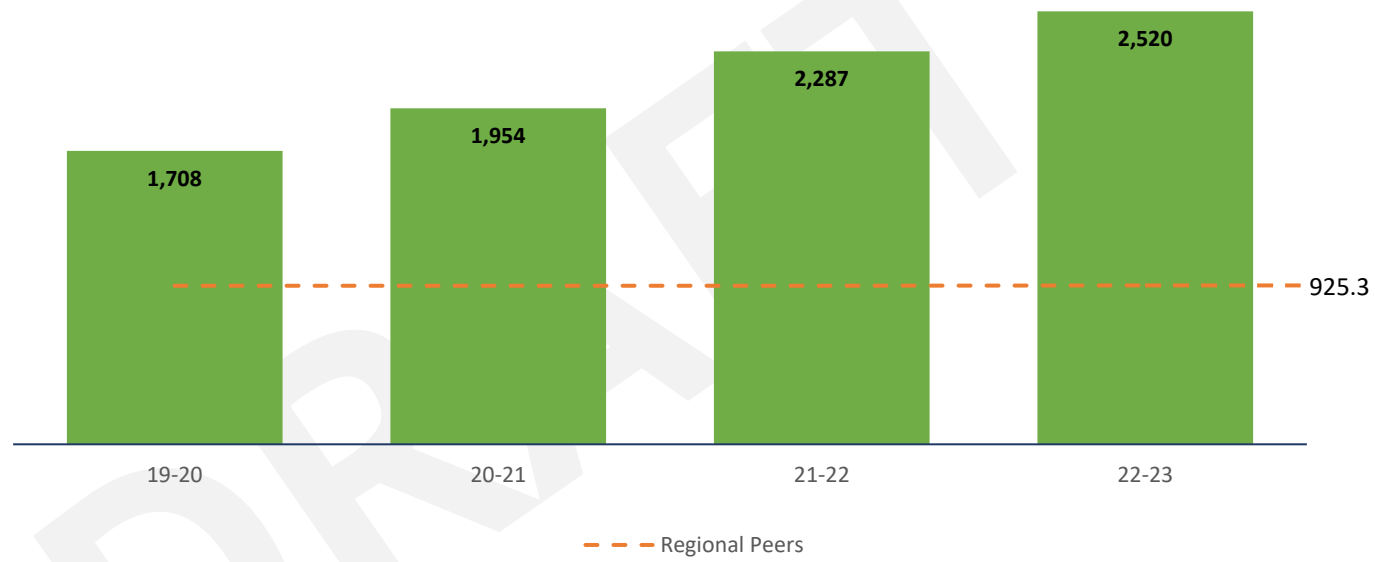
	19-20	20-21	21-22
Number of Days Network Usage Exceeded 75% of Capacity	25.00	30.00	30.00

Data provided by LPPS. Data for 22-23 was unable to be provided.



Technology: Devices per Technology Staff

The technology department may not be staffed to support further expansion of technology in education as the 2022-23 ratio of devices per technology staff member was 2,520 to 1. The regional average was 925.3 to 1.



	19-20	20-21	21-22	22-23
Total Number of Devices (Desktops, Laptops, Tablets)	43,497	49,781	55,974	59,142
Total Number of IT Staff (FTE)	25.47	25.47	24.47	23.47
Devices per Technology Staff	1,707.77	1,954.50	2,287.45	2,519.90

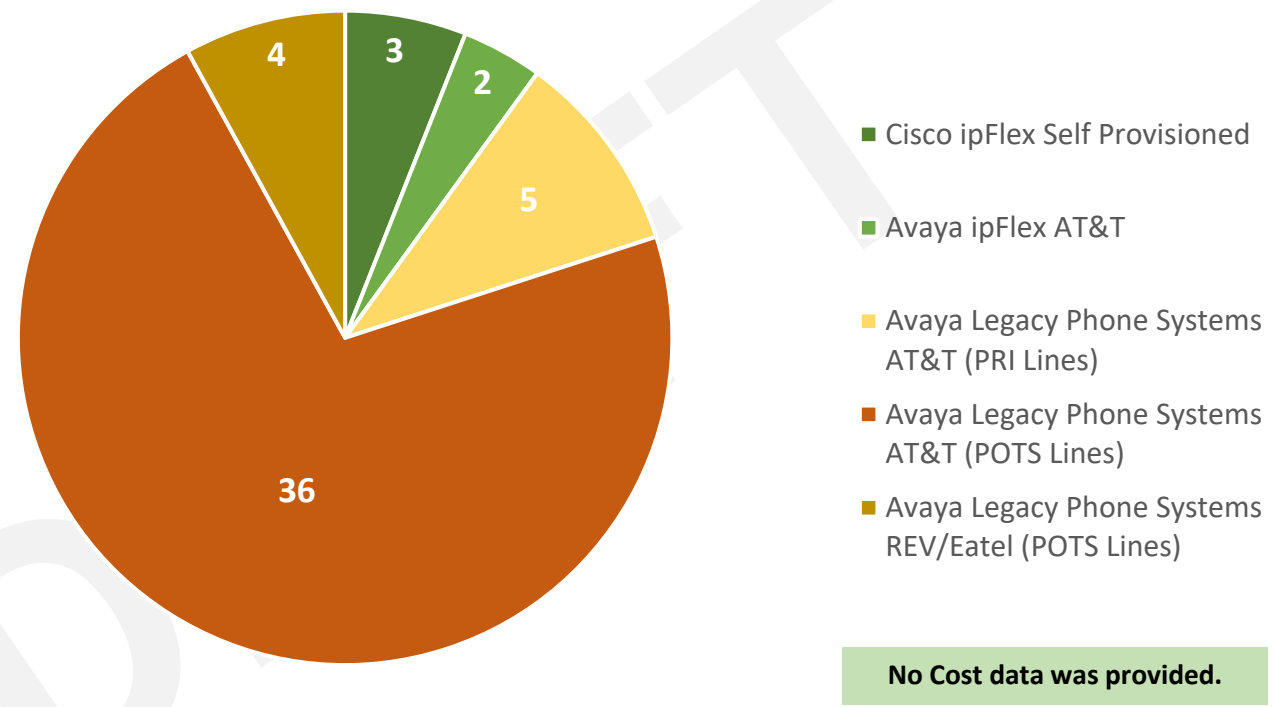
Data provided by LPPS.



Technology: Phone System Providers

The school system has five phone system providers, this highlights that the district is not taking full advantage of group purchasing power.

Phone System per Site



***LPPS Tech Note:** *The sites using the Avaya Legacy (OLD) Systems have a wide variety of operational situations. There are four different system models. The systems deployed are from 4-18+ years old. Most are End Of Sale, and many of the newer systems installed are refurbs. Number of handsets and lines varies dramatically from site to site.*

Data provided by LPPS.



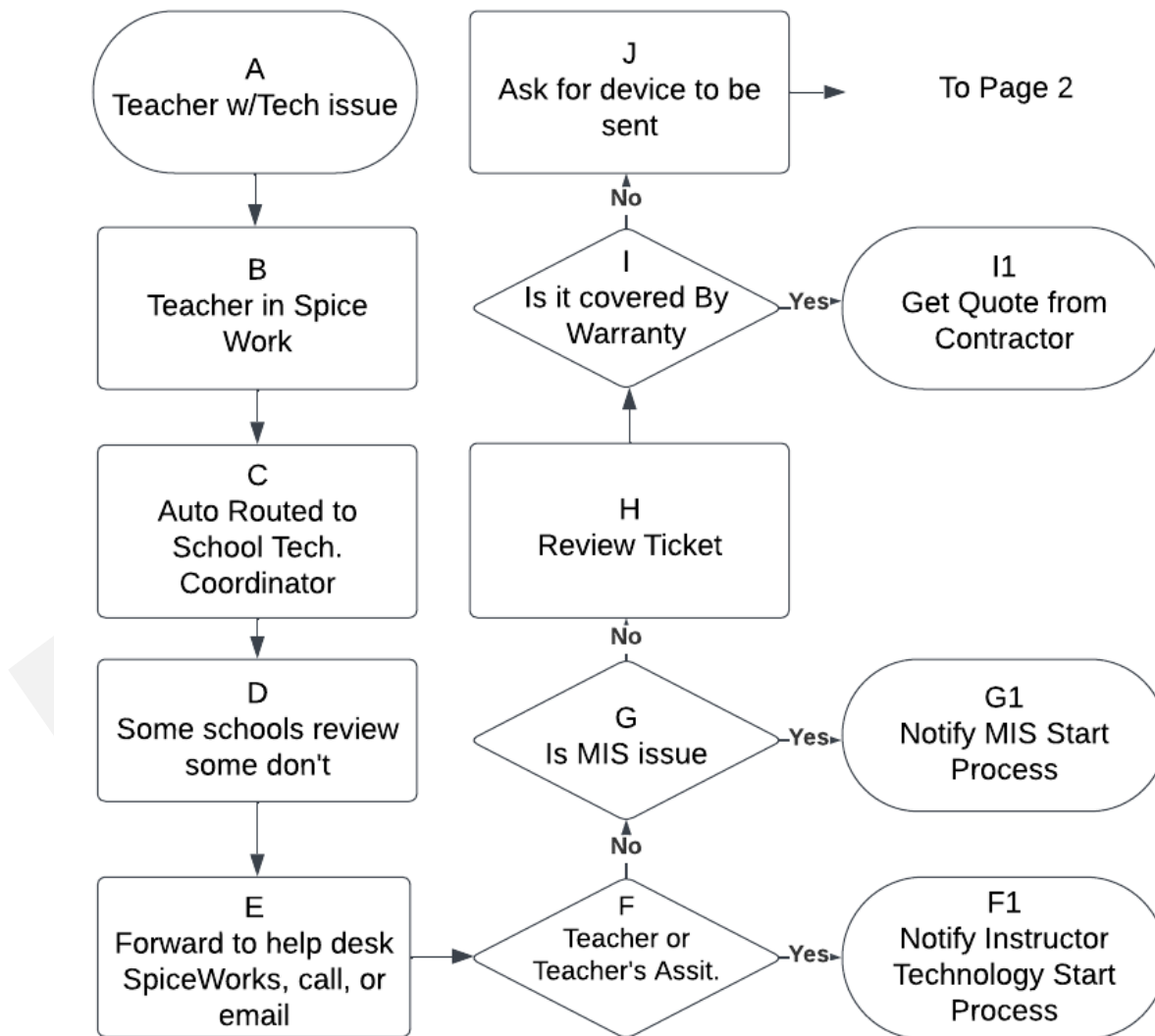
Technology: Work Order Process (1 of 2)

Suppliers:
Staff

Inputs:
Spice Works Request

Customers:
Technology Department Staff

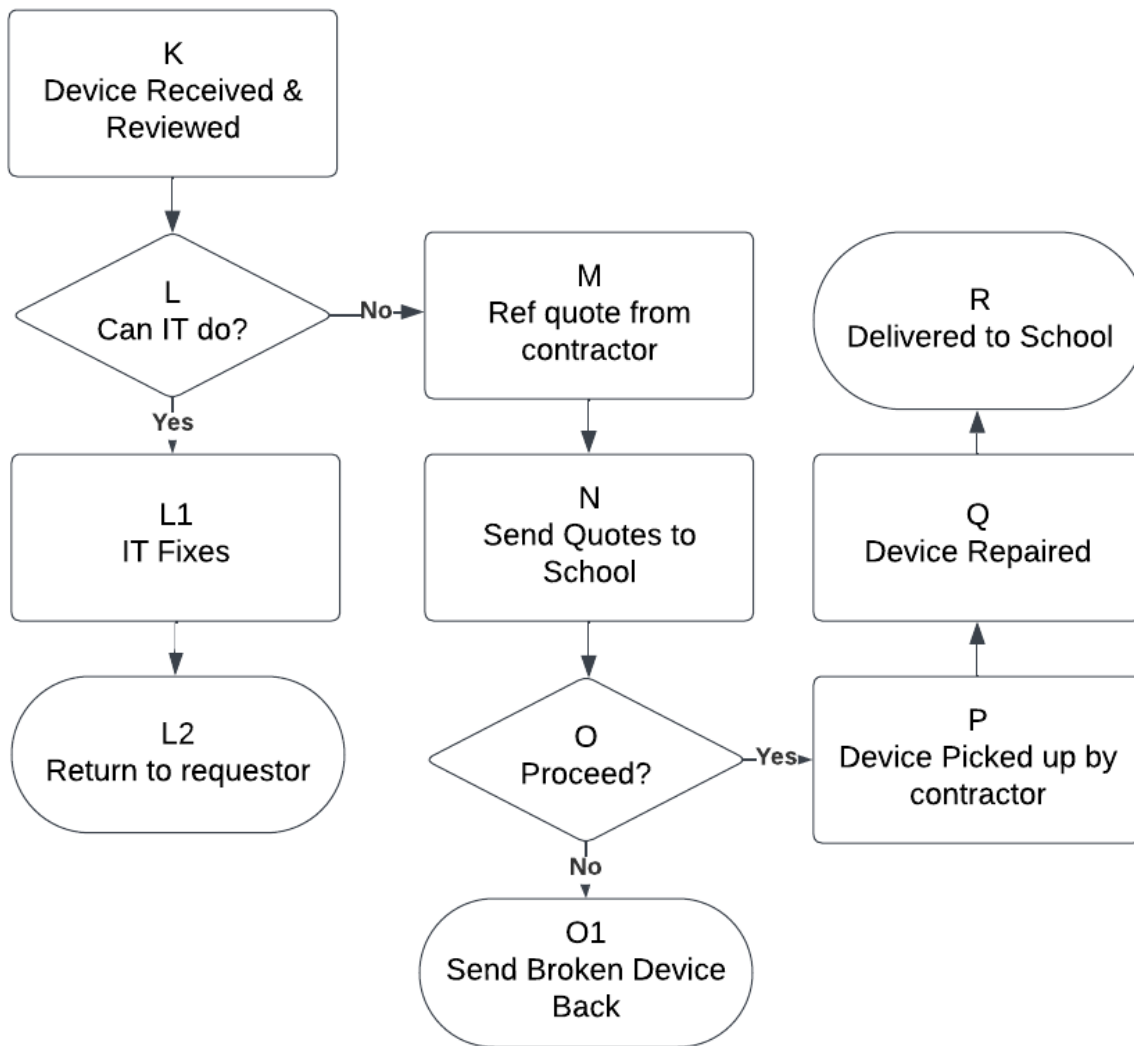
Outputs:
Issue resolved





Technology: Work Order Process (2 of 2)

