

# EXHIBIT F4

## 2022 ADEQUACY WORKSHEET

	Topic	FY22	FY23	FY24	FY25		
1.	Definition of Adequacy	1. The standards included in the state's curriculum and career and technical frameworks, which define what Arkansas students are to be taught, including specific grade level curriculum and a mandatory thirty-eight (38) Carnegie units defined by the Arkansas Standards of Accreditation to be taught at the high school level; 2. The standards included in the state's testing system. The goal is to have all, or all but the most severely disabled, students perform at or above proficiency on these tests; and 3. Sufficient funding to provide adequate resources as identified by the General Assembly.					
2.	Adequacy Study	No changes recommended until the final report from the consultants, APA, is received in December 2020.					
<b>MATRIX ITEMS</b>							
	Topic	FY22	FY23	FY24	FY25		
3.	Matrix Calculations	No changes from previous: School Size: 500 Kindergarten = 8% of Students (40) Grades 1-3 = 23% of students (115) Grades 4-12 = 69% of students (345)			School Size: Kindergarten = 8% of Students Grades 1-3 = 23% of students Grades 4-12 = 69% of students	School Size: Kindergarten = 8% of Students Grades 1-3 = 23% of students Grades 4-12 = 69% of students	
4.	Staffing Ratios	No changes from previous Kindergarten (20:1): 2 per 500 Grades 1-3 (23:1): 5 per 500 Grades 4-12 (25:1): 13.8 per 500 PAM (20% of classroom teachers): 4.14 per 500 Special Ed Teachers: 2.9 per 500 Instructional Facilitators: 2.5 per 500			Librarian/Media Specialist: .85 per 500 Guidance Counselor: 1.11 per 500 Nurse: .67 per 500 Other Student Support Staff: .72 per 500 Principal: 1 per 500 Secretary: 1 per 500	Kindergarten : Librarian/Media Specialist: Grades 1-3: Guidance Counselor: Grades 4-12: Nurse: PAM: Other Student Support Staff: Special Education Principal: Teachers: Secretary: Instructional Facilitators:	Kindergarten : Librarian/Media Specialist: Grades 1-3: Guidance Counselor: Grades 4-12: Nurse: PAM: Other Student Support Staff: Special Education Principal: Teachers: Secretary: Instructional Facilitators:
5.	Public School Employee Insurance Line Item	N/A	\$142,000,000 as authorized in Act 217 of the 2022 Fiscal Session. Section 3 of Act 111 of the 2022 Fiscal Session states: "The Division of Elementary and Secondary Education shall pay the Employee Benefits Division the amount established by the House Committee on Education and the Senate Committee on Education through the biennial adequacy review process required by § 10-3-2102, factored according to the medical component of the Consumer Price Index for All Urban Consumers, for each eligible employee electing to participate in the public school employees' health insurance program administered by the State Board of Finance."				
6.	Health Insurance All Employees	N/A	Health Insurance: \$2,814 per employee (=( $\$169 \times 6$ ) + ( $\$300 \times 6$ )) Section 2 of Act 111 of the 2022 Fiscal Session states: "It is the responsibility of the House Committee on Education and the Senate Committee on Education, through the biennial adequacy review process required under § 10-3-2102, to determine the health insurance contribution rate to be paid by each public school district each month for each eligible employee electing to participate in the public school employees' health insurance program; and in order to determine the contribution rate, the [Committees] shall review the amount of funding provided through the matrix and state appropriation for public school health insurance."		Health Insurance: = ( $\$300 \times 6$ ) + (NEW 2024 RATE * 6)	Health Insurance: = (2024 Rate * 6) + (NEW 2025 Rate * 6)	
7.	School Level Salaries: Teacher	Per Student Matrix Amount: Increase average salary + benefits in the matrix by 2.25% to \$70,011, or \$4,717 per child.  NOTE: Not inclusive of % of \$50/student Adjustment for Retirement. Salary Enhancement funding not included in this matrix line.		Per Student Matrix Amount: Increase average salary + benefits in the matrix by 2.25% to \$71,586, or \$4,824 per student. With Adjustment Included: Base Salary: \$57,208 Health Insurance: \$2,814 Other Benefits* (23% of base salary): \$13,158 Salary + All Benefits: \$73,180 Per Student Matrix Amount: \$4,931 NOTE: Above amounts include the applicable portion of Adjustments for Health Insurance (\$64 per student) and Retirement (\$67 per student). Salary Enhancement funding not included in this matrix line.			

