

MEETING SUMMARY  
JOINT MEETING  
OF THE  
HOUSE AND SENATE INTERIM COMMITTEES ON EDUCATION

ADEQUACY

Tuesday, June 19, 2018

9:00 A.M.

Room 151, State Capitol

Little Rock, Arkansas

Representative Bruce Cozart, the Chair of the House Interim Committee on Education, called the meeting to order at 9:00 a.m.

**MEMBERS OF THE SENATE INTERIM COMMITTEE ON EDUCATION IN ATTENDANCE:** *Senators:* Jane English, Chair; Joyce Elliott, Vice Chair; Linda Chesterfield; Alan Clark; Jim Hendren; Bart Hester; and Blake Johnson.

**MEMBERS OF THE HOUSE INTERIM COMMITTEE ON EDUCATION IN ATTENDANCE:** *Representatives:* Bruce Cozart, Chair; Charlotte V. Douglas, Vice Chair; Rick Beck; Frances Cavanaugh; Gary Deffenbaugh; Jon S. Eubanks; Grant Hodges; Mark D. McElroy; Nelda Speaks; James Sturch; Dan Sullivan; and DeAnn Vaught.

**OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE:** *Senators:* John Cooper; Trent Garner; Jimmy Hickey, Jr.; Larry Teague; *Representatives:* Fred Allen; Scott Baltz; Trevor Drown; Kenneth B. Ferguson; Vivian Flowers; Michael John Gray; Kim Hammer; David Meeks; Laurie Rushing; Dwight Tosh; and Carlton Wing.

Discussion of Issues Related to Teacher Salaries

Presenter:

**Ms. Lori Bowen**, Legislative Analyst, Policy Analysis and Research Section, Bureau of Legislative Research, was recognized. Ms. Bowen reviewed portions of the Adequacy Study that relate to teacher salaries. She stated the General Assembly is required to review the average teacher salary in the State of Arkansas in comparison to average teacher salaries in surrounding states and Southern Regional Education Board (SREB) member states; and to evaluate whether any changes are necessary as a result of the review. She said this includes comparing teacher salaries as adjusted by a cost-of-living index or a comparative wage index; reviewing the minimum teacher compensation salary schedule; and reviewing the current status of salary disparity among districts across the state. She presented responses to five (5) questions prepared in partial fulfillment of the Adequacy Study requirements. Ms. Bowen walked the Committees through the in-depth report, detailing data contained in charts, graphs, and maps. Her discussion included Teacher Salary Comparison Among SREB and Surrounding States; Teacher Salary Disparity Within Arkansas; State Mandated Teacher Salary Schedules – 2017-18; Local District Salary Schedules – 2017-18; Average Pay for Other Professions; and Adequacy Surveys – Comments on Compensation, including those from principals during on-site visits.

Contributors to the Discussion:

**Ms. Nell Smith**, Administrator, Policy Analysis and Research Section, Bureau of Legislative Research  
**Mr. Richard Wilson**, Assistant Director, Research Services, Bureau of Legislative Research

Issues Included in the Discussion:

- effect of bonus payments on teachers' salaries,

- averaging the tax base on districts with higher teachers' salaries,
- rankings of schools and student achievement,
- those included in "teacher average salary,"
- clarification of student to teacher ratios,
- types of bonus payments made to teachers,
- school districts falling below the state mandated salary level for teachers in 2008-09,
- gap between what is allocated for teachers' salaries in the Matrix and what teachers are being paid,
- giving teachers bonuses instead of raises,
- impact of associated costs of teaching on overall teacher compensation,
- comparison of salaries for superintendents, principals, and teachers,
- examining surrounding states and average salary ranking in 2016 and 2017,
- programs offering loan forgiveness for teachers,
- statistics used in comparisons of annual mean salaries for teachers and other selected occupations,
- looking at average wage by designated area to determine how the salary compares to the cost-of-living ratio in that area,
- whether there is a correlation between teachers' salaries and student achievement,
- financial impact on teachers after retirement,
- data on how school districts spend money,
- whether there is a correlation between administrative salaries and student achievement,
- districts spending more money than they are receiving through the Matrix,
- impact of cost-of-living and geography on salary, and
- effect of the use of substitute teachers on salary.

Handouts:

2016-2017 Minimum Teacher Salary  
Adequacy Study Responsibilities  
Teacher Compensation Highlights, Bureau Brief  
Teacher Salary Report

Review of Issues Related to Arkansas Academic Standards

Presenter:

**Ms. Julie Holt**, Legislative Analyst, Policy Analysis and Research Section, Bureau of Legislative Research, was recognized. Ms. Holt initially presented a historical perspective of curriculum requirements and the Standards for Accreditation over the last four decades. She included Opposite Philosophies and Taylorism v Dewey in Arkansas. Utilizing a PowerPoint presentation, she continued the discussion on effects of the implementation of the revised Rules Governing Standards for Accreditation, and included Arkansas Academic Standards; Graduation Requirements/Smart Core; Advanced Educational Courses; Computer Science Requirements; and Student-Focused Learning.

Contributor to the Discussion:

**Mr. Johnny Key**, Commissioner, Arkansas Department of Education

Issues Included in the Discussion:

- ✓ availability of trained counselors to explain new curriculum availability/requirements to students,
- ✓ student success plans for all high school students as an integral aspect of the student-focused learning model,
- ✓ availability of data on success on integrated vs. traditional science classes,
- ✓ background for, and implementation of, new integrated science standards,
- ✓ teaching of personal finance standards,

- ✓ implementation and logistics of citizenship test requirements,
- ✓ providing flexibility in education with the Daily 5 literacy framework,
- ✓ getting to the overall philosophy with changes brought about by approval of new Rules Governing the Standards for Accreditation and new course approval process,
- ✓ equity as the underlying infrastructure needed to make sure policies are not put in place that will exacerbate the equity gap,
- ✓ view of what Arkansas wants education to be on the national and world stage,
- ✓ math standards and teaching methods for the standards,
- ✓ impact on a school that is “academically distressed,”
- ✓ impact of new standards on school districts working with community colleges,
- ✓ indicators used to measure success of new pathways, and
- ✓ responding to changes in the new standards.

PowerPoint Presentation:

Arkansas’s Learning Standards for Students

Handouts:

Arkansas’s Learning Expectations for Students, Report

Arkansas’s Learning Expectations for Students Highlights, Bureau Brief

Arkansas’s Learning Standards for Students

Next Scheduled Meetings:

Thursday, July 12, 2018 at 1:30 p.m. in the Rogers Professional Learning Center, Rogers, Arkansas (*Joint Education/Adequacy*)

Friday, July 13, 2018 at 9:00 a.m. in the Rogers Professional Learning Center, Rogers, Arkansas (*Joint Education*)

Adjournment:

The meeting adjourned at 11:39 a.m.

*Approved: 08/20/2018*