



BureauBrief

Memorandum

TO : Senator Jimmy Jeffress, Chair, Senate Committee on Education
Representative Eddie Cheatham, Chair, House Committee on Education

FROM : Heather Tackett, Research Analyst, Bureau of Legislative Research

DATE : August 13, 2012

RE : Teacher Salaries

Responses to the following questions have been prepared in partial fulfillment of the requirements of Act 57 of the Second Extraordinary Session of 2003.

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 to surrounding states and states in the SREB from 2009-10 to 2010-11?
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 2010-11?
5. How do teacher salaries in Arkansas compare with the salaries in other professions with similar educational requirements within the state?
6. What instructional areas have the largest number of teachers teaching out of area in Arkansas?

1. How do Arkansas teacher salaries compare with surrounding states and states of the Southern Regional Education Board?

Information provided to the committee was based on a report from the National Education Association (NEA) in December 2011. Staff of the Policy Analysis and Research Section of the Bureau of Legislative Research updated the information for the 2010-11 school year by using the information obtained from the NEA webpage, as well as websites of state departments of education and by contacting staff of the departments of education of these states. The following table is a result of that update with the best information available at this time.

2010-2011 Teacher Salary

Surrounding States	Average*		Surrounding States	Minimum**
Louisiana	\$49,634		Oklahoma	\$31,600
Oklahoma	\$49,039		Mississippi	\$30,900
Texas	\$48,261		Arkansas	\$29,244
Tennessee	\$47,043		Tennessee	\$29,215
Arkansas	\$47,031		Texas	\$27,320
Mississippi	\$46,818		Louisiana	\$27,102
Missouri	\$46,411		Missouri	\$25,000
SREB States			SREB States	
Maryland	\$65,113		Maryland	\$40,400
Delaware	\$57,934		Alabama	\$36,144
Georgia	\$53,906		Oklahoma	\$31,600
Virginia	\$51,559		Georgia	\$31,586
Kentucky	\$50,038		Mississippi	\$30,900
Louisiana	\$49,634		North Carolina	\$30,430
South Carolina	\$49,434		Florida	\$30,000
Oklahoma	\$49,039		Virginia	\$29,500
Alabama	\$48,282		Arkansas	\$29,244
Texas	\$48,261		Tennessee	\$29,215
West Virginia	\$47,253		South Carolina	\$28,943
Tennessee	\$47,043		Kentucky	\$28,930
Arkansas	\$47,031		Texas	\$27,320
North Carolina	\$46,850		Louisiana	\$27,102
Mississippi	\$46,818		Delaware	\$26,967
Florida	\$46,702		West Virginia	\$25,651

*Average teacher salaries, except Arkansas's, come from the (NEA) National Education Association's *Rankings and Estimates: Rankings of the States 2010 and Estimates of School Statistics 2011*, December 2010, Summary Table G, Column 9. The Arkansas average salary comes directly from the Arkansas Department of Education using the NEA methodology for computing teacher salaries.

** Minimum salary levels come from the various states' education department websites and staff in the respective states.

2. How have the average teacher salaries changed in Arkansas compared with surrounding states and states in the Southern Regional Education Board (SREB) from 2009-10 to 2010-11?

Since the 2009-10 school year, average teacher salaries in Arkansas have grown 1.96%. Of the surrounding states Oklahoma, Mississippi, and Missouri have exceeded Arkansas's growth. Of the SREB states, five have exceeded the growth of Arkansas. All of the states represented below have shown growth in teacher salaries except Florida, North Carolina, and Texas.

