



Research Report

Teacher Salary Report

June 19, 2018

Prepared for

**THE HOUSE INTERIM COMMITTEE ON EDUCATION
AND THE SENATE INTERIM COMMITTEE ON EDUCATION**



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INTRODUCTION

Responses to the following questions have been prepared in partial fulfillment of the Adequacy Study requirements found in Ark. Code Ann. § 10-3-2101 et seq.

1. How do Arkansas teacher salaries compare with surrounding states and states of the Southern Regional Education Board (SREB)?
2. How have the average teacher salaries changed in Arkansas compared with surrounding states and states in the SREB from 2015-2016 to 2016-2017?
3. How does the cost of living in Arkansas and surrounding states affect the value of Arkansas teacher salaries?
4. Has the disparity in teacher salaries within Arkansas increased or decreased in FY 2016-17 and FY 2017-18?
5. How do teacher salaries in Arkansas compare with the salaries in other professions with similar educational requirements?

Specifically, Ark. Code Ann. § 10-3-2102(a)(5) requires the House and Senate Committees on Education to “review the average teacher salary in the State of Arkansas in comparison to average teacher salaries in surrounding states and member states of the Southern Regional Education Board and make recommendations for any necessary changes to teacher salaries in the State of Arkansas established by law;”. In addition, Ark. Code Ann. § 10-3-2102(g)(1) provides the following outline of how this review of average teacher salaries shall be accomplished:

- (A) “Comparing teacher salaries as adjusted by a cost of living index or a comparative wage index;
- (B) Reviewing the minimum teacher compensation salary schedule; and
- (C) Reviewing any related topics identified for further study by the House Committee on Education and the Senate Committee on Education.”

Lastly, Ark. Code Ann. § 10-3-2102(h)(2) also calls for the Committees to review disparities in teacher salaries.

RESPONSE TO QUESTIONS #1-3

How do Arkansas teacher salaries compare with surrounding states and states of the Southern Regional Education Board? How have the average teacher salaries changed in Arkansas compared with surrounding states and states in the SREB from 2015-2016 to 2016-2017? How does the cost of living in Arkansas and surrounding states affect the value of Arkansas teacher salaries?

TEACHER SALARY COMPARISON AMONG SREB AND SURROUNDING STATES

NEA Average Teacher Salaries 2016 and 2017 – SREB States

According to the annual statistical report of the National Education Association (NEA), *Rankings of the States 2017 and Estimates of School Statistics 2018*, Arkansas’s 2017 average salary ranked 42nd, which is a drop from Arkansas’s prior year ranking of 39th. New York’s average salary ranks number one among the 50 states and the District of Columbia. After applying a Cost of Living adjustment (COLA) to the average salary amount for all 50 states and the District of Columbia, Michigan becomes the state with the highest average salary for 2017 and Arkansas moves up in the national ranking to 22nd.

Among the 16 SREB states, Maryland, Delaware and Georgia ranked 1st, 2nd, and 3rd, respectively, in average salary for both 2016 and 2017. Arkansas’s 2017 average salary ranks 12th, which is a drop from the prior year (2016) ranking of 11th. Florida, West Virginia, Oklahoma, and Mississippi ranked 13th, 14th, 15th, and 16th, respectively, in both 2016 and 2017.

North Carolina’s 2017 NEA average salary had the highest actual dollar increase, with an increase of \$2,029 and also the highest percentage increase, 4.23%, over 2016. Arkansas’s 2017 NEA average salary increased \$86 or .18% over 2016. The average percentage increase

in salaries in 2017 among all of the SREB states was 1.62% with 7 states increasing salaries one half of one percent (.5%) or less. West Virginia’s average teacher salary actually decreased in 2017 by -\$67 or -.15%.

SREB States' NEA Average Salary Ranking 2016 and 2017					
SREB State	2016 NEA Avg. Salary	2016 Rank	SREB State	2017 NEA Avg. Salary	2017 Rank
Maryland	\$66,456	1	Maryland	\$68,357	1
Delaware	\$59,960	2	Delaware	\$60,214	2
Georgia	\$54,190	3	Georgia	\$55,532	3
Kentucky	\$52,134	4	Texas	\$52,575	4
Texas	\$51,890	5	Kentucky	\$52,338	5
Louisiana	\$49,745	6	Virginia	\$51,049	6
Virginia	\$49,690	7	Alabama	\$50,391	7
Tennessee	\$48,817	8	Tennessee	\$50,099	8
S. Carolina	\$48,769	9	Louisiana	\$50,000	9
Alabama	\$48,518	10	S. Carolina	\$50,000	9
Arkansas	\$48,218	11	N. Carolina	\$49,970	11
N. Carolina	\$47,941	12	Arkansas	\$48,304	12
Florida	\$46,612	13	Florida	\$47,267	13
W. Virginia	\$45,622	14	W. Virginia	\$45,555	14
Oklahoma	\$45,276	15	Oklahoma	\$45,292	15
Mississippi	\$42,744	16	Mississippi	\$42,925	16

Source of Average Teacher Salaries: *National Education Association's (NEA) Rankings of the States 2017 and Estimates of School Statistics 2018*, April 2018, Table B-6 Average Salary of Teachers.

In response to **Question #3** regarding the impact the cost of living has on the value of Arkansas’s and surrounding states’ salaries, the table below provides the cost of living adjusted NEA average salaries for the SREB states for both 2016 and 2017. The adjusted salaries for Georgia and Delaware ranked 1st and 2nd, respectively, for both 2016 and 2017. Arkansas’s 2016 COLA adjusted average salary rank was 5th among the SREB states, but fell to 7th in 2017.

SREB States' COLA Adjusted Average Salary Ranking 2016 and 2017					
SREB State	2016 NEA COLA Adj. Salary	2016 Rank (With COLA Adjust)	SREB State	2017 NEA COLA Adj. Salary	2017 Rank (With COLA Adjust)
Georgia	\$52,471	1	Georgia	\$53,697	1
Delaware	\$51,720	2	Delaware	\$51,378	2
Kentucky	\$50,813	3	Texas	\$50,615	3
Texas	\$50,631	4	Kentucky	\$49,042	4
Arkansas	\$48,218	5	Alabama	\$48,996	5
Tennessee	\$48,110	6	Tennessee	\$48,983	6
Alabama	\$47,082	7	Arkansas	\$48,304	7
Maryland	\$47,051	8	Maryland	\$46,634	8
Louisiana	\$46,636	9	Louisiana	\$46,504	9
Oklahoma	\$45,225	10	N. Carolina	\$46,378	10
N. Carolina	\$45,040	11	Oklahoma	\$44,581	11
Mississippi	\$43,987	12	Mississippi	\$44,287	12
Virginia	\$43,888	13	S. Carolina	\$44,121	13
South Carolina	\$42,946	14	Virginia	\$43,856	14
West Virginia	\$42,190	15	Florida	\$41,793	15
Florida	\$41,668	16	W. Virginia	\$41,707	16

Source of Average Teacher Salaries: *National Education Association's (NEA) Rankings of the States 2017 and Estimates of School Statistics 2018*, April 2018, Table B-6 Average Salary of Teachers. Source of COLA Adjustment: Missouri 2016 and 2017 Annual Average Cost of Living Index, https://www.missourieconomy.org/indicators/cost_of_living/.

NEA Average Teacher Salaries 2016 and 2017 – Surrounding States

In response to **Question #2**, among the surrounding states, the average salary for Texas ranks 1st for both 2016 and 2017. Arkansas’s 2017 average salary ranks 5th, which is a decline from the 2016 average salary ranking of 4th. Tennessee had the highest actual dollar increase, with an increase of \$1,282 and also the highest percentage increase, 2.63%, over 2016. Arkansas’s actual dollar increase in 2017 was \$86 or .18% over 2016.

Surrounding States NEA Average Salary Ranking 2016 and 2017						
Surrounding States	2016 NEA Avg. Salary	2016 Rank		Surrounding States	2017 NEA Avg. Salary	2017 Rank
Texas	\$51,890	1		Texas	\$52,575	1
Louisiana	\$49,745	2		Tennessee	\$50,099	2
Tennessee	\$48,817	3		Louisiana	\$50,000	3
Arkansas	\$48,218	4		Missouri	\$48,618	4
Missouri	\$47,959	5		Arkansas	\$48,304	5
Oklahoma	\$45,276	6		Oklahoma	\$45,292	6
Mississippi	\$42,744	7		Mississippi	\$42,925	7

Source of Average Teacher Salaries: *National Education Association's (NEA) Rankings of the States 2017 and Estimates of School Statistics 2018*, April 2018, Table B-6 Average Salary of Teachers.

In response to **Question #3**, after applying a COLA adjustment to the average salary amounts, Arkansas’s rank is raised to 2nd for 2016 and 3rd for 2017.

Surrounding States NEA Average COLA Adjusted Salary Ranking 2016 and 2017						
Surrounding States	2016 COLA Adj. Salary	2016 Rank (With COLA Adjust.)		Surrounding States	2017 COLA Adj. Salary	2017 Rank (With COLA Adjust.)
Texas	\$50,631	1		Texas	\$50,615	1
Arkansas	\$48,218	2		Tennessee	\$48,983	2
Tennessee	\$48,110	3		Arkansas	\$48,304	3
Missouri	\$46,744	4		Missouri	\$47,482	4
Louisiana	\$46,636	5		Louisiana	\$46,504	5
Oklahoma	\$45,225	6		Oklahoma	\$44,581	6
Mississippi	\$43,987	7		Mississippi	\$44,287	7

Source of Average Teacher Salaries: *National Education Association's (NEA) Rankings of the States 2017 and Estimates of School Statistics 2018*, April 2018, Table B-6 Average Salary of Teachers.
 Source of COLA Adjustment: Missouri 2016 and 2017 Annual Average Cost of Living Index, https://www.missourieconomy.org/indicators/cost_of_living/.

SREB States Minimum Teacher Salaries 2016-17 and 2017-18

The following tables provide the minimum teacher salary levels when available for the SREB and surrounding states and the respective ranking for each. Maryland, Delaware, and Alabama's minimum salaries rank 1st, 2nd, and 3rd, respectively, for both 2016-17 and 2017-18, and Arkansas's minimum salary amounts of \$31,000 and \$31,400 respectively, rank 9th each year.

SREB States' Minimum Salary Ranking 2016-17 and 2017-18					
SREB State	2016-17 Minimum Teacher Salary	2016-17 Rank	SREB State	2017-18 Minimum Teacher Salary	2017-18 Rank
Maryland ¹	\$42,126	1	Maryland ¹	\$42,370	1
Delaware	\$41,009	2	Delaware	\$41,009	2
Alabama	\$38,342	3	Alabama	\$38,342	3
North Carolina	\$35,000	4	North Carolina	\$35,000	4
Mississippi	\$34,390	5	Mississippi	\$34,390	5
Georgia	\$33,424	6	Georgia	\$34,092	6
Tennessee	\$32,445	7	Tennessee	\$33,745	7
Oklahoma	\$31,600	8	Oklahoma	\$31,600	8
Arkansas	\$31,000	9	Arkansas	\$31,400	9
Florida ¹	\$30,900	10	Florida ¹	\$31,400	9
Virginia ¹	\$30,500	11	Virginia ¹	\$30,863	11
West Virginia	\$30,315	12	West Virginia	\$30,315	12
Kentucky	\$29,804	13	Kentucky	\$29,804	13
South Carolina	\$28,190	14	South Carolina	\$28,190	14
Texas	\$28,080	15	Texas	\$28,080	15
Louisiana ²	--	--	Louisiana ²	--	--

SREB States' COLA Adjusted Minimum Salary Ranking 2016-17 and 2017-18					
SREB State	2016-17 Min. Salary COLA Adj.	2016-17 COLA Adj. Rank	SREB State	2017-18 Min. Salary COLA Adj.	2017-18 COLA Adj. Rank
Alabama	\$37,280	1	Alabama	\$37,280	1
Mississippi	\$35,481	2	Mississippi	\$35,481	2
Delaware	\$34,991	3	Delaware	\$34,991	3
North Carolina	\$32,484	4	Tennessee	\$32,993	4
Georgia	\$32,320	5	Georgia	\$32,966	5
Tennessee	\$31,722	6	North Carolina	\$32,484	6
Oklahoma	\$31,104	7	Arkansas	\$31,400	7
Arkansas	\$31,000	8	Oklahoma	\$31,104	8
Maryland ¹	\$28,739	9	Maryland ¹	\$28,905	9
Kentucky	\$27,927	10	Kentucky	\$27,927	10
West Virginia	\$27,755	11	Florida ¹	\$27,764	11
Florida ¹	\$27,321	12	West Virginia	\$27,755	12
Texas	\$27,033	13	Texas	\$27,033	13
Virginia ¹	\$26,203	14	Virginia ¹	\$26,514	14
South Carolina	\$24,875	15	South Carolina	\$24,875	15
Louisiana ²	--	--	Louisiana ²	--	--

¹The state does not mandate a minimum salary amount. This minimum is the lowest minimum established by districts.

² No minimum salary amount could be obtained for Louisiana (LA). LA does not mandate a minimum salary amount, and we were unsuccessful in securing a minimum salary by parish after multiple attempts.

Data Source: Various State Departments' of Education websites and telephone interviews with relevant staff at various State Departments of Education.

After applying the COLA adjustment to the SREB states' minimum salaries, Arkansas's rank improves to 8th in 2016-17 and to 7th in 2017-18.

Surrounding States Minimum Teacher Salaries 2016-17 and 2017-18

The following table provides the minimum salary amounts for the states surrounding Arkansas for 2016-17 and 2017-18. Arkansas’s minimum ranks 4th among the surrounding states in the minimum salary for bachelor degree prepared teachers for both years. Mississippi, Tennessee and Oklahoma both hold the rank of 1st, 2nd and 3rd, respectively, for both years.

Surrounding States Minimum Salary Ranking 2016-17 and 2017-18					
Surrounding States	2016-17 Minimum Teacher Salary	2016-17 Rank	Surrounding States	2017-18 Minimum Teacher Salary	2017-18 Rank
Mississippi	\$34,390	1	Mississippi	\$34,390	1
Tennessee	\$32,445	2	Tennessee	\$33,745	2
Oklahoma	\$31,600	3	Oklahoma	\$31,600	3
Arkansas	\$31,000	4	Arkansas	\$31,400	4
Texas	\$28,080	5	Texas	\$28,080	5
Missouri	\$25,000	6	Missouri	\$25,000	6
Louisiana ¹			Louisiana ¹		

Surrounding States COLA Adjusted Minimum Salary Ranking 2016-17 and 2017-18					
Surrounding States	2016-17 State Minimum Salary COLA Adj.	2016-17 COLA Adj. Rank	Surrounding States	2017-18 Minimum Teacher Salary COLA Adj.	2017-18 COLA Adj. Rank
Mississippi	\$35,481	1	Mississippi	\$35,481	1
Tennessee	\$31,722	2	Tennessee	\$32,993	2
Oklahoma	\$31,104	3	Arkansas	\$31,400	3
Arkansas	\$31,000	4	Oklahoma	\$31,104	4
Texas	\$27,033	5	Texas	\$27,033	5
Missouri	\$24,416	6	Missouri	\$24,416	6
Louisiana ¹			Louisiana ¹		

¹ No Minimum Salary amount could be obtained for Louisiana (LA). LA does not mandate a minimum salary amount, and we were unsuccessful in securing a minimum salary by parish after multiple attempts. Data Source: Various State Departments’ of Education websites and telephone interviews with relevant staff at various State Departments of Education.

After applying a COLA adjustment to the surrounding states’ minimum salaries, Arkansas’s rank remains the same for 2016-17, but rises to 3rd for 2017-18.

RESPONSE TO QUESTION #4

Has the disparity in teacher salaries within Arkansas increased or decreased in 2016-17 and 2017-18?