\* Other benefits include Unemployment Insurance and Workers Comp (.35%), Medicare (1.45%), Social Security (6.2%), and Retirement (15%). Total benefits as of SY2023 equal 23% of Base Salary.

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MATRIX ITEMS																																			
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8. Principal	<p><b>Per Student Matrix Amount:</b> Increase funding for salary + benefits in the matrix by 2.5% to \$101,487 or \$203 per student.</p> <p><b>NOTE:</b> Not inclusive of % of \$50/student Adjustment for Retirement.</p>	<p><b>Per Student Matrix Amount:</b> Increase funding for salary + benefits by 2.5% to \$104,024 or \$208 per student.</p> <p><b>With Adjustment Included:</b></p> <table border="1"> <tr><td>Base Salary:</td><td>\$83,577</td></tr> <tr><td>Health Insurance:</td><td>\$2,814</td></tr> <tr><td>Other Benefits* (23% of base salary):</td><td>\$19,224</td></tr> <tr><td>Salary + All Benefits:</td><td>\$105,619</td></tr> <tr><td>Per Student Matrix Amount:</td><td>\$211</td></tr> </table> <p><b>NOTE:</b> Above amounts include the applicable portion of Adjustments for Health Insurance (\$64 per student) and Retirement (\$67 per student).</p>	Base Salary:	\$83,577	Health Insurance:	\$2,814	Other Benefits* (23% of base salary):	\$19,224	Salary + All Benefits:	\$105,619	Per Student Matrix Amount:	\$211	<table border="1"> <tr><td>Base Salary:</td><td></td></tr> <tr><td>Health Insurance:</td><td></td></tr> <tr><td>Other Benefits (23% of base salary):</td><td></td></tr> <tr><td>Salary + All Benefits:</td><td></td></tr> <tr><td>Per Student Matrix Amount:</td><td></td></tr> </table>	Base Salary:		Health Insurance:		Other Benefits (23% of base salary):		Salary + All Benefits:		Per Student Matrix Amount:		<table border="1"> <tr><td>Base Salary:</td><td></td></tr> <tr><td>Health Insurance:</td><td></td></tr> <tr><td>Other Benefits (23% of base salary):</td><td></td></tr> <tr><td>Salary + All Benefits:</td><td></td></tr> <tr><td>Per Student Matrix Amount:</td><td></td></tr> </table>	Base Salary:		Health Insurance:		Other Benefits (23% of base salary):		Salary + All Benefits:		Per Student Matrix Amount:		
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9. Secretary	<p><b>Per Student Matrix Amount:</b> Increase funding for salary + benefits in the matrix by 2.5% to \$41,876 or \$83.80 per student.</p> <p><b>NOTE:</b> Not inclusive of % of \$50/student Adjustment for Retirement.</p>	<p><b>Per Student Matrix Amount:</b> Increase funding for salary + benefits by 2.5% to \$42,923 or \$85.80 per student.</p> <p><b>With Adjustment Included:</b></p> <table border="1"> <tr><td>Base Salary:</td><td>\$33,906</td></tr> <tr><td>Health Insurance:</td><td>\$2,814</td></tr> <tr><td>Other benefits* (23% of base salary):</td><td>\$7,798</td></tr> <tr><td>Salary + All Benefits:</td><td>\$44,518</td></tr> <tr><td>Per Student Matrix Amount:</td><td>\$89</td></tr> </table> <p><b>NOTE:</b> Above amounts include the applicable portion of Adjustments for Health Insurance (\$64 per student) and Retirement (\$67 per student).