	<u>2010-2011</u>	<u>2009-2010</u>	<u>Percent Change</u>
Surrounding States:			
Oklahoma	\$49,039	\$47,691	2.83%
Mississippi	\$46,818	\$45,644	2.57%
Missouri	\$46,411	\$45,317	2.41%
Arkansas	\$47,031	\$46,128	1.96%
Tennessee	\$47,043	\$46,290	1.63%
Louisiana	\$49,634	\$48,903	1.49%
Texas	\$48,261	\$48,261	0.00%
SREB States:			
South Carolina	\$49,434	\$47,508	4.05%
Virginia	\$51,559	\$50,015	3.09%
Oklahoma	\$49,039	\$47,691	2.83%
West Virginia	\$47,253	\$45,959	2.82%
Mississippi	\$46,818	\$45,644	2.57%
Arkansas	\$47,031	\$46,128	1.96%
Maryland	\$65,113	\$63,971	1.79%
Tennessee	\$47,043	\$46,290	1.63%
Delaware	\$57,934	\$57,080	1.50%
Georgia	\$53,906	\$53,112	1.49%
Louisiana	\$49,634	\$48,903	1.49%
Alabama	\$48,282	\$47,571	1.49%
Kentucky	\$50,038	\$49,543	1.00%
Texas	\$48,261	\$48,261	0.00%
North Carolina	\$46,850	\$46,850	0.00%
Florida	\$46,702	\$46,708	-0.01%

Sources: Average teacher salaries, except Arkansas's, come from the (NEA) National Education Association's *Rankings and Estimates: Rankings of the States 2010 and Estimates of School Statistics 2011*, December 2010, Summary Table G, Column 9. The Arkansas average salary comes directly from the Arkansas Department of Education using the NEA methodology for computing teacher salaries.

3. How does the cost of living in Arkansas, its surrounding states, and the SREB states affect the value of Arkansas teacher salaries?

When the cost of living is considered and Arkansas is made the constant, Arkansas ranks 11th for the cost of living adjustment. Without adjustment, Arkansas would rank 13th among these same states.

Comparable Wage Index Data from SREB/Contiguous States

State	Average Teacher Salary	Cost-of-Living Index	Adjusted Salary
Georgia	\$53,906	1.03	\$ 52,336
Kentucky	\$50,038	1.00	\$ 50,038
Delaware	\$57,934	1.16	\$ 49,943
Oklahoma	\$49,039	0.99	\$ 49,534
Virginia	\$51,559	1.06	\$ 48,641
Texas	\$48,261	1.00	\$ 48,261
Maryland	\$65,113	1.36	\$ 47,877
Louisiana	\$49,634	1.04	\$ 47,725
Tennessee	\$47,043	0.99	\$ 47,518
Alabama	\$48,282	1.02	\$ 47,335
Arkansas	\$47,031	1.00	\$ 47,031
South Carolina	\$49,434	1.07	\$ 46,200
Mississippi	\$46,818	1.02	\$ 45,900
Missouri	\$46,411	1.02	\$ 45,501
North Carolina	\$46,850	1.06	\$ 44,198
West Virginia	\$47,253	1.08	\$ 43,753
Florida	\$46,702	1.07	\$ 43,647

Source: Missouri Economic Research and Information Center (2011) "Cost of Living Data Series 4th Quarter 2011."
http://www.missourieconomy.org/indicators/cost_of_living/index.stm accessed: 4/4/2012

