



Twenty years ago, our greatest need was to invest in facilities. Today, our greatest need is to invest in the employees who have and will continue to make our school district a Model of Excellence.

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LDOE Top Gains Honorees for 2024

*The Top Gains Award recognizes schools and systems that earn an equivalent of an A (a progress index of 90 or greater) in the progress index that is a component of the school performance score. (*LDOE Award Narrative)*

- Northwestern Elementary School
- Rollins Place Elementary
- Zachary Elementary School
- Copper Mill Elementary School
- Northwestern Middle School



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LDOE Opportunity Honoree 2024

*This award is issued at the same time that annual school performance scores are released. The award is bestowed to schools that are in the 90th or greater percentile for subgroups special education, English learners and economically disadvantaged, AND are not in any form of Urgent Intervention Required. (*LDOE Award Narrative)*

- Zachary High School



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Continuing the Tradition


- 5A Girls and Boys Basketball - State Champions
 - (1st time in the history of the state to have 5A champions with both teams in one year)
- Concert Band - Superior Sweepstakes at LMEA District 4 Large Ensemble Performance Assessment
- Wind Symphony - Superior Sweepstakes at LMEA District 4 Large Ensemble Performance Assessment
- Mixed Choir - Superior Sweepstakes at LMEA District 4 Large Ensemble Performance Assessment
- Treble Choir - Superior Sweepstakes at LMEA District 4 Large Ensemble Performance Assessment
- Orchestra - Superior Sweepstakes at LMEA District 4 Large Ensemble Performance Assessment
- Mock Trial - First place at the Regional Mock Trial Competition
- Wrestling USA State Championship
- FFA 1st Place in State as Best Overall Club and going to Nationals
- Welding Overall State Championship ABC
- 1st ZHS student to earn an Associate Degree in high school
- 2nd Place Nationals – Belles Dance Team
- Armed Drill Team - All-Service and Army JROTC State Champions
- Unarmed Drill Team - Army JROTC State Champions
- NMS Orchestra- LMEA Sweepstakes
- NMS Choir-Sweepstakes District IV Festival
- CME 5th and 6th Grade Choirs LMEA Sweepstakes
- CME Intermediate Band -LMEA Sweepstakes

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ZACHARY COMMUNITY SCHOOL DISTRICT
STAKEHOLDER
ADVISORY GROUPS

Parent/Guardian Advisory Group
Student Advisory Group
Teacher Advisory Group
Support Team Advisory Group
Community Advisory Group

GROUP GOALS:

- ✓ Enhance Communication
- ✓ Collaborative Decision-Making
- ✓ Support Student Success
- ✓ Community Engagement
- ✓ Address Concerns



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ZCSD Strategic Plan 2025-2030

Throughout this past year, we have engaged with numerous stakeholders including students, families, teachers, staff, school leaders, board members, and community members. Through surveys, advisory groups, interviews, and multiple strategic planning sessions, we have developed a collective vision, that builds upon our previous strategic plan, and set ambitious, yet attainable, goals aimed at preparing our students for success in college, careers, and life.

The Strategic Plan can be found on the ZCSD Website.



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Strategic Plan | 2025-2030

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Why new funding is needed

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District-Level Funding Comparison 24-25 SY

