

2023 Regular Session

SENATE RESOLUTION NO. 178

BY SENATOR BARROW

TEACHERS. Requests the Louisiana Department of Education and the State Board of Elementary and Secondary Education to submit an annual report to the Senate committees on Education and Finance on how differentiated teacher pay, contained in the Minimum Foundation Program formula, is applied and distributed in a fair and equitable fashion.

1 A RESOLUTION

2 To urge and request the Louisiana Department of Education and the State Board of  
3 Elementary and Secondary Education to annually report to the Senate committees  
4 on Finance and Education on how the differentiated teacher pay, contained in the  
5 Minimum Foundation Program formula, is applied and distributed in a fair and  
6 equitable fashion.

7 WHEREAS, recent reports from the Louisiana Department of Education (LDOE) and  
8 the State Board of Elementary and Secondary Education (BESE) indicates nearly seven  
9 thousand educators have departed the classroom, contributing to the ongoing teacher  
10 shortage in Louisiana; and

11 WHEREAS, the Minimum Foundation Program (MFP), Louisiana's annual funding  
12 formula for public schools, is adopted by BESE and determines funding levels for each  
13 school district, ensuring equitable allocation of resources based on student enrollment,  
14 attendance, and specific program needs; and

15 WHEREAS, in March 2023, BESE granted approval to six modifications to the MFP,  
16 including one hundred ninety-seven million dollars in salary increases for teachers and  
17 support staff, the allocation of incentive stipend funding to school districts, assistance to  
18 struggling districts grappling with rising expenses, dedicated funding for apprenticeships to

1 bolster career and technical education, increased funding for districts affected by inflation,  
2 and stipends to teachers who complete in-classroom work for certification; and

3 WHEREAS, the National Education Association (NEA) reports annually on public  
4 education in the United States, described as a collaborative effort amongst local, state, and  
5 federal governments, highlighting, comparing, and ranking commitments to education in  
6 relation to economics, geography, and politics; and

7 WHEREAS, despite a growing reluctance among teachers to participate in exit  
8 interviews, the 2021-2022 school year witnessed a fourteen percent increase in teacher  
9 departures, with reasons ranging from retirement, personal circumstances, accepting new  
10 positions, or securing promotions; and

11 WHEREAS, the approved MFP revisions by BESE included a two thousand dollar  
12 pay raise for teachers, a one thousand dollar increase for support staff, as well as stipends  
13 for teachers working in critical need areas, high-need schools rated as highly effective, or  
14 those who assumed additional teacher leadership responsibilities; and

15 WHEREAS, the new MFP formula, aligned with LDOE recommendations, addresses  
16 key aspects of educator and support staff pay, workforce development, and operational  
17 expenses, while also introducing differentiated compensation for teacher salaries, allowing  
18 school systems to provide increased pay to teachers who meet critical teaching shortage,  
19 high-needs schools, achieving highly effective ratings, or those taking on additional teacher  
20 leadership roles; and

21 WHEREAS, BESE has authorized the incorporation of a differentiated pay provision  
22 for teacher salaries, establishing a framework that enables teachers to receive compensation  
23 at varying levels based on specific criteria, with the objective of acknowledging and  
24 rewarding teachers who demonstrate exceptional performance, possess specialized skills or  
25 certifications, or teach in high-need schools or subjects; and

26 WHEREAS, irrespective of Louisiana public schools striving to attract and retain  
27 talented educators, ensure equitable teacher distribution, and provide incentives for  
28 professional growth within the state's education system; challenges persist in offering  
29 competitive salary packages; and

30 WHEREAS, to address teacher recruitment and retention needs, each city, parish, or

1 public school district currently receives allocations determined by the number of teachers  
2 in previous staffing data and the current retirement contribution rate; utilized to provide  
3 teacher stipends in critical shortage areas, economically disadvantaged student populations,  
4 high-need schools, teacher leadership programs, and peer support initiatives; and

5 WHEREAS, as of April 2022, the NEA reported an average educator pay in  
6 Louisiana, since the 2012-2013 academic year, failed to keep pace with inflation, resulting  
7 in teachers earning an average of twenty-one hundred dollars less than they did a decade  
8 ago; nationally, Louisiana ranked forty-fourth in average salaries of public schools teachers,  
9 twenty-second in local revenue, thirty-third in state revenue, eighth in federal revenue, with  
10 more than forty-eight thousand teachers and more than sixty thousand support staff; and

11 WHEREAS, with significant differences between average teacher salaries in current  
12 dollars versus constant dollars, current dollar growth has been substantial in contrast with  
13 the effects of inflation, causing the average teacher salary to decrease; and

14 WHEREAS, differentiated pay has been recommended, for the first time, by  
15 LDOE/BESE in the Minimum Foundation Formula and is an unknown alternative for  
16 teacher pay raises from state appropriations.

17 THEREFORE, BE IT RESOLVED that the Senate of the Legislature of Louisiana  
18 does hereby urge and request the Louisiana Department of Education and the State Board  
19 of Elementary and Secondary Education to annually report to the Senate committees on  
20 Finance and Education on how the differentiated teacher pay, contained in the Minimum  
21 Foundation Program formula, is applied and distributed in a fair and equitable fashion.

22 BE IT FURTHER RESOLVED that the annual report requested by this Resolution  
23 shall be submitted by February 28, 2024, and annually each year thereafter.

24 BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the  
25 state Superintendent of Education and the president of the State Board of Elementary and  
26 Secondary Education.

The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Michelle B. Johnson.

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SR 178 Original

DIGEST  
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Barrow

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