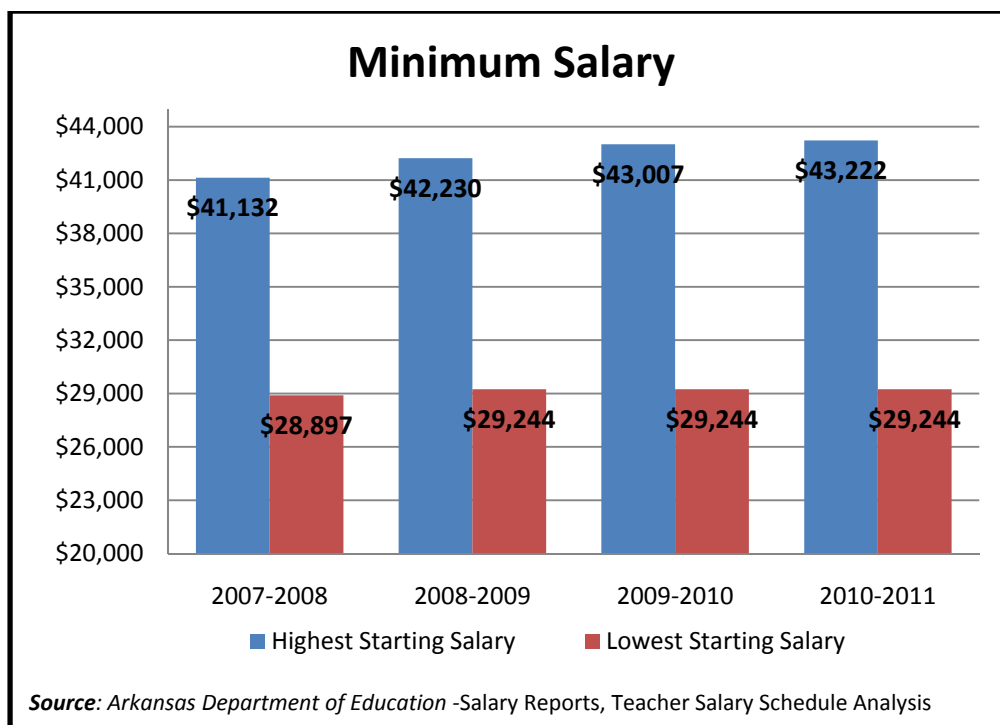
4. Has the disparity in teacher salaries within Arkansas increased or decreased in FY 2010-11?

Minimum Salary

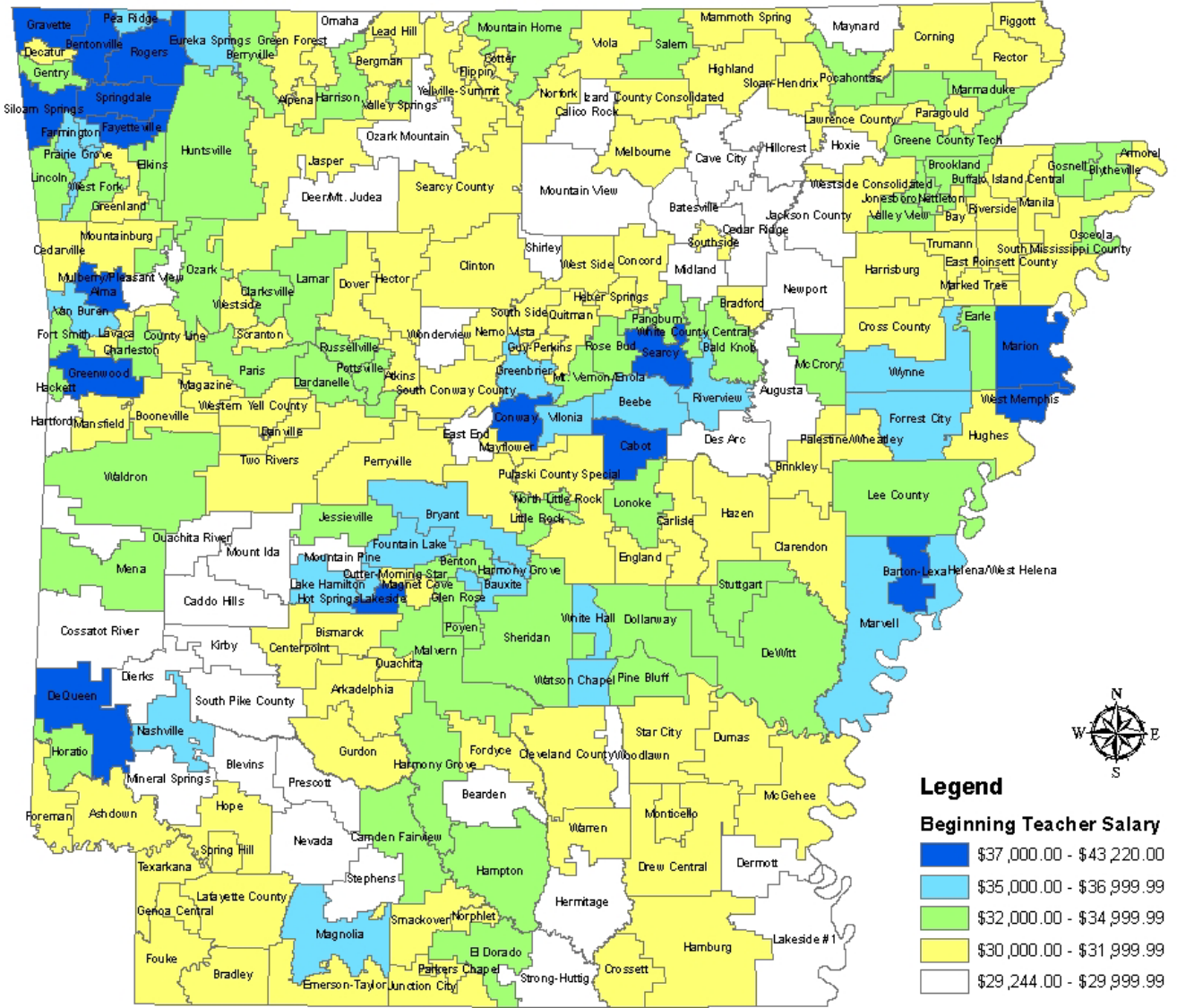
The beginning salaries have not changed, according to the data provided by the Arkansas Department of Education. The district with the lowest beginning salary in 2009-2010 was \$29,244, while the lowest minimum salary paid in 2010-2011 was still \$29,244. There are thirteen districts that paid \$29,244 as their minimum hiring salary.