TEACHER SALARY DISPARITY WITHIN ARKANSAS

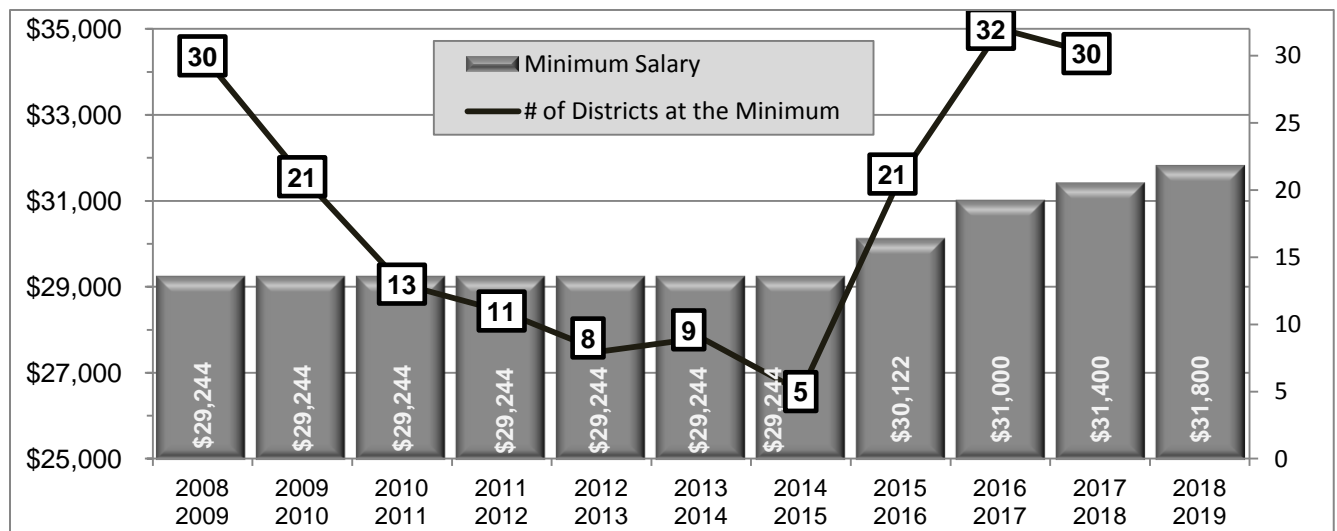
To assist in the evaluation of whether there is disparity in teacher salaries in Arkansas, the following sections present information regarding the state’s minimum teacher salary requirements and district level minimum teacher salaries. In addition, the report presents information regarding the state-level average teacher salaries and average teacher salaries by district.

State Minimum Teacher Compensation Schedule

Arkansas’s state mandated minimum teacher compensation schedule or minimum salary schedule is established in Ark. Code Ann. § 6-17-2403. The chart below illustrates the state mandated minimum teacher salary for bachelor degree prepared teachers with zero years of experience for the school years 2008-09 through 2017-18. The minimum salary level of \$29,244 remained the same for school years, 2008-09 through 2014-15. Through the passage of Act 1087 of 2015, the minimum salary increased to \$30,122 in 2015-16 and \$31,000 in 2016-17. Act 246 of 2017 also increased the minimum salary to \$31,400 in the current 2017-18 school year, and to \$31,800 for the upcoming school year, 2018-19.

Districts can and often do adopt individual district salary schedules that exceed the state mandated minimum salary amounts. In 2008-09 there were 30 districts whose minimum salary was at the statutory minimum (4 of those districts were actually below the minimum), but the number of districts at the minimum had decreased to 5 by 2014-15. These 5 districts included Augusta, Deer/Mount Judea, Mineral Springs, Mulberry, and Nevada County. With the raising of the state mandated minimum salary beginning in 2015-16, the number of districts at the minimum salary began to rise again, with 21 districts at the minimum in 2015-16 and 30 at the minimum in 2017-18. Between 2008-09 and 2017-18, the minimum salary has increased \$2,156 or a 7.3% increase.

Chart: Minimum Teacher Compensation for BA Prepared Teachers 2008-09 to 2018-19



Source: http://www.arkansased.gov/divisions/fiscal-and-administrative-services/publication-and-reports/report_categories/salary-reports

District Minimum Teacher Salary Schedules

While the Arkansas General Assembly has established statewide teacher salary minimums for school districts, each district also establishes its own teacher salary schedules. District schedules can exceed the state minimum levels but cannot fall below the state minimum levels. For 2017-18, the 5 top minimum salaries established by school districts ranged from \$42,253 to \$47,266 and the lowest 5 minimum salaries ranged from \$31,400 to \$31,588.

2017-18 Minimum Salary – Top and Lowest Ranges	
Top 5 Beginning Salaries (5 Districts):	\$42,253 - \$47,266
Lowest 5 Beginning Salaries (37 Districts):	\$31,400 - \$31,588

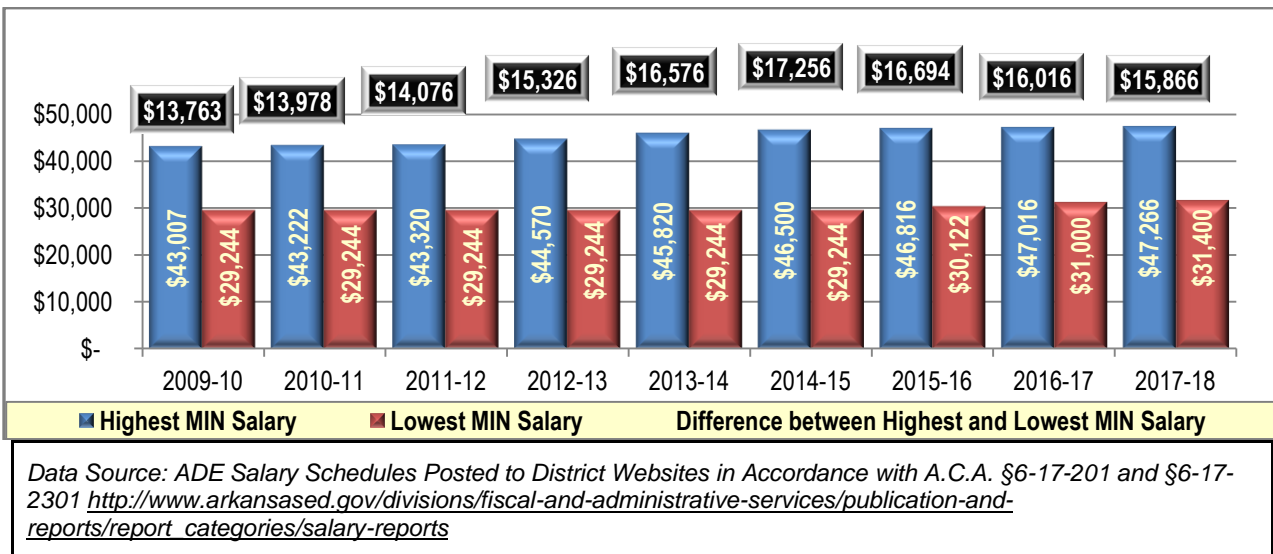
With the increases of the state mandated minimum salary in 2015-16, 2016-17, and 2017-18, the gap between the districts’ highest and lowest minimum salary levels declined three years in a row, with the gap peaking at \$17,256 in 2014-15 and declining to \$15,866 in 2017-18.

Year	Highest Minimum Salary		Lowest Minimum Salary		Gap Between Highest and Lowest	
	Salary	Change from Prior Year	Salary	Change from Prior Year	High - Low =	Change from Prior Year
2008-09	\$42,230		\$28,897		\$13,333	
2009-10	43,007	\$777	29,244	\$347	13,763	\$430
2010-11	43,222	215	29,244	-	13,978	215
2011-12	43,320	98	29,244	-	14,076	98
2012-13	44,570	1,250	29,244	-	15,326	1,250
2013-14	45,820	1,250	29,244	-	16,576	1,250
2014-15	46,500	680	29,244	-	17,256	680
2015-16	46,816	316	30,122	878	16,694	-562
2016-17	47,016	200	31,000	878	16,016	-678
2017-18	47,266	250	31,400	400	15,866	-150

According to ADE’s 2008-09 Teacher Salary Analysis report, the 2008-09 lowest minimum salary amount was actually below the minimum salary required by state law.
 Turrell School District’s minimum salary was \$28,897, and there were 3 additional districts reporting a minimum salary less than the state required minimum in 2008-09 as well, Mineral Springs at \$29,000, Mountain View at \$29,175, and Harrisburg at \$29,200.

The table below reports the highest and lowest school district starting salary levels over the last nine school years. The difference between the two is recorded in the **black boxes**.

Chart: 2009-10 to 2017-18 District Minimum Teacher Salary – Highest to Lowest



The next table illustrates the number of years districts have increased their minimum salary amounts during the period 2008-09 through 2017-18. Springdale was the only district that increased its minimum salary each of the 10 years. The one district not having an increase over the ten-year period, was Jacksonville/North Pulaski, which has only been in operation since 2016-17, and did not increase its minimum salary schedule after its first year of operation. Brookland, Hackett, and Valley View increased their minimum salary 9 of the 10 years. One hundred seventy-two (172), or 73%, of the districts, increased their minimum salary 5 or fewer times in the last ten years. In some cases school districts provide bonuses to teachers in lieu of increasing their minimum salary schedule, so while they may not have raised their minimum salary schedule, it is possible that some districts did provide some additional compensation through payment of bonuses.

Number of Years Districts Increased Minimum BA Salaries 2008-09 through 2017-18		
# of Years Minimum Salary Increased	Number of Districts	% of Total
10	1	0.43%
9	3	1.28%
8	13	5.53%
7	18	7.66%
6	28	11.91%
5	43	18.30%
4	52	22.13%
3	47	20.00%
2	21	8.94%
1	8	3.40%
0	1	0.43%
Overall Total	235	100.00%

Data Source: Department of Education, Teacher Salary Analysis Reports

2016-17 and 2017-18 District Minimum Teacher Salary

The 2017-18 district minimum salary for bachelor degree prepared teachers with zero years of experience ranged from the state mandated minimum of \$31,400 to \$47,266. Springdale’s minimum salary of \$47,266 was the highest minimum salary for BA prepared teachers, and 30 districts offered the lowest minimum salary level required by law for 2017-18 of \$31,400.

In 2017-18, 124 districts’ minimum salary increased, 109 districts’ minimum remained the same and 1 district’s minimum salary declined. Fayetteville had the largest minimum salary increase at \$3,000 or a 7.09% increase. Bryant and Crossett had the second largest increase of \$2,000, or 5.18% and 6.45%, respectively. The table to the right lists all of the districts increasing their minimum salary 3% or greater.

Districts with 3% or Greater Minimum Salary				
District	2016-17 BA: 0 years	2017-18 BA: 0 years	Change	% Change
Fayetteville	\$42,310	\$45,310	\$3,000	7.09%
Crossett	\$31,000	\$33,000	\$2,000	6.45%
Bryant	\$38,580	\$40,580	\$2,000	5.18%
Corning	\$31,000	\$32,000	\$1,000	3.23%
Woodlawn	\$31,000	\$32,000	\$1,000	3.23%
England	\$31,000	\$32,000	\$1,000	3.23%
Mountain View	\$31,026	\$32,026	\$1,000	3.22%
Carlisle	\$31,500	\$32,500	\$1,000	3.17%
Prescott	\$31,550	\$32,550	\$1,000	3.17%
Dierks	\$31,975	\$32,975	\$1,000	3.13%
Hamburg	\$32,000	\$33,000	\$1,000	3.13%
Nevada County	\$32,000	\$33,000	\$1,000	3.13%
Glen Rose	\$32,820	\$33,820	\$1,000	3.05%
Mena	\$33,100	\$34,100	\$1,000	3.02%
Bay	\$33,254	\$34,254	\$1,000	3.01%
South Conway	\$33,260	\$34,260	\$1,000	3.01%
Elkins	\$33,301	\$34,301	\$1,000	3.00%
Rivercrest	\$33,355	\$34,355	\$1,000	3.00%
Mayflower	\$33,273	\$34,271	\$998	3.00%
Mineral Springs	\$33,133	\$34,127	\$994	3.00%

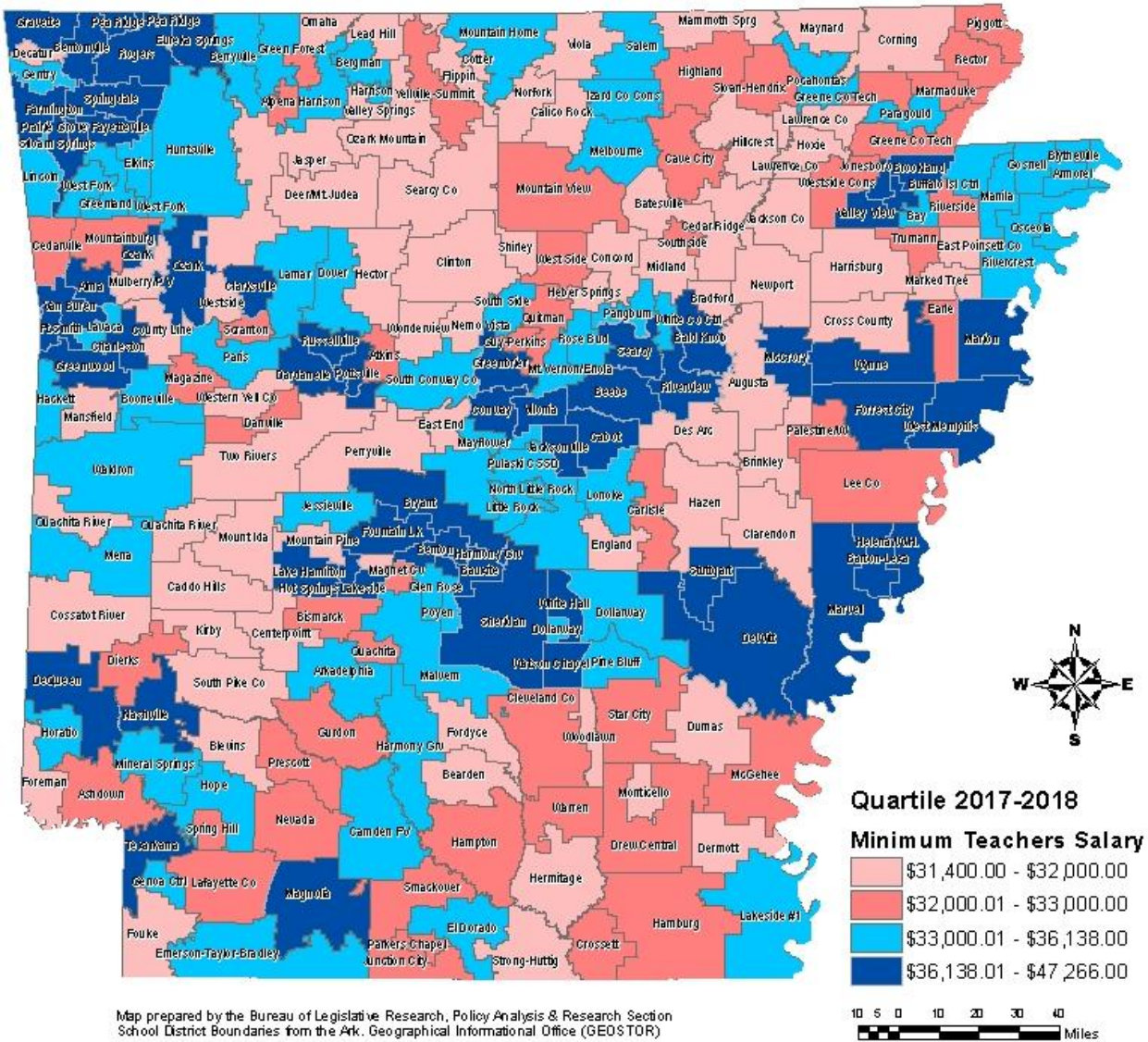
Greene County Tech School District’s 2017-18 minimum salary for BA prepared teachers decreased -\$500, or -1.49%, as shown in the table below.

District with a Decreases in Minimum Salary				
District	2016-17 BA: 0 years	2017-18 BA: 0 years	Change	% Change
Greene Co Tech	\$33,450	\$32,950	-500	-1.49%

The following map and tables illustrate these minimum salaries for all school districts divided into minimum salary quartiles. The district minimum salaries are not evenly distributed between quartiles primarily due to sixteen (16) districts having the same minimum salary amount of \$32,000, which was part of the lowest salary quartile (Quartile 1). As illustrated above, the gap between the lowest and highest minimum is \$15,866. There is a compression of district minimum salaries, whereby 75% of the districts' minimums fall within \$31,400 and \$36,138 or a difference of \$4,738, while the difference between the lowest and the highest minimum in the 4th quartile is \$11,128.

2017-18 Minimum Salary Quartiles	Range of Each Quartile	# of Districts
1 (\$31,400.00 - \$32,000.00)	\$600.00	70
2 (\$32,000.01 - \$33,000.00)	\$999.99	48
3 (\$33,000.01 - \$36,138.00)	\$3,137.99	59
4 (\$36,138.01 - \$47,266.00)	\$11,127.99	58
Total	\$15,865.97	235

2017-2018 Minimum Teacher Salary – Map



The following tables provide the minimum salary, rank, and quartile assignment for each district. The first table sorts the districts by their minimum salary rank and the second table sorts the districts and their corresponding minimum salary and rank in alphabetical order by district.

