



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

Source: The Poverty Report: Memphis Since MLK. 2018. The National Civil Rights Museum.

*Note that 1970 and 2016 Census data used because of data availability.



Answering MLK Call for Equality

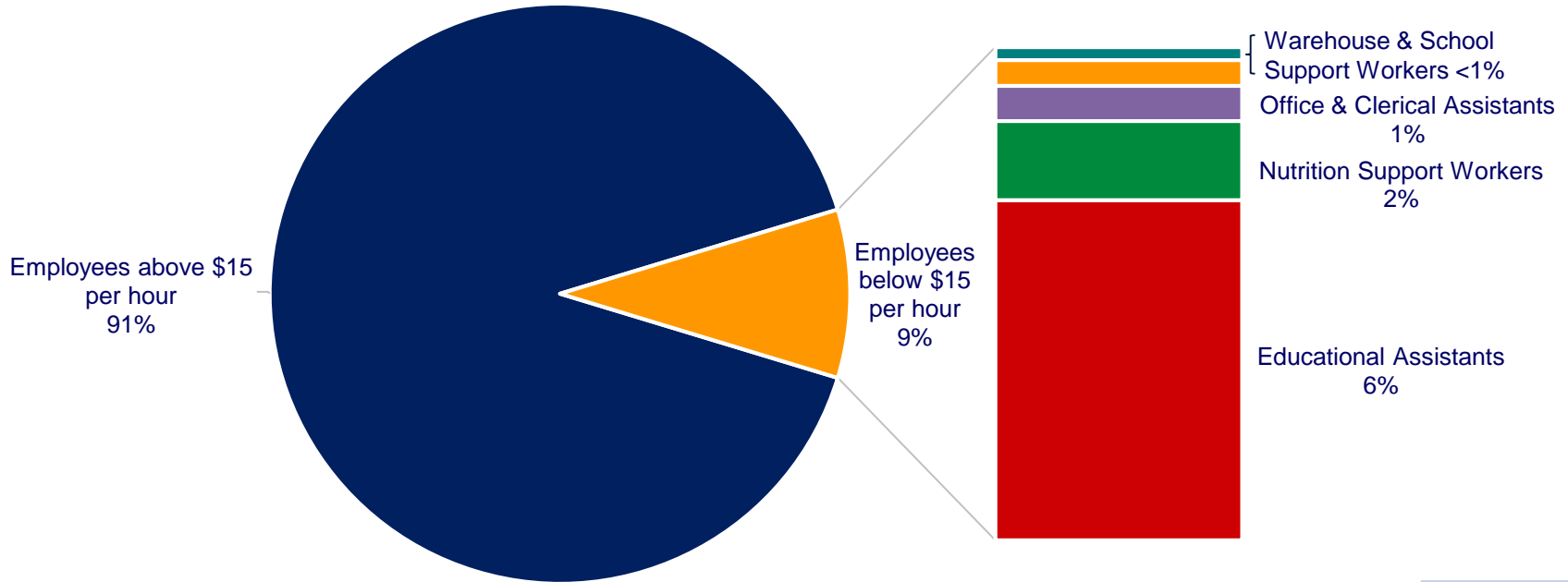


As the one of the largest employers in Shelby County with 12,500 employees, SCS should answer MLK call for economic equality by ensuring all employees are earning a living wage.

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.



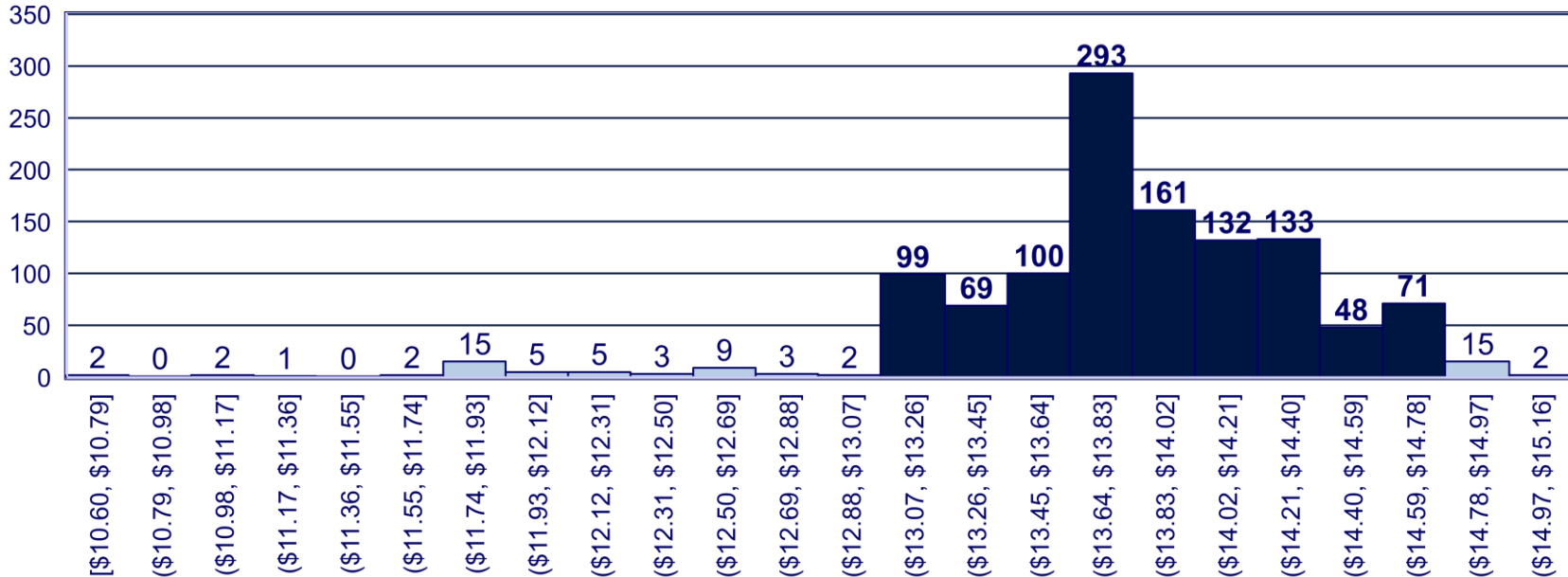
Nearly 1 out of 10 SCS Employees below the Living Wage



Total No. of Employees:
12,500



Distribution of SCS Employees below Living Standard



Total No. of Affected Employees:
1,172



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
Grand Total	\$2,125,525.01	\$311,188.62	\$2,436,713.63