Local Districts	MFP 24-25 Student Count	MFP ALLOCATION	BUDGET 24-25	PER PUPIL Expenditures	Percent MFP of Budget	Beginning Teacher Pay Scale BA	Ending Teacher Pay Scale BA	Years of Scale
West Baton Rouge Parish School Board	4,061	\$17,619,069	\$79,427,172	\$19,558.53	22.18%	\$53,074	\$64,919	30
East Feliciana Parish School System	1,644	\$9,426,063	\$31,497,250	\$19,158.91	29.93%	\$50,000	\$62,000	30
West Feliciana Parish School System	2,098	\$13,083,552	\$36,539,015	\$17,416.12	35.81%	\$51,072	\$63,572	25
Iberville Parish School System	3,958	\$13,574,255	\$66,695,998	\$16,850.93	20.35%	\$56,506	\$82,156	50
Livingston Parish School District	26,900	\$193,889,813	\$394,398,094	\$14,661.64	49.16%	\$47,400	\$61,450	30
Pointe Coupee Parish School System	2,282	\$10,751,509	\$31,711,363	\$13,896.30	33.90%	\$48,442	\$59,153	30
Ascension Parish School System	23,756	\$126,570,924	\$318,200,000	\$13,394.51	39.78%	\$50,533	\$64,645	40
EBRSS	44,211	\$192,738,234	\$578,850,693	\$13,092.91	33.30%	\$50,000	\$59,000	40
Zachary Community School District	5,509	\$37,659,873	\$66,256,248	\$12,026.91	56.84%	\$50,022	\$65,022	30
Central Community School System	4,706	\$33,881,688	\$54,782,409	\$11,640.97	61.85%	\$50,750	\$67,309	30
BAKER	1,544	\$7,239,839	\$15,394,444	\$9,970.49	47.03%	*	*	*

*MFP - Minimum Foundation Program – Louisiana's school district funding formula

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Louisiana Minimum Foundation Program (MFP) Funding Chart

School Year	Basic Amount (Per Student)	Increase	School Year	Basic Amount (Per Student)	Increase
2004-2005	\$3,459	Starting Amount	2015-2016	\$3,961	\$0
2005-2006	\$3,554	\$95	2016-2017	\$3,961	\$0
2006-2007	\$3,651	\$97	2017-2018	\$3,961	\$0
2007-2008	\$3,751	\$100	2018-2019	\$3,962	\$1
2008-2009	\$3,855	\$104	2019-2020	\$4,015	\$53
2009-2010	\$3,855	\$0	2020-2021	\$4,015	\$0
2010-2011	\$3,855	\$0	2021-2022	\$4,015	\$0
2011-2012	\$3,855	\$0	2022-2023	\$4,015	\$0
2012-2013	\$3,855	\$0	2023-2024	\$4,015	\$0
2013-2014	\$3,855	\$0	2024-2025	\$4,015	\$0
2014-2015	\$3,961	\$160	2025-2026	\$4,015	\$0

* Original Plan was to add ~2.75% each year

* \$3,459 in 2004-2005 is worth \$5,887.80 today

If the MFP was set at \$5,887.80 today our budget would have an additional ~\$10,000,000 million this year.

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District Level Budget Background

- Per Pupil Expenditures by District (21-22 Latest LDOE Data)
 - ZCSD Ranked 57th of 67 School Districts in Overall Per Pupil Expenditures
 - Including Charter School Providers, ZCSD Ranked 139th of 166 in Overall Per Pupil Expenditures
 - ZCSD Ranked 63rd of 67 School Districts in Per Pupil Central Office Expenditures (Proportional)
 - ZCSD Ranked 5th of 67 Districts on Percent of Spending on Instruction (Proportional)

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ZCSD Salary and Spending Power Differences (1st Year Teacher Salary Example)

School Year	1 Year BA	Buying Power as of 2025*	Spending Power Difference *	Percent Spending Power Lost*
10-11	\$46,052	\$68,042.89	-\$21,990.89	32.32%
18-19	\$46,722	\$59,769.72	-\$13,047.72	21.83%
20-21	\$47,722	\$59,223.51	-\$11,501.51	19.42%
21-22	\$48,522	\$57,211.96	-\$8,689.96	15.19%
22-23	\$50,022	\$54,479.16	-\$4,457.16	8.18%
25-26	\$52,022	\$52,022.00	\$0.00	0

*Per the Inflation Calculator on the Bureau of Labor Statistics [CPI Inflation Calculator](#)

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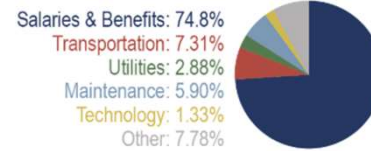
ZCSD Current Tax Millages with Revenues and Expenditures 24-25SY

