

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

1 State of Arkansas
2 84th General Assembly
3 Regular Session, 2003
4

A Bill

HOUSE BILL 2351

5 By: Representative Mahony
6
7

For An Act To Be Entitled

9 AN ACT TO RAISE THE AVERAGE TEACHER SALARY; AND
10 FOR OTHER PURPOSES.
11

Subtitle

12 AN ACT TO RAISE THE AVERAGE TEACHER
13 SALARY; AND FOR OTHER PURPOSES.
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17 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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19 SECTION 1. Arkansas Code § 6-17-1001 is amended to read as follows:
20 6-17-1001. Minimum base salary - Master's degree.

21 (a) The board of directors in each school district in the state shall
22 pay their teachers upon a salary schedule which has annual increments for
23 education and experience and which provides for a base salary, a minimum
24 salary for a teacher with a master's degree, and at least fifteen (15) years
25 of experience as described in this section.

26 (b) In school year ~~2000-2001~~ 2003-2004 and in each school year
27 thereafter, no school district shall pay its teachers with a bachelor's
28 degree and no experience less than ~~twenty-one thousand eight hundred sixty~~
29 ~~dollars (\$21,860)~~ twenty-six thousand dollars (\$26,000).

30 (c) In school year 2000-2001 and in each school year thereafter,
31 school districts shall pay teachers with a master's degree and no experience
32 at least one hundred fifteen percent (115%) of the minimum base salary
33 prescribed in subsection (b) of this section.

34 (d) In school year 2001-2002 and in each school year thereafter,
35 school districts shall pay a teacher with a master's degree and at least
36 fifteen (15) years of experience one hundred fifty percent (150%) of the



1 state minimum base salary.

2 ~~(e)(1) In school year 1995-1996 and in each school year thereafter,~~
 3 ~~each school district in the state shall have in place a salary schedule which~~
 4 ~~provides at least fourteen (14) annual increments for experience.~~

5 ~~(2)(e)(1)~~ In school year 2001-2002 and in each school year thereafter,
 6 each school district in the state shall have in place a salary schedule which
 7 provides at least fifteen (15) annual increments for experience.

8 ~~(3)(2)~~ In school year 2001-2002 ~~and in each school year~~
 9 ~~thereafter~~ and school year 2002-2003, each school district in the state shall
 10 have in place a salary schedule with at least the following minimum levels of
 11 compensation:

12

13 Years Experience	BA Degree Salary	MA Degree Salary
14 0	\$21,860	\$25,139
15 1	22,304	25,649
16 2	22,748	26,159
17 3	23,192	26,669
18 4	23,636	27,179
19 5	24,080	27,689
20 6	24,524	28,199
21 7	24,968	28,709
22 8	25,412	29,219
23 9	25,856	29,729
24 10	26,300	30,239
25 11	26,744	30,749
26 12	27,188	31,259
27 13	27,632	31,769
28 14	28,076	32,279
29 15 or more	28,520	32,789

30 (3) In school year 2003-2004 and in each school year thereafter,
 31 each school district in the state shall have in place a salary schedule with
 32 at least the following minimum levels of compensation:

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34 <u>Years Experience</u>	<u>BA Degree Salary</u>	<u>MA Degree Salary</u>
35 <u>0</u>	<u>\$26,000</u>	<u>\$29,900</u>
36 <u>1</u>	<u>26,444</u>	<u>30,410</u>

1	<u>2</u>	<u>26,888</u>	<u>30,920</u>
2	<u>3</u>	<u>27,332</u>	<u>31,430</u>
3	<u>4</u>	<u>27,776</u>	<u>31,940</u>
4	<u>5</u>	<u>28,220</u>	<u>32,450</u>
5	<u>6</u>	<u>28,664</u>	<u>32,960</u>
6	<u>7</u>	<u>29,108</u>	<u>33,470</u>
7	<u>8</u>	<u>29,552</u>	<u>33,980</u>
8	<u>9</u>	<u>29,996</u>	<u>34,490</u>
9	<u>10</u>	<u>30,440</u>	<u>35,000</u>
10	<u>11</u>	<u>30,884</u>	<u>35,510</u>
11	<u>12</u>	<u>31,328</u>	<u>36,020</u>
12	<u>13</u>	<u>31,772</u>	<u>36,530</u>
13	<u>14</u>	<u>32,216</u>	<u>37,040</u>
14	<u>15 or more</u>	<u>32,660</u>	<u>39,000</u>

15 ~~(f) For the 1997-98 school year and for each year thereafter, each~~
16 ~~school district shall provide no less than four hundred dollar increments for~~
17 ~~experience for teachers with one (1) and two (2) years of experience.~~

18 ~~(g) For the 1998-1999 school year and for each year thereafter, each~~
19 ~~school district shall provide no less than four hundred dollar increments for~~
20 ~~experience for teachers with three (3) and four (4) years of experience.~~