From Page 1



LEAN frog

People • Process • Technology



**Appendix A:
Operation Services Survey
(93 Respondents)**

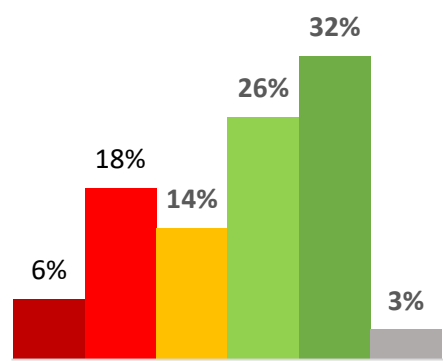


Custodial – Overall Cleanliness: Districtwide

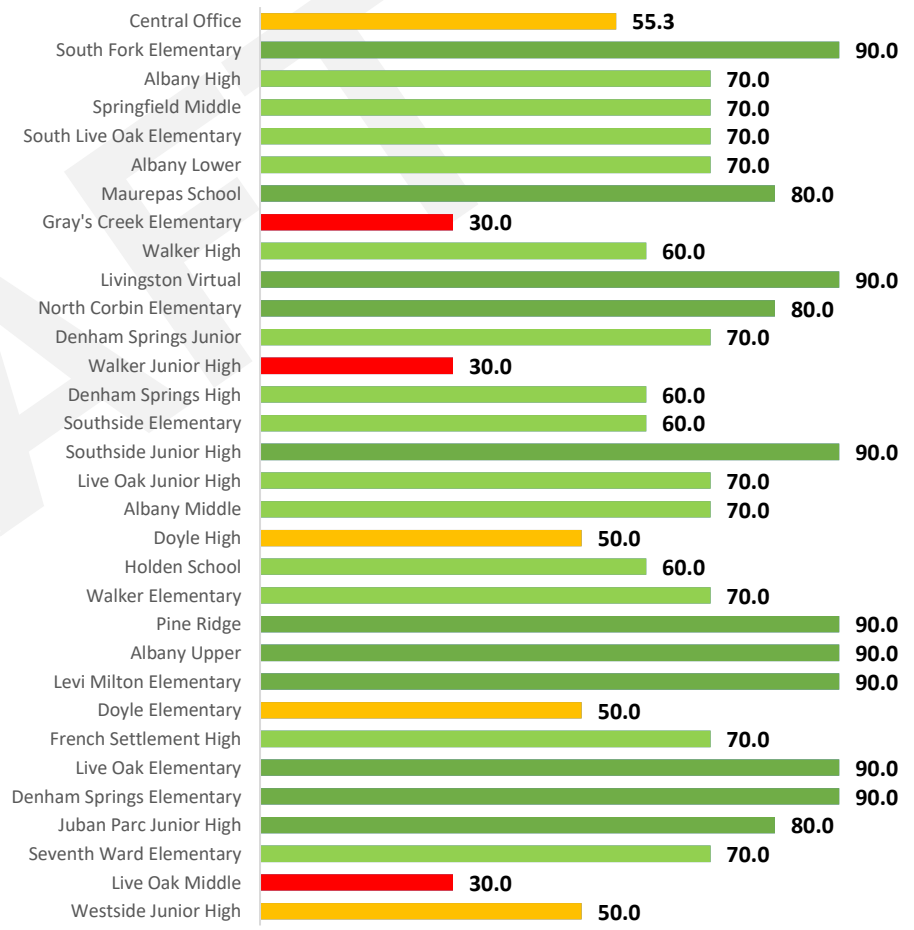
How satisfied are you with the **overall cleanliness** of your work location?



62.2



Response	%	#
Very Dissatisfied	6%	6
Dissatisfied	18%	17
Neutral	14%	13
Satisfied	26%	24
Very Satisfied	32%	30
Skipped Question	3%	3



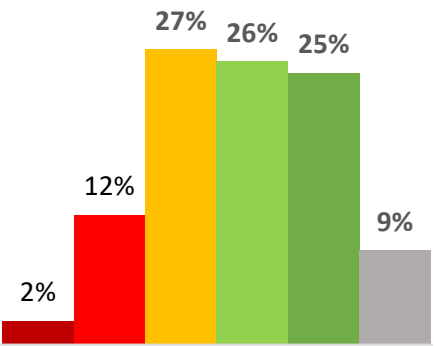


Custodial – Classroom Cleanliness: Districtwide

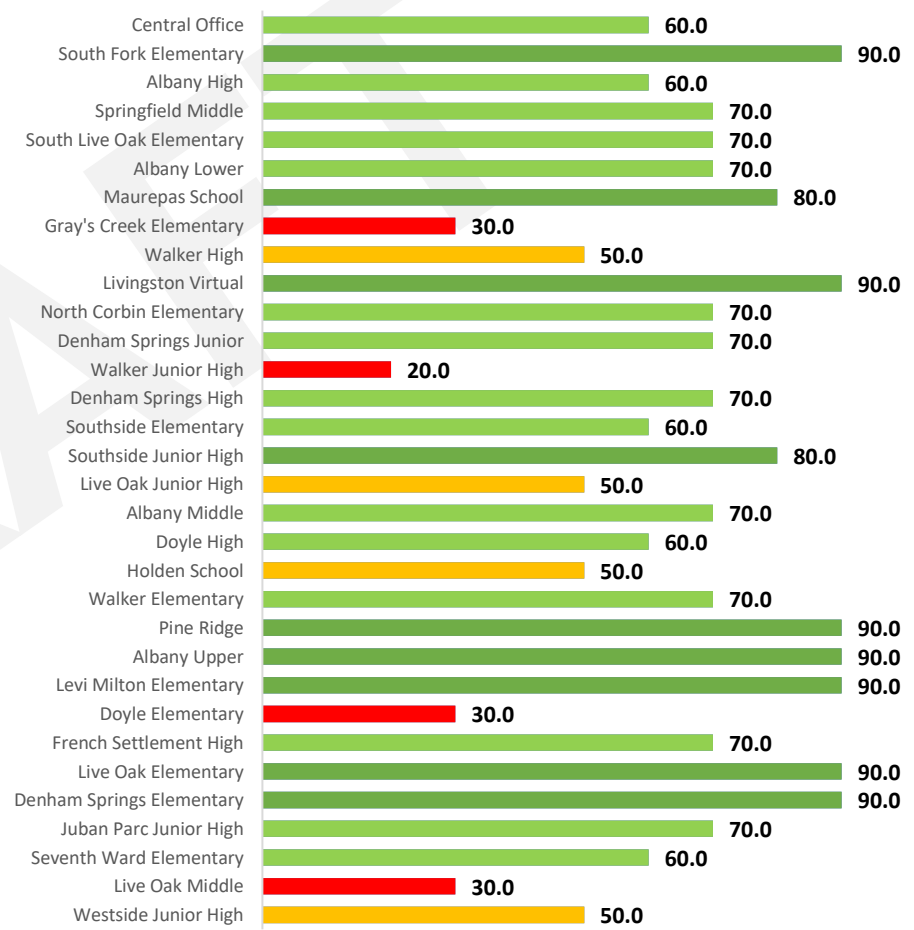
How satisfied are you with the cleanliness of the classrooms at your work location?



62.9



Response	%	#
Very Dissatisfied	2%	2
Dissatisfied	12%	11
Neutral	27%	25
Satisfied	26%	24
Very Satisfied	25%	23
Skipped Question	9%	8



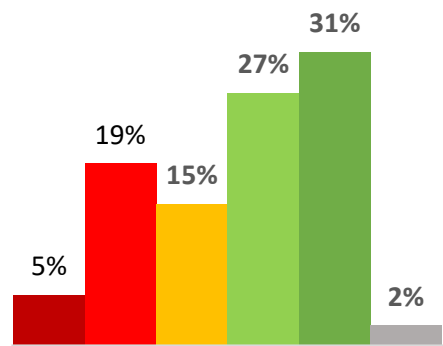


Custodial – Restroom Cleanliness: Districtwide

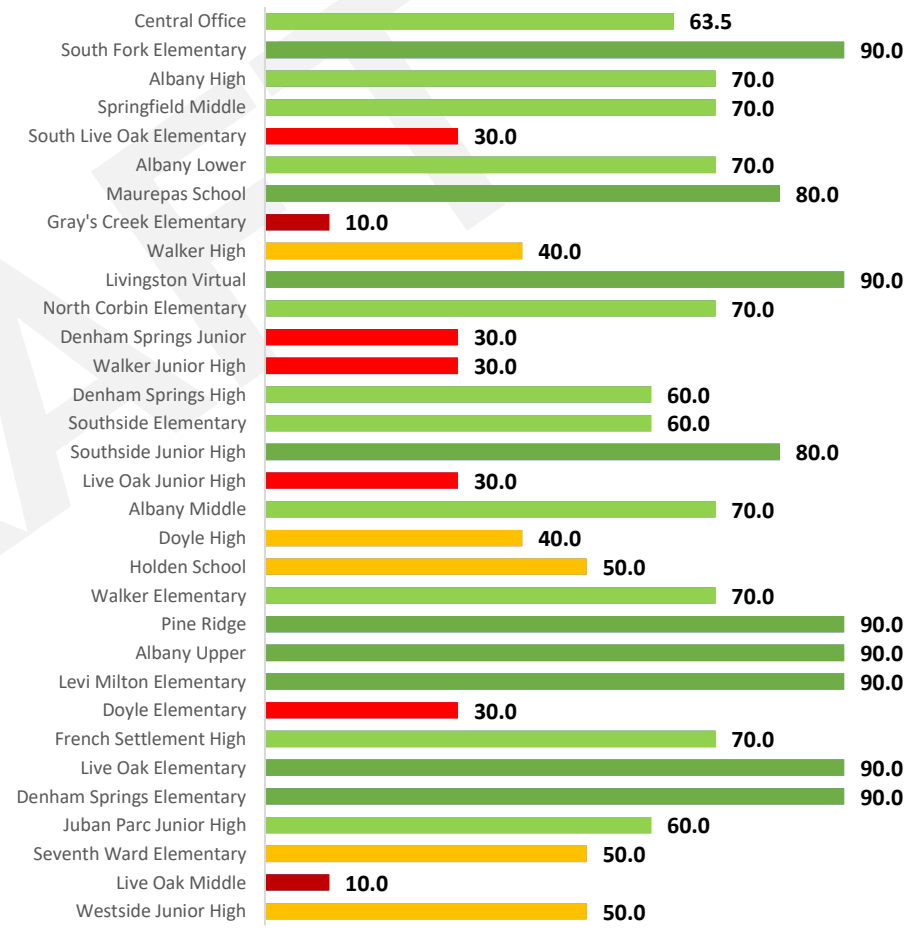
How satisfied are you with the cleanliness of the restrooms at your work location?



62.1



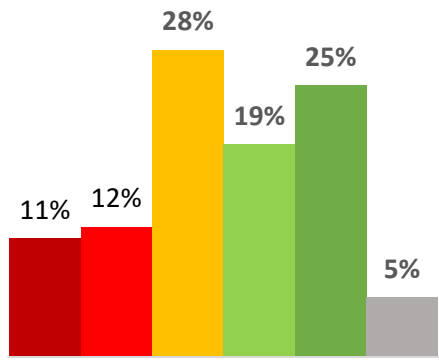
Response	%	#
Very Dissatisfied	5%	5
Dissatisfied	19%	18
Neutral	15%	14
Satisfied	27%	25
Very Satisfied	31%	29
Skipped Question	2%	2



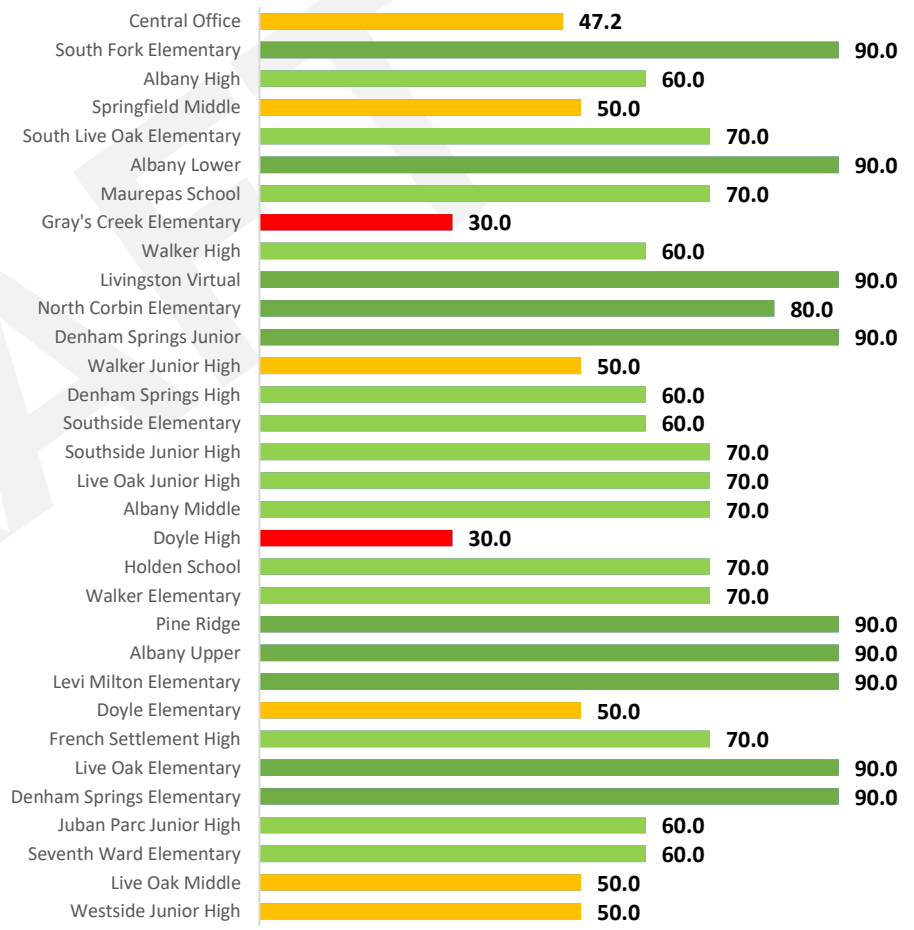


Custodial – Site Inspection: Districtwide

How satisfied are you with the **frequency of site inspection** at your work location?