2017-2018 District Minimum Teacher Salary by Rank

Rank	Min.	District	Rank	Min.	District	Rank	Min.	District	Rank	Min.	District
1	47,266	Springdale	60	36,067	Gosnell	118'	33,000	Danville	166	32,000	Newport
2	45,310	Fayetteville	61	36,000	Emerson-Taylor-Bradley	118	33,000	Drew Ctrl	166	32,000	Two Rivers
3	44,750	Rogers	61	36,000	Lincoln	118	33,000	Earle	166	32,000	Viola
4	44,708	Bentonville	63	35,850	Hackett	118	33,000	Hamburg	166	32,000	Woodlawn
5	42,253	Lakeside	64	35,677	Lamar	118	33,000	Junction City	182	31,994	Clinton
6	42,000	West Memphis	65	35,650	Rose Bud	118	33,000	Nevada County	183	31,900	Cross County
7	41,800	Gravette	66	35,500	Huntsville	118	33,000	Ouachita	183	31,900	Flippin
8	41,200	Farmington	66	35,500	Salem	118	33,000	West side/Cleb	185	31,850	Fouke
9	41,100	Searcy	68	35,199	Malvern	127	32,975	Dierks	185	31,850	Wonderview
10	40,841	Greenwood	69	35,028	North Little Rock	128	32,950	Greene County Tech	187	31,844	Foreman
11	40,805	Marion	70	35,007	West Fork	129	32,836	Atkins	188	31,802	Westside/Johnson
12	40,675	Cabot	71	35,000	El Dorado	130	32,800	Hampton	189	31,800	Calico Rock
13	40,650	Greenbrier	71	35,000	Gentry	131	32,750	Highland	189	31,800	Decatur
14	40,580	Bryant	71	35,000	Pocahontas	132	32,704	Parkers Chapel	189	31,800	Omaha
15	40,500	Pea Ridge	74	34,865	Little Rock	133	32,700	Marmaduke	192	31,750	Lawrence County
16	40,277	Conway	75	34,750	Berryville	134	32,688	Trumann	193	31,748	Perryville
17	40,250	Riverview	76	34,700	Mt. Vernon-Enola	135	32,660	Lee County	194	31,697	Cotter
18	40,050	Lake Hamilton	77	34,680	Harrison	136	32,650	Scranton	195	31,664	Hoxie
19	40,000	Bauxite	78	34,550	Waldron	137	32,625	McGehee	196	31,623	Batesville
19	40,000	Beebe	79	34,406	Osceola	138	32,621	Gurdon	197	31,620	Clarendon
19	40,000	Jonesboro	80	34,379	Dover	139	32,577	Riverside	198	31,606	County Line
19	40,000	Siloam Springs	81	34,355	Rivercrest	140	32,550	Prescott	199	31,558	Mansfield
23	39,500	Prairie Grove	82	34,301	Elkins	141	32,540	Cave City	200'	31,550	Bearden
24	39,400	Alma	83	34,271	Mayflower	142	32,500	Alpena	200	31,550	Heber Springs
25	38,750	Sheridan	84	34,260	So. Conway County	142	32,500	Carlisle	200	31,550	Midland
26	38,749	Hot Springs	85	34,254	Bay	142	32,500	Cedarville	203	31,542	East End
27	38,700	Harmony Gr	86	34,244	Lakeside/Chico	142	32,500	Guy-Perkins	204	31,500	Mount Ida
28	38,622	Ozark	87	34,204	Arkadelphia	142	32,500	Lafayette County	204	31,500	Nemo Vista
29	38,500	White Hall	88	34,200	Lonoke	142	32,500	Quitman	206	31,400	Augusta
30	38,255	Fountain Lake	89	34,127	Mineral Springs	142	32,500	Smackover	206	31,400	Blevins
31	38,246	Barton-Lexa	90	34,106	Pulaski CSSD	142	32,500	Spring Hill	206	31,400	Brinkley
32	38,200	DeQueen	91	34,100	Mena	150	32,475	Westside/Craig	206	31,400	Caddo Hills
33	38,000	Jacksonville/N Pulaski	92	34,054	Jessieville	151	32,445	Magnet Cv	206	31,400	Centerpoint
34	37,950	Fort Smith	93	34,022	Camden FV	152	32,440	Bismarck	206	31,400	Cossatot River
35	37,758	Dardanelle	94	34,000	Dollarway	153	32,400	Mountainburg	206	31,400	Deer/Mt. Judea
36	37,745	Vilonia	94	34,000	Pangburn	154	32,400	Southside	206	31,400	Dermott
37	37,700	Magnolia	94	34,000	White County Central	155	32,314	Palestine-Wheatley	206	31,400	Des Arc
38	37,600	Bald Knob	97	33,975	Booneville	156	32,310	Piggott	206	31,400	Dumas
38	37,600	Van Buren	98	33,950	Lavaca	157	32,305	Rector	206	31,400	Fordyce
40	37,550	Russellville	99	33,850	Buffalo Island	158	32,250	Ashdown	206	31,400	Harrisburg
40'	37,500	Charleston	100	33,820	Glen Rose	159	32,222	Warren	206	31,400	Hazen
40'	37,500	Clarksville	101	33,800	Melbourne	160	32,136	Cleveland County	206	31,400	Hector
43'	37,400	Nashville	102	33,775	Genoa Central	161	32,108	Magazine	206	31,400	Hermitage
43'	37,400	Valley View	103	33,774	Manila	162	32,100	Yellville-Summitt	206	31,400	Jasper
45	37,255	Brookland	104	33,508	Greenland	163	32,026	Mountain View	206	31,400	Kirby
46	37,092	Pottsville	105	33,500	Armored	164	32,014	Star City	206	31,400	Lead Hill
47	37,037	Texarkana	105	33,500	Poyen	165	32,011	Sloan-Hendrix	206	31,400	Mammoth Springs
48	37,024	Nettleton	105	33,500	South Side	166	32,000	Bradford	206	31,400	Maynard
49	37,000	Wynne	108	33,394	Pine Bluff	166	32,000	Cedar Ridge	206	31,400	Mulberry PV
50	36,832	Forrest City	109	33,373	Blytheville	166	32,000	Concord	206	31,400	Norfolk
51	36,746	Helena-W Helena	110	33,300	Green Forrest	166	32,000	Coming	206	31,400	Ouachita River
52	36,540	Stuttgart	110	33,300	Harmony Grove Oua	166	32,000	Cutter-MS	206	31,400	Ozark Mountain
53	36,535	DeWitt	110	33,300	Horatio	166	32,000	East Poinsett	206	31,400	Searcy County
54'	36,500	Marvell-Elaine	113	33,200	Paris	166	32,000	England	206	31,400	Shirley
54'	36,500	Watson Chapel	114	33,100	Izard County Cons	166	32,000	Hillcrest	206	31,400	So. Pike County
56	36,425	Benton	114	33,100	Paragould	166	32,000	Jackson County	206	31,400	Strong-Huttig
57	36,250	Eureka Springs	116	33,081	Bergman	166	32,000	Marked Tree	206	31,400	Valley Springs
58	36,200	McCrary	117	33,025	Hope	166	32,000	Monticello	206	31,400	Western Yell Co.
59	36,138	Mountain Home	118	33,000	Crossett	166	32,000	Mountain Pine			

2017-2018 District Minimum Teacher Salary Rank Sorted in Alphabetical Order

Rank	Min.	District	Rank	Min.	District	Rank	Min.	District	Rank	Min.	District
24	39,400	Alma	94	34,000	Dollarway	206	31,400	Kirby	193	31,748	Perryville
142	32,500	Alpena	80	34,379	Dover	142	32,500	Lafayette County	156	32,310	Piggott
87	34,204	Arkadelphia	118	33,000	Drew Ctrl	18	40,050	Lake Hamilton	108	33,394	Pine Bluff
105	33,500	Armored	206	31,400	Dumas	5	42,253	Lakeside	71	35,000	Pocahontas
158	32,250	Ashdown	118	33,000	Earle	86	34,244	Lakeside/Chico	46	37,092	Pottsville
129	32,836	Atkins	203	31,542	East End	64	35,677	Lamar	105	33,500	Poyen
206	31,400	Augusta	166	32,000	East Poinsett	98	33,950	Lavaca	23	39,500	Prairie Grove
38	37,600	Bald Knob	71	35,000	El Dorado	192	31,750	Lawrence County	140	32,550	Prescott
31	38,246	Barton-Lexa	82	34,301	Elkins	206	31,400	Lead Hill	90	34,106	Pulaski CSSD
196	31,623	Batesville	61	36,000	Emerson-Taylor-Bradley	135	32,660	Lee County	142	32,500	Quitman
19 ¹⁹	40,000	Bauxite	166	32,000	England	61	36,000	Lincoln	157	32,305	Rector
85	34,254	Bay	57	36,250	Eureka Springs	74	34,865	Little Rock	81	34,355	Rivercrest
200	31,550	Bearden	8	41,200	Farmington	88	34,200	Lonoke	139	32,577	Riverside
19	40,000	Beebe	2	45,310	Fayetteville	161	32,108	Magazine	17	40,250	Riverview
56	36,425	Benton	183	31,900	Flippin	151	32,445	Magnet Cove	3	44,750	Rogers
4	44,708	Bentonville	206	31,400	Fordyce	37	37,700	Magnolia	65	35,650	Rose Bud
116	33,081	Bergman	187	31,844	Foreman	68	35,199	Malvern	40	37,550	Russellville
75	34,750	Berryville	50	36,832	Forrest City	206	31,400	Mammoth Springs	66	35,500	Salem
152	32,440	Bismarck	34	37,950	Fort Smith	103	33,774	Manila	136	32,650	Scranton
206	31,400	Blevins	185	31,850	Fouke	199	31,558	Mansfield	9	41,100	Searcy
109	33,373	Blytheville	30	38,255	Fountain Lake	11	40,805	Marion	206	31,400	Searcy County
97	33,975	Booneville	102	33,775	Genoa Central	166	32,000	Marked Tree	25	38,750	Sheridan
166	32,000	Bradford	71	35,000	Gentry	133	32,700	Marmaduke	206	31,400	Shirley
206	31,400	Brinkley	100	33,820	Glen Rose	54	36,500	Marvell-Elaine	19	40,000	Siloam Springs
45	37,255	Brookland	60	36,067	Gosnell	83	34,271	Mayflower	165	32,011	Sloan-Hendrix
14	40,580	Bryant	7	41,800	Gravette	206	31,400	Maynard	142	32,500	Smackover-Northlet
99	33,850	Buffalo Island	110	33,300	Green Forrest	58	36,200	McCrary	84	34,260	So. Conway County
12	40,675	Cabot	13	40,650	Greenbrier	137	32,625	McGehee	206	31,400	So. Pike County
206	31,400	Caddo Hills	128	32,950	Greene County Tech	101	33,800	Melbourne	105	33,500	South Side
189	31,800	Calico Rock	104	33,508	Greenland	91	34,100	Mena	154	32,400	Southside
93	34,022	Camden FV	10	40,841	Greenwood	200	31,550	Midland	142	32,500	Spring Hill
142	32,500	Carlisle	138	32,621	Gurdon	89	34,127	Mineral Springs	1	47,266	Springdale
141	32,540	Cave City	142	32,500	Guy-Perkins	166	32,000	Monticello	164	32,014	Star City
166	32,000	Cedar Ridge	63	35,850	Hackett	204	31,500	Mount Ida	206	31,400	Strong-Huttig
142	32,500	Cedarville	118	33,000	Hamburg	59	36,138	Mountain Home	52	36,540	Stuttgart
206	31,400	Centerpoint	130	32,800	Hampton	166	32,000	Mountain Pine	47	37,037	Texarkana
40	37,500	Charleston	27	38,700	Harmony Grove	163	32,026	Mountain View	134	32,688	Trumann
197	31,620	Clarendon	110	33,300	Harmony Grove Oua	153	32,400	Mountainburg	166	32,000	Two Rivers
40	37,500	Clarksville	206	31,400	Harrisburg	76	34,700	Mt. Vernon-Enola	206	31,400	Valley Springs
160	32,136	Cleveland Co	77	34,680	Harrison	206	31,400	Mulberry PV	43	37,400	Valley View
182	31,994	Clinton	206	31,400	Hazen	43	37,400	Nashville	38	37,600	Van Buren
166	32,000	Concord	200	31,550	Heber Springs	204	31,500	Nemo Vista	36	37,745	Vilonia
16	40,277	Conway	206	31,400	Hector	48	37,024	Nettleton	166	32,000	Viola
166	32,000	Corning	51	36,746	Helena-W Helena	118	33,000	Nevada County	78	34,550	Waldron
206	31,400	Cossatot River	206	31,400	Hermitage	166	32,000	Newport	159	32,222	Warren
194	31,697	Cotter	131	32,750	Highland	206	31,400	Norfolk	54	36,500	Watson Chapel
198	31,606	County Line	166	32,000	Hillcrest	69	35,028	North Little Rock	70	35,007	West Fork
183	31,900	Cross County	117	33,025	Hope	189	31,800	Omaha	6	42,000	West Memphis
118	33,000	Crossett	110	33,300	Horatio	79	34,406	Osceola	118	33,000	West side Cleb
166	32,000	Cutter-MS	26	38,749	Hot Springs	118	33,000	Ouachita	206	31,400	Western Yell County
118	33,000	Danville	195	31,664	Hoxie	206	31,400	Ouachita River	150	32,475	Westside/Craig
35	37,758	Dardanelle	66	35,500	Huntsville	28	38,622	Ozark	188	31,802	Westside/Johnson
189	31,800	Decatur	114	33,100	Izard County Cons	206	31,400	Ozark Mountain	94	34,000	White County Ctrl
206	31,400	Deer/Mt. Judea	166	32,000	Jackson County	155	32,314	Palestine-Wheatley	29	38,500	White Hall
32	38,200	DeQueen	33	38,000	Jacksonville/N Pulaski	94	34,000	Pangburn	185	31,850	Wonderview
206	31,400	Dermott	206	31,400	Jasper	114	33,100	Paragould	166	32,000	Woodlawn
206	31,400	Des Arc	92	34,054	Jessieville	113	33,200	Paris	49	37,000	Wynne
53	36,535	DeWitt	19	40,000	Jonesboro	132	32,704	Parkers Chapel	162	32,100	Yellville-Summitt
127	32,975	Dierks	118	33,000	Junction City	15	40,500	Pea Ridge			

2017-2018 District Minimum Teacher Salary and Other Variables

In addition to providing the actual minimum salaries by district, this report also examines districts' minimum salary amounts' relationship to average number of teacher full-time equivalents (FTEs), student/FTE ratios, school district size, the percentage of students eligible for free and reduced price lunches (FRPL), and student achievement. For student achievement, the percentages represent the percent of students who scored "Ready" or "Exceeding" on the ACT Aspire assessment in 2016-17. Each district's percentage of "Ready" or "Exceeding" on English language arts (ELA) assessments and on math assessments were averaged for one single proficiency percentage. The proficiency percentages were calculated using data obtained from the Office of Innovation for Education at the University of Arkansas.

The FRPL % used for each district was derived from the percentages compiled by the ADE - Child Nutrition Unit and used by the Department of Education's Fiscal and Administrative Services to determine each district's National School Lunch (NSL) state categorical funding.

The table below provides selected characteristics for each of the 2017-18 Minimum Salary Quartiles. Districts in the two lowest quartiles had lower student/FTE ratios, lower average and total Average Daily Membership (ADM), higher FRPL percentages, and lower percentages of students scoring proficient in English language arts (ELA) and mathematics than those districts in the highest two quartiles.

2017-18 District Minimum Salary and Selected District Characteristics							
2017-18 Minimum Salary Quartiles	# of Districts	2016-17 Avg. FTEs	Avg. Student/FTE Ratio	2016-17 Avg. ADM	2016-17 Total ADM	2016-17 Avg. FRPL%	2016-17 Avg. Achievement
1 - \$31,400.00 - \$32,000.00	70	56.7	12.4	700	48,996	72.3%	46.1%
2 - \$32,000.01 - \$33,000.00	48	72.7	13.5	972	46,651	67.3%	45.3%
3 - \$33,000.01 - \$36,138.00	59	152.1	13.6	2,054	121,165	66.3%	46.4%
4 - \$36,138.01 - \$47,266.00	58	278.9	15.1	4,193	243,198	57.4%	51.4%
Overall Total / Average	235	138.8	14.2	1,957	460,010	66.1%	47.3%
Source: Arkansas Department of Education, Teacher Salary Analysis Reports and State Aid Notice; Child Nutrition Unit, Audited Free and Reduced Price Lunch, Office of Innovation for Education, and BLR Analysis of Arkansas Department of Education APSCN Data.							

