

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

As Engrossed: S3/27/03

A Bill

SENATE BILL 726

5 By: Senator Hill
6
7

For An Act To Be Entitled

9 AN ACT TO INCREASE TEACHER SALARIES TO A MAXIMUM
10 STATE LEVEL TO ENSURE THAT TEACHERS ARE PAID A
11 SUBSTANTIALLY EQUAL SALARY THROUGHOUT THE STATE
12 FOR THE TEACHER'S YEARS OF EXPERIENCE AND DEGREE
13 LEVEL; AND FOR OTHER PURPOSES.
14

Subtitle

16 AN ACT TO INCREASE TEACHER SALARIES TO A
17 MAXIMUM STATE LEVEL TO ENSURE THAT
18 TEACHERS ARE PAID A SUBSTANTIALLY EQUAL
19 SALARY THROUGHOUT THE STATE FOR THE
20 TEACHER'S YEARS OF EXPERIENCE AND DEGREE
21 LEVEL.
22
23

24 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
25

26 SECTION 1. Arkansas Code Title 6, Chapter 17, is amended to read as
27 follows:

28 6-17-1001. ~~Minimum base salary—Master's degree.~~ Uniform teacher
29 salary schedule.

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

35 (b) ~~In school year 2000-2001 and in each school year thereafter, no~~
36 ~~school district shall pay its teachers with a bachelor's degree and no~~



1 ~~experience less than twenty one thousand eight hundred sixty dollars~~
2 ~~(\$21,860).~~

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

7 ~~(d) In school year 2001-2002 and in each school year thereafter,~~
8 ~~school districts shall pay a teacher with a master's degree and at least~~
9 ~~fifteen (15) years of experience one hundred fifty percent (150%) of the~~
10 ~~state minimum base salary.~~

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

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

17 ~~(3) In school year 2001-2002 and in each school year thereafter,~~
18 ~~each school district in the state shall have in place a salary schedule with~~
19 ~~at least the following minimum levels of compensation:~~

20 (b) Beginning with the 2003-2004 school year, no school district shall
21 pay a teacher with the requisite years of experience and degree level, a
22 salary less than that set forth in this minimum teachers' salary schedule,
23 and no teacher hired by a school district after the effective date of this
24 act shall be paid an amount less than that set forth in the uniform teacher's
25 salary schedule, as updated yearly, under subdivision (c)(1) of this act:

Years Experience	BA Degree Salary	MA Degree Salary
0	\$21,860	\$25,139
1	22,304	25,649
2	22,748	26,159
3	23,192	26,669
4	23,636	27,179
5	24,080	27,689
6	24,524	28,199
7	24,968	28,709
8	25,412	29,219
9	25,856	29,729

1	10	26,300	30,239
2	11	26,744	30,749
3	12	27,188	31,259
4	13	27,632	31,769
5	14	28,076	32,279
6	15 or more	28,520	32,789

7 (c)(1) Beginning with the 2004-2005 school year, the uniform teachers'
8 salary schedule shall be as set forth in this subsection and each level in
9 the schedule shall be increased by two and seven-tenths percent (2.7%) each
10 school year thereafter:

11	<u>Years Experience</u>	<u>BA Degree Salary</u>	<u>MA Degree Salary</u>
12	<u>0</u>	<u>\$33,020</u>	<u>\$35,120</u>
13	<u>1</u>	<u>33,520</u>	<u>35,670</u>
14	<u>2</u>	<u>34,020</u>	<u>36,220</u>
15	<u>3</u>	<u>34,520</u>	<u>36,770</u>
16	<u>4</u>	<u>35,020</u>	<u>37,320</u>
17	<u>5</u>	<u>35,520</u>	<u>37,870</u>
18	<u>6</u>	<u>36,020</u>	<u>38,420</u>
19	<u>7</u>	<u>36,520</u>	<u>38,970</u>
20	<u>8</u>	<u>37,202</u>	<u>39,520</u>
21	<u>9</u>	<u>37,520</u>	<u>40,070</u>
22	<u>10</u>	<u>38,020</u>	<u>40,620</u>
23	<u>11</u>	<u>38,520</u>	<u>41,170</u>
24	<u>12</u>	<u>39,020</u>	<u>41,720</u>
25	<u>13</u>	<u>39,520</u>	<u>42,270</u>
26	<u>14</u>	<u>40,020</u>	<u>42,820</u>
27	<u>15</u>	<u>40,520</u>	<u>43,370</u>
28	<u>16</u>	<u>41,020</u>	<u>43,920</u>
29	<u>17</u>	<u>41,520</u>	<u>44,470</u>
30	<u>18</u>	<u>42,020</u>	<u>45,020</u>
31	<u>19</u>	<u>42,520</u>	<u>45,570</u>
32	<u>20</u>	<u>43,020</u>	<u>46,120</u>
33	<u>21</u>	<u>43,520</u>	<u>46,670</u>
34	<u>22</u>	<u>44,020</u>	<u>47,220</u>
35	<u>23</u>	<u>44,520</u>	<u>47,770</u>
36	<u>24</u>	<u>45,020</u>	<u>48,320</u>

1	<u>25</u>	<u>45,520</u>	<u>48,870</u>
2	<u>26</u>	<u>46,020</u>	<u>49,420</u>
3	<u>27</u>	<u>46,520</u>	<u>49,970</u>
4	<u>28</u>	<u>47,020</u>	<u>50,520</u>

5 (2) Beginning with the 2004-2005 school year, no teacher shall
6 be paid a salary exceeding the amount set forth in the uniform teacher salary
7 schedule, as increased yearly by two and seven-tenths percent (2.7%), or as
8 later amended by the General Assembly, for the teachers years of experience
9 and degree level.