Response	%	#
Very Dissatisfied	11%	10
Dissatisfied	12%	11
Neutral	28%	26
Satisfied	19%	18
Very Satisfied	25%	23
Skipped Question	5%	5



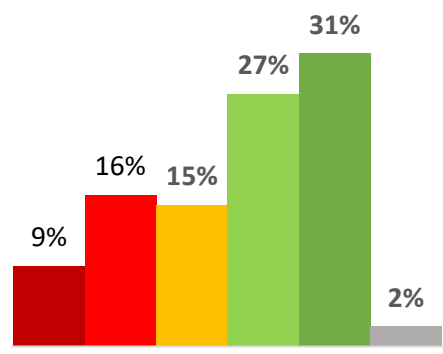


Custodial – Cleaning Frequency: Districtwide

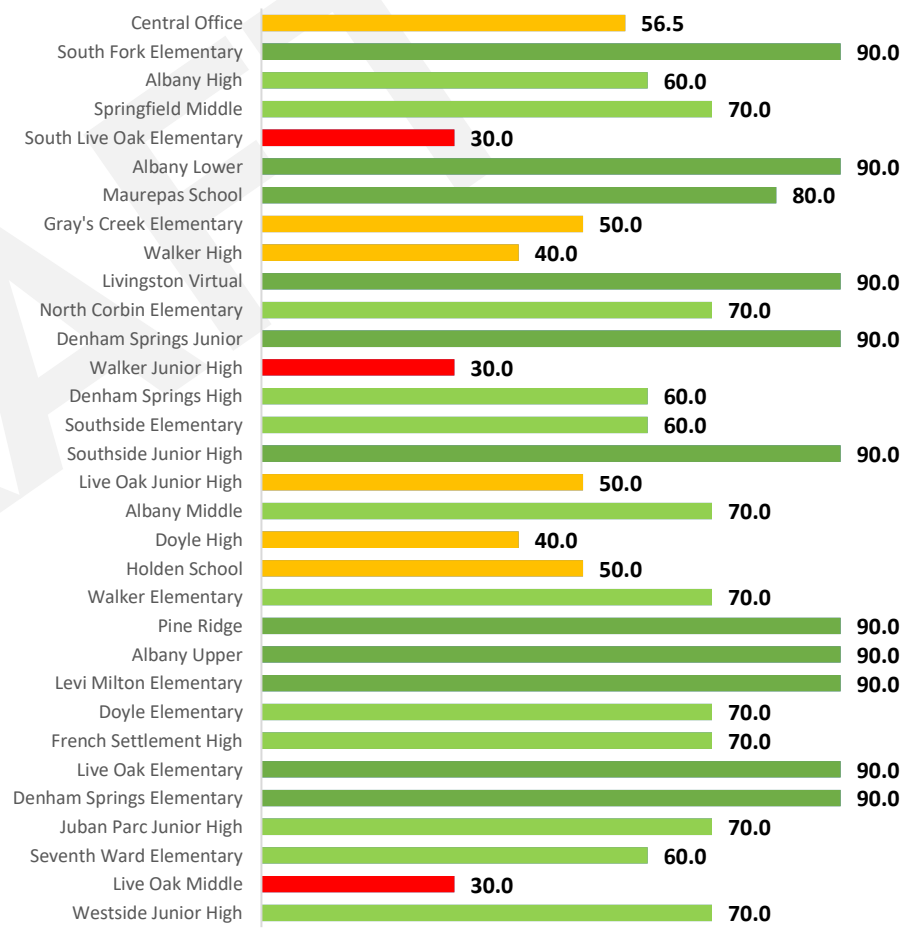
How satisfied are you with the **frequency of the cleaning schedule** at your work location?



61.4



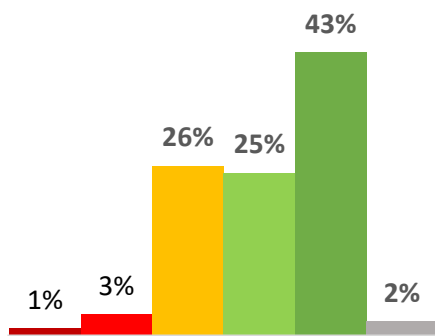
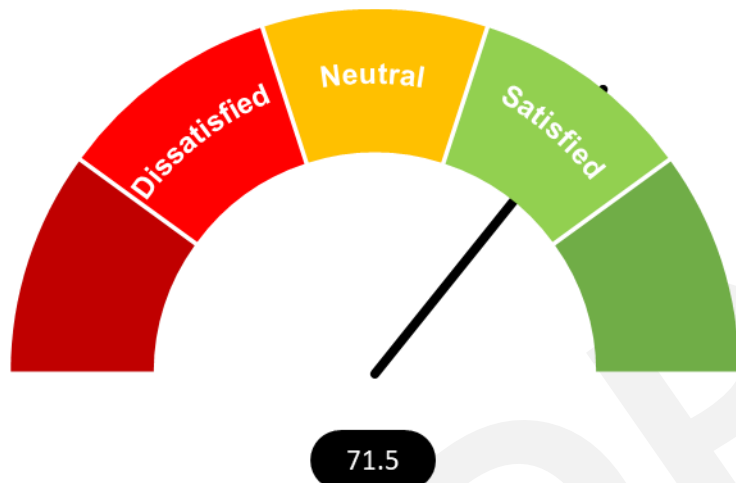
Response	%	#
Very Dissatisfied	9%	8
Dissatisfied	16%	15
Neutral	15%	14
Satisfied	27%	25
Very Satisfied	31%	29
Skipped Question	2%	2



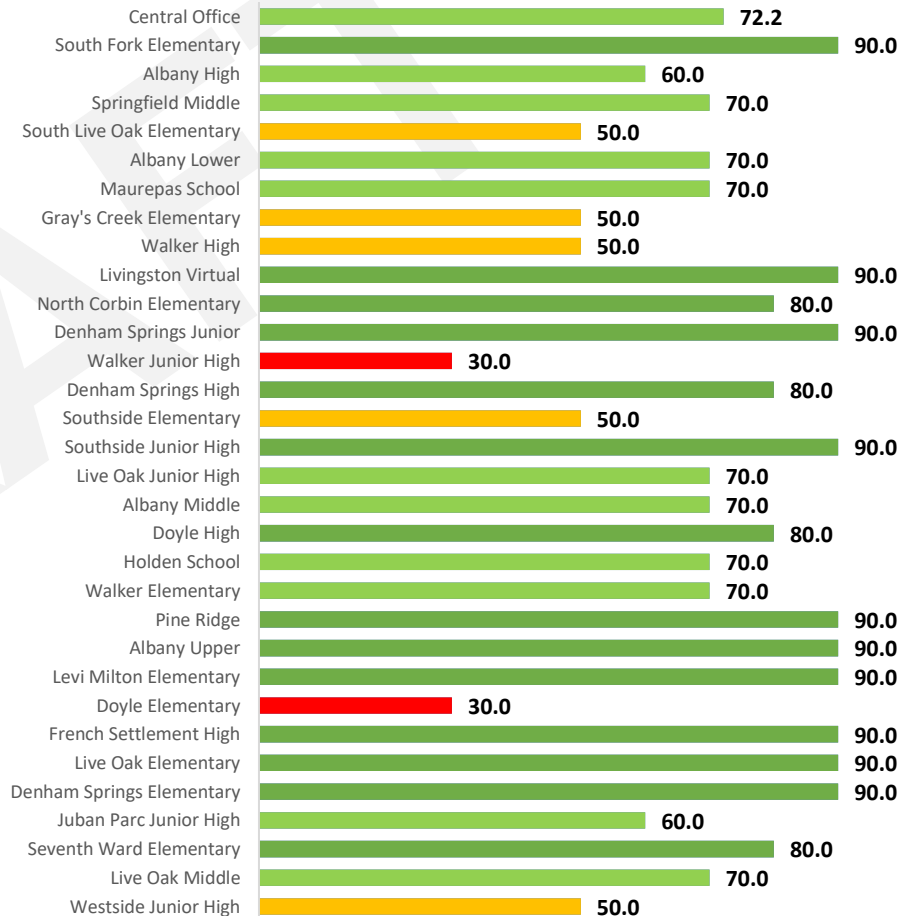


Custodial – Professionalism: Districtwide

How satisfied are you with the **professionalism of the custodial staff** at your work location?



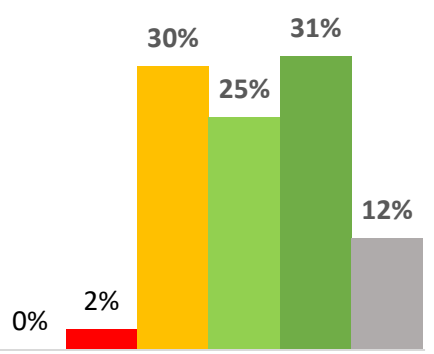
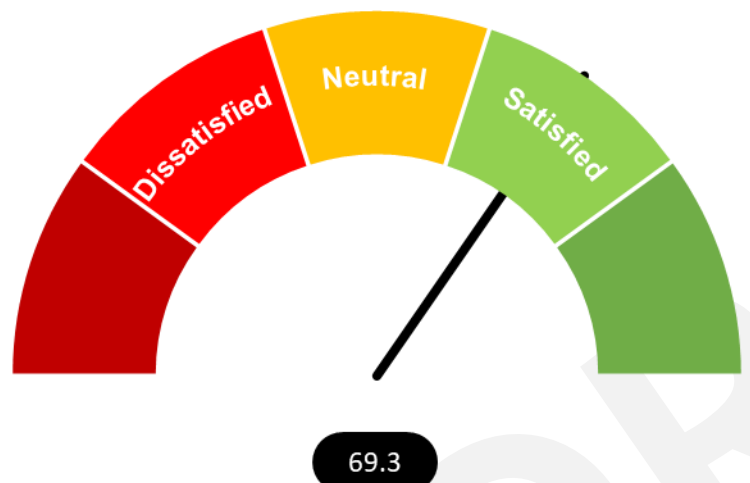
Response	%	#
Very Dissatisfied	1%	1
Dissatisfied	3%	3
Neutral	26%	24
Satisfied	25%	23
Very Satisfied	43%	40
Skipped Question	2%	2



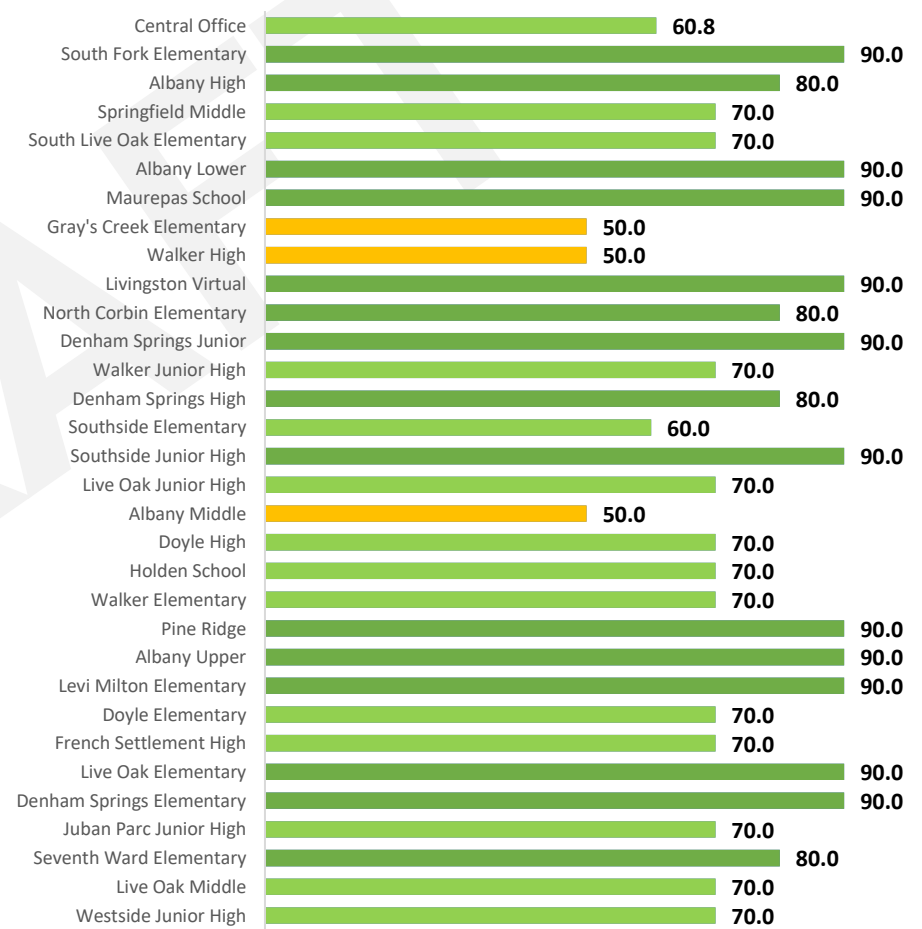


Custodial – Safety Reporting: Districtwide

How satisfied are you with the reporting of safety incidents by custodial staff at your work location?