In addition to district characteristics, this report also examines the level of teacher preparation and average years of experience by each of the 2017-18 minimum salary quartiles and provides analysis of National Board Certified Teachers (NBCT). According to the Department of Education, a NBCT teacher is one who has received a certification from the National Board for Professional Teaching Standards, after he/she has "demonstrated their understanding of national, rigorous teaching standards, as well as their ability to implement educational practices that are research-based." As provided in Ark. Code Ann. § 6-17-413, teachers with this certification are entitled to a state funded bonus for up to ten years.

The patterns for districts in the lowest two quartiles are not as consistent as they were in the previous table examining district characteristics. They both generally had a lower percentage of FTEs with NBCT, higher average percentages of bachelor degree prepared teachers, and lower average percentages of teachers with advanced degrees than the highest two quartiles. The lowest quartile had the lowest average years of experience, but there was little difference between the other 3 quartiles' average years of experience.

2017-18 Minimum Salary and Teacher Experience and Preparation

2017-18 Minimum Salary Quartiles	2016-17 Avg. NBCT % of Total FTEs	2016-17 Avg. Years of Experience	Avg. % of Teachers with a Bachelor Degree	Avg. % of Teachers with Advanced Degree
1 - \$31,400.00 - \$32,000.00	5.1%	12.8	59.8%	40.0%
2 - \$32,000.01 - \$33,000.00	5.7%	13.6	60.2%	39.6%
3 - \$33,000.01 - \$36,138.00	7.0%	13.5	58.7%	41.2%
4 - \$36,138.01 - \$47,266.00	9.5%	13.7	55.9%	44.1%
Overall Average	7.9%	13.4	58.7%	41.2%

Source: Arkansas Department of Education, Teacher Salary Analysis Reports, ADE Educator Effectiveness and Licensure and BLR Analysis of Department of Education APSCN Data.

In an effort to better understand if any discernible differences exist for minimum salaries between rural and urban school districts, BLR found that the National Center for Education Statistics (NCES) assigned locale classifications to school districts to group them as either rural, towns, suburbs or cities in school year 2015-16. This report provides the average of districts' 2017-18 minimum salaries by each of these locale classifications to help see the minimum salary differences that exist.

One hundred forty-two (142) of all Arkansas school districts fall into the NCES classification of rural, 63 are classified in the category of town, 14 are classified in the category of suburb, and finally 15 are classified in the category of city. Those districts classified as "rural" have lower average minimum salaries than the other three NCES locale classifications.

Comparison of NCES Locale Classifications to 2017-18 Minimum Salary (Sorted by Average Minimum Salary - Lowest to Highest)

2015-16 NCES Locale Classifications	# of Districts	Avg. 2017-18 Min. Salary
Rural	142	\$33,153
Town	63	\$34,811
No Assignment*	1	\$38,000
Suburb	14	\$38,556
City	15	\$39,472
Overall Total / Average	235	\$34,344

*Jacksonville/North Pulaski School District was not in operation at the time the NCES locale classification was assigned. The locale categories come from the National Center for Education Statistics (https://nces.ed.gov/programs/handbook/data/pdf/appendix_d.pdf) and are defined with district examples below.
 City: Territory inside an urbanized area and inside a principal city (example, Pine Bluff, Little Rock, Springdale)
 Suburb: Territory outside a principal city and inside an urbanized area (examples, Van Buren, PCSSD, Brookland)
 Town: Territory inside an urban cluster and outside an urbanized area (examples, Beebe, Dardanelle, Fordyce)
 Rural: Census-defined rural territory outside an urbanized area (examples, Batesville, Deer-Mt. Judea, Marvell-Elaine)

Charter Minimum Teacher Salary 2016-17 and 2017-18

While 20 of the 24 open enrollment charter schools have received a waiver from the minimum teacher compensation schedule requirements found in Ark. Code Ann. § 6-17-2403, the charters did have minimum teacher salary amounts available for comparison. For 2017-18, there were 24 charter schools operating, and their minimum salaries for teachers ranged from \$30,000 at Little Rock Preparatory Academy and Exalt Academy of Southwest Little Rock to \$40,000 for Haas Hall Academy, Haas Hall Academy Bentonville, and the Northwest Arkansas Classical Academy. Five of the charters' minimum salary levels increased in 2017-18 with LISA Academy having the greatest increase of \$1,500, and two charters decreased their minimum salaries in 2017-18 with Responsive Education Solutions Quest Middle School Of Little Rock having the largest decrease of -\$2,375.

Charters 2016-17 and 2017-18 Minimum Teacher Salary			
Charter	2016-17 BA Min. Salary	2017-18 BA Min. Salary	Change (2016-17 to 2017-18)
Academics Plus School District	\$36,002	\$36,542	\$540
Arkansas Arts Academy	\$33,000	\$33,000	\$0
Arkansas Connections Academy	\$36,000	\$36,000	\$0
Arkansas Virtual Academy	\$31,000	\$31,000	\$0
Capitol City Lighthouse Academy	\$32,000	\$32,000	\$0
Covenantkeepers Charter School	\$34,500	\$34,500	\$0
Estem Public Charter School	\$35,136	\$35,136	\$0
Exalt Academy Of Southwest Little Rock	\$30,000	\$30,000	\$0
Future School Of Fort Smith	\$35,000	\$35,000	\$0
Haas Hall Academy (Fayetteville)*	\$40,000	\$40,000	\$0
Haas Hall Bentonville*	\$40,000	\$40,000	\$0
Imboden Charter School District	\$31,000	\$31,400	\$400
Jacksonville Lighthouse Charter	\$32,000	\$32,000	\$0
KIPP Delta Public Schools	\$36,246	\$36,246	\$0
LISA Academy	\$32,500	\$34,000	\$1,500
Little Rock Preparatory Academy	\$30,000	\$30,000	\$0
Ozark Montessori Academy Springdale	\$35,000	\$35,000	\$0
Pine Bluff Lighthouse Academy	\$32,000	\$32,000	\$0
Responsive Ed Solutions NW Ark Classical Academy	\$40,000	\$40,000	\$0
Responsive Ed Solutions Premier High Little Rock	\$36,000	\$36,800	\$800
Responsive Ed Solutions Quest Middle Pine Bluff	\$35,000	\$35,700	\$700
Responsive Ed Solutions Quest Middle Little Rock	\$37,800	\$35,425	-\$2,375
Rockbridge Montessori	\$38,500	\$37,000	-\$1,500
Siatech Little Rock Charter	\$33,282	\$33,282	\$0

* Haas Hall Academy and Haas Hall Bentonville reported to the BLR that they have a minimum salary of \$40,000 for both 2016-17 and 2017-18. However, they published a minimum salary schedule on their website for 2016-17 that has a minimum salary of \$32,500 for bachelor degree prepared teacher with zero years of experience. Source: Websites for Various Open Enrollment Charter Schools and phone interviews with relevant personnel from Various Open Enrollment Charter Schools, and BLR Analysis of ADE – APSCN data.

2017-2018 Charters Minimum Teacher Salary and Other Variables

In addition to providing the actual minimum salaries for each charter, this report also examines charters' minimum salary amounts' relationship to FTEs, school size, percentages of students eligible for FRPL, and student achievement. Similar to traditional public schools, the charters in the lowest salary quartile have the highest percentage of students eligible for FRPL and the lowest percentage of students scoring proficient in English language arts and mathematics.

2017-18 Charter Minimum Salary Quartiles and Selected Variables							
2017-18 Minimum Salary Quartiles	# of Charters	2016-17 Avg. FTEs	Avg. Student/FTE Ratio	2016-17 Avg. ADM	2016-17 Total ADM	2016-17 Avg. FRPL%	2016-17 Avg. Achievement
1 - \$30,000.00 - \$32,000.00	7	26.8	23.5	578	4,046	78.6%	29.2%
2 - \$32,000.01 - \$35,000.00	7	28.3	17.8	494	3,455	63.3%	37.2%
3 - \$35,000.01 - \$36,320.00	5	49.3	17.8	884	4,419	56.7%	40.5%
4 - \$36,320.01 - \$40,000.00	5	18.1	17.0	304	1,520	16.6%	68.2%
Total / Average	24	30.1	19.2	560	13,440	56.6%	42.0%

*Included the Statewide Information System Reports % FRPL students for those charters, Arkansas Virtual Academy and Arkansas Connections Academy, for which the Fiscal and Administrative Services Division reported 0% FRPL for funding purposes, but the school reported serving FRPL students. Source: Websites for various Open Enrollment Charter Schools and phone interviews with relevant personnel from various Open Enrollment Charter Schools, Child Nutrition Unit, Division of Fiscal and Administrative Services, Office of Innovation for Education, and BLR Analysis of Dept. of Education APSCN Data.

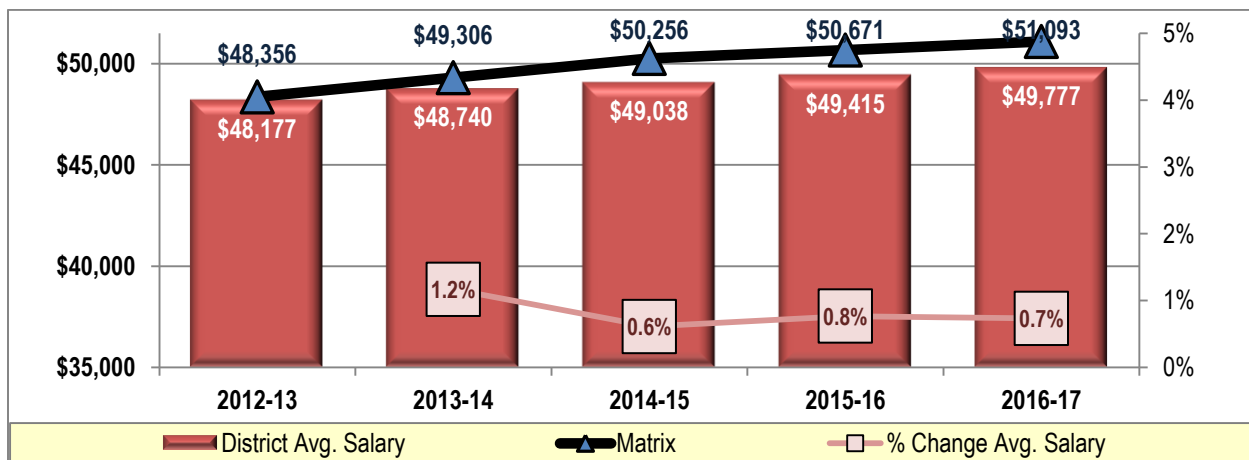
State Average Salary – School Districts

The NEA average salary amounts used earlier in this report to compare average salaries between states, are not available at the school district level, and therefore cannot be used for the analysis of district-level average salary amounts. The Bureau of Legislative Research (BLR) has historically used the “Average Salary – Non-Federal Licensed Classroom FTEs” from the ADE’s Annual Statistical Report (ASR) in its analysis of average teacher salary by school district. However, these data have long contained errors that hinder the analysis of disparities among districts. For example in 2016-17, two districts (Yellville-Summit and Hazen) reported average salary amounts in the ASR that are less than the state mandated minimum salary. Due to errors found in the 2016-17 ASR data, and in data from previous ASR reports, BLR has developed an alternative methodology for calculating both the total number of FTEs and the average salary for each district using a detailed analysis of primary teacher salary data. A more detailed explanation of the methodology can be found in the Appendix – Average Salary Methodology.

The average salary derived through the BLR analysis includes all of the same position types that are included in the ASR report for Non-Federal Licensed Classroom FTEs including classroom teachers for kindergarten through the secondary level, librarians/media specialists, and counselors, and includes payment of salary, bonuses, and salary payments for additional duties.

The state average teacher salary has increased each of the past five years (2012-13 through 2016-17) for an overall increase of \$1,600, or 3%, in 2016-17 over 2012-13. The 2013-14 salary increased the highest percentage amount over the five-year period, with a 1.2% increase and the succeeding years increased 0.6%, 0.8%, 0.7%, respectively. The average annual increase in average salary is 0.8%.

Chart: Statewide District Average Teacher Salary - 2012-13 through 2016-17



Data Source: BLR Analysis of ADE – APSCN Data

The table below illustrates the highest and lowest district average salary amounts for 2012-13 through 2016-17, and provides the amount of difference between the highest and lowest average salary amounts each year. In addition, it shows the amount of change for highest and lowest salary amounts each year. Springdale School District consistently had the highest average salary level for 2012-13 through 2016-17. Four districts, Hartford in 2012-13, Deer/Mt. Judea in 2013-14, Mulberry/Pleasant View in 2014-15 and 2015-16, and Bradford in 2016-17 had the lowest average salary. While the highest average salary increased each year from 2012-13 through 2016-17, the lowest average salary amounts fluctuated and actually declined in two of the last three years. The gap between the highest and lowest average salaries ranges from a high of \$22,810 in 2015-16 to \$20,956 in 2013-14, and the gap declined \$960 in 2016-17, with an increase in the lowest average salary of \$1,598.

Year	Highest Average Salary		Lowest Average Salary		Gap Between Highest and Lowest	
	Salary	Change from Prior Year	Salary	Change from Prior Year	High - Low =	Change from Prior Year
2012-13	\$58,135		\$36,818		\$21,318	
2013-14	\$58,621	\$485	\$37,664	\$847	\$20,956	-\$362
2014-15	\$58,982	\$362	\$36,617	-\$1,048	\$22,366	\$1,410
2015-16	\$59,176	\$194	\$36,367	-\$250	\$22,810	\$444
2016-17	\$59,814	\$638	\$37,965	\$1,598	\$21,850	-\$960

Data Source: Bureau of Legislative Research analysis of ADE – APSCN Data.

District Level Average Salary Analysis - 2015-16 and 2016-17

In 2016-17, the highest average salary amount of \$59,814 was paid by the Springdale School District, and the lowest average salary amount of \$37,965 was paid by Bradford School District for a difference of \$21,850. One hundred sixty-five (165) districts' 2016-17 average salaries fell below Springdale's 2016-17 minimum salary of \$47,016 for a bachelor degree prepared teacher with zero years of experience.

2016-17 Average Salary – Top and Lowest Ranges	
Top 5 Average Salaries (5 Districts):	\$57,127 - \$59,814
Lowest 5 Average Salaries (37 Districts):	\$37,965 - \$39,208

One hundred sixty-eight (168) school districts' average salaries increased in 2016-17 over their 2015-16 average salaries. Of these 168 districts, 49 districts' average salary increased 3% or greater (see table below). Mountain Pine school district had the greatest average salary increase of \$4,919 or 11.3%. Upon further research, it was determined that 38 of the 49 districts with average salary increases of 3% or greater in 2016-17, provided bonus payments, therefore, the increase in average salary could be due in part to the payment of bonuses. In addition, 29 of the 49 districts also had an increase in their average bonus payments in 2016-17 over the average bonus payments in 2015-16.