</p>	Base Salary:	\$33,906	Health Insurance:	\$2,814	Other benefits* (23% of base salary):	\$7,798	Salary + All Benefits:	\$44,518	Per Student Matrix Amount:	\$89	<table border="1"> <tr><td>Base Salary:</td><td></td></tr> <tr><td>Health Insurance:</td><td></td></tr> <tr><td>Other Benefits (23% of base salary):</td><td></td></tr> <tr><td>Salary + All Benefits:</td><td></td></tr> <tr><td>Per Student Matrix Amount:</td><td></td></tr> </table>	Base Salary:		Health Insurance:		Other Benefits (23% of base salary):		Salary + All Benefits:		Per Student Matrix Amount:		<table border="1"> <tr><td>Base Salary:</td><td></td></tr> <tr><td>Health Insurance:</td><td></td></tr> <tr><td>Other Benefits (23% of base salary):</td><td></td></tr> <tr><td>Salary + All Benefits:</td><td></td></tr> <tr><td>Per Student Matrix Amount:</td><td></td></tr> </table>	Base Salary:		Health Insurance:		Other Benefits (23% of base salary):		Salary + All Benefits:		Per Student Matrix Amount:		
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10. Technology	Maintain funding level of \$250 per student.	Maintain funding level of \$250 per student.																																	
11. Instructional Materials	Increase funding level by 2.5% to \$193 per student.	Increase funding level by 2.5% to \$197 per student.																																	
12. Extra Duty Funds	Increase funding level by 2.6% to \$67.90 per student.	Increase funding level by 2.6% to \$69.60 per student																																	
13. Supervisory Aides	<p>Increase funding by 2.6% to \$51.30 per student.</p> <p><b>NOTE:</b> Not inclusive of % of \$50/student Adjustment for Retirement.</p>	<p>Increase funding by 2.6% to \$52.60 per student.</p> <p><b>With Adjustment Included:</b> \$55.79 with \$3.19, one employee's share of adjustments for health insurance (\$64) and retirement (\$67).</p>																																	
14. Substitutes	Increase funding by 2.5% to \$73.60 per student.	Increase funding by 2.5% to \$75.40 per student.																																	
15. Operations and Maintenance	Increase funding by 2.5% to \$723 per student.	<p>Increase funding by 2.5% to \$741 per student.</p> <p><b>With Adjustment Included:</b> \$747.68 with \$6.38, two employees' share of adjustments for health insurance (\$64) and retirement (\$67).</p>																																	
16. Central Office	Increase funding 2% to \$448 per student.	<p>Increase funding by 2% to \$456 per student.</p> <p><b>With Adjustment Included:</b> \$464.15 with \$7.65, 2.4 employees' share of adjustments for health insurance (\$64) and retirement (\$67).</p>																																	
17. Transportation	Maintain funding level of \$321 per student.	Maintain funding level of \$321 per student.																																	
18. Adjustment for Retirement	Increase funding level by 51.5% to \$50 per student.	<p>Increase funding level by 34% to \$67 per student for retirement.</p> <p>Addendum added \$64 adjustment for health insurance.</p> <p>Please refer to the above matrix lines to see how the adjustments are incorporated into each: Teacher, Principal and Secretary Salaries (lines 6, 7, and 8); Supervisory Aides (line 12), O&amp;M (line 14) and Central Office (line 15).</p>																																	
19. Additional Matrix item(s)	None recommended.	None recommended.																																	
20. Total Foundation Funding Rate	The total foundation funding rate per student, including the adjustment for retirement, increases by 2.3% to \$7,182.	The total foundation funding rate per student, including the adjustment for retirement, increases by 2.3% to \$7,349. With the adjustment for health insurance, the final increase was to \$7,413.																																	