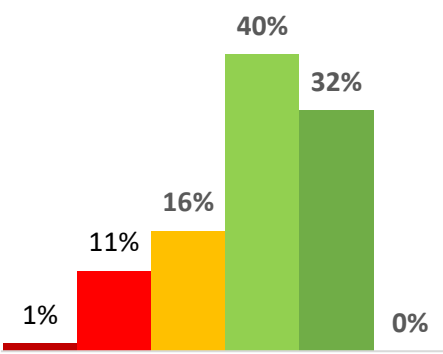
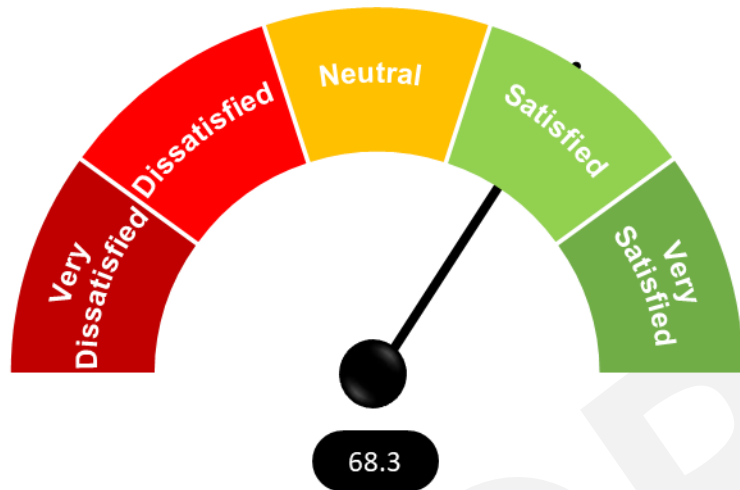
Response	%	#
Very Dissatisfied	0%	0
Dissatisfied	2%	2
Neutral	30%	28
Satisfied	25%	23
Very Satisfied	31%	29
Skipped Question	12%	11



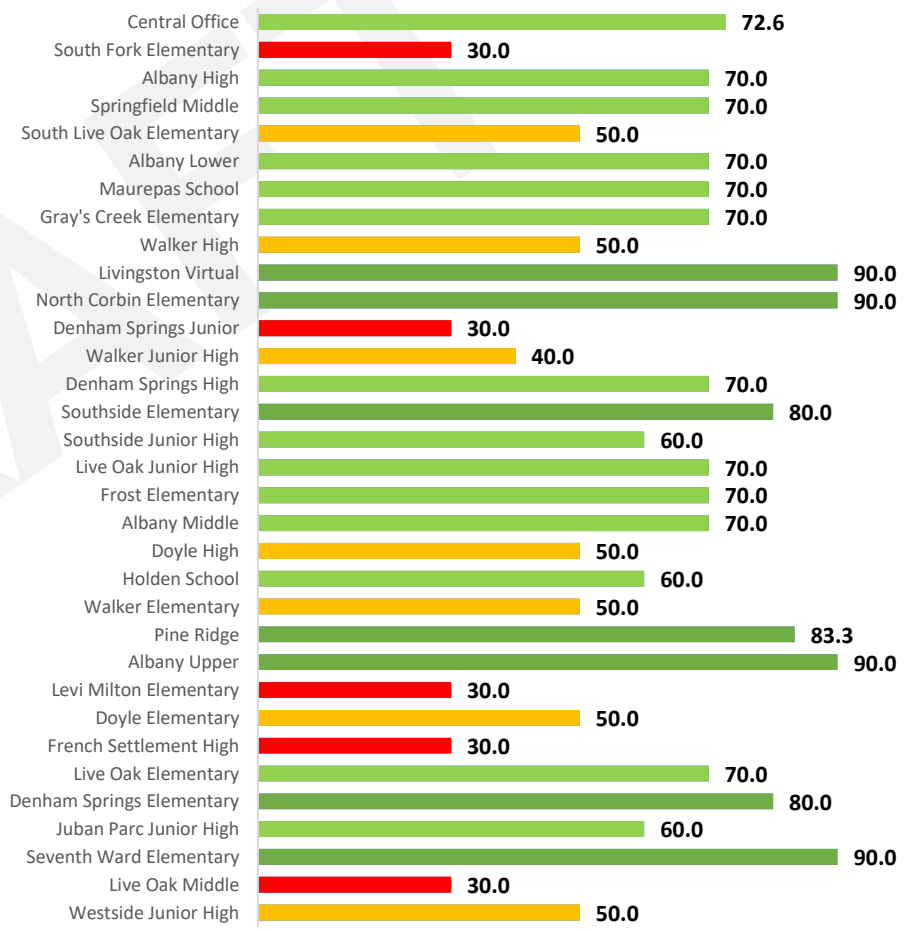


Maintenance – Response Time: Districtwide

How satisfied are you with the **response time of the maintenance staff?**



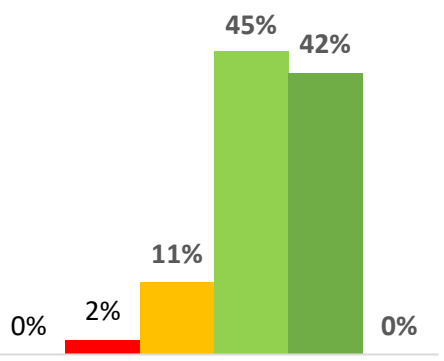
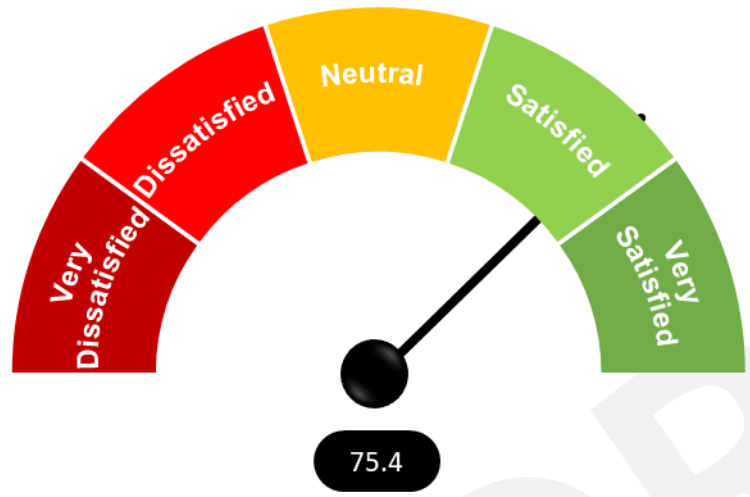
Response	%	#
Very Dissatisfied	1%	1
Dissatisfied	11%	10
Neutral	16%	15
Satisfied	40%	37
Very Satisfied	32%	30
Skipped Question	0%	0



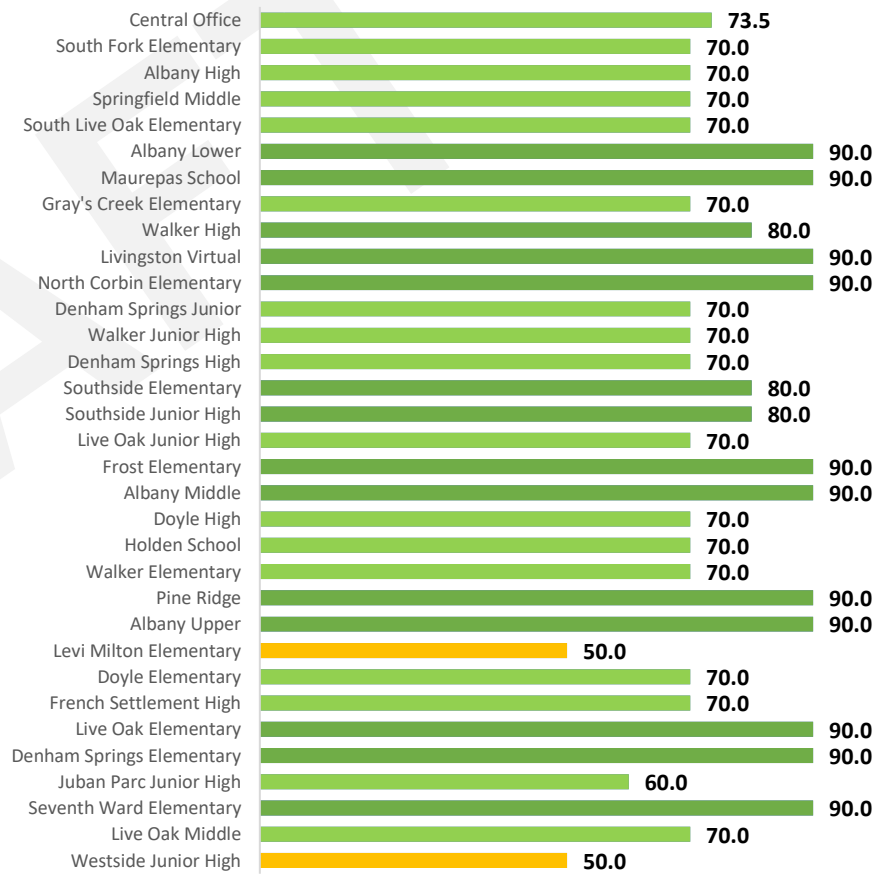


Maintenance – Professionalism: Districtwide

How satisfied are you with the **professionalism of the maintenance staff?**



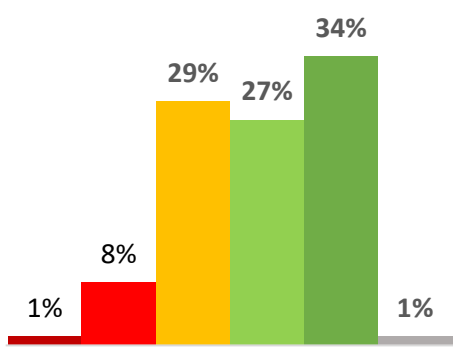
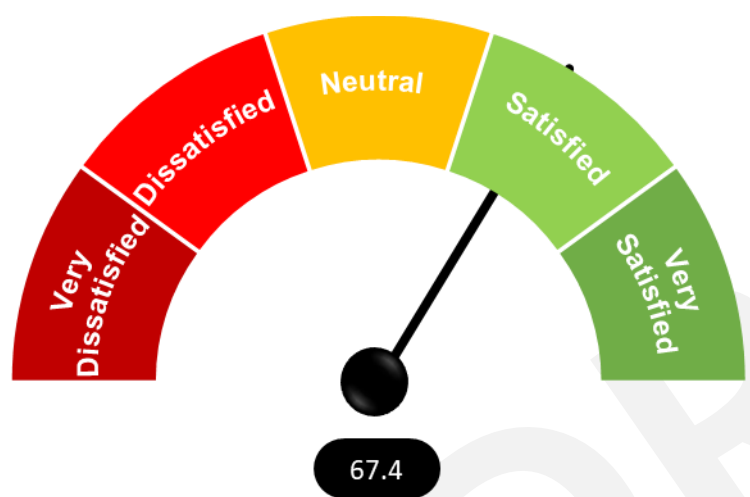
Response	%	#
Very Dissatisfied	0%	0
Dissatisfied	2%	2
Neutral	11%	10
Satisfied	45%	42
Very Satisfied	42%	39
Skipped Question	0%	0



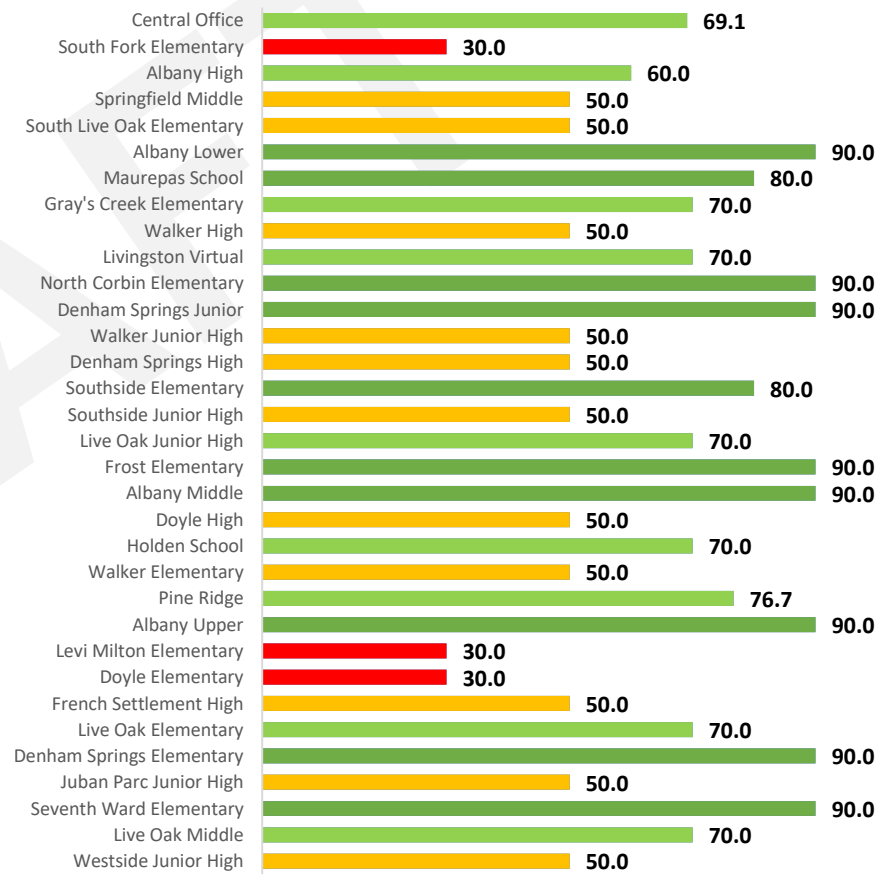


Maintenance – Communications Accuracy: Districtwide

How satisfied are you with the accuracy of communications on status of issues from the maintenance staff?