3% or Greater Average Salary Increases in 2016-17 over 2015-16				
District Description	2015-16 Avg. salary	2016-17 Avg. salary	Change in 2016-17 from 2015-16	% of Change
Mountain Pine	\$43,673	\$48,592	\$4,919	11.3%
Marked Tree	\$41,224	\$44,609	\$3,385	8.2%
Magazine	\$41,503	\$44,898	\$3,395	8.2%
Hampton	\$42,193	\$45,294	\$3,101	7.3%
Cross County	\$45,268	\$48,592	\$3,324	7.3%
Strong-Huttig	\$41,619	\$44,547	\$2,928	7.0%
Mulberry/Pleasant View Bi-County	\$36,367	\$38,823	\$2,456	6.8%
Western Yell Co.	\$39,453	\$41,992	\$2,538	6.4%
Nevada	\$39,671	\$42,157	\$2,485	6.3%
Deer/Mt. Judea	\$37,470	\$39,773	\$2,303	6.1%
Earle	\$40,575	\$43,030	\$2,455	6.0%
Arkadelphia	\$44,198	\$46,814	\$2,615	5.9%
Nemo Vista	\$40,676	\$43,071	\$2,396	5.9%
Ozark Mountain	\$39,921	\$42,185	\$2,263	5.7%
Cutter-Morning Star	\$40,189	\$42,405	\$2,216	5.5%
Dumas	\$40,683	\$42,823	\$2,140	5.3%
West Side (Cleburne)	\$41,906	\$44,088	\$2,182	5.2%
Mountain View	\$43,571	\$45,818	\$2,248	5.2%
Hillcrest	\$40,486	\$42,313	\$1,826	4.5%
Danville	\$40,190	\$41,999	\$1,809	4.5%
Harrison	\$47,710	\$49,810	\$2,100	4.4%
Pottsville	\$47,563	\$49,573	\$2,010	4.2%

3% or Greater Average Salary Increases in 2016-17 over 2015-16				
District Description	2015-16 Avg. salary	2016-17 Avg. salary	Change in 2016- 17 from 2015-16	% of Change
Emerson-Taylor-Bradley	\$44,696	\$46,563	\$1,866	4.2%
Mammoth Spring	\$40,329	\$41,968	\$1,639	4.1%
Ouachita River	\$42,041	\$43,729	\$1,688	4.0%
Lawrence County	\$41,433	\$43,087	\$1,654	4.0%
Stuttgart	\$43,940	\$45,687	\$1,747	4.0%
Genoa Central	\$44,999	\$46,774	\$1,776	3.9%
Texarkana	\$47,269	\$49,131	\$1,862	3.9%
Mineral Springs	\$48,367	\$50,264	\$1,897	3.9%
Horatio	\$42,882	\$44,467	\$1,585	3.7%
Bay	\$42,403	\$43,965	\$1,562	3.7%
Marvell-Elaine	\$48,098	\$49,867	\$1,768	3.7%
Maynard	\$39,676	\$41,127	\$1,451	3.7%
Mount Ida	\$40,814	\$42,297	\$1,484	3.6%
Caddo Hills	\$39,541	\$40,930	\$1,389	3.5%
Wonderview	\$39,625	\$41,014	\$1,388	3.5%
Ouachita	\$41,496	\$42,940	\$1,445	3.5%
Junction City	\$42,972	\$44,453	\$1,481	3.4%
Lakeside (Garland)	\$54,149	\$55,985	\$1,836	3.4%
Cedar Ridge	\$41,569	\$42,958	\$1,389	3.3%
Searcy	\$52,624	\$54,322	\$1,698	3.2%
Bearden	\$40,595	\$41,900	\$1,305	3.2%
South Pike County	\$42,918	\$44,287	\$1,369	3.2%
Malvern	\$48,082	\$49,602	\$1,519	3.2%
Valley Springs	\$43,909	\$45,256	\$1,347	3.1%
Bergman	\$42,944	\$44,253	\$1,308	3.0%
Hazen	\$40,266	\$41,490	\$1,224	3.0%
Elkins	\$44,378	\$45,698	\$1,321	3.0%

Source: BLR Analysis of ADE - APSCN data.

Sixty-six (66) school districts' average salaries declined in 2016-17 from their 2015-16 average salaries. Decatur School District's average salary decreased -\$3,354 or -7.9%, which was the largest amount of decline in average salary. The table below illustrates the change in average salary for those districts whose average salary declined -3% or more. Upon further research, it was determined that 6 of the 8 districts with decreases of -3% or greater, in their 2016-17 average salary amounts, also had decreases in the amount of average bonuses paid in 2016-17 from the amount of average bonuses paid in 2015-16. The change in amount of bonuses paid could be due in part to the decline of average bonuses paid in 2016-17.

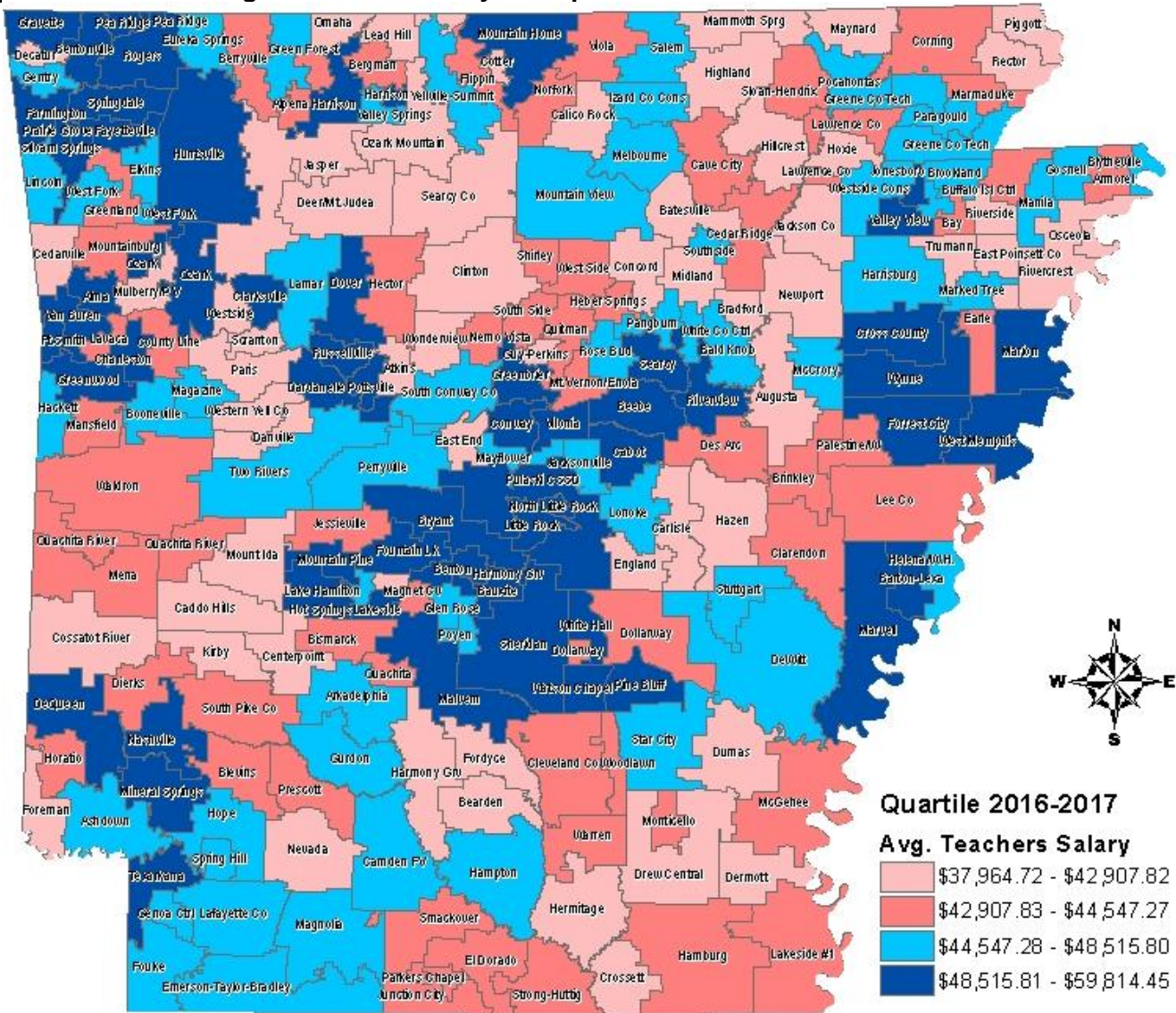
Average Salary Decreases -3% or Greater in 2016-17 from 2015-16				
District Description	2015-16 Avg. salary	2016-17 Avg. salary	Change in 2016- 17 from 2015-16	% of Change
Decatur	\$42,562	\$39,208	-\$3,354	-7.9%
Hermitage	\$41,161	\$38,941	-\$2,221	-5.4%
Dermott	\$41,247	\$39,347	-\$1,901	-4.6%
Atkins	\$44,148	\$42,439	-\$1,709	-3.9%
Shirley	\$45,007	\$43,344	-\$1,664	-3.7%
Crossett	\$42,597	\$41,067	-\$1,529	-3.6%
Benton	\$53,259	\$51,475	-\$1,784	-3.3%
Cedarville	\$43,642	\$42,208	-\$1,434	-3.3%

Source: BLR Analysis of ADE - APSCN data.

The following map and tables illustrate the 2016-17 average salaries of all school districts divided into the following average salary quartiles. The total range between the lowest and highest average salary is \$21,850. Seventy-five percent (75%) of the districts' average salaries fall within a salary range of \$10,551, which is less than half the total difference in salary range for all districts, which illustrates a compression of a large number of districts in the lower average salary ranges.

2016-17 Average Teacher Salary Quartiles		
Salary Quartiles	Range of Each Quartile	# of Districts
1 - \$37,964.72-\$42,907.82	\$4,943	59
2 - \$42,907.83-\$44,547.27	\$1,639	59
3 - \$44,547.28-\$48,515.80	\$3,969	58
4 - \$48,515.81-\$59,814.45	\$11,299	59
Total	\$21,850	235

2016-2017 Average Teacher Salary – Map



Map prepared by the Bureau of Legislative Research, Policy Analysis & Research Section
 School District Boundaries from the Ark. Geographical Informational Office (GEOSTOR)

2016-2017 District Average Teacher Salary Sorted by Rank

Rank	Avg.	District	Rank	Avg.	District	Rank	Avg.	District	Rank	Avg.	District
1	59,814	Springdale	60	48,440	Manila	119	44,467	Horatio	178	42,881	Scranton
2	57,949	Rogers	61	48,207	Hot Springs	120	44,453	Berryville	179	42,880	Harmony Grove Oua
3	57,457	Little Rock	62	48,085	Nettleton	121	44,453	Junction City	180	42,837	Paris
4	57,275	Bentonville	63	47,956	Glen Rose	122	44,453	Palestine-Wheatley	181	42,823	Dumas
5	57,127	Conway	64	47,893	Magnolia	123	44,395	Blevins	182	42,817	Clinton
6	56,879	Fayetteville	65	47,872	Bald Knob	124	44,386	Mena	183	42,795	Rector
7	55,985	Lakeside	66	47,860	Brookland	125	44,383	Bismarck	184	42,780	Osceola
8	55,347	Fort Smith	67	47,562	Poyen	126	44,312	McGehee	185	42,684	Highland
9	55,333	Lake Hamilton	68	47,285	West Fork	127	44,287	So. Pike County	186	42,658	Rivercrest
10	54,736	Greenbrier	69	47,269	Helena-W Helena	128	44,253	Bergman	187	42,620	Guy-Perkins
11	54,322	Searcy	70	47,219	McCrory	129	44,238	Greenland	188	42,588	Jackson County
12	54,124	Bryant	71	46,905	Salem	130	44,107	Monticello	189	42,583	Jasper
13	53,812	White Hall	72	46,814	Arkadelphia	131	44,088	West side/Cleb	190	42,573	Batesville
14	53,084	Forrest City	73	46,774	Genoa Central	132	44,063	Lakeside/Chico	191	42,526	Drew Ctrl
15	52,991	Gravette	74	46,673	Gentry	133	44,063	Mansfield	192	42,495	Kirby
16	52,959	Greenwood	75	46,563	Emerson-Taylor-Bradley	134	44,052	Mt.Vernon-Enola	193	42,448	Riverside
17	52,942	Charleston	76	46,516	Pangburn	135	44,051	Lee County	194	42,439	Atkins
18	52,886	Cabot	77	46,301	Gosnell	136	44,035	El Dorado	195	42,405	Cutter-MS
19	52,668	Pulaski CSSD	78	46,243	Pocahontas	137	43,996	Smackover-Northlet	196	42,357	Piggott
20	51,742	West Memphis	79	46,086	Lamar	138	43,965	Bay	197	42,313	Hillcrest
21	51,509	Vilonia	80	46,080	Rose Bud	139	43,921	Hamburg	198	42,297	Mount Ida
22	51,475	Benton	81	45,995	So. Conway County	140	43,898	South Side	199	42,276	Hoxie
23	51,263	Riverview	82	45,950	Star City	141	43,879	Heber Springs	200	42,208	Cedarville
24	51,225	Marion	83	45,890	Hackett	142	43,810	Dierks	201	42,185	Ozark Mountain
25	51,212	North LR	84	45,818	Mountain View	143	43,764	Lavaca	202	42,157	Nevada County
26	50,999	Sheridan	85	45,761	Spring Hill	144	43,759	Parkers Chapel	203	42,059	East End
27	50,986	Alma	86	45,698	Elkins	145	43,739	Magnet Cove	204	42,036	Augusta
28	50,963	Nashville	87	45,687	Stuttgart	146	43,739	Viola	205	41,999	Danville
29	50,790	Ozark	88	45,666	Yellville-Summitt	147	43,729	Ouachita River	206	41,992	Western Yell County
30	50,737	Barton-Lexa	89	45,563	Jacksonville/N Pul	148	43,708	Brinkley	207	41,968	Mammoth Spring
31	50,715	Clarksville	90	45,471	White County Ctrl	149	43,681	Flippin	208	41,900	Bearden
32	50,690	Harmony Grove	91	45,457	Two Rivers	150	43,680	Prescott	209	41,707	Concord
33	50,676	Dardanelle	92	45,455	Hope	151	43,634	Waldron	210	41,633	Foreman
34	50,660	Farmington	93	45,430	Armored	152	43,597	Corning	211	41,490	Hazen
35	50,637	Wynne	94	45,406	Fouke	153	43,515	Dollarway	212	41,485	Carlisle
36	50,486	Beebe	95	45,357	Gurdon	154	43,471	Woodlawn	213	41,311	Trumann
37	50,264	Mineral Springs	96	45,353	Greene County Tech	155	43,453	Jessieville	214	41,274	Fordyce
38	50,152	Pea Ridge	97	45,295	Hampton	156	43,422	Norfolk	215	41,264	Westside Johnson
39	49,997	Huntsville	98	45,256	Valley Springs	157	43,421	Sloan-Hendrix	216	41,209	Centerpoint
40	49,895	Jonesboro	99	45,171	Eureka Springs	158	43,392	Marmaduke	217	41,137	Searcy County
41	49,867	Marvell-Elaine	100	45,167	DeWitt	159	43,360	Cave City	218	41,127	Maynard
42	49,810	Harrison	101	45,144	Ashdown	160	43,351	Hector	219	41,114	Cotter
43	49,623	Prairie Grove	102	45,086	Izard County Cons	161	43,344	Shirley	220	41,068	Crossett
44	49,610	Siloam Springs	103	45,037	Paragould	162	43,298	Alpena	221	41,014	Wonderview
45	49,602	Malvern	104	45,002	Westside/Craig	163	43,181	Des Arc	222	40,930	Caddo Hills
46	49,586	DeQueen	105	44,978	Camden FV	164	43,138	Clarendon	223	40,414	Cossatot River
47	49,573	Pottsville	106	44,915	Booneville	165	43,138	Cleveland County	224	40,343	England
48	49,533	Watson Chapel	107	44,898	Magazine	166	43,095	County Line	225	40,272	Omaha
49	49,522	Valley View	108	44,883	Southside/Ind	167	43,090	Blytheville	226	40,166	Midland
50	49,264	Russellville	109	44,877	Melbourne	168	43,087	Lawrence County	227	40,068	East Poinsett
51	49,193	Mountain Home	110	44,820	Lincoln	169	43,071	Nemo Vista	228	39,773	Deer/Mt. Judea
52	49,166	Pine Bluff	111	44,815	Lafayette County	170	43,061	Mountainburg	229	39,347	Dermott
53	49,131	Texarkana	112	44,751	Green Forrest	171	43,030	Warren	230	39,335	Calico Rock
54	48,949	Fountain Lake	113	44,609	Marked Tree	172	43,030	Earle	231	39,208	Decatur
55	48,939	Bauxite	114	44,604	Harrisburg	173	42,962	Quitman	232	38,941	Hermitage
56	48,929	Van Buren	115	44,601	Lonoke	174	42,958	Cedar Ridge	233	38,823	Mulberry PV
57	48,658	Dover	116	44,585	Perryville	175	42,940	Ouachita	234	38,366	Lead Hill
58	48,592	Cross County	117	44,583	Mayflower	176	42,908	Buffalo Island	235	37,965	Bradford
59	48,592	Mountain Pine	118	44,547	Strong-Huttig	177	42,908	Newport			

