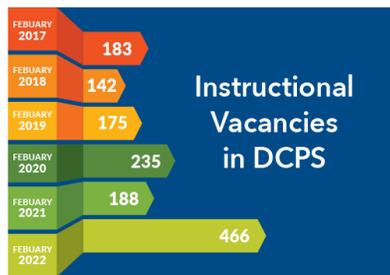


The Case for Better Compensating Duval Teachers

On the Aug. 23 primary ballot Duval County residents will be voting on a proposed 1 mill ad valorem tax increase that will be used to attract and retain high-quality teachers through improved compensation and to enhance art, music, and athletic programs and provide proportionate funding for charter schools.

A decade of JPEF research shows strong community support of prioritizing teacher compensation as the path forward to improve public schools in Duval County. Research further demonstrates that attracting and retaining high-quality teachers is the most critical factor to student success.

Why It's Needed



Instructional vacancies have increased 155% over the past 6 years. Experienced, successful teachers earn the same or slightly higher than first-year teachers. As a result, teachers are retiring early, resigning or moving on to higher paying, less stressful jobs.

Experience Lagging



Experienced teachers have a greater impact on student success. Yet, it's the experienced teachers who leaving the profession.

KNOW THE FACTS

- Duval County is competing with other districts for teachers. Florida alone is facing a **TEACHER SHORTAGE** of about 8,000 teachers.
- Fewer people are choosing teaching as a career and **LOW COMPENSATION** is cited as a determining factor. With hundreds of teaching vacancies in local public schools, only about XX students are enrolled in the UNF College of Education and Human Services.
- A 2013 JPEF survey of teachers indicated that **43%** of those surveyed said they would **NO LONGER BE TEACHING** in 5 years and the majority indicated compensation was the leading factor in that decision.
- Based on a 2022 JPEF survey, current Black and Latino male teachers said low compensation is the **BIGGEST OBSTACLE** they face in continuing as teachers (40%).
- Under the current compensation structure, veteran teachers' years of experience is **NOT VALUED**. Experienced teachers earn only slightly more than new teachers.



Powering Potential

Vote YES for our Teachers

Counties Passing It



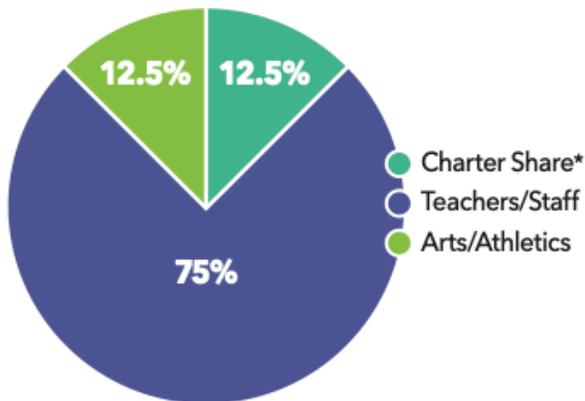
Millage referendums have been successfully implemented in 20 counties in Florida and all but one large district besides Duval.

According to a 2020-2021 state report, Duval is ranked 40th out of 69 school districts in Florida with an average teacher salary of \$47,458 a year. That ranks us last among Florida's seven large urban school districts. In addition, Duval County ranks 58th out of 69 districts in years of teaching experience.

Hillsborough County is the only other large district that has not passed the referendum

What Happens if We Pass the 1-Mil Referendum?

The tax will raise an estimated \$81.8 million per year. Here is how it will be spent:



How Much Will It Cost?



One mill equals \$1 for every \$1,000 of assessed value, minus the \$25,000 homestead exemption. For example, a home with a value of \$300,000 will pay \$275 a year, or about \$23 a month.

Vote YES for our Teachers on or Before August 23



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The Jacksonville Public Education Fund is an independent think and do tank that believes in the potential of all students. We work tirelessly to close the opportunity gap for low-income students and students of color. We convene educators, school system leaders, and the community to pilot and help scale evidence-based solutions that advance school quality in Duval County.