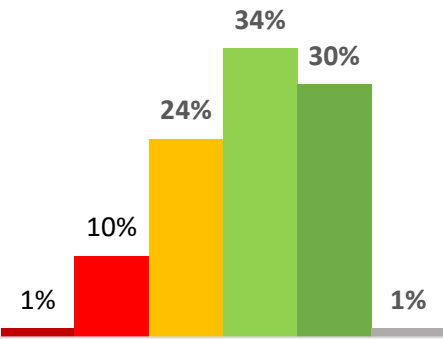
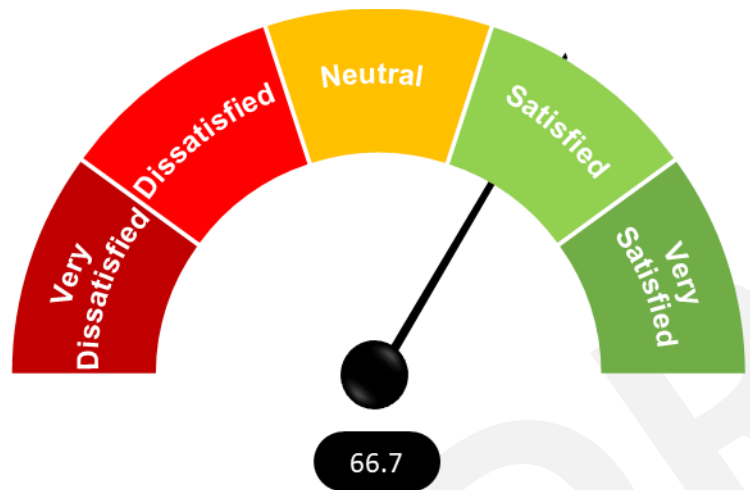
Response	%	#
Very Dissatisfied	1%	1
Dissatisfied	8%	7
Neutral	29%	27
Satisfied	27%	25
Very Satisfied	34%	32
Skipped Question	1%	1



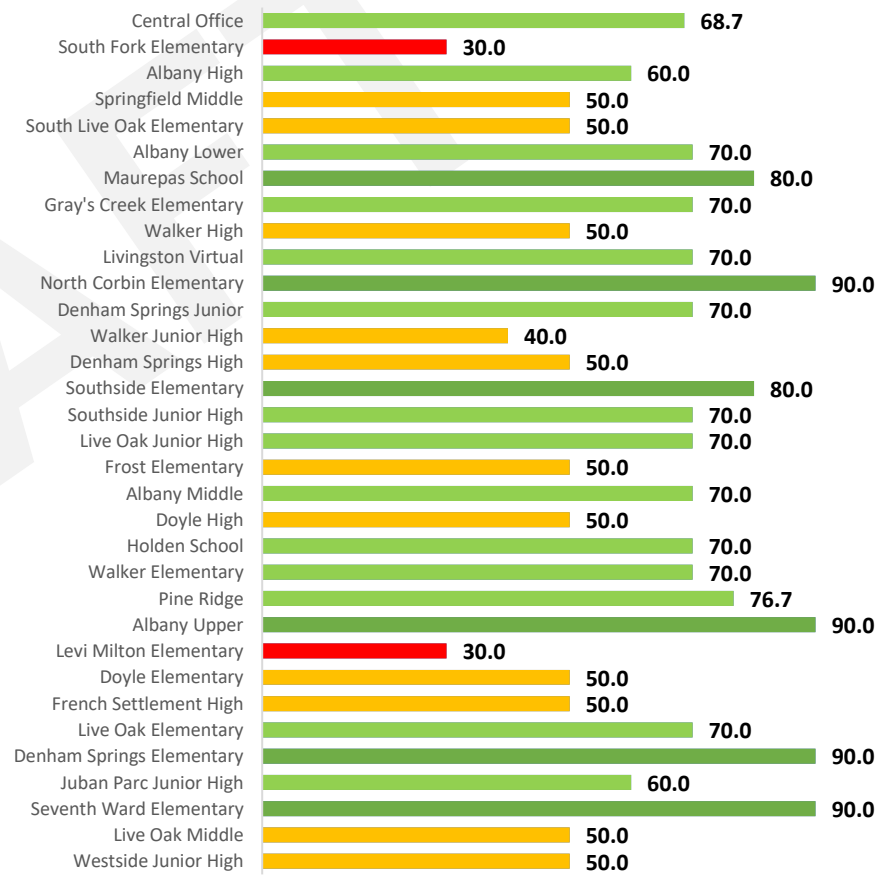


Maintenance – Communications Timeliness: Districtwide

How satisfied are you with the **timeliness of communications on status of issues from the maintenance staff?**



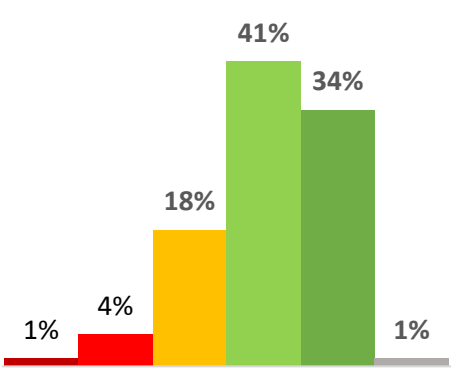
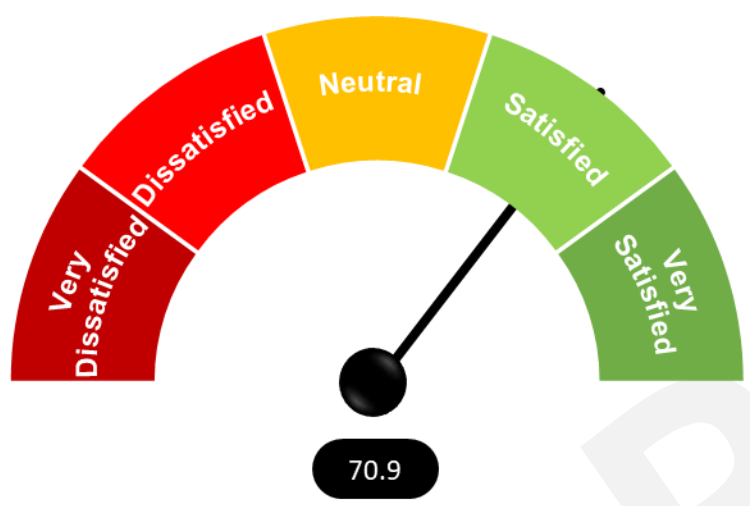
Response	%	#
Very Dissatisfied	1%	1
Dissatisfied	10%	9
Neutral	24%	22
Satisfied	34%	32
Very Satisfied	30%	28
Skipped Question	1%	1



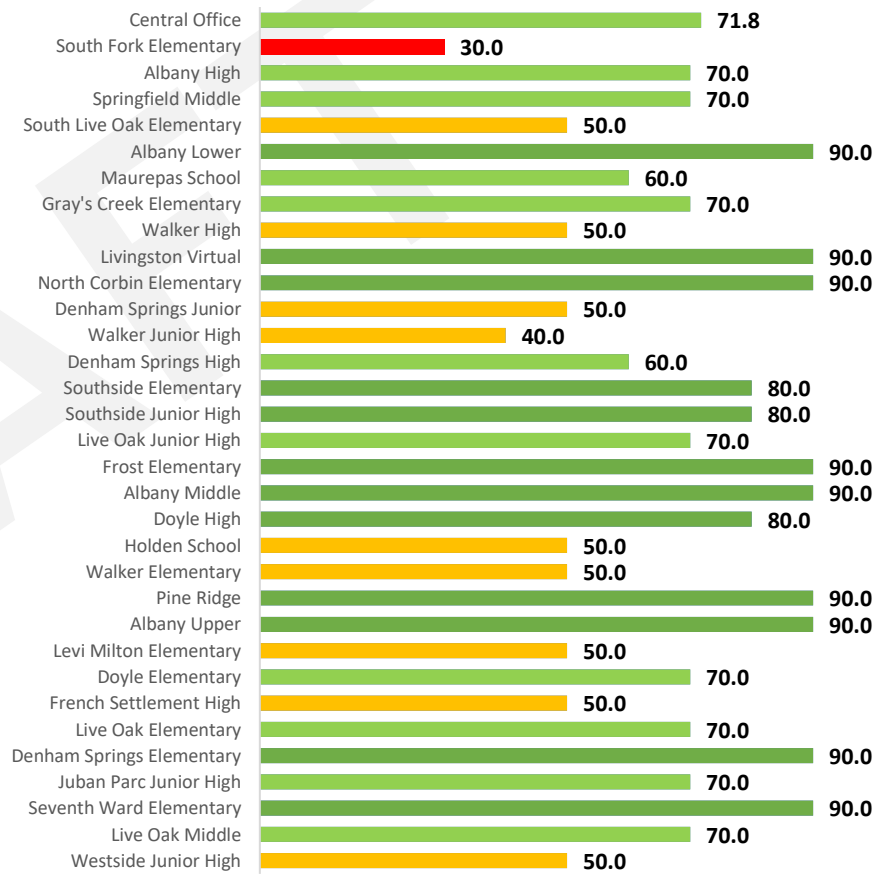


Maintenance - Resolve Issues: Districtwide

How confident are you in maintenance staff's ability to resolve issues?



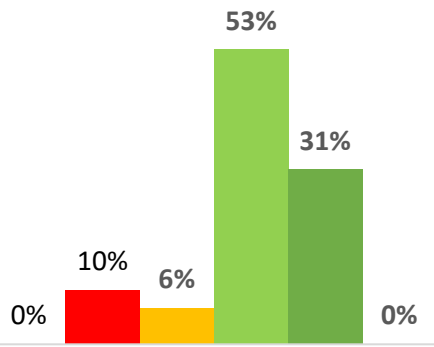
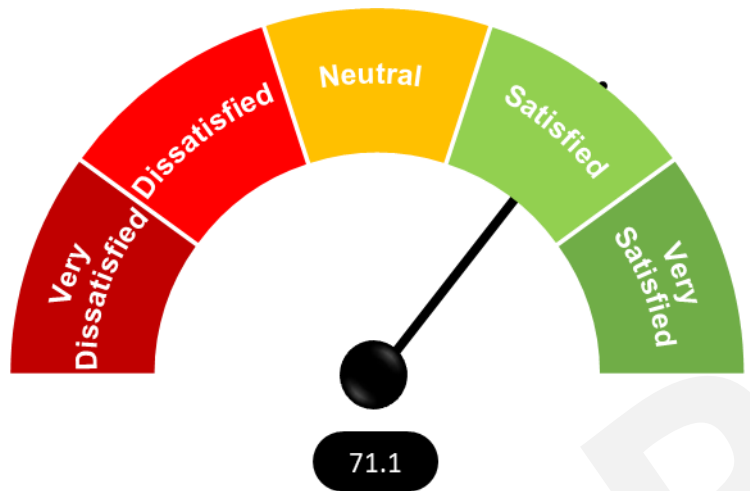
Response	%	#
Very Dissatisfied	1%	1
Dissatisfied	4%	4
Neutral	18%	17
Satisfied	41%	38
Very Satisfied	34%	32
Skipped Question	1%	1



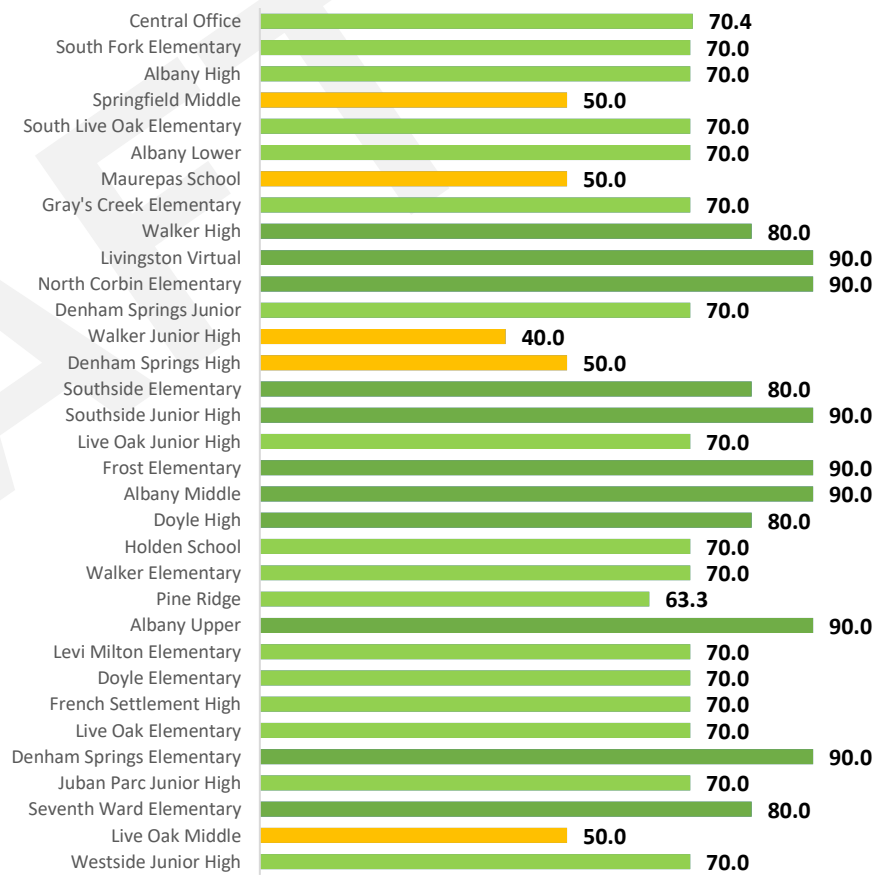


Maintenance - Lighting: Districtwide

How satisfied are you with the **adequacy of lighting** at your work location?