2016-2017 District Average Teacher Salary Rank Sorted in Alphabetical Order

Rank	Avg.	District	Rank	Avg.	District	Rank	Avg.	District	Rank	Avg.	District
27	50,986	Alma	153	43,515	Dollarway	192	42,495	Kirby	116	44,585	Perryville
162	43,298	Alpena	57	48,658	Dover	111	44,815	Lafayette County	196	42,357	Piggott
72	46,814	Arkadelphia	191	42,526	Drew Ctrl	9	55,333	Lake Hamilton	52	49,166	Pine Bluff
93	45,430	Armored	181	42,823	Dumas	7	55,985	Lakeside	78	46,243	Pocahontas
101	45,144	Ashdown	172	43,030	Earle	132	44,063	Lakeside/Chico	47	49,573	Pottsville
194	42,439	Atkins	203	42,059	East End	79	46,086	Lamar	67	47,562	Poyen
204	42,036	Augusta	227	40,068	East Poinsett	143	43,764	Lavaca	43	49,623	Prairie Grove
65	47,872	Bald Knob	136	44,035	El Dorado	168	43,087	Lawrence County	150	43,680	Prescott
30	50,737	Barton-Lexa	86	45,698	Elkins	234	38,366	Lead Hill	19	52,668	Pulaski CSSD
190	42,573	Batesville	75	46,563	Emerson-Taylor-Bradley	135	44,051	Lee County	173	42,962	Quitman
55	48,939	Bauxite	224	40,343	England	110	44,820	Lincoln	183	42,795	Rector
138	43,965	Bay	99	45,171	Eureka Springs	3	57,457	Little Rock	186	42,658	Rivercrest
208	41,900	Bearden	34	50,660	Farmington	115	44,601	Lonoke	193	42,448	Riverside
36	50,486	Beebe	6	56,879	Fayetteville	107	44,898	Magazine	23	51,263	Riverview
22	51,475	Benton	149	43,681	Flippin	145	43,739	Magnet Cv	2	57,949	Rogers
4	57,275	Bentonville	214	41,274	Fordyce	64	47,893	Magnolia	80	46,080	Rose Bud
128	44,253	Bergman	210	41,633	Foreman	45	49,602	Malvern	50	49,264	Russellville
120	44,453	Berryville	14	53,084	Forrest City	207	41,968	Mammoth Spring	71	46,905	Salem
125	44,383	Bismarck	8	55,347	Fort Smith	60	48,440	Manila	178	42,881	Scranton
123	44,395	Blevins	94	45,406	Fouke	133	44,063	Mansfield	11	54,322	Searcy
167	43,090	Blytheville	54	48,949	Fountain Lake	24	51,225	Marion	217	41,137	Searcy County
106	44,915	Booneville	73	46,774	Genoa Central	113	44,609	Marked Tree	26	50,999	Sheridan
235	37,965	Bradford	74	46,673	Gentry	158	43,392	Marmaduke	161	43,344	Shirley
148	43,708	Brinkley	63	47,956	Glen Rose	41	49,867	Marvell-Elaine	44	49,610	Siloam Springs
66	47,860	Brookland	77	46,301	Gosnell	117	44,583	Mayflower	157	43,421	Sloan-Hendrix
12	54,124	Bryant	15	52,991	Gravette	218	41,127	Maynard	137	43,996	Smackover-Northlet
176	42,908	Buffalo Island	112	44,751	Green Forrest	70	47,219	McCrary	81	45,995	So. Conway County
18	52,886	Cabot	10	54,736	Greenbrier	126	44,312	McGehee	127	44,287	So. Pike County
222	40,930	Caddo Hills	96	45,353	Greene County Tech	109	44,877	Melbourne	140	43,898	South Side
230	39,335	Calico Rock	129	44,238	Greenland	124	44,386	Mena	108	44,883	Southside
105	44,978	Camden FV	16	52,959	Greenwood	226	40,166	Midland	85	45,761	Spring Hill
212	41,485	Carlisle	95	45,357	Gurdon	37	50,264	Mineral Springs	1	59,814	Springdale
159	43,360	Cave City	187	42,620	Guy-Perkins	130	44,107	Monticello	82	45,950	Star City
174	42,958	Cedar Ridge	83	45,890	Hackett	198	42,297	Mount Ida	118	44,547	Strong-Huttig
200	42,208	Cedarville	139	43,921	Hamburg	51	49,193	Mountain Home	87	45,687	Stuttgart
216	41,209	Centerpoint	97	45,295	Hampton	59	48,592	Mountain Pine	53	49,131	Texarkana
17	52,942	Charleston	32	50,690	Harmony Grove	84	45,818	Mountain View	213	41,311	Trumann
164	43,138	Clarendon	179	42,880	Harmony Grove Oua	170	43,061	Mountainburg	91	45,457	Two Rivers
31	50,715	Clarksville	114	44,604	Harrisburg	134	44,052	Mt. Vernon-Enola	98	45,256	Valley Springs
165	43,138	Cleveland County	42	49,810	Harrison	233	38,823	Mulberry PV	49	49,522	Valley View
182	42,817	Clinton	211	41,490	Hazen	28	50,963	Nashville	56	48,929	Van Buren
209	41,707	Concord	141	43,879	Heber Springs	169	43,071	Nemo Vista	21	51,509	Vilonia
5	57,127	Conway	160	43,351	Hector	62	48,085	Nettleton	146	43,739	Viola
152	43,597	Corning	69	47,269	Helena-W Helena	202	42,157	Nevada County	151	43,634	Waldron
223	40,414	Cossatot	232	38,941	Hermitage	177	42,908	Newport	171	43,030	Warren
219	41,114	Cotter	185	42,684	Highland	156	43,422	Norfolk	48	49,533	Watson Chapel
166	43,095	County Line	197	42,313	Hillcrest	25	51,212	North LR	68	47,285	West Fork
58	48,592	Cross County	92	45,455	Hope	225	40,272	Omaha	20	51,742	West Memphis
220	41,068	Crosssett	119	44,467	Horatio	184	42,780	Osceola	131	44,088	West side/Cleburne
195	42,405	Cutter-MS	61	48,207	Hot Springs	175	42,940	Ouachita	206	41,992	Western Yell County
205	41,999	Danville	199	42,276	Hoxie	147	43,729	Ouachita River	104	45,002	Westside/Craig
33	50,676	Dardanelle	39	49,997	Huntsville	29	50,790	Ozark	215	41,264	Westside/Johnson
231	39,208	Decatur	102	45,086	Izard County Cons	201	42,185	Ozark Mountain	90	45,471	White County Ctrl
228	39,773	Deer/Mt. Judea	188	42,588	Jackson County	122	44,453	Palestine-Whitly	13	53,812	White Hall
46	49,586	DeQueen	89	45,563	Jacksonville/N Pul	76	46,516	Pangburn	221	41,014	Wonderview
229	39,347	Dermott	189	42,583	Jasper	103	45,037	Paragould	154	43,471	Woodlawn
163	43,181	Des Arc	155	43,453	Jessieville	180	42,837	Paris	35	50,637	Wynne
100	45,167	DeWitt	40	49,895	Jonesboro	144	43,759	Parkers Chapel	88	45,666	Yellville-Summitt
142	43,810	Dierks	121	44,453	Junction City	38	50,152	Pea Ridge			

2016-2017 District Average Teacher Salary and Other Variables

In addition to providing the actual average salaries for 2016-17 by district, this report also examines districts' average salary amounts' relationship to average number of teacher FTEs, student/FTE ratios, school district size, the percentage of students eligible for free and reduced price lunches (FRPL), and student achievement. Districts in the highest salary quartile (\$48,515.81 - \$59,814.45), have the highest average number of FTEs, highest average student/FTE ratio, the highest average and total average ADM, and the highest average percentage of student achievement. Further, the districts in the highest salary quartile had the lowest percentage of students eligible for free and reduced priced lunches. Those districts in the lowest salary quartile (\$37,964.72-\$42,907.82) had the lowest number of FTEs, lowest average student/FTE ratio, lowest average and total ADM and the lowest average student achievement percentages. In addition, the districts in this lowest quartile had the highest average percentage of students qualifying for free and reduced price lunches.

2016-17 District Average Salary and Selected District Characteristics

2016-17 Average Salary Quartiles	# of Districts	2016-17 Avg. FTEs	Avg. Student/FTE Ratio	2015-16 Avg. ADM	2015-16 Total ADM	2015-16 Avg. FRPL%	2016-17 Avg. Achievement
1 - \$37,964.72-\$42,907.82	59	60.7	12.5	763	45,002	72.1%	44.7%
2 - \$42,907.83-\$44,547.27	59	71.6	12.9	929	54,826	68.5%	46.0%
3 - \$44,547.28-\$48,515.80	58	100.3	13.9	1,387	80,454	65.8%	47.7%
4 - \$48,515.81-\$59,814.45	59	321.8	14.9	4,740	279,636	58.7%	50.9%
Total / Average	235	138.8	14.2	1,957	459,917	66.3%	47.3%

Source: BLR Analysis of ADE - APSCN Data, ADE - State Aid Notices, Child Nutrition Unit Audited Free and Reduced Price Lunch, and Office of Innovation for Education.

In addition to district characteristics, this report also examines the level of teacher experience and preparation by each of the 2016-17 average salary quartiles, including average percentage of each salary quartile's FTEs that are National Board Certified (NBCT), average years of experience, and average percentage bachelor degree and master degree prepared teachers. Those districts in the lowest two quartiles have a lower percentage of total FTEs with National Board Certification, lower average years of experience, higher average percentages of bachelor degree prepared teachers and lower average percentages of master degree prepared teachers. Conversely, the districts in the upper two quartiles have higher average percentages of teachers with National Board Certification, higher average years of experience, lower average percentage of bachelor degree prepared teachers, and higher average percentage of master degree prepared teachers.

2016-17 Average Salary and Teacher Preparation Variables

2016-17 Average Salary Quartiles	2016-17 Avg. NCBT % of Total FTEs	2016-17 Avg. Years of Experience	Avg. % of Teachers with a Bachelor Degree	Avg. % of Teachers with Advanced Degree
1 - \$37,964.72-\$42,907.82	4.4%	12.4	62.2%	37.8%
2 - \$42,907.83-\$44,547.27	3.7%	13.5	60.9%	38.9%
3 - \$44,547.28-\$48,515.80	6.7%	13.6	56.0%	44.0%
4 - \$48,515.81-\$59,814.45	9.8%	14.0	55.6%	44.4%
Total / Average	7.9%	13.4	58.7%	41.2%

Source: BLR Analysis of ADE - APSCN data, and ADE Educator Effectiveness and Licensure.

As noted in the analysis of 2017-18 minimum salaries, this report provides the average of districts' 2016-17 average teacher salaries by each of the NCES locale classifications to highlight differences that exist. Those districts classified as rural have the lowest average teacher salary of all of the four classifications.

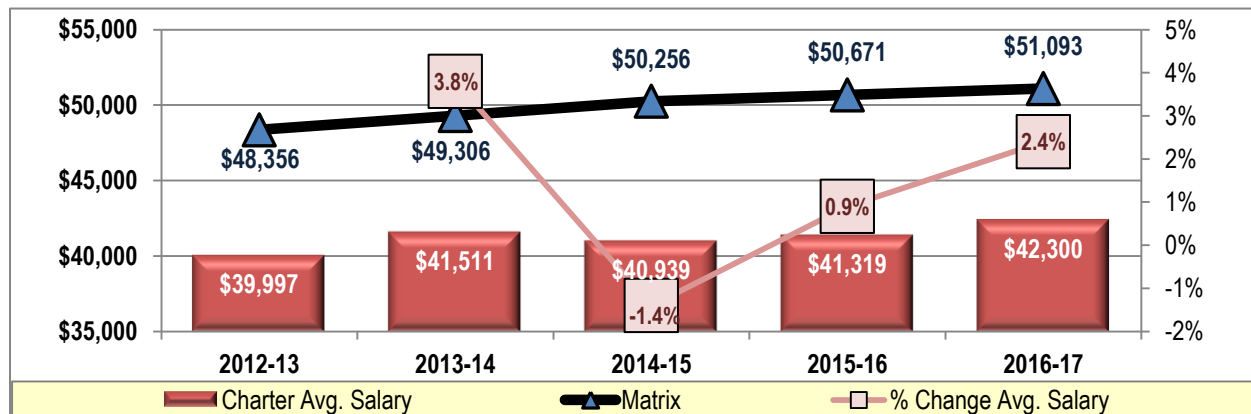
Comparison of NCES Locale Classifications to 2016-17 Average Salary (Sorted by Average Salary - Lowest to Highest)		
2015-16 NCES Locale Classifications	# of Districts	2016-17 Avg. Salary
Rural	142	\$44,296
No assignment*	1	\$45,563
Town	63	\$46,068
Suburb	14	\$50,483
City	15	\$53,163
Total/Average	235	\$45,711

*Jacksonville/North Pulaski School District was not in operation at the time the NCES locale classification was assigned
 The locale categories come from the National Center for Education Statistics (https://nces.ed.gov/programs/handbook/data/pdf/appendix_d.pdf) and are defined with district examples below.
 City: Territory inside an urbanized area and inside a principal city (example, Pine Bluff, Little Rock, Springdale)
 Suburb: Territory outside a principal city and inside an urbanized area (examples, Van Buren, PCSSD, Brookland)
 Town: Territory inside an urban cluster and outside an urbanized area (examples, Beebe, Dardanelle, Fordyce)
 Rural: Census-defined rural territory outside an urbanized area (examples, Batesville, Deer-Mt. Judea, Marvell-Elaine)

Charter Average Teacher Salary – 2012-13 to 2016-17

The average teacher salary amounts for charters have increased from \$39,997 in 2012-13 to \$42,300 in 2016-17, which is an increase of \$2,303 or 5.8%.

Chart: Charters Average Salary 2012-13 through 2016-17



The table below provides the average salary amounts for each charter for both 2015-16 and 2016-17. The 2016-17 average salary for Arkansas's charter schools range from \$53,447 for Haas Hall Academy in Fayetteville to \$34,039 for the Ozark Montessori Academy in Springdale, which is a difference of \$19,408. Haas Hall's 2015-16 average salary of \$55,521 was also the highest average salary for 2015-16 as well, and Pine Bluff Lighthouse Academy's 2015-16 average salary of \$35,035, was lowest average salary for 2015-16, which is a difference of \$20,486. The highest average salary decreased -\$2,074 in 2016-17 from 2015-16 levels, and the amount of difference or gap between the highest and lowest average salaries also declined -\$1,079 from \$20,486 in 2015-16 to \$19,408 in 2016-17.

Rockbridge Montessori had the largest average salary increase in 2016-17 of \$6,354, or 15%, and 7 charters' average salary actually declined in 2016-17 from the 2015-16 salary level, with Responsive Ed Solutions Quest Middle School of Pine Bluff having the largest decline of -\$5,429, or -12.8%. The

2016-17 average salary for Ozark Montessori fell below the reported minimum salary level. This could be in part due to Ozark Montessori being one of the charters that is exempt from the state mandated minimum salary requirements.

Charters 2015-16 and 2016-17 Average Salary				
District Description	2015-16 Avg. Salary	2016-17 Avg. Salary	Change (2015-16 to 2016-17)	% Change
Academics Plus School District	\$41,679	\$42,098	\$418	1.0%
Arkansas Arts Academy	\$40,732	\$40,122	-\$610	-1.5%
*Arkansas Connections Academy		\$47,387		
Arkansas Virtual Academy	\$39,038	\$37,532	-\$1,507	-3.9%
Capitol City Lighthouse Academy	\$35,748	\$36,307	\$559	1.6%
Covenantkeepers Charter School	\$40,245	\$37,750	-\$2,496	-6.2%
Estem Public Charter School	\$42,543	\$42,698	\$155	0.4%
Exalt Academy Of Southwest Little Rock	\$36,740	\$39,356	\$2,616	7.1%
*Future School Of Fort Smith		\$45,310		
Haas Hall Academy	\$55,521	\$53,447	-\$2,074	-3.7%
Haas Hall Bentonville	\$49,291	\$50,224	\$933	1.9%
Imboden Charter School District	\$39,696	\$41,490	\$1,794	4.5%
Jacksonville Lighthouse Charter	\$38,803	\$40,343	\$1,539	4.0%
Kipp Delta Public Schools	\$43,100	\$45,004	\$1,904	4.4%
Lisa Academy	\$39,916	\$44,635	\$4,719	11.8%
Little Rock Preparatory Academy	\$39,096	\$39,768	\$672	1.7%
Ozark Montessori Academy Springdale	\$37,897	\$34,039	-\$3,857	-10.2%
Pine Bluff Lighthouse Academy	\$35,035	\$37,773	\$2,738	7.8%
Responsive Ed Solutions NW Ark Classical Academy	\$42,729	\$43,403	\$674	1.6%
Responsive Ed Solutions Premier High Little Rock	\$39,977	\$40,636	\$658	1.6%
Responsive Ed Solutions Quest Middle Pine Bluff	\$42,322	\$36,893	-\$5,429	-12.8%
Responsive Ed Solutions Quest Middle Little Rock	\$41,880	\$41,603	-\$278	-0.7%
Rockbridge Montessori	\$42,347	\$48,700	\$6,354	15.0%
Siatech Little Rock Charter	\$42,693	\$46,246	\$3,553	8.3%
<i>*Not in Operation in 2015-16</i>				
<i>Source: BLR Analysis of Arkansas Department of Education APSCN Data</i>				

2016-17 Charters Average Teacher Salary and Other Variables

The table below also examines the charters' average salary amounts' relationship to average teacher FTEs, student/FTE ratio, ADM, % FRPL and student achievement. The patterns for charter schools' average salary quartiles are different from those that emerged for traditional school district average salary quartiles. While those charters in the lowest salary quartile had a higher average percentage qualifying for FRPL and a lower average percentage proficient in ELA and math, the lowest salary quartile did not have the lowest average FTEs, average ADM or total ADM.