Top 5 Beginning Salary Range (5 Districts):
\$40,500 - \$43,222
Lowest 5 Beginning Salary Ranges (18 Districts):
\$29,244 - \$29,350

The minimum teacher salary has not been increased since the 2007 legislative session. The current minimum salary of \$29,244 did not go into effect until FY 2009.



2010-11 Beginning Salary Rank by School District



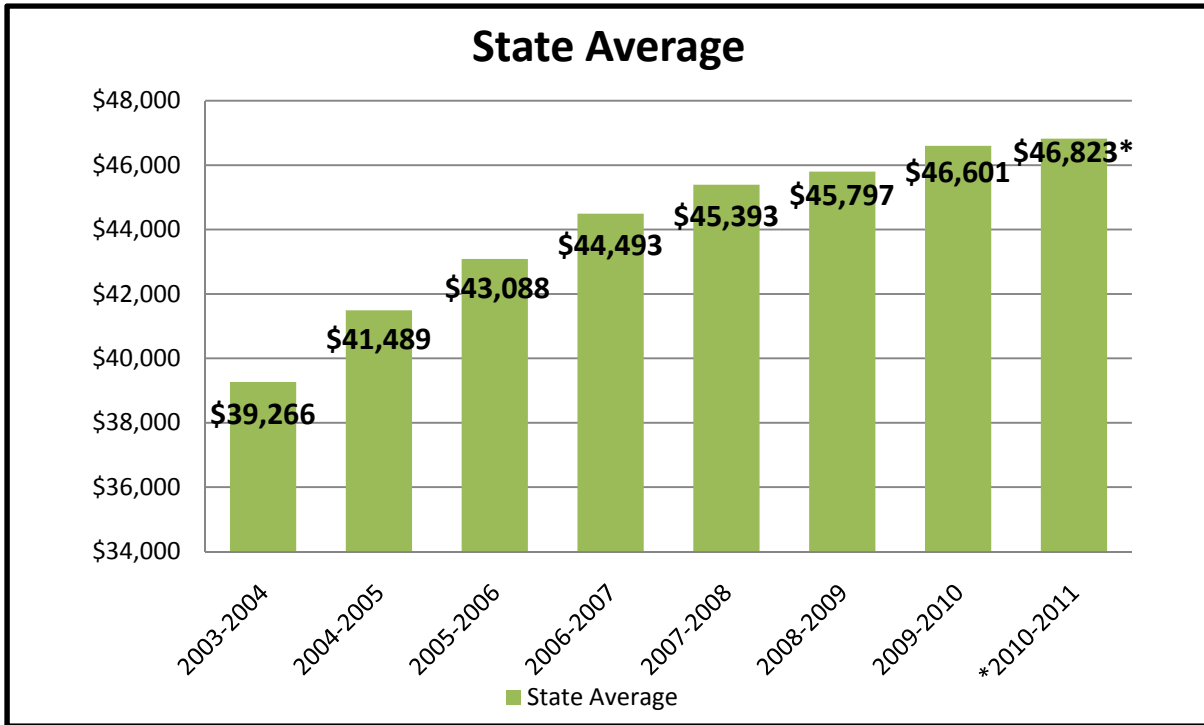
Author: Bureau of Legislative Research
 Source Data: School District Boundaries, GeoStor
 Salary Data: Arkansas Dept. of Education
 Date: April 2012