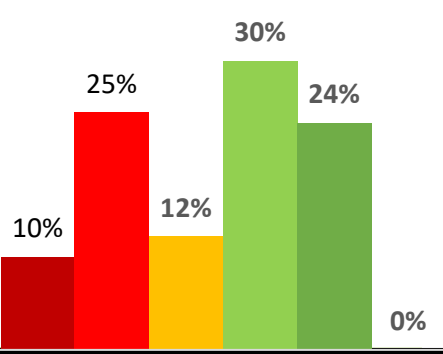
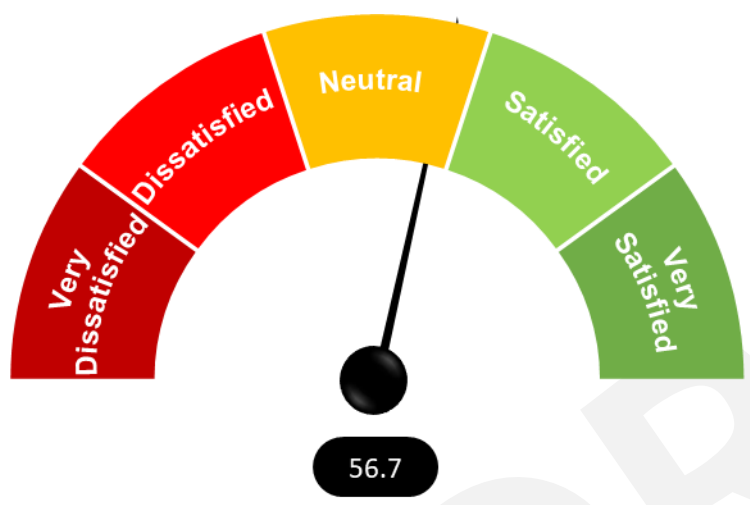
Response	%	#
Very Dissatisfied	0%	0
Dissatisfied	10%	9
Neutral	6%	6
Satisfied	53%	49
Very Satisfied	31%	29
Skipped Question	0%	0



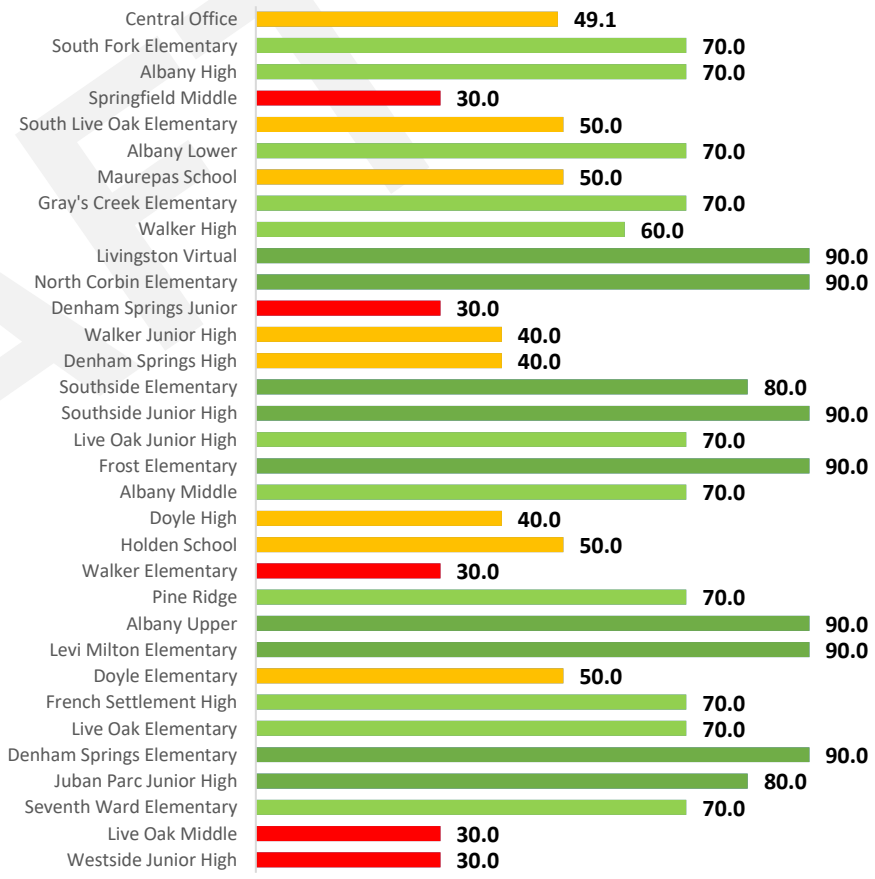


Maintenance - Aesthetics: Districtwide

How satisfied are you with the **condition of the facilities aesthetically** at your work location?



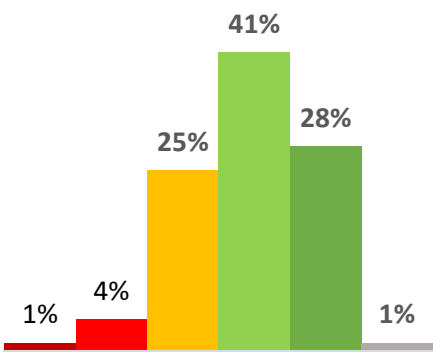
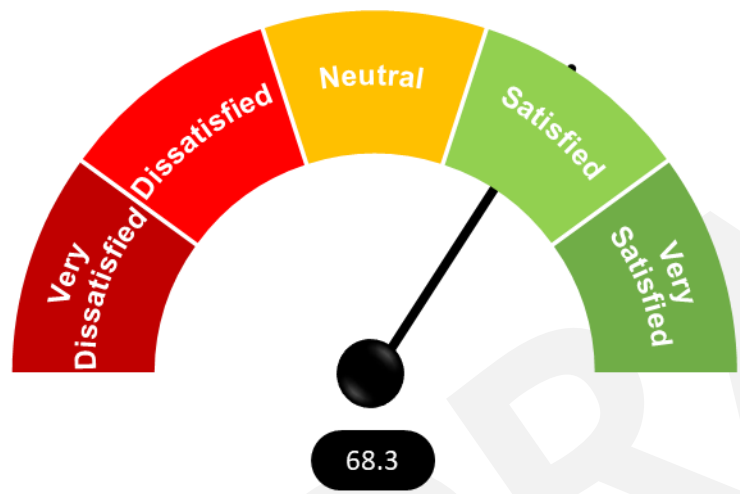
Response	%	#
Very Dissatisfied	10%	9
Dissatisfied	25%	23
Neutral	12%	11
Satisfied	30%	28
Very Satisfied	24%	22
Skipped Question	0%	0



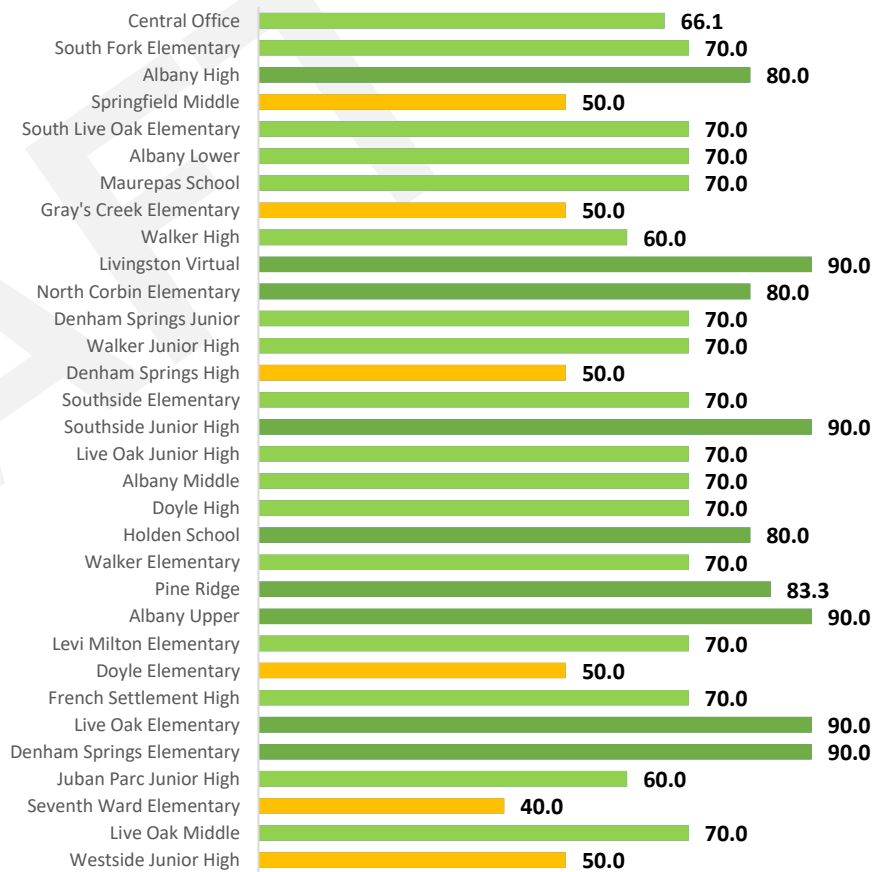


Landscaping – Grounds Overall: Districtwide

How satisfied are you with the overall quality of grounds services at your work location?



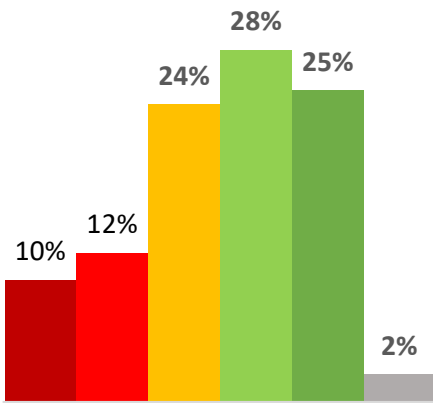
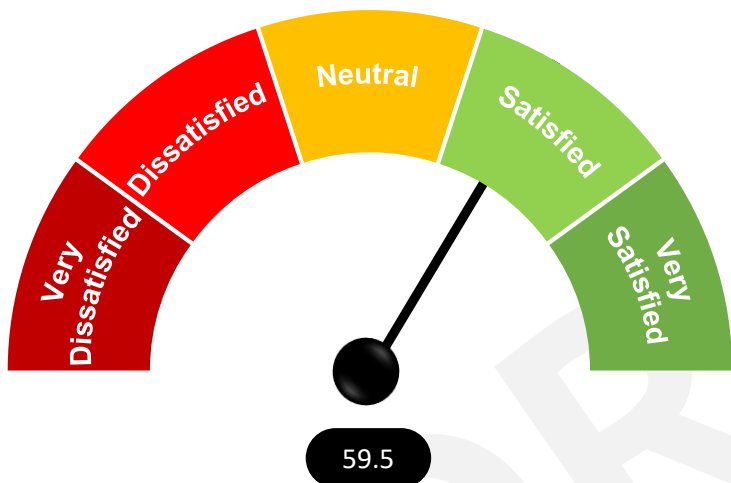
Response	%	#
Very Dissatisfied	1%	1
Dissatisfied	4%	4
Neutral	25%	23
Satisfied	41%	38
Very Satisfied	28%	26
Skipped Question	1%	1



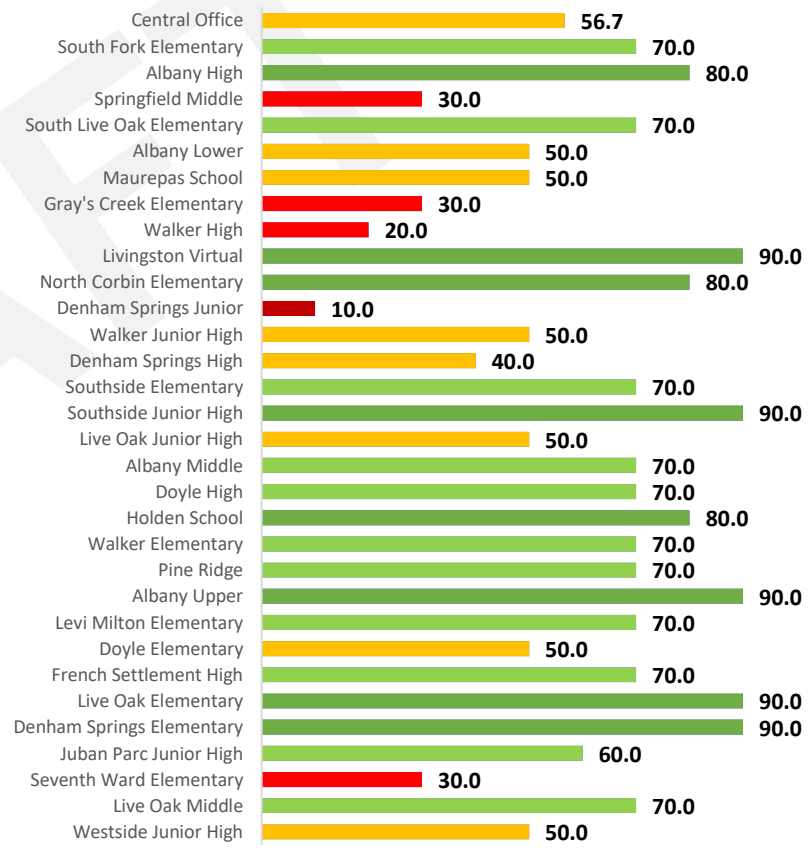


Landscaping – Landscape Design: Districtwide

How satisfied are you with the overall quality of landscape design (trees, flowerbeds) & maintenance at your work location?



