
EPFT 124

— Presentation to the School Board —
March 29, 2022

OUR VISION

Retain Current Highly Qualified Staff

Attract Highly Qualified Staff

OUR COMMITMENT

To maintain an amicable working relationship.

LET'S BEGIN...

Teacher and Paraprofessional
Compensation Facts and Figures For
Evergreen Park School District 124

Teacher recruitment and retention

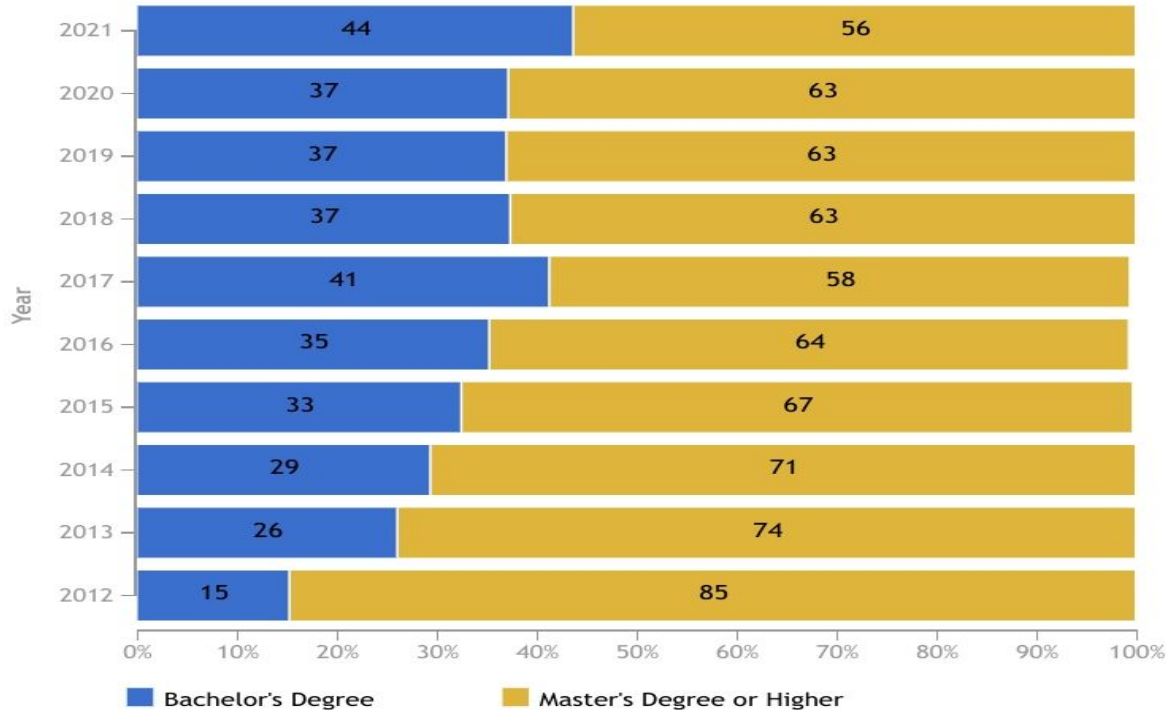
1. Salaries and other compensation.
2. Preparation and cost to entry.
3. Hiring and personnel management.
4. Induction and support for new teachers.
5. Working conditions, including school leadership, professional collaboration and shared decision-making, accountability systems, and resources for teaching and learning.

Severity of Teacher Shortage and Average Teacher Salary

A statistically significant ($p < 0.001$) correlation of -0.33 exists between severity of teacher shortage and average teacher salary. As teacher salary increases, superintendents report less of a problem with teacher shortages.

A closer look at the data in our district...

District Teacher Education (2012-21)



2012 - 85%

Certified staff held master's degree or higher

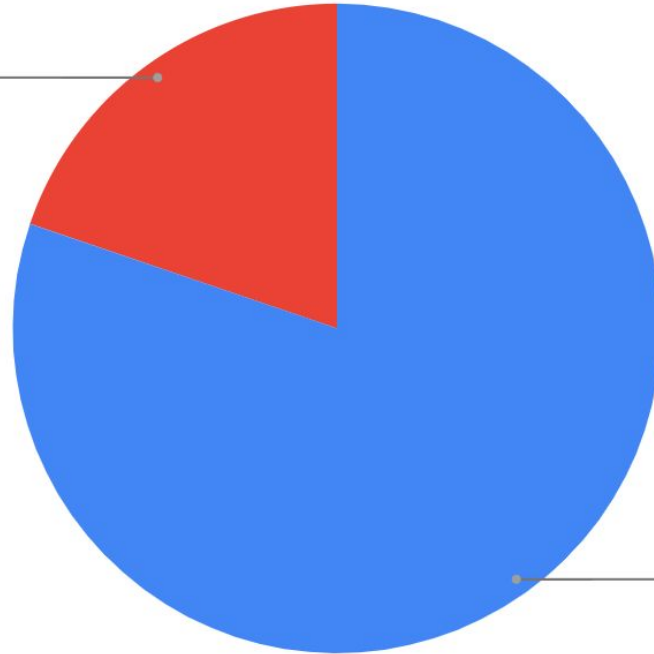
2021 - 56%

Certified staff held master's degree or higher

A closer look at the data in our district (continued)...

