

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

Call Item 4

A Bill

SENATE BILL 52

5 By: Senator Wilkins
6
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For An Act To Be Entitled

9 AN ACT TO INCREASE THE MINIMUM TEACHERS' SALARY
10 SCHEDULE; AND FOR OTHER PURPOSES.
11

Subtitle

12 AN ACT TO INCREASE THE MINIMUM
13 TEACHERS' SALARY SCHEDULE.
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17 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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19 SECTION 1. Effective for the 2004-2005 school year, Arkansas Code § 6-
20 17-1001 is amended to read as follows:

21 6-17-1001. Minimum base salary - Master's degree.

22 (a)(1) The board of directors in each school district in the state
23 shall pay its teachers upon a salary schedule which has annual increments for
24 education and experience and which provides for a base salary, a minimum
25 salary for a teacher with a master's degree, and at least fifteen (15) years
26 of experience as described in this section.

27 (2) Beginning with the 2003-2004 school year, the teacher's
28 experience for purposes of salary and benefits shall be his or her total
29 years in any school district in the state and shall not be based on only the
30 years in the district in which he or she is currently employed.

31 (b) In school year ~~2000-2001~~ 2004-2005 and in each school year
32 thereafter, no school district shall pay its teachers with a bachelor's
33 degree and no experience less than ~~twenty-one thousand eight hundred sixty~~
34 ~~dollars (\$21,860)~~ thirty-one thousand nine hundred dollars (\$31,900).

35 (c) ~~In school year 2000-2001 and in each school year thereafter,~~
36 ~~school districts shall pay teachers with a master's degree and no experience~~



1 at least one hundred fifteen percent (115%) of the minimum base salary
2 prescribed in subsection (b) of this section. In school year 2004-2005 and in
3 each school year thereafter, no school district shall pay its teachers with a
4 master's degree and no experience less than thirty-five thousand one hundred
5 seventy dollars (\$35,170).

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

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

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

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

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

1 (e) In school year 2004-2005, each school district in the state shall
 2 have in place a salary schedule with at least the following levels of
 3 compensation:

<u>Years Experience</u>	<u>BA Degree Salary</u>	<u>MA Degree Salary</u>
<u>0</u>	<u>\$31,900</u>	<u>\$35,170</u>
<u>1</u>	<u>32,538</u>	<u>35,873</u>
<u>2</u>	<u>33,189</u>	<u>36,590</u>
<u>3</u>	<u>33,853</u>	<u>37,322</u>
<u>4</u>	<u>34,530</u>	<u>38,069</u>
<u>5</u>	<u>35,220</u>	<u>38,830</u>
<u>6</u>	<u>35,925</u>	<u>39,607</u>
<u>7</u>	<u>36,643</u>	<u>40,399</u>
<u>8</u>	<u>37,376</u>	<u>41,207</u>
<u>9</u>	<u>38,124</u>	<u>42,031</u>
<u>10</u>	<u>38,886</u>	<u>42,871</u>
<u>11</u>	<u>39,664</u>	<u>43,729</u>
<u>12</u>	<u>40,457</u>	<u>44,604</u>
<u>13</u>	<u>41,267</u>	<u>45,496</u>
<u>14</u>	<u>42,092</u>	<u>46,406</u>
<u>15 or more</u>	<u>42,933</u>	<u>47,334</u>

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

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

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

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

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

36 ~~(k) For the 2002-2003 school year and for each year thereafter, each~~

1 ~~school district shall provide no less than four hundred dollar increments for~~
 2 ~~experience for teachers with eleven (11) and twelve (12) years of experience.~~

3 ~~(1)(1) For the 2003-2004 school year and for each year thereafter,~~
 4 ~~each school district shall provide no less than four hundred dollar~~
 5 ~~increments for experience for teachers with thirteen (13) years of~~
 6 ~~experience.~~

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

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

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

18 ~~(n)(f)~~ As used in this section, "teacher" shall include any full-time
 19 employee of a local public school district:

20 (1) Who is compelled by law to secure a license from the State
 21 Board of Education as a condition precedent to employment in a position in or
 22 related to grades prekindergarten through twelve (preK-12) of the public
 23 schools of this state; and

24 (2) Who is:

25 (A) Engaged directly in instruction with students in a
 26 classroom setting for more than seventy percent (70%) of the individual's
 27 contracted time;

28 (B) A guidance counselor; or

29 (C) A librarian.

30 ~~(o)(g)~~ All minimum salaries set forth in this section shall be for a
 31 contract number of days that is not more than the number of days in the
 32 school year required by the State Board of Education's regulations for
 33 accreditation for the school year in which the contract is effective.

34 ~~(p)(1)(h)(1)~~ A district that determines that it cannot meet the
 35 minimum salary requirements of this section from funds available may petition
 36 the Department of Education for a waiver of the requirements of this section

1 for up to three (3) school years based on regulations promulgated by the
2 State Board of Education.

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

6 (i) The General Assembly shall review and adjust the minimum teacher
7 salary schedule during each regular session for the purpose of providing
8 minimum state teacher salaries that exceed, by ten percent (10%) or more, the
9 average teacher salaries paid by the member states of the Southern Regional
10 Education Board.

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