2016-17 Charter Average Salary Quartiles and Selected Variables							
2016-17 Average Salary Quartiles	# of Charters	2016-17 Avg. FTE	Avg. Student/FTE Ratio	2015-16 Avg. ADM	2015-16 Total ADM	2015-16 FRPL %	2016-17 Avg. Achievement
1 - \$34,039.33-\$38,959.98	6	19.9	26.2	463	2,777	75.1%	29.5%
2 - \$38,959.99-\$41,546.21	6	26.7	16.5	426	2,554	67.2%	30.9%
3 - \$41,546.22-\$45,080.62	6	63.8	17.6	995	5,968	34.2%	59.3%
4 - \$45,080.63-\$53,446.84	6	10.1	22.6	148	886	31.7%	48.2%
Total / Average	24	30.1	19.2	508	12,184	52.0%	42.0%
<i>*Included the Statewide Information System Reports % FRPL students for the charter, Arkansas Virtual Academy, for which the Fiscal and Administrative Services Division reported 0% FRL for funding purposes, but the school reported serving FRPL students.</i>							
<i>Source: BLR Analysis of Department of Education APSCN Data, Department of Education State Aid Notices, Child Nutrition Unit, Division of Fiscal and Administrative Services, and Office of Innovation for Education.</i>							

STATE MANDATED TEACHER SALARY SCHEDULES – 2017-18

Ark. Code Ann. § 6-17-2403 establishes two minimum salary ranges for teachers based on years of experience (0-15 years), one for bachelor (BA) degree prepared teachers and one for master (MA) degree prepared teachers. The minimum salary established for BA degree prepared teachers for 2017-18 was \$31,400, and the minimum for MA degree prepared teachers was \$36,050. The state schedule requires a salary increase of \$450 for each additional year of experience up to 15 years for a BA degree prepared teacher and \$500 for a master degree prepared teacher.

2017-18 Minimum Teacher Salary Schedule (Ark. Code Ann. §6-17-2403 (b)(1))		
Years of Experience	BA Degree Salary	MA Degree Salary
0	\$ 31,400	\$ 36,050
1	31,850	36,550
2	32,300	37,050
3	32,750	37,550
4	33,200	38,050
5	33,650	38,550
6	34,100	39,050
7	34,550	39,550
8	35,000	40,050
9	35,450	40,550
10	35,900	41,050
11	36,350	41,550
12	36,800	42,050
13	37,250	42,550
14	37,700	43,050
15	38,150	43,550

LOCAL DISTRICT SALARY SCHEDULES – 2017-18

School districts can and often do adopt salary levels in addition to the 16 levels (0 to 15 years) mandated by state law. They may also adopt salary categories in addition to the two mandated by state law, “BA Degree Salary” and “MA Degree Salary”.

In 2017-18, school districts adopted a wide array of salary levels in their district level minimum salary schedules. The table below provides the various maximum salary levels adopted by the districts for their BA degree prepared teachers. Fifteen (15) districts adopted the minimum number of salary levels required by law (16 salary levels). The most often adopted maximum number of salary levels for BA prepared teachers was 21 with 47 districts, or 20%, adopting 21 as their maximum salary level, followed by 26 salary levels (26 districts, or 10.6%), and 29 salary levels (23 districts, or 9.8%). Alma has the highest number of salary levels available to BA degree prepared teachers with 50 levels, followed by Greenwood with 38 levels, and Lavaca with 35.

2017-18 Highest Salary Level (Year/Step) 1st BA Salary Category Can Achieve			
Max. # of Salary Levels (Years/Steps)	Total # of Districts	% of Total	Cumulative %
16	15	6.4%	6.4%
17	14	6.0%	12.3%
18	9	3.8%	16.2%
19	13	5.5%	21.7%
20	16	6.8%	28.5%
21	47	20.0%	48.5%
22	16	6.8%	55.3%
23	17	7.2%	62.6%
24	6	2.6%	65.1%
25	7	3.0%	68.1%
26	25	10.6%	78.7%
27	3	1.3%	80.0%
28	5	2.1%	82.1%
29	23	9.8%	91.9%
30	3	1.3%	93.2%
31	11	4.7%	97.9%
32	1	0.4%	98.3%
33	1	0.4%	98.7%
35	1	0.4%	99.1%
38	1	0.4%	99.6%
50	1	0.4%	100.0%
Total	235	100.0%	
Data Source: BLR Analysis of District Salary Schedules.			

School districts can also adopt payment categories in addition to the two required by law, i.e. the categories for bachelor (BA) degree and master (MA) degree prepared teachers. When districts adopt categories in addition to those required by law, they do so to award additional compensation for teachers who have completed post-graduate coursework above their BA or MA degrees. On average, school districts have 2 minimum payment categories for BA prepared teachers and 2 minimum salary categories for MA prepared teachers. All districts have a minimum category for those with only a BA degree and a minimum category for those teachers with only a MA degree.

School districts have adopted a number of payment categories for their BA prepared teachers, with some adopting the minimum of one payment category (BA) and some adopting up to 6 different payment categories (for example, BA, BA + 6 hours of post graduate study, BA +9, etc). The table below illustrates the total number of categories adopted by districts and the number of districts adopting each total number of categories. Forty-seven districts (20%) adopted the one minimum payment category required by law, and the remaining 188 districts (80%) adopted at least one payment category in addition to the minimum required by law.

2017-18 Total Number of Salary Categories Adopted by Districts for Bachelor Degree Prepared Teachers		
# of Categories	# of Districts	% of Total
1	47	20.00%
2	94	40.00%
3	78	33.19%
4	9	3.83%
5	6	2.55%
6	1	0.43%
Total	235	100.00%

There are 13 categories that have been used by at least one district in addition to the minimum range for BA teachers, and examples include: BA + 6 hours post-graduate study, BA + 9 hours, BA + 10 hours, and BA + 12 hours. The additional salary category requiring the most post graduate hours, is a BA + 60 hours. The most commonly used additional categories are: BA + 12 hours of post-graduate study (83 districts or 35.3%), BA + 15 hours (92 districts or 39.2%), BA + 24 hours (81 districts or 34.5%).

2017-18 Bachelor (BA) Degree Salary Categories Adopted by Districts		
Salary Categories	# of Districts Adopting this Category	% of Total
BA	235	100.00%
BA +6	5	2.13%
BA +9	3	1.28%
BA +10	1	0.43%
BA +12	83	35.32%
BA +15	92	39.15%
BA +18	16	6.81%
BA +20	1	0.43%
BA +24	81	34.47%
BA +27	2	0.85%
BA +30	9	3.83%
BA +36	10	4.26%
BA +45	2	0.85%
BA +60	1	0.43%

2017-18 Number of Salary Categories for Master (MA) Degree Prepared Teachers		
# of Categories	# of Districts	% of Total
1	84	35.74%
2	63	26.81%
3	65	27.66%
4	21	8.94%
5	1	0.43%
6	1	0.43%
Total	235	100.00%

School districts have adopted a number of payment categories for their MA prepared teachers as well, with some adopting the minimum of one payment category and one adopting 6 different payment categories. The table to the left, illustrates the total number of categories adopted by districts and the number of districts adopting each total number of categories. Eighty-four (84) districts (35.7%) adopted the one minimum payment category required by law, and the remaining 151 districts (64.3%) adopted at least one payment category in addition to the minimum required by law, to provide higher salary amounts for teachers completing additional post-graduate work.

There are 13 additional salary categories that have been used by at least one district in addition to the minimum range for MA prepared teachers, and examples include: MA + 6 hours, MA + 9 hours, MA +10 hours, and MA + 12 hours. The additional salary category requiring the most post graduate hours, is a MA + 45 hours. The additional salary categories most often adopted are for those teachers with a MA degree + 12 hours of post-graduate study (35 districts or 14.9%), MA + 15 hours (101 districts or 43%), and MA + 30 hours (70 districts or 29.8%).

2017-18 Master (MA) Degree Salary Categories Adopted by Districts		
Salary Categories	# of Districts Adopting this Category	% of Total
MA	235	100.00%
MA +6	2	0.85%
MA +9	2	0.85%
MA +10	1	0.43%
MA +12	35	14.89%
MA +15	101	42.98%
MA +18	7	2.98%
MA +20	1	0.43%
MA +24	23	9.79%
MA +27	1	0.43%
MA +30	70	29.79%
MA +36	12	5.11%
MA +45	9	3.83%

In addition to salary ranges for BA and MA prepared teachers, 57 districts also have a salary category for Education Specialists or Education Specialist plus post graduate training, and 53 districts have a salary

category for teachers with a PhD or EdD degree.

RESPONSE TO QUESTION #5

How do teacher salaries in Arkansas compare with the salaries in other professions with similar educational requirements?

AVERAGE PAY FOR OTHER PROFESSIONS

The U.S. Bureau of Labor Statistics (BLS) publishes Occupational Employment and Wage Estimates for major occupational groups in Arkansas and the United States. According to BLS, “these occupational employment and wage estimates are calculated with data collected from employers in all industry sectors in metropolitan and nonmetropolitan areas in every state and the District of Columbia”. The following table provides the annual mean wage or salary for occupations that require BA degree preparation for both Arkansas and the United States. In addition, it provides a rank for each occupation’s annual mean salary. The annual mean salary in Arkansas for secondary, middle, and elementary teachers ranks 12th, 13th, and 15th, respectively, with electrical and civil engineers ranking 1st and 2nd, respectively.

2017 Annual Mean Salaries for Selected Occupations Requiring a Bachelor's Degree - Arkansas and the United States					
Profession	Arkansas	Rank	United States	Rank	Difference
Electrical Engineers	\$84,860	1	\$99,580	1	-\$14,720
Civil Engineers	\$81,790	2	\$91,790	2	-\$10,000
Computer Programmers	\$69,520	3	\$87,530	3	-\$18,010
Loan Officers	\$69,300	4	\$77,920	4	-\$8,620
Accountants and Auditors	\$66,260	5	\$77,920	4	-\$11,660
Interior Designers	\$60,450	6	\$58,210	18	\$2,240
Registered Nurses	\$58,810	7	\$73,550	8	-\$14,740
Foresters	\$56,510	8	\$61,710	13	-\$5,200
Human resources specialists	\$56,420	9	\$66,220	10	-\$9,800
Insurance Underwriters	\$56,340	10	\$77,660	6	-\$21,320
Technical Writers	\$54,250	11	\$74,440	7	-\$20,190
Secondary School Teachers	\$50,990	12	\$62,860	12	-\$11,870
Middle School Teachers	\$49,130	13	\$61,040	14	-\$11,910
Editors	\$48,920	14	\$68,230	9	-\$19,310
Elementary School Teachers	\$48,110	15	\$60,830	16	-\$12,720
Social Workers	\$47,660	16	\$60,900	15	-\$13,240
Surveyors	\$47,130	17	\$65,300	11	-\$18,170
Appraisers and Assessors	\$42,980	18	\$60,830	16	-\$17,850

Source: U.S. Bureau of Labor Statistics
https://www.bls.gov/oes/current/oes_ar.htm, https://www.bls.gov/oes/current/oes_nat.htm, and
https://www.bls.gov/emp/ep_table_112.htm

ADEQUACY SURVEYS - COMMENTS ON COMPENSATION

As part of the 2018 Adequacy Study, the BLR conducted online surveys of superintendents and principals in Arkansas. The BLR also visited a randomly selected, representative sample of 73 schools and interviewed their principals. Teachers in the 73 randomly selected schools were invited to complete an online survey. The online surveys allowed the BLR to collect specific, quantitative data from all districts, while the principal interviews asked more open-ended qualitative questions. This report provides the questions and responses from three of the four surveys that had questions related to teacher salaries. The principal survey did not have questions that related to teacher salaries. Responses to other survey questions have been or will be presented in other reports throughout the Adequacy Study process.

To elicit the most candid responses, district and school staff were assured their answers would not be individually identified, therefore responses are provided only in aggregate.

2018 Arkansas Teacher Adequacy Survey

For the BLR's online teacher survey, only certified teachers in the 73 randomly selected schools were invited to respond. Each principal was asked to provide the name of a teacher or staff member who would distribute the teacher survey instructions to his/her colleagues. Generally only certified teachers assigned to teach a class were invited to complete the survey (i.e., not administrators), but the survey pool also included guidance counselors, English as a second language teachers, alternative education teachers, library/media specialists and instructional facilitators, regardless of whether they were assigned to teach a class. Teachers accessed the survey online using an individual code that was distributed to them by the teacher representative assigned by the principal. A total of 2,875 surveys were distributed and 1,199 teachers responded by February 15, 2018, for a response rate of nearly 42%.

There were four questions that related to teacher salaries on the 2018 Arkansas Teacher Adequacy Survey. The tables below provide the teachers' responses. Teachers were asked for the primary reasons they chose to teach at their current school. Salary was the fourth most cited reason. Location, proximity to family and the school's rating or reputation were more frequently cited reasons for their decision.

What were the primary reasons you chose to teach at your current school? Select as many as apply.

Primary Reasons	# of Responses	% of Total
Location	691	26.4%
Proximity to family	436	16.7%
School's rating or reputation	334	12.8%
Salary	252	9.6%
School leadership	239	9.1%
Student population	221	8.4%
Other	154	5.9%
Spouse's occupation	125	4.8%
Benefits	123	4.7%
Workload	43	1.6%
Total	2,618	100.0%

The survey also asked under what conditions would the responding teacher be willing to locate at a high-poverty or remote rural community and the number one response was that they were already working in a high poverty, remote rural community. "Higher Salary" was the most cited condition that would influence their decision to teach at a high poverty, remote or rural community.

Under what conditions, if any, would you be willing to teach at a school in a high-poverty or remote rural community? Select as many as apply.		
Conditions for Teaching in High-Poverty or Remote Community	# of Responses	% of Total
Already working in high-poverty or remote rural community	510	27.0%
Higher salary	420	22.2%
None	291	15.4%
Better benefits	219	11.6%
Moving to a community nearer family or friends	195	10.3%
School leadership	195	10.3%
Other	60	3.2%
Total	1,890	100.0%

Teachers were also asked if they are considering transferring to another school or district. Of the 243 teachers responding "yes", "Higher Pay" was the number one reason cited, followed by "Stress/Workload", "Location", and "Leadership".

Are you currently considering transferring to another school or district? If yes, why? Please select the primary reasons.		
Primary Reasons	# of Responses	% of Total
Higher pay	115	17.6%
Stress/workload	100	15.3%
Location	85	13.0%
Leadership	71	10.9%
Student discipline	62	9.5%
Different position	55	8.4%
Personal reason (spouse's job change, aging/ill parent, etc.)	55	8.4%
Paperwork and bureaucratic issues	52	8.0%
Other	17	2.6%
Student population	16	2.5%
Health insurance benefits	12	1.8%
School's parent involvement	10	1.5%
Planned downsizing at current school	2	0.3%
Total	652	100.0%

Teachers were asked if they are considering quitting the teaching profession. Of the 308 responding yes, "Stress/Workload" was the primary reason most often selected, followed by "Paperwork and bureaucratic issues", "Lack of respect for the profession", and "Salary".

Are you currently considering quitting the teaching profession? If yes, why? Select the primary reasons.		
Primary Reasons	# of Responses	% of Total
Stress/workload	198	15.7%
Paperwork and bureaucratic issues	165	13.1%
Lack of respect for the profession	132	10.5%
Salary	124	9.8%
Lack of student accountability	121	9.6%
Student discipline	102	8.1%
Health insurance benefits	65	5.2%
Standardized Testing	63	5.0%
Retirement	62	4.9%
Teacher Excellence and Support System	53	4.2%
Leadership	52	4.1%
Lack of parent involvement	38	3.0%
Personal reasons (spouse's job change, aging/ill parent, etc.)	33	2.6%
Lack of career opportunities	26	2.1%
Personal skills and abilities are better suited to another profession	19	1.5%
Other	8	0.6%
Total	1261	100.0%

In response to the survey's request for additional comments, teachers offered the following remarks regarding teacher salaries.