Tax Fund	Millage	Total Tax Income
Zachary School Millage (GF)	38.2	~\$13,492,725.92
Zachary Constitutional Tax (GF)	5.0	~\$1,766,076.19
Facility Bond #1 (Paid)	0.0	0
Facility Bond #2 (Debt Service)	27.0	~9,536,754.77
Facility Bond #3 (Debt Service)		
Facility Bond #4 (Debt Service)		
Total School and Constitutional Millage	43.2	~\$15,258,802.10
Total Facility Bond Millage	27.0	~9,536,754.77
Total Millage	70.2	~24,795,556.90

REVENUES



EXPENDITURES



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The Plan To Move Forward

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A New Tax Millage Re-allocation

- The ZCSB approved a tax election for November 15th that would allow the school board to allocate millages to a dedicated set of areas as facility bond millages are scheduled to roll off
- This would **NOT** be an “additional” tax, but rather a re-allocation of some of our current tax millages “over time” to support (Employee Compensation, Facility Repairs/Upgrades, and Technology Support) - Maximum of 24 mills
- Rationale:
 - **Competitive Recruitment and Retention Strategy** - Employee compensation is much more comparable to other districts in our area and some districts are looking at greater increases soon
 - **Facility Repairs and Upgrades** – Many of our facilities were built or renovated 10-20 years ago and we are reaching a point where capital repairs are needed at district sites which strain the current facility budget
 - **Technology Support** – to ensure that our students are prepared for an ever-changing workforce and that our teachers have the tools available to support learning in a modern classroom environment, a dedicated source of funding is needed to support strategic device replacement cadences in the future



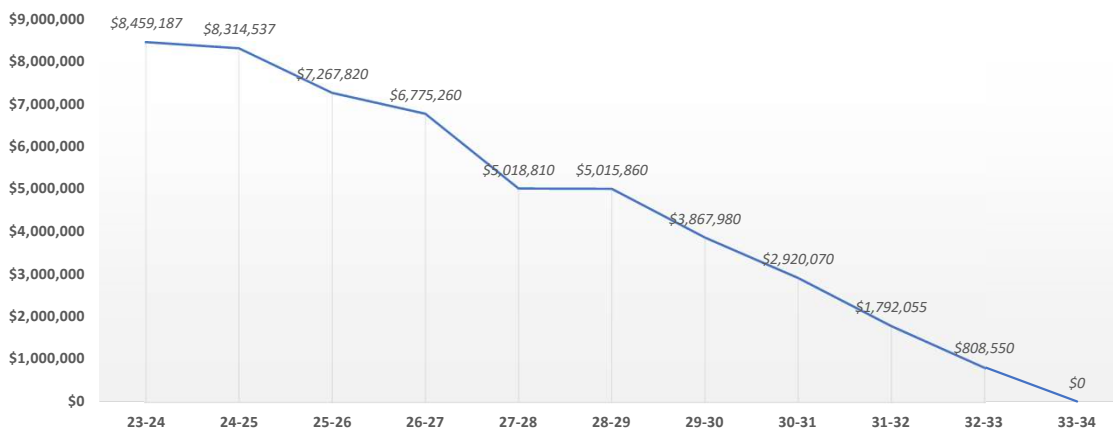
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Scheduled Facility Bond Payment Cost Per Year

Have decreased from 36 mills at the beginning of bonds to 24 mills for 2025-2026



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Example Approximate Available Funding with a Tax Transition