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<b>CATEGORICAL FUNDS</b>					
	<i>Topic</i>	<i>FY22</i>	<i>FY23</i>	<i>FY24</i>	<i>FY25</i>
21.	Alternative Learning Environment (ALE) Funding	Increase funding by 2% to \$4,794 per student.	Increase funding by 2% to \$4,890 per student.		
22.	English Language Learner (ELL) Funding	Increase funding by 2% to \$359 per student.	Increase funding by 2% to \$366 per student.		
23.	Enhanced Student Achievement (ESA) Funding	Increase each level by 1.16%, so amounts per student will be \$532, \$1,063 and \$1,594. Not inclusive of "Additional ESA" funds to provide matching grants.	Increase each level by 1.16%, so amounts per student would be \$538, \$1,076 and \$1,613. Not inclusive of "Additional ESA" funds to provide matching grants.		
24.	Professional Development (PD) Funding	PD funding as a categorical remains the same at \$40.80 per student. Not inclusive of Additional PD funding for PLC program.	PD funding as a categorical remains the same at \$40.80 per student. Not inclusive of Additional PD funding for PLC program.		
25.	Additional Categorical Funds	None recommended.	None recommended.		
<b>SUPPLEMENTAL FUNDS</b>					
	<i>Topic</i>	<i>FY22</i>	<i>FY23</i>	<i>FY24</i>	<i>FY25</i>
26.	ESA Grants	Keep the \$5,300,000 amount for the "Additional ESA" funds to provide matching grants.	Keep the \$5,300,000 amount for the "Additional ESA" funds to provide matching grants.		
27.	Additional PD (PLCs)	Additional PD funding for PLC program increases by 16% to \$14,500,000.	Additional PD funding for PLC program increases by 13.8% to \$16,500,000.		
28.	Enhanced Transportation	Increase by 20% to \$6,000,000.	Increase by 20% to \$7,200,000.		
29.	Special Education High-Cost Occurrences	Increase special education high needs (formerly called catastrophic funding) by 3.7% to \$13,500,000.	Increase special education high needs (formerly called catastrophic funding) by 3.7% to \$13,998,150.		
30.	Teacher Salary Equalization	Use a formula to distribute \$15,000,000 in Enhanced Salary 3 <sup>rd</sup> year funding (3 <sup>rd</sup> and 4 <sup>th</sup> year distributed in FY22) to qualifying schools. April 1, 2021, Governor's Letter #17 states amendment to SB158 Section 1 appropriation for item (25) Teacher Salary Equalization \$25,000,000. Acts 679 and 680 of 2021 set a statewide target average annual salary of \$51,822 for the 2021-22 school year.	Use a formula to distribute \$15,000,000 in Enhanced Salary final year (actually distributed in FY22) funding to qualifying schools. April 1, 2021, Governor's Letter #17 states amendment to SB158 Section 1 item (25) for Teacher Salary Equalization \$25,000,000. Acts 679 and 680 of 2021 set a statewide target average annual salary of \$51,822 for the 2021-22 school year and said the "House Committee on education and the Senate Committee on Education shall set jointly the statewide target average annual salary for the 2023-2024 and the 2024-2025 school years, and each biennium thereafter, as part of the adequacy review process required under § 10-3-2102."		
31.	Student Growth Funding	No changes recommended. (2021 funding: \$29,536,568)	No changes recommended. (2021 funding: \$29,536,568)		
32.	Declining Enrollment Funding	No changes recommended. (2021 funding: \$14,681,796)	No changes recommended. (2021 funding: \$14,681,796)		
33.	Isolated Funding	No changes recommended. (2021 funding: \$10,895,977)	No changes recommended. (2021 funding: \$10,895,977)		
34.	Additional Supplemental Funding Stream(s)	Teacher Salary Equalization Recommendation (see Row 29 above)	Teacher Salary Equalization Recommendation (see Row 29 above)		
<b>PARTNERSHIP PROGRAM</b>					
	<i>Topic</i>	<i>FY22</i>	<i>FY23</i>	<i>FY24</i>	<i>FY25</i>
35.	Partnership Program	No changes recommended. (2021 funding: \$89,605,571, including transfers from bonded debt assistance program savings from the public school fund)	No changes recommended. (2021 funding: \$90,273,625, including transfers bonded debt assistance program savings from the public school fund)		

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