"I believe having a uniform salary schedule across the state would greatly benefit smaller and rural schools. With salary schedules equal to those of larger school districts we could compete in attracting more highly qualified teachers to our smaller school districts. With these highly qualified teachers we could increase the rigor of our schools to better help our students improve. It cannot be denied that a majority of highly qualified teachers seek jobs where the pay is greater. Having an equal pay would improve the equity between urban and rural/small town school districts."

"I have been receiving the same salary for the last 10 years because of the salary schedule in which I have topped out because of my years of teaching. I believe once a teacher has reached the top of his/her salary because of years, a certain percentage/amount should be added to that teacher's base salary. Something should be done to reward teachers like myself."

"Salary- Arkansas HAS to find out a way to pay teachers more. Our legislators need to do something quickly. All teaching areas are quickly becoming shortage areas. No one wants to deal with all of the stress/workload/disrespect associated with the job for such low wages. We can go and find jobs in which college educated adults are compensated at a rate commensurate with our hard work. The good teachers are leaving the profession and the lazy teachers are staying. Meanwhile it is our students who suffer."

"Our school implements NIET's TAP System [National Institute for Excellence in Teaching - according to NIET the TAP System is a comprehensive educator effectiveness model with four elements: multiple career paths, ongoing applied professional growth, instructionally focused accountability, and performance based compensation (<http://www.niet.org/tap-system/elements-of-success/>)] through a federal grant. It has greatly impacted our school in a positive way. Our school culture is one focused on student growth with healthy competition while maintaining a culture of cooperation. It is hard to put into word how this has transformed our school for the better. It's impact on instruction and ultimately student achievement through it's weekly cluster meetings, four observations per year with relevant feedback and support, use of effective teachers to provide support to increase teacher capacity, and performance based compensation based on student growth that is in addition to the teacher's base salary has made such a difference in our

school, as evidenced by our student achievement data (both by a straight proficiency aspect and a growth measure). This could make a HUGE impact on the educational climate, effectiveness of instruction, and student achievement in Arkansas education if implemented with fidelity.”

“We as teachers are not given the recognition we deserve in this profession, nor the salary for the tasks we are expected to complete.”

“It is a shame that we are not paid more. So the insurance is outrageous, after my insurance is paid for my son and I I only make about 12.00 per hour, not counting the hours I am paid for all the additional time I put in. This is the reason we have so many teachers who have second jobs. I have had to get a second job supplementing my income. I am now making equal to the money I make working part time as a cosmetologist doing hair. This is the reason we do not have more people wanting to go into the teaching profession. If I don't get some kind of relief with insurance or salary I am going to quit teaching and do hair full time. I know I am not the only teacher who has thought about this.”

“Teachers are being required to do more every day without compensation for their time or effort. Many teachers are having to take second or third jobs to be able to afford to live due to the increase in health care costs and cost of living without any significant salary adjustment from administration and or legislators.”

“Teacher salary for the work and education required is inadequate. I have two college degrees and am halfway toward a master's degree and I make less than \$35,000 each year. This is why I plan on leaving the teaching profession.”

“I believe that the rural areas should have teacher salary increases. It would help to attract and maintain high quality teaching professionals.”

“This issue was not on the survey, but the high cost of teacher health insurance should be addressed. Benefits must be improved if there is an actual desire to fill vacant secondary positions with quality teachers. Why would someone with a biology or chemistry degree teach when they can work in a lab for much higher salary/benefits?”

“gotta get salary's competitive.”

“I also think they need to take into account salary. I would like to see an across the board salary for all teachers in the state no matter what their district”.

“The salary is insufficient to attract people who you have to constantly oversee. If teachers were treated as professionals who could be trusted with the education of our students, they wouldn't leave as often.”

“Also, to attract special education teachers and English as a Second Language (ESL) teachers to the profession, the state should designate funding for yearly stipends based on a percentage of the salary teachers in shortage areas are paid.”

“What we need from the people in power: is more supplies for our district (it would be nice to not come out of our pockets); more understanding from our colleagues who don't necessarily teach in the same building as us; greater respect for our craft; policies that promote a realistic education for ALL students; a salary that allows us to not have to pick up second jobs just to survive; benefits that are affordable; but mostly help...we need help.”

“The yearly reduction in funding for schools is taking a toll on teacher and administrator stress. We are being asked to take on more responsibilities without any extra pay due to reduction in staff that is a result of less money to pay for the position. For example, we have an Instructional Facilitator who serves two buildings and is the testing coordinator for one of them. She does not receive compensation for travel between the buildings either. She is paid based on the teacher salary schedule with a small addition for the extra days on her extended contract. We use to have an assistant principal, but reduction in staff caused us to lose her. The district is continuing to look for ways to cut the budget in response to projections of more money reductions in the coming years. I work in a high poverty school serving inner city children. We have many needs that extend beyond the average school, but money cuts force us to limit our resources and makes it harder for us to reach the needs of our students.”

“Teachers deserve to make more money and have better benefits. Each year more health insurance benefits are cut and it cost more. A single parent can not make it on just the teacher's salary. Teachers are not respected like they were in the past.”

"I worked extremely hard to become nationally board certified about 5 years ago. The extra money allows me to continue teaching rather than being required to find a new source of income. With the newest law change for NBCT I will be taking a large pay cut when my certification runs out which may force me to find a different type of employment. I also do not see how this is fair to students that go to schools that are not in high poverty areas. Are they not deserving of an education from highly certified teachers. I taught in a high poverty school over 10 years ago and now I teach in a low poverty school district. The high poverty school I taught in had much better technology, books, training for teachers, classroom funds because of grants provided based on high poverty. Now NBCT, highly certified teachers, are being pushed away from low poverty schools and required to teach in high poverty schools in order to receive funds. As a teacher with 12 years teaching experience, a Master's degree in Gifted Education, and Nationally Board Certified in literacy I feel like an asset to my school district and the students that I get to teach. I worked hard to become trained in the areas that I have so that I could teach in the district that I do. I feel like my students are very deserving of the education that I can provide and it is very discouraging to me that teachers like me are going to be pushed out of the teaching profession because of salary cuts and we will not be able to make ends meet after working so hard to ensure that we could."

"I would like my further education paid for as well as all personal development. It's no secret educators don't make much and what we do make we spend putting back into our students and classroom. Of course I would simply like to have a higher salary."

"Teachers want to leave the field for many reasons. The amount of paperwork, non-helpful meetings, low salary, testing changes several times through the last few years, health care prices and quality."

"I do not feel that teacher's are given adequate time to plan during our working hours. I am an effective worker, and I still spend 20-25 hours outside of my contracted time getting things done for my classroom. I also work for at least 5 days during my summer break preparing my classroom for my students. I have small kids at home, and my husband is also an educator. I feel that the expectations for us do not coincide with the with the salary we are given."

"This is a hard job with very low pay. The demands grow every year. If you want to improve the longevity in this field, find more money for teacher salaries."

"Teacher salaries need to be increased. We MUST attract and keep quality teachers to better educate our children!"

"We do not have enough staff to meet student needs and our salaries do not reflect what we deal with each day. The teaching profession is not an 8-3, 5 days per week, summers off career any longer. Teachers work long days, on weekends, and spend their summer in training. Our pay and benefits should reflect what teaching is now, not what it was 20 years ago. If we want the best results, we have to recruit, train, and pay the best teachers. Almost every teacher I know wants out of the field."

"Please consider raising teacher salaries across the board. It is sad to think how little teachers are thought of with the cost of insurance that we must pay and the salaries we receive. Don't get me wrong, I love what I do and chose this profession to make a difference in many lives over many years, but raising salaries would be very well appreciated."

"This is a most stressful and demanding position and I feel that overall teacher salary doesn't reflect that of someone who (a) has a degree and (b) has to meet such high standards. I think if the state would invest more money into salaries and teacher retention we would see education reform at its best. For one, veteran teachers wouldn't be constantly training new teachers, most of which leave in two years. It is difficult to constantly invest in new educators when other positions are less stressful and more lucrative, causing huge teacher turn-over each year. If educators as a whole was a position that offered financial stability and freedom, districts could hire only the best educators instead of being desperate to fill positions with 'warm bodies.' This would allow students to have access to the best teachers available if education was a more sought after career choice. I am afraid for our education system as less and less college students seek education degrees. Educators should be required to meet high demands AND paid well for meeting those demands. Its my hope to see education saturated and districts able to interview many applicants to fill one position."

"I also feel teachers should make more. The amount of work that we do does not show in our salaries."

“The teachers in [district] have not had a significant raise in a very long time yet we continue to supplement the salaries of our administrators and even add more administrative positions. We do not have a union here for the teachers so our voices go unheard.”

“The demands in education are growing faster than the rate of pay. . . Improvements in teacher salaries, and benefits will also attract and help with retaining quality educators.”

“When the teaching profession receives the compensation it deserves, we will be able to retain high quality teachers. Please consider reevaluating the amount of money that goes toward teacher salaries and building maintenance needs.”

“Then the salaries, teachers will get about a 1% raise each year (mostly from the steps) - but only if it has been a good year. I see legislators and business people getting 5% 6% 8% raises. While for teachers, the 1% raise that we do get is usually eaten up by the increase in insurance premiums. Teaching is the only profession that I know of that the longer you teach the less money you make.”

“Improve salaries. Teachers are professionals. I have a BSE and a MSE with 34 years of experience and I still only make about \$55,000 a year. I can't afford to retire because I haven't been able to put back enough money through the years because of inadequate salaries.”

“Teacher salaries are low and teacher burnout is high.”

“Raising teacher salaries and decreasing class sizes would help improve student achievement.”

“Educator salaries are extremely low considering they are educating our future.”

“A career in education needs to be made more lucrative. I understand that paying higher salaries is not always possible, but the benefits are not very good.”

“Teachers leave the very rural schools in droves because the salaries are terrible because of underfunding.”

2018 Arkansas School District Adequacy Survey

The superintendent/district survey was conducted using an online questionnaire. The superintendent survey was distributed beginning October 6, 2017, and the last district responded January 24, 2018. The BLR received responses from all 235 school districts and 24 open enrollment charter schools. Superintendents were asked to rank resources from the state foundation funding matrix in terms of where their district most needs additional funding with 1 = MOST in need of additional funding and 17 = LEAST in need of additional funding. The table below illustrates the responses from superintendents to this question. Of the 258 superintendents responding to this question (one superintendent did not respond), 150 indicated that “Classroom teachers” was the resource most in need of additional funding, which was 4 times more than the next cited funding need, “Special Education Teachers”.

Rank the resources in the matrix in terms of where your district most needs additional funding (of any amount), with 1=MOST in need of additional funding and 17=LEAST in need of additional funding.

Matrix Resources	Number Ranking as #1 Need for Add'l Funding
Classroom teachers	150
Special education teachers	36
Operations & maintenance	23
Transportation	18
Technology (excluding technology staff)	7
Instructional facilitators/tech. assist./assist. principal	5
Nurse	4
Other student support staff	4

Rank the resources in the matrix in terms of where your district most needs additional funding (of any amount), with 1=MOST in need of additional funding and 17=LEAST in need of additional funding.

Matrix Resources	Number Ranking as #1 Need for Add'l Funding
Librarian/media specialist	2
Principal	2
School secretary	2
Substitutes	2
Guidance counselor	1
Instructional materials	1
Central office	1
Extra duty funds	0
Supervisory aides	0
Total	258

2018 Site Visit Adequacy Survey

The school visits and principal interviews began October 23, 2017, with the final visits on January 11, 2018. The BLR visited a total of 73 schools and interviewed the principals of those schools. Some schools invited other staff members to the interviews, and some included their superintendents in the conversation.

The following are summaries prepared by BLR staff of the comments made during these interviews regarding teacher salaries.

“ . . . have 5 to 8 teachers leave every year due to salary schedule issues.”

“ . . . need additional funding for teacher salaries, especially in small schools.”

“Pay my teachers more. Lower health insurance. Those are the two big things. Overall, teachers are underpaid and insurance is extremely high. [School] has high turnover. Salaries competitive, but great school for teaching new teachers, if they can teach in [District], can teach any place. Make a real connection with kids in this building.”

“need statewide salary schedule that closes salary gap”

“Close teacher salary gap: hard to keep good teachers that meet state certification requirements since nearby bigger schools can offer them more money where they will likely teach less. Teacher responsibility in smaller schools is often greater but still get paid less.”

“Teachers across the state should have similar salaries. My teachers come here and train and then get hired in NWA because we can't compete with other schools in the state. Many would not leave if it weren't for the pay.”

“Need more money to close the salary gap. Training teachers and then losing them to higher paying schools.”

“greatest financial issue is decrease in adjustment for the matrix. 2% increase allowed us to meet steps and do better, cutting it to a 1% just helps us maintain the salary schedule. For us to be able to attract teachers we need to be able to keep salaries up. Just funding for daily operations, significant hit when go from 2% to 1% every year. How can I maintain salary schedule and also be competitive with other districts? Charters and private schools- if they get public money, they need to be held to the same standards.”

APPENDIX – AVERAGE SALARY METHODOLOGY

This report uses two data sources for comparing average teacher salaries: the National Education Association (NEA) and Bureau of Legislative Research (BLR) Reports generated from Arkansas Public School Computer Network (APSCN) data maintained by the Arkansas Department of Education (ADE). The portion of the report that compares the average salary of the Southern Regional Education Board (SREB) states as well as the states that surround Arkansas used the NEA data. When, however, this report compares the average salary of individual Arkansas school districts, the BLR reports are used. Both calculations are described below.

National Education Association Average Teacher Salary Calculation

According to instructions provided by the National Education Association (NEA) to the Arkansas Department of Education, the average teacher salary is the arithmetic mean of the total amount regularly paid or stipulated to be paid to an individual before deductions for Social Security, health insurance, and the like. According to ADE, the amount of salary reported to NEA is based on what is actually paid, not “what is stipulated to be paid”. It includes regular salaries for full-time and part-time employees considered to be in positions of a permanent nature including substitutes, and does not include annual salaries for “extra pay for extra duty” or payments for teaching summer school (with the exception of 12-month employees). The salary and FTE amounts reported include the salaries paid for all elementary and secondary classroom teachers.

Bureau of Legislative Research FTE and Average Teacher Salary Calculation

The Bureau has historically used the non-federal classroom teacher average salary from line 84 of the Annual Statistical Report (ASR) published by the Arkansas Department of Education (ADE). The Annual Statistical Report calculation of the average non-federal classroom teacher salary is dependent upon the accuracy of data submitted by the districts to the State Information System as part of the cycle reporting process. The basic program to calculate the average teacher salary used in the ASR was written by the Research and Technology Section of ADE using business logic developed by staff of the Arkansas Public School Computer Network (APSCN). The program allows districts to look at the calculation inputs and results and to make corrections if necessary. Corrections by the districts are particularly relevant when teachers work less than full time or their time is charged less than full time to a particular budget unit.

Approximately five years ago, the Bureau developed a methodology to test the reasonableness of the calculated ASR non-federal classroom teacher average salaries using data available to the Bureau from APSCN. Over that period of time the Bureau has consistently found 10 or more districts each year having significant differences between the Bureau calculation and the ADE calculation (using data reported and adjusted when necessary by the school districts). In some instances in the past, the Bureau has contacted the school districts to attempt to resolve these differences. Generally, the problems have primarily concerned smaller or medium size districts. While the effects can be very significant in these districts and can skew certain types of district level analysis, they have not caused a major distortion of statewide teacher salary averages. The key features of the Bureau’s methodology are as follows:

- Details of actual salaries paid for each non-federal classroom teacher from the payroll distribution in APSCN are selected using the same parameters as used in the Annual Statistical Report.
- Matching records from the base salary record (initial budgeted) incorporating the planned percentage distribution between budget units (i.e. funding source or function) are compared to actual salaries.
- Adjustments to percentages are made based upon the relationships found between actual salaries and the base and annual salary (initial budgeted) of the base salary record to derive an FTE for each teacher.
- Base salary records were not found for approximately 3% of the total salaries. An FTE was calculated in these instances by dividing the actual salary paid by the statewide ASR median salary.

The calculated average classroom teacher salaries for the 2017 school year and trend data for previous years presented in this report are based upon the program developed by the Bureau of Legislative Research using available data from APSCN. The Bureau believes that using its own program to analyze APSCN data provides a more consistent method of deriving the FTE data and thereby results in a more reliable calculation of the average teacher salary.