In terms of salary, how do you consider your compensation in D124?

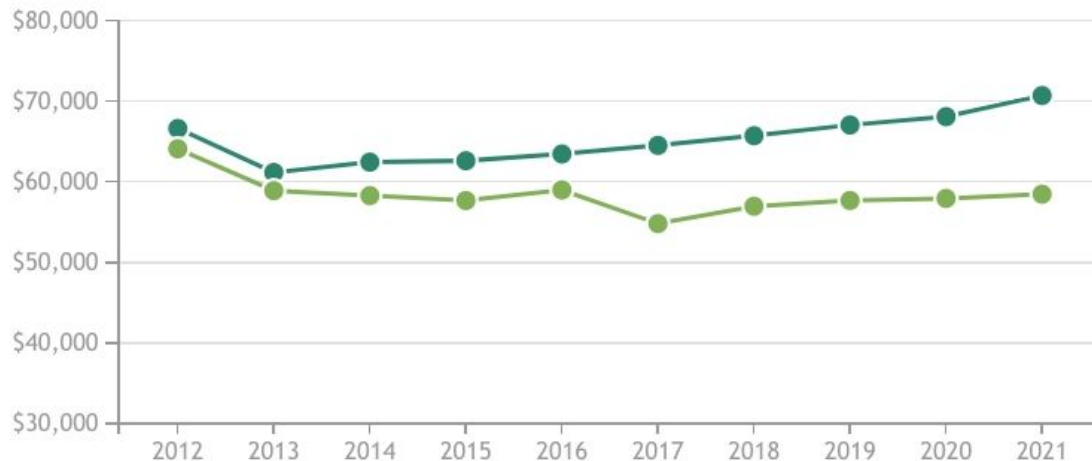
I am fairly compensate...
19.8%



I am not compensated...
80.2%

Evergreen Park District 124 Teacher Salary 2021

District Teacher Salary (2012-21)



District	64.1k	58.9k	58.3k	57.7k	59.0k	54.8k	57.0k	57.7k	57.9k	58.5k
State	66.6k	61.2k	62.4k	62.6k	63.5k	64.5k	65.7k	67.0k	68.1k	70.7k

Data gathered 1/23/22 <https://www.illinoisreportcard.com/Default.aspx>

Evergreen Park District 124 Average Teacher Salaries 2017

School District Average Salaries for 2017 School Year	Average Salary
Dolton 149	94.5k
Orland 135	75.7k
Palos 118	69.5k
Kirby 140	65.4k
State Average	64.5k
Tinley 146	63.3k
Oak Lawn-Hometown 123	61.7k
Burbank 111	59.8k
Flossmoor 161	58.5k
Alsip-Hazelgreen-Oaklawn 126	58.0k
North Palos 117	56.7k
Lansing 158	56.2k
Worth 127	55.4k
Matteson 162	55.0k
Evergreen Park 124	54.8k
Palos Heights 128	52.8k
Ridgeland 122	52.6k
Forest Ridge 142	51.5k
Indian Springs 109	51.0k

Evergreen Park District 124 Average Teacher Salaries 2021

Dolton 149	\$101,069
Woodridge 68	\$79,372
Orland 135	\$77,643
Palos 118	\$72,892
State Average	\$70,705
Kirby 140	\$68,600
Tinley 146	\$67,924
Burbank 111	\$64,531
Oak Lawn-Hometown 123	\$64,223
Alsip-Hazelgreen-Oaklawn 126	\$62,267
Flossmoor 161	\$61,752
Lyons 103	\$60,449
Matteson 162	\$60,325
North Palos 117	\$59,781
Indian Springs 109	\$58,586
<i>Evergreen Park 124</i>	\$58,464
Palos Heights 128	\$58,429
Worth 127	\$58,128
Ridgeland 122	\$56,425
Forest Ridge 142	\$54,170

Staff Choosing to Leave District 124

- From 2016 to 2019 (64 Educators)
- In 2019 (27 Educators)
- In 2020 (17 Educators)
- In 2021 (26 Educators)

*Does not include retirees or reduction in force.
Data gathered from District 124 business office.

D124 Strategic Plan Financial Health Goal 2017-2021

“Negotiating salary and benefit levels that attract, retain, and reward quality staff within the goals of fiscal stability.”

EPFT124 Union Goals

- To work in collaboration with the board and administration of District 124 to provide and attract quality educators and paraprofessionals for the community.
- To work in collaboration with the board and administration of District 124 to increase the retention rate of quality staff for the community.

Presentation of package to the Board

- Language changes
- ● Financials
- Other

**Thank you for your
attention and time.**