Response	%	#
Very Dissatisfied	10%	9
Dissatisfied	12%	11
Neutral	24%	22
Satisfied	28%	26
Very Satisfied	25%	23
Skipped Question	2%	2

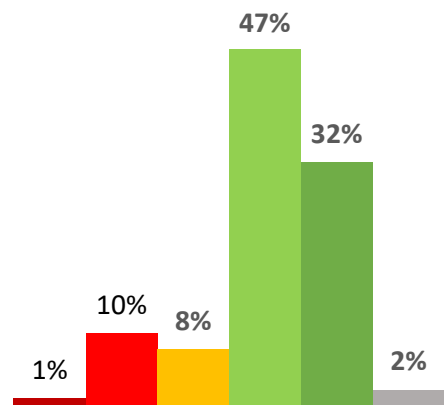
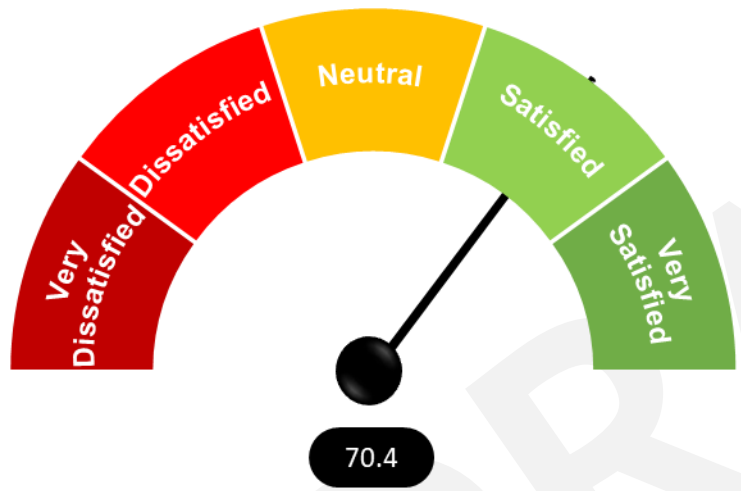


See Appendix for response detail by location

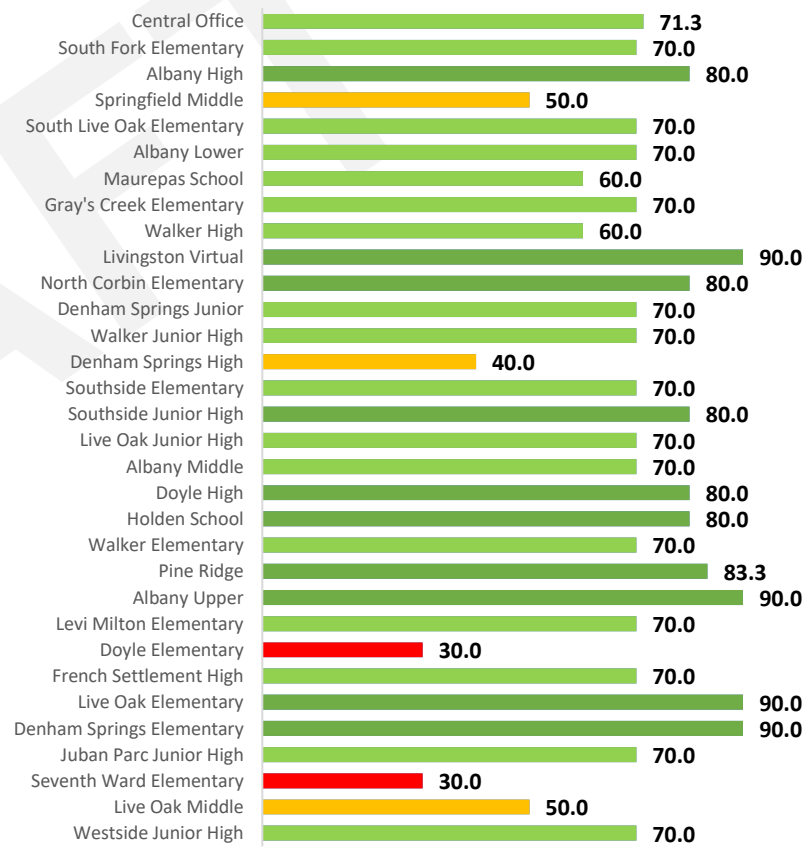


Landscaping – Grounds Maintenance: Districtwide

How satisfied are you with the overall quality of grounds maintenance (mowing, weeding) at your work location?



Response	%	#
Very Dissatisfied	1%	1
Dissatisfied	10%	9
Neutral	8%	7
Satisfied	47%	44
Very Satisfied	32%	30
Skipped Question	2%	2

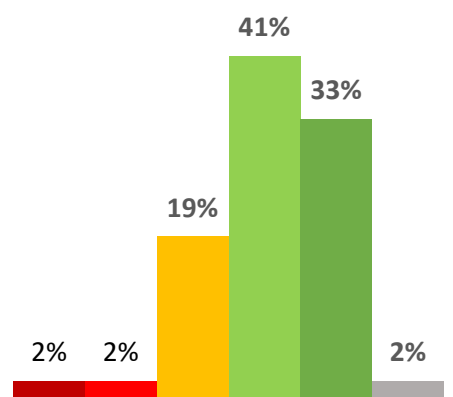
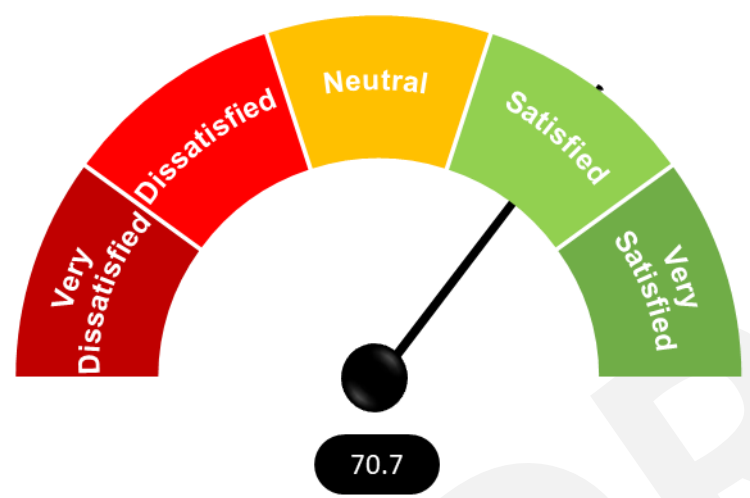




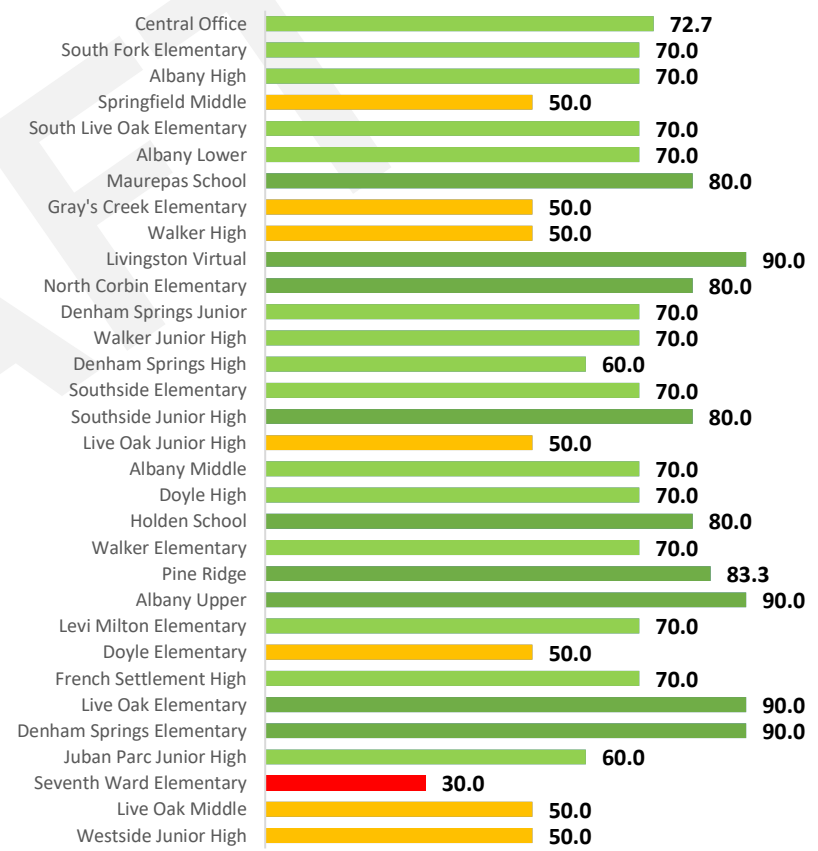
Functional Area Review-Survey Results

Landscaping - Litter: Districtwide

How satisfied are you with the overall quality of litter management at your work location?



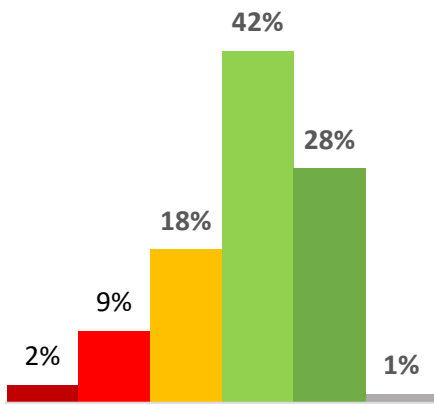
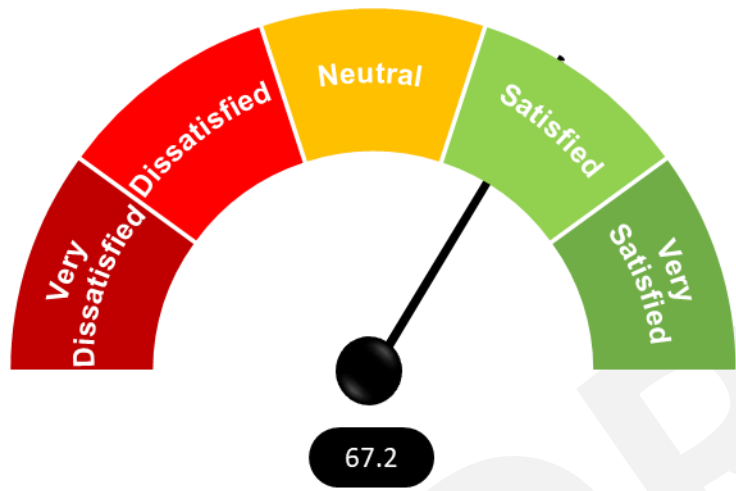
Response	%	#
Very Dissatisfied	2%	2
Dissatisfied	2%	2
Neutral	19%	18
Satisfied	41%	38
Very Satisfied	33%	31
Skipped Question	2%	2



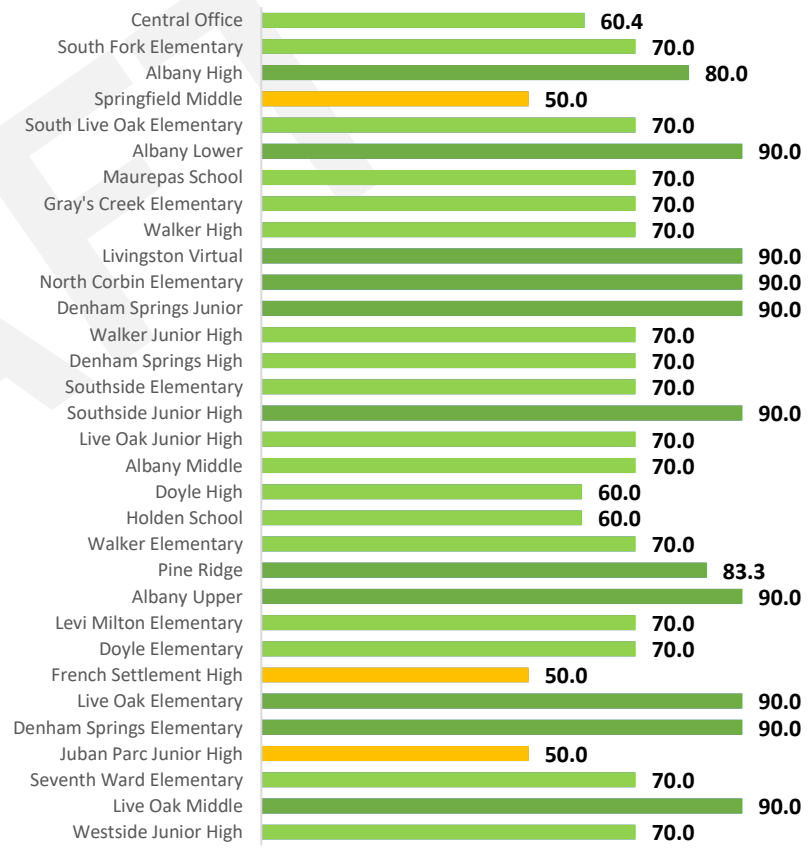


Landscaping – Pest Control: Districtwide

How satisfied are you with the overall quality of pest control (inside and outside) at your work location?



Response	%	#
Very Dissatisfied	2%	2
Dissatisfied	9%	8
Neutral	18%	17
Satisfied	42%	39
Very Satisfied	28%	26
Skipped Question	1%	1



Appendix B: Provided Data



Human Resources

	Format	2022-2023	2021-2022	Unavailable	Not Appl.	2020-2021	Unavailable	Not Appl.	2019-2020	Unavailable	Not Appl.	Notes/Clarifications
Total number of personnel (FTE) in HR Dept.	#	10	10.00									
Total number of district personnel (FTE)	#	3,879	3777									
Of total, number of Classified FTEs	#	1,643	1595									
Of total, number of Certified FTEs	#	2,236	2182									
Total number of classroom teachers (FTE)	#	1,864	1821									
Total number of personnel separations	#	324	312									
Of total, number of teacher separations	#	154	156									
Total number of employee discrimination complaints	#	0	0									
Total number of employee misconduct investigations	#	12	15									



Business & Finance (1 of 4)

	Format	2022-2023	Unavailable	Not Appl.	2021-2022	Unavailable	Not Appl.	2020-2021	Unavailable	Not Appl.	2019-2020	Unavailable	Not Appl.	Notes/Clarifications
Total number of operational schools in district	#	43			43			43			43			
Total number of students enrolled in district	#	26954			26,540			26044			26148			
Number of school days annually	#	180			180			180			180			
% of students in Free and Reduced Lunch Program	%	65.7			57			35			42			
General Finance Overall														
Total number of personnel (FTE) in Finance Dept.	#	11			11			10			10			
Total Number of personnel (FTE) in Payroll Dept.	#	6			6			6			6			Includes 2 Part-time Employees counted as 1
Total Payroll Dept. cost	\$	276,840			\$ 253,361			\$ 245,634			\$ 214,503			Cost of salaries only.
Total district payroll annually	\$	\$ 174,294,820			\$ 157,388,987			\$ 150,004,257			\$ 141,135,887			
Number of paychecks processed annually	#	579			468			489			549			
Total number of paycheck errors annually	#	64			42			86			42			Can only track voids.
Total number of paychecks direct deposited annually	#	62,937			55,943			53,100			50,192			
Total Liability Premiums, Claims & Admin costs	\$	\$ 3,731,673			\$ 1,479,617			\$ 1,479,617			\$ 1,479,617			All claim payments made during fiscal
Total number of Liability Claims filed	#	99			88			106			107			Total claims made during fiscal
Total number of Liability Claims litigated	#	2			4			3			1			Total claims litigated that occurred during fiscal



Appendix B: Provided Data

Business & Finance (2 of 4)

