

# **Economic Equality: Raising Living Wages for SCS Employees**

**March 20, 2018**



# MLK Call for Economic Equality



**“Now our struggle is for genuine equality, which means economic equality**  
... Now the problem isn't only unemployment. Do you know that most of the poor people in our country are working everyday? They are making wages so low that they can not begin to function in the mainstream of the economic life of our nation. These are facts which must be seen. And it is criminal to have people working on a full-time basis and a full-time job getting part-time income.”

- Martin Luther King, Jr.  
AFSCME Sanitation Workers Rally  
Memphis, Tennessee  
March 18, 1968



# Persistent Economic Inequalities



## 50 Years Ago

- **15.8%** of families lived below poverty level in Shelby County
- **20.6%** of people lived below poverty level in Shelby County
- Blacks made **47.6%** of the median income of the average person in Shelby County
- **4.5%** overall unemployment with **8.1%** for Blacks in Shelby County

## Now

- **16.0%** of families live below poverty level in Shelby County
- **20.8%** of people live below poverty level in Shelby County
- Blacks make **74.6%** of the median income of the average person in Shelby County
- **7.2%** overall unemployment with **10.1%** for Blacks in Shelby County

1968

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2018



## Answering MLK Call for Equality

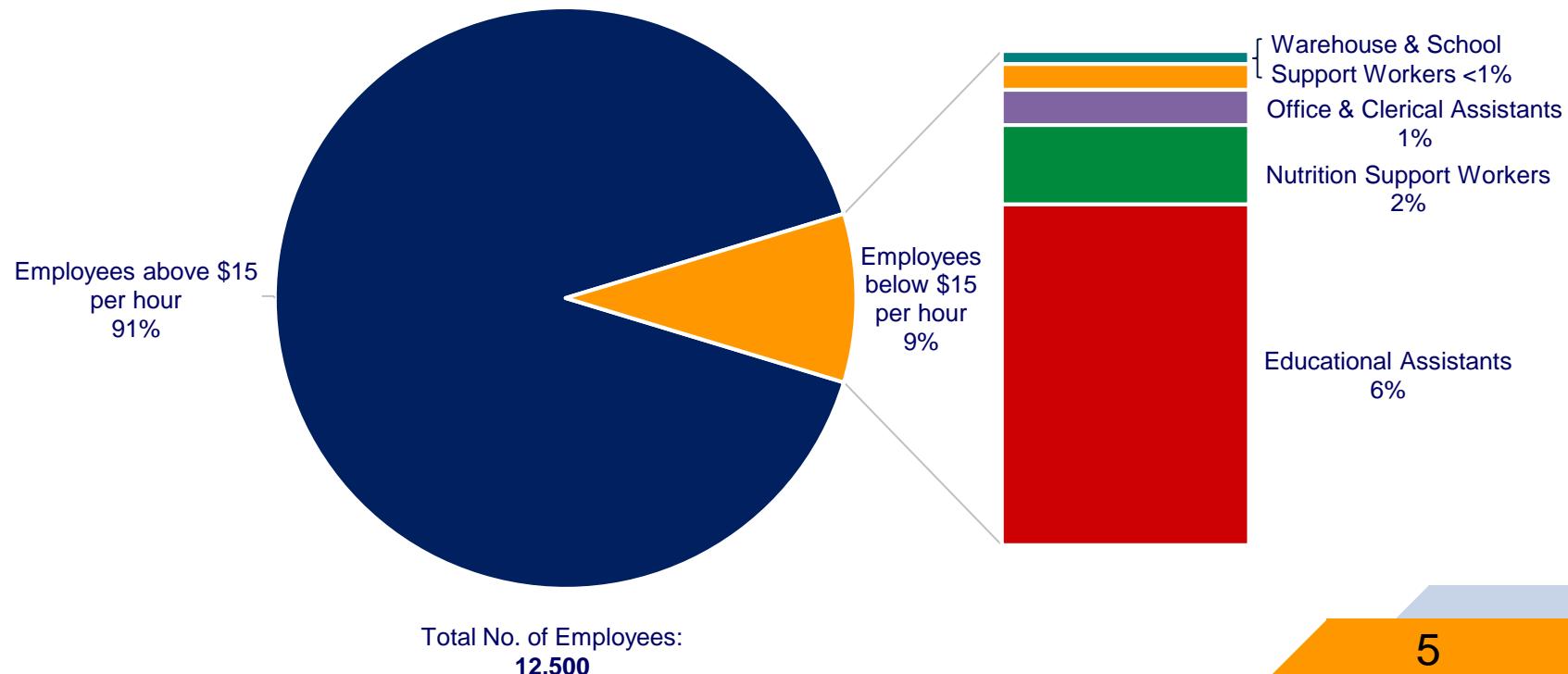


**As the one of the largest employers in Shelby County with 12,500 employees, SCS should answer MLK call for economic equality by ensuring all employees are earning a living wage.**

Our student achievement and poverty are intertwined. With a number of our employees who are parents, it is paramount that SCS contributes to forwarding economic equality and poverty in Shelby County.