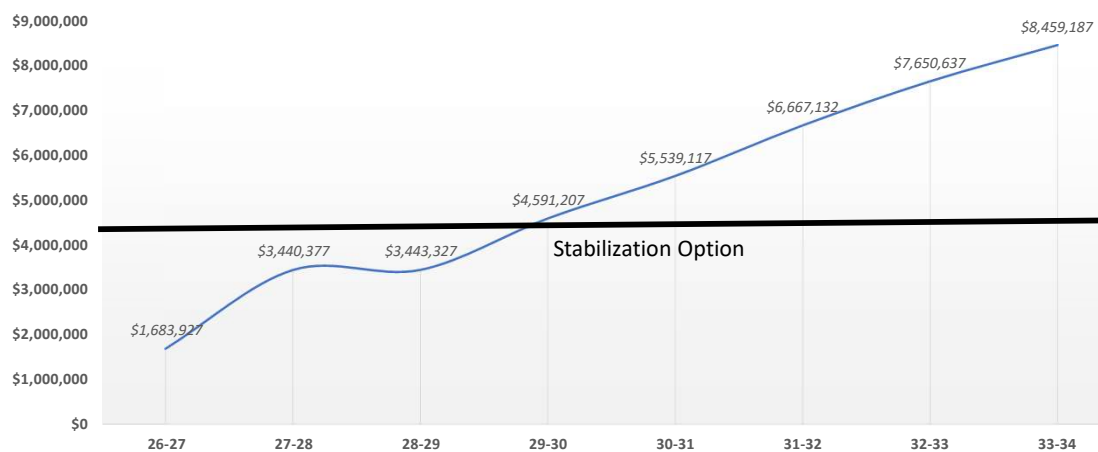


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Potential Approximate Available Funding with a Tax Transition



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An Initial Goal of \$60,000 Starting Teacher Pay with raises for all Employees

- Our initial goal would be to reach 60K starting teacher pay and adjust our salary scales proportionally and increase our support employees pay at a 2:1 ratio based on previous stipend/pay increases
 - Current Cost - 1.4 million to cover a \$2,000 Teacher Scale / \$1,000 Support increase

Example: Staggered Track Model

Timeline	Current Pay Rate (Starting Teachers BA)	Current or Potential Salary	Resources and Funding Needed
2025-2026 (District Funded)	\$2,000	\$52,022 (Current Pay)	In Current Budget
2026-2027 (Potential State Amendment)	\$2,250	\$54,272	Passage of Amendment
2026-2027 (District Funded with Reserves and Tax Initiative Millages)	\$3,000	\$57,272	Reserve or Additional Funding Needed and Tax Initiative Passes 26-27 - Need ~\$416,073
2027-2028 (District Funded with Reserves and Tax Initiative Millages)	\$3,000	\$60,272	Reserve or Additional Funding Needed and Tax Initiative Passes 27-28 - Need ~\$759,623 28-29 - Need ~\$756,673

*Note – the state increase would apply to all districts. While this would help all employees, we would not be making up any ground compared to other districts with this increase

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ZCSD Salary Example (Staggered Model)

Projected School Year	Step 0 BA Teacher 9 Month	Step 15 Teacher MA 9 Month	Step 30 Teacher MA 9 Month	Step 15 Paraprofessional No Degree
25-26	\$54,022*	\$62,522*	\$70,022*	\$27,650*
26-27	\$57,272**	\$65,772**	\$73,272**	\$29,275**
28-29	\$60,272**	\$68,772**	\$76,272**	\$30,775**
29+	+	+	+	+

*With Provided State Stipend

**If State Teacher Amendment and Local Tax Passes in 2026

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What would this look like for taxpayers?

Assessed Home Value	Cost if 24 Mills are maintained at the maximum rate
\$250,000	~\$420 Per Year → ~\$35 Month
\$400,000	~\$780 Per Year → ~\$65 Month

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Example Considerations Plan B – What if the tax does not pass?

- **Prioritize Employee Compensation at All Costs** (continue some increases at the expense of reductions in all other areas)
- Major facility issues would require reserve funding or deferred maintenance
- Insurance and benefits plan changes to address funding needs
- Across the board department and program cuts (by percentages)
- Class size increase and reductions through attrition
- Transportation considerations
- Reductions of the Three A's
- Example Fee Considerations:
 - Require dual enrollment course fees (\$300-623 Course plus parent cost of books)
 - Roll SCA into course offerings at HS not DE to allow for reduction of staff of some classes (students offered online options, not traditional for some areas)
 - After school tutoring not tied to grants would be eliminated or charged to parents
 - Club reductions to address stipends needs
 - Technology fees added to school fees to absorb cost
 - Extracurricular fees for programs offered or require outside programs to bill parents directly

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**ZACHARY
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ZACHARY COMMUNITY SCHOOL DISTRICT

SCAN TO LEARN MORE



**ZACHARY FORWARD
INITIATIVE**

Twenty years ago, our greatest need was to invest in facilities. Today, our greatest need is to invest in the employees who have and will continue to make our school district a Model of Excellence.