	Format	2022-2023	Unavailable	Not Appl.	2021-2022	Unavailable	Not Appl.	2020-2021	Unavailable	Not Appl.	2019-2020	Unavailable	Not Appl.	Notes/Clarifications
Total Workers' Comp. Premiums, Claims & Admin costs	\$	\$ 1,748,526			\$ 1,282,521			\$ 1,298,978			\$ 1,337,051			All claim payments made during fiscal
Total workplace accidents reported	#	189			186			180			158			
Total Workers' Comp claims filed	#	9			8			7			14			Claims filed lost time
Total lost days for all Workers' Comp claims	#	632			1,399			642			993			Lost days for claims that occurred during fiscal
Total Debt Principal costs owed	\$	\$ 96,491,690			\$ 104,318,355			\$ 92,215,020			\$ 92,553,564			
Total Debt Servicing costs paid	\$	\$ 19,204			\$ 19,457			\$ 187,382			\$ 34,655			Legal and Technical Services
Total fund balance	\$	\$ 169,176,097			\$ 167,068,053			\$ 112,904,922			\$ 90,944,720			
Total district operating expenditures (actual)	\$	\$ 357,924,108			\$ 346,302,327			\$ 336,970,190			\$ 290,216,566			
Total budgeted expenditures in Adopted Budget	\$	\$ 345,106,273			\$ 319,845,652			\$ 321,257,821			\$ 283,684,440			
Total budgeted expenditures in Final Budget	\$	\$ 372,829,869			\$ 361,123,643			\$ 345,633,426			\$ 287,583,569			
Total district operating revenue (actual)	\$	\$ 359,843,719			\$ 411,356,912			\$ 352,445,818			\$ 302,334,728			
Total budgeted revenue in Adopted Budget	\$	\$ 350,777,352			\$ 332,614,454			\$ 320,622,420			\$ 284,640,034			
Total budgeted revenue in Final Budget	\$	\$ 369,030,416			\$ 411,356,912			\$ 356,003,771			\$ 287,178,450			
Total grant fund expenditures	\$	\$ 38,424,478			\$ 35,174,307			\$ 29,101,946			\$ 19,160,344			
Of total, expenditures from competitive grants	\$	\$ 371,244			\$ 249,050			\$ 257,102			\$ 193,734			
Total grant funds returned	\$	\$ 0			\$ -			\$ 0			\$ 38,997			Due to COVID-19



Appendix B: Provided Data

Business & Finance (3 of 4)

	Format	2022-2023	Unavailable	Not Appl.	2021-2022	Unavailable	Not Appl.	2020-2021	Unavailable	Not Appl.	2019-2020	Unavailable	Not Appl.	Notes/Clarifications
Number of grant-funded staff	#	211			216			171			124			
Average number of days to access grant funds	#	365			365			365			365			Average time grant funds are available for use.
Average number of days to process grant-receivable invoices	#			X			X			X			X	
Total number of A/P staff (FTE)	#	1.75			1.75			1.50			1.50			
Total A/P Dept. costs	\$	69,396			63,562			53,334			50,071			Salary cost only
Annual number of A/P payments processed	#	9,023			8,904			8,408			8,411			
Total number of A/P payments past due	#		X			X			X			X		
Total number of A/P payments voided	#	49			56			57			46			
Annual number of invoices processed	#	23,614			22,787			20,633			20,501			
Average number of days to process invoices	#		X			X			X			X		
Total Procurement Dept. costs	\$		X			X			X			X		
Total number of Procurement Staff (FTE)	#	1			1			1			1			
Total number of Procurement staff with professional certification	#	-			-			-			-			
Annual number of Purchase Orders (exclude P-card & construction)	#	8,743			8,413			7,871			7,910			
Total amount of procurement outlay	\$	105,929,778			134,060,010			100,430,817			66,686,699			Object 300-890
Of total, amount paid by P-card	\$	-			-			-			-			Never implemented
Of total, amount for construction projects	\$	25,295,842			50,633,179			34,016,080			9,603,318			



Appendix B: Provided Data

Business & Finance (4 of 4)

	Format	2022-2023	Unavailable	Not Appl.	2021-2022	Unavailable	Not Appl.	2020-2021	Unavailable	Not Appl.	2019-2020	Unavailable	Not Appl.	Notes/Clarifications
Total procured by competitive procurement techniques	\$		X			X			X			X		
Total savings realized from invitations for bids, requests for proposal & informal solicitations	\$		X			X			X			X		
Average number of days to administer invitations to bid	#	10-15			10-15			10-15			10-15			Estimate
Total spent under cooperative agreements	\$	\$ 769,585			\$ 421,734			\$ 421,734			\$ 421,734			

Department Expenditure Data

	Format	2021-2022	Unavailable	Not Appl.	2020-2021	Unavailable	Not Appl.	2019-2020	Unavailable	Not Appl.	Notes/Clarifications		
Annual Transportation Expenditures	\$	\$ 19,553,571			\$ 19,643,508			\$ 15,328,167			\$ 14,750,136		
Annual Operations Expenditures	\$	\$ 33,097,952			\$ 26,569,178			\$ 25,024,454			\$ 22,096,501		
Of total, annual maintenance costs	\$	\$ 22,934,978			\$ 20,241,739			\$ 16,444,991			\$ 18,046,581		2620
Of total, annual grounds/landscaping costs	\$	\$ 1,208,645			\$ 660,331			\$ 416,374			\$ 476,201		2630
Of total, annual custodial costs	\$	\$ 4,924,474			\$ 4,499,969			\$ 4,241,854			\$ 658,780		116 2620
Of total, annual custodial supply costs	\$	\$ 567,244			\$ 536,283			\$ 602,997			\$ 424,663		
Annual Technology Expenditures	\$	\$ 2,595,638			\$ 2,293,146			\$ 2,167,151			\$ 2,436,209		
Of total, annual cost for IT staff	\$	\$ 1,315,439			\$ 1,366,823			\$ 1,377,175			\$ 1,307,894		
Of total, annual cost for IT hardware, systems, and services	\$	\$ 1,280,199			\$ 926,323			\$ 779,960			\$ 1,128,315		
Annual IT Capital Investments	\$	\$ 4,175,806			\$ 4,324,188			\$ 5,932,122			\$ 3,993,555		All technology items tagged within FY.
Annual Human Resource Department Expenditures	\$	\$ 483,987			\$ 558,336			\$ 419,999			\$ 419,133		



Business & Finance - Purchasing/Accounts Payable

	Format	2022-2023	Unavailable	Not Appl.	2021-2022	Unavailable	Not Appl.	2020-2021	Unavailable	Not Appl.	2019-2020	Unavailable	Not Appl.	Notes/Clarifications
Total number of A/P staff (FTE)	#	1.75			1.75			1.5			1.5			
Total A/P Dept. costs	\$	\$69,396			\$63,562			\$53,334			\$50,071			Salary cost only
Annual number of A/P payments processed	#	9,023			8,904			8,408			8,411			
Total number of A/P payments past due	#		X			X			X			X		
Total number of A/P payments voided	#	49			56			57			46			
Annual number of invoices processed	#	23,614			22,787			20,633			20,501			
Average number of days to process invoices	#		X			X			X			X		
Total Procurement Dept. costs	\$		X			X			X			X		
Total number of Procurement Staff (FTE)	#	1			1			1			1			
Total number of Procurement staff with professional certification	#	-			-			-			-			
Annual number of Purchase Orders (exclude P-card & construction)	#	8,743			8,413			7,871			7,910			
Total amount of procurement outlay	\$	#####			#####			#####			#####			Object 300-890
Of total, amount paid by P-card	\$	\$ -			\$ -			\$ -			\$ -			Never implemented
Of total, amount for construction projects	\$	#####			#####			#####			#####			



Appendix B: Provided Data

Facilities

	Format	2022-2023		2021-2022		2020-2021		2019-2020		Notes/Clarifications
		Unavailable	Not Appl.	Unavailable	Not Appl.	Unavailable	Not Appl.	Unavailable	Not Appl.	
Total square feet maintained by district	#	3,927,794.00		3,916,544.00		3,810,680.00		3,515,661.00		
Total square acres maintained by district	#	777.62		777.62		777.62		777.62		
Total number of Operations staff (FTE)	#	5		5		5		5		
Of total, number of Maintenance Techs/Tradesmen (FTE)	#	30		32		35		38		
Of total, number of Custodians (FTE)	#	182		184		187		181		
Of total, number of Grounds/Landscapers (FTE)	#									With the exception of a few custodians the grounds/landscapers are contracted services.
Average number of days to complete maintenance work orders	#	10.38		10.63		9.76		9.71		
Total utility costs (including electricity, heating fuel, water, sewer)	\$	\$6,624,503.00		\$5,806,124.00		\$5,065,395.00		\$4,220,486.00		



Appendix B: Provided Data

Transportation

	Format	2022-2023	Unavailable	Not Appl.	2021-2022	Unavailable	Not Appl.	2020-2021	Unavailable	Not Appl.	2019-2020	Unavailable	Not Appl.	Notes/Clarifications
Average number of <i>students transported</i> daily	#	16,000			X			X			X			We only save the previous year's database. There are only minor changes from year to year.
Average number of <i>miles driven</i> daily	#	11,500			X			X			X			
Total number of <i>buses</i> available to district	#	336			X			X			X			
Of total, number of <i>daily run regular</i> buses	#	247			X			X			X			
Of total, number of <i>daily run SPED</i> buses	#	43			X			X			X			
Of total, number of <i>spare regular</i> buses	#	38			X			X			X			
Of total, number of <i>spare SPED</i> buses	#	8			X			X			X			
Total number of <i>Bus Mechanics (FTE)</i>	#	8		8			8				8			2-shop management 6- mechanics



Appendix B: Provided Data

Child Nutrition

	Format	2022-2023	Unavailable Not Appl.	2021-2022	Unavailable Not Appl.	2020-2021	Unavailable Not Appl.	2019-2020	Unavailable Not Appl.	Notes/Clarifications
Total annual CNP <i>revenue</i>	\$	\$17,325,356		\$34,914,998		\$20,517,243		\$14,432,669		2021/22 increased revenue/expense "focus foods"
Total annual CNP <i>labor hours</i>	#	15		15		14		15		2020/21 average MPLH low due to COVID schedule
Total <i>Meal Equivalents (MEQ)</i> served annually*	#	4,445,417		4,132,987		3,967,015		3,827,730		
Annual CNP <i>fund balance</i>	\$	\$10,825,749		\$13,198,591		\$5,958,493		\$2,473,372		2022/23 Actuals not finalized. Amount listed based on budget 8/2023
Total value of <i>USDA Commodities</i>	\$	\$1,403,099		\$1,354,100		\$1,074,762		\$617,384		
Total CNP <i>annual costs</i>	\$	\$18,467,826		\$27,674,900		\$17,032,124		\$15,067,596		
Of total, annual costs for <i>food</i>	\$	\$8,047,555		\$5,062,349		\$4,377,340		\$5,071,288		
Of total, annual costs for <i>labor</i>	\$	\$6,018,224		\$5,341,638		\$5,299,971		\$5,364,805		
Of total, annual <i>direct costs</i>	\$	\$3,648,101		\$16,664,955		\$6,836,681		\$4,181,161		
Of total, annual <i>indirect costs</i>	\$	\$753,946		\$605,958		\$518,132		\$450,342		Water/Sewer/Gas/Waste Disposal/Electricity
Annual <i>Breakfast</i> Participation Rate	%	40%		40%		41%		51%		ADP/Reported Enrollment
Annual <i>Lunch</i> Participation Rate	%	71%		68%		64%		74%		ADP/Reported Enrollment



Appendix B: Provided Data

Technology

	Format	Unavailable Not Appl.	Unavailable Not Appl.	Unavailable Not Appl.	Unavailable Not Appl.	2019- 2020	Unavailable Not Appl.	Notes/Clarifications
	2022-2023	2021-2022	2020-2021					
Total number of IT staff (FTE)	# 10/13.47 = 23.47	11./13.47 = 24.47	12/13.47 = 25.47			12/3.47 = 25.47		As this data request is based on strictly technical items the numbers given reflect the technical staff. We currently have only 3 Network Level staff and 7 LAN level. Our department also consists of 3 other branches: Instructional Technology, MIS (Data Systems), and Print Shop. Also, there are 49 TCS (school-level support that is also teachers). On average, these individuals dedicate approximately 8 to 14 hours per week. The assessment team assume approximately 0.27 FTE per TCS. Thus the 49 TCS equals approximately 13.475
Total number of devices (Desktops, Laptops, Tablets, etc)	# 59,142	55974.00	49,781			43,497		The numbers for 2022-2023 are our current numbers. It is also worth noting that we service 70K+ endpoints. As the district purchases computers throughout the school year and are purchased through a variety of departments and school sites it made sense to provide the most recent numbers. For a more detailed accounting of our endpoint story please see the "Lean Frog Technology Department Review - Endpoints" document.
Total number of student devices	# 51,288	48349	42,714			36,823		
Total number of employee devices	# 7,617	7125	6,798			6,468		
Total number of Advanced-Presentation devices	# 2845		X			X	X	The numbers provided assume that you are asking for interactive panels, boards, and projectors. The total is made up of 1277 interactive boards/panels and 1568 projectors. We do not track these numbers from this department the same way we would other devices.
Average age of computers, in years	# 3.29	3.47	4.73			4.12		
Total number of support/incident tickets annually	# 6400		X			X	X	The numbers given in the "Ticket for LEAN Frog" report are the current numbers we have. We use a freeware product called Spiceworks as our ticketing system. Unfortunately, the historical space provided is very limited and carrying historical tickets impacts performance of the system. For a more detailed account of our relation to tickets and efficacy resolution see the "Lean Frog Technology Department Review - Tickets" Document
Average number of days to close support/incident tickets	# See Report		X			X	X	
Total available bandwidth (in Mbit/s) (1GB=8,000 Mb)	# 20 GB	10 GB	10 GB			10 GB		We do not have a usage monitoring software as it is not an expense that we have wanted to carry. For a more detailed accounting of our usage story please see the "Lean Frog Technology Department Review - Network Usage" document.
Number of days network usage exceeded 75% of capacity	# 0	30 approx	30 approx			25 approx		