

1 **State of Arkansas**  
2 **78th General Assembly**  
3 **Regular Session, 1991**

# A Bill

**HOUSE BILL**

4 **By: Representatives McKissack, Brown, Gibson, Walker, Henry, Blair, McGinnis and**  
5 **Northcutt**

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## **For An Act To Be Entitled**

9 "AN ACT TO CREATE A COMMISSION TO STUDY THE DISPARITY IN  
10 SALARIES FOR CLASSIFIED PERSONNEL AMONG THE STATE'S SCHOOL  
11 DISTRICTS; AND FOR OTHER PURPOSES."

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13 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

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15 SECTION 1. As used herein, "classified personnel" means all public  
16 school personnel who are not required to hold a valid teaching certificate  
17 issued by the Arkansas Department of Education as a condition of employment  
18 and includes but need not be limited to secretaries, maintenance employees,  
19 bus drivers, food service employees, instructional aides, and  
20 paraprofessionals.

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22 SECTION 2. (a) The school districts of this state shall adopt written  
23 salary schedules for classified personnel annually and shall file such  
24 schedules with the State Department of Education no later than August 28 for  
25 the school year in which they are in effect.

26 (b) Such schedules shall reflect the actual pay practices of the  
27 district for classified personnel.

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29 SECTION 3. (a) There is hereby created the Arkansas Classified  
30 Personnel Salaries Study Commission to be composed of the following:

31 (1) The House Chairman of the Joint Interim Committee on  
32 Education or his appointee;

33 (2) The Senate Chairman of the Joint Interim Committee on  
34 Education or his appointee;

35 (3) The Director of the General Education Division of the

1 Department of Education;

2 (4) The Director of the Vocational Technical Division of the  
3 Department of Education;

4 (5) one (1) representative of the Arkansas Association of  
5 Educational Administrators;

6 (6) one (1) representative of the Arkansas Education Association;

7 (7) one (1) representative of the Arkansas School Boards  
8 Association; and

9 (8) the following persons to be appointed by the Governor:

10 (A) five (5) public school classified personnel  
11 representatives who shall include one (1) active employee from each of the  
12 following job categories:

13 (i) school secretary/clerk;

14 (ii) school maintenance;

15 (iii) bus driver;

16 (iv) food service; and

17 (v) aide/paraprofessional;

18 (B) one (1) public school superintendent; and

19 (C) two (2) lay persons appointed from the state at-large  
20 who shall not be former school administrators.

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22 SECTION 4. (a) The commission shall meet and organize by October 1,  
23 1991.

24 (b) The commission shall collect from Arkansas public schools the  
25 salary schedules by job category for classified personnel and conduct a study  
26 of the disparity and inadequacies in classified personnel salaries among the  
27 state's school districts.

28 (c) The commission shall recommend solutions to the 1993 General  
29 Assembly, including minimum salary guarantees for classified personnel  
30 salaries by specific job and classification.

31 (d) Technical support to the commission shall be provided by the State  
32 Department of Education.

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34 SECTION 5. All provisions of this act of a general and permanent nature  
35 are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code

1 Revision Commission shall incorporate the same in the Code.

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3       SECTION 6. If any provision of this act or the application thereof to  
4 any person or circumstance is held invalid, such invalidity shall not affect  
5 other provisions or applications of the act which can be given effect without  
6 the invalid provision or application, and to this end the provisions of this  
7 act are declared to be severable.

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9       SECTION 7. All laws and parts of laws in conflict with this act are  
10 hereby repealed.

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