21 ~~(h) For the 1999-2000 school year and for each year thereafter, each~~
22 ~~school district shall provide no less than four hundred dollar increments for~~
23 ~~experience for teachers with five (5) and six (6) years of experience.~~

24 ~~(i) For the 2000-2001 school year and for each year thereafter, each~~
25 ~~school district shall provide no less than four hundred dollar increments for~~
26 ~~experience for teachers with seven (7) and eight (8) years of experience.~~

27 ~~(j) For the 2001-2002 school year and for each year thereafter, each~~
28 ~~school district shall provide no less than four hundred dollar increments for~~
29 ~~experience for teachers with nine (9) and ten (10) years of experience.~~

30 ~~(k) For the 2002-2003 school year and for each year thereafter, each~~
31 ~~school district shall provide no less than four hundred dollar increments for~~
32 ~~experience for teachers with eleven (11) and twelve (12) years of experience.~~

33 ~~(l)(1) For the 2003-2004 school year and for each year thereafter,~~
34 ~~each school district shall provide no less than four hundred dollar~~
35 ~~increments for experience for teachers with thirteen (13) years of~~
36 ~~experience.~~

1 ~~(2) For the 2004-2005 school year and for each year thereafter,~~
 2 ~~each school district shall provide no less than four hundred-dollar~~
 3 ~~increments for experience for teachers with fourteen (14) years of~~
 4 ~~experience.~~

5 ~~(3) For the 2005-2006 school year and for each year thereafter,~~
 6 ~~each school district shall provide no less than four hundred-dollar~~
 7 ~~increments for experience for teachers with fifteen (15) years of experience.~~

8 ~~(m) Subsections (f) (1) of this section shall not apply to any local~~
 9 ~~school district whose minimum salary for teachers exceeds twenty one thousand~~
 10 ~~eight hundred sixty dollars (\$21,860) and whose average salary exceeds the~~
 11 ~~state average salary for teachers for the previous year.~~

12 ~~(n)(f)~~ The term "teacher", as used in this section, shall include any
 13 full-time employee of a local public school district who is compelled by law
 14 to secure a license from the State Board of Education as a condition
 15 precedent to employment in a position in or related to grades prekindergarten
 16 through twelve (preK-12) of the public schools of this state.

17 ~~(o)(g)~~ All minimum salaries ~~set forth~~ in this section shall be for a
 18 contract number of days that is not more than the number of days in the
 19 school year required by the state board's regulations for accreditation for
 20 the school year in which the contract is effective.

21 ~~(p)(1) A district that determines that it cannot meet the minimum~~
 22 ~~salary requirements of this section from funds available may petition the~~
 23 ~~Department of Education for a waiver of the requirements of this section for~~
 24 ~~up to three (3) school years, based on regulations promulgated by the state~~
 25 ~~board.~~

26 ~~(2) The department shall not grant a waiver to any district that~~
 27 ~~is not in compliance with the uniform rate of tax requirements under Arkansas~~
 28 ~~Constitution, Amendment 74.~~

29 ~~(q) [Repealed.]~~

30 (h) Each local school district shall have a district average salary
 31 for teachers exceeding thirty-three thousand three hundred and eighty-six
 32 dollars (\$33,386).

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 34 SECTION 2. Arkansas Code § 6-17-1002 is amended to read as follows:
 35 6-17-1002. Salary amount - Annual review.

36 (a) The salaries fixed herein shall be regarded as minimum salaries

1 only, and each district may supplement such salaries. No teacher shall
2 receive a reduced salary as a result of this subchapter's requirements.

3 (b) ~~Base salary shall not be raised until all teachers within a~~
4 ~~district are paid equal to or greater than the minimum requirements~~
5 ~~established herein.~~ Each school district shall develop its own salary
6 schedule with salaries equal to or greater than the required minimums set
7 forth herein.

8 (c) The Arkansas Teachers' Salaries Study Commission shall annually
9 review the minimum base salary and make recommendations to the Department of
10 Education, the Governor, and the General Assembly for ~~such~~ modifications as
11 the commission shall deem appropriate.

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13 SECTION 3. Arkansas Code § 6-17-1003 is amended to read as follows:
14 6-17-1003. Enforcement - Appeal - Rules and regulations.

15 (a) The State Board of Education ~~is empowered to~~ may enforce the
16 provisions of this subchapter and is specifically authorized to order the
17 dissolution and merger of any school district which fails to comply with the
18 minimum salary requirements established by this subchapter. Any appeal from
19 a decision of the board ordering the dissolution and merger of a school
20 district for failure to comply with the provisions of this subchapter shall
21 be filed in the Circuit Court of Pulaski County and must be filed within
22 thirty (30) days of the decision of the board.

23 (b) The board shall issue rules and regulations to implement this
24 subchapter.

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