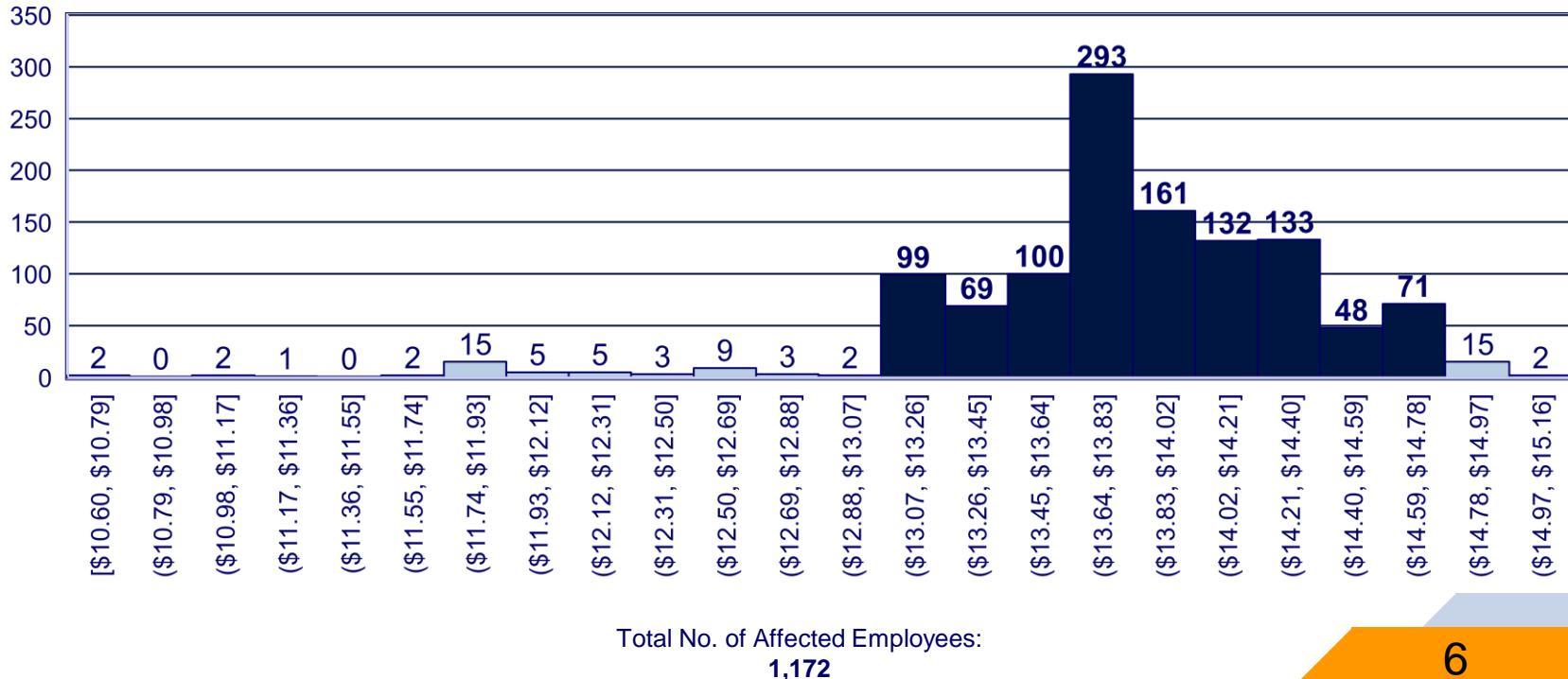


# Nearly 1 out of 10 SCS Employees below the Living Wage





# Distribution of SCS Employees below Living Standard





# Fiscal Impact on Different Funds



FUND	SALARY COST	BENEFITS COST	TOTAL
General Fund	\$782,750.83	\$114,716.54	\$897,467.37
Special Revenue Fund	\$50,410.71	\$7,385.26	\$57,795.97
Nutrition Service Fund	\$585,761.54	\$85,813.96	\$671,575.50
Federal Programs Fund	\$693,352.33	\$101,331.81	\$794,684.14
Internal Services Fund	\$13,249.60	\$1,941.05	\$15,190.65
<b>Grand Total</b>	<b>\$2,125,525.01</b>	<b>\$311,188.62</b>	<b>\$2,436,713.63</b>