10 (d) Beginning with the 2004-2005 school year, any teacher paid a
11 salary less than the amount established in the uniform teacher salary
12 schedule, for his or her years of experience and degree level, shall receive
13 a salary increase equal to the lesser of:

14 (1) Two thousand five hundred dollars (\$2,500) plus two and
15 seven-tenths percent (2.7%) of his or her previous year's salary; or

16 (2) The difference between the salary set in the uniform teacher
17 salary and the teacher's previous year's salary.

18 ~~(f) For the 1997-98 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 one (1) and two (2) years of experience.~~

21 ~~(g) For the 1998-1999 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 three (3) and four (4) years of experience.~~

24 ~~(h) For the 1999-2000 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 five (5) and six (6) years of experience.~~

27 ~~(i) For the 2000-2001 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 seven (7) and eight (8) years of experience.~~

30 ~~(j) For the 2001-2002 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 nine (9) and ten (10) years of experience.~~

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

36 ~~(l)(1) For the 2003-2004 school year and for each year thereafter,~~

1 each school district shall provide no less than four hundred dollar
 2 increments for experience for teachers with thirteen (13) years of
 3 experience.

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

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

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

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

20 (1) Who is engaged directly in instruction with students in a
 21 classroom setting for more than seventy percent (70%) of the individual's
 22 contracted time;

23 (2) A guidance counselor; or

24 (3) A librarian.

25 ~~(o)(f)(1)~~ *All minimum salaries set forth in this section shall be for*
 26 *a contract number of days that is not more or less than the number of days in*
 27 *the school year required by the state board's regulations for accreditation*
 28 *for the school year in which the contract is effective.*

29 (2) Any teacher hired for a part-time position, or for a period
 30 of time less than the full-school year, shall be paid a pro-rata amount based
 31 on the number of contract days or hours.

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

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

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

5
 6 6-17-1002. Salary amount - Annual review.

7 ~~(a)(1) The salaries fixed herein shall be regarded as minimum salaries~~
 8 ~~only, and each district may supplement such salaries.~~ No teacher shall
 9 receive a reduced salary as a result of this subchapter's requirements.

10 (2) If a teacher was paid more than the amount set forth in the
 11 teacher salary schedule in this section in the previous school year, the
 12 teacher may continue to receive a salary equal to the previous year's salary
 13 plus two and seven-tenths percent (2.7%) of his or her previous year's
 14 salary.

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

20 ~~(e)(b)~~ The Arkansas Teachers' Salaries Study Commission shall annually
 21 review the minimum base salary and make recommendations to the Department of
 22 Education, the Governor, and the General Assembly for such modifications as
 23 the commission shall deem appropriate.

24 (c) The State Board of Education may grant waivers to school districts
 25 to pay a teacher or teachers an amount exceeding, but not less than, the
 26 amount set forth in the teacher salary schedule, if:

27 (1) The school district is located in an area of the state that
 28 the Department of Education has determined to have a critical shortage of
 29 teachers;

30 (2) The teacher or teachers have a certification in a subject
 31 matter area that the Department of Education has determined to have a
 32 critical shortage of teachers;

33 (3) The teacher's particular skills, performance, training, or
 34 experience would warrant a salary increase;

35 (4) The teacher has a National Board of Professional Teaching
 36 Standards certification; or

1 (5) The school district or a particular school is experiencing a
 2 hardship in recruiting or retaining teachers because the uniform teacher's
 3 salary schedule is significantly disproportionate to the average salaries
 4 paid in other available job markets in the county.

5 (d) Any school district engaged in agreed to collective bargaining
 6 with its certified staff shall be exempt from the provisions of this
 7 subchapter to the extent that school districts in collective bargaining
 8 negotiate salaries and other terms and conditions of employment that meet or
 9 exceed the salary requirements of this subchapter.

10
 11 6-17-1003. Enforcement - Appeal - Rules and regulations.

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

20 (b) The board shall issue rules and regulations to implement this
 21 subchapter.

22
 23 6-17-1004. Salary goals.

24 ~~(a) The personnel policies committees and negotiating teams~~
 25 ~~established and maintained in Arkansas public schools are encouraged to set~~
 26 ~~and meet five-year goals to substantially increase teacher salaries. In~~
 27 ~~setting realistic yet meaningful salary goals, the committees and teams shall~~
 28 ~~consider exceeding the state, regional Southern Regional Education Board~~
 29 ~~states, border states, or national average salaries for teachers.~~

30 ~~(b) Within two (2), four (4), and five (5) years following the~~
 31 ~~adoption of this section, school districts shall report to the Arkansas~~
 32 ~~Teachers' Salaries Study Commission and the Department of Education the goals~~
 33 ~~developed, adopted, and met. The General Assembly's intent is to equalize the~~
 34 salaries for public school teachers across the state and to meet or exceed
 35 the average salaries for teachers in states that are part of the Southern
 36 Regional Education Board.

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SECTION 2. Arkansas Code Title 6, Chapter 17, Subchapter 10 is amended to add an additional section to read as follows:

6-17-1005.

(a) The Department of Education shall pay school districts in a manner that restricts the use of funds provided from the state to the district for teacher salaries to be used solely by the school district for teacher salaries.

(b) Any supplemental pay to the salary schedule for those teachers employed for a period of time longer than the period covered by the salary schedule, and for duties in addition to certified employees' regular teaching assignments, shall not be paid from the funds provided by the state for teacher's salaries restricted under subsection (a) and shall only be paid from local funds.

/s/ Hill