Rank	Salary	District	Rank	Salary	District	Rank	Salary	District
1	\$43,220	Springdale	81	\$32,750	Elkins	161	\$30,608	Magazine
2	\$42,230	Bentonville	82	\$32,730	Harrison	162	\$30,600	Mountainburg
3	\$41,310	Fayetteville	83	\$32,700	Lone	163	\$30,576	Palestine-Wheatley
4	\$41,300	Rogers	84	\$32,500	Salem	164	\$30,550	Heber Springs
5	\$40,500	West Memphis	85	\$32,400	Horatio	165	\$30,544	Drew Central
6	\$39,500	Gravette	86	\$32,350	Pangburn	166	\$30,530	Nemo Vista
7	\$39,305	Marion	87	\$32,320	Glen Rose	167	\$30,500	Magnet Cove
8	\$38,475	Cabot	88	\$32,300	Marmaduke	168	\$30,500	Lafayette County
9	\$38,350	Greenwood	89	\$32,291	Sheridan	169	\$30,500	Marked Tree
10	\$38,100	Siloam Springs	90	\$32,250	Mt. Vernon/Enola	170	\$30,500	Hector
11	\$38,085	Lakeside	91	\$32,250	Paris	171	\$30,500	Norphlet
12	\$37,700	Dequeen	92	\$32,200	Rose Bud	172	\$30,500	South Side
13	\$37,500	Searcy	93	\$32,049	Hampton	173	\$30,500	Western Yell County
14	\$37,200	Alma	94	\$32,000	Berryville	174	\$30,471	Corning
15	\$37,200	Conway	95	\$32,000	Harmony Grove/ Ouachita	175	\$30,450	Carlisle
16	\$37,132	Barton-Lexa	96	\$32,000	White County Central	176	\$30,444	Westside
17	\$36,850	Magnolia	97	\$31,900	Westside	177	\$30,415	Jasper
18	\$36,850	Bauxite	98	\$31,900	Izard County Consolidated	178	\$30,411	Spring Hill
19	\$36,832	Forrest City	99	\$31,876	Pulaski County Special	179	\$30,400	Cotter
20	\$36,600	Vanburen	100	\$31,850	Buffalo Island	180	\$30,400	Lawrence County
21	\$36,500	Watson Chapel	101	\$31,839	Manila	181	\$30,400	Harrisburg
22	\$36,500	White Hall	102	\$31,750	Yellville-Summitt	182	\$30,350	Bradford
23	\$36,500	Marvell	103	\$31,725	Booneville	183	\$30,300	Viola
24	\$36,400	Farmington	104	\$31,693	Bergman	184	\$30,270	Junction City
25	\$36,338	Harmony Grove/Saline	105	\$31,675	Genoa Central	185	\$30,244	Concord
26	\$36,300	Wynne	106	\$31,575	Dover	186	\$30,150	Green Forrest
27	\$36,230	Bryant	107	\$31,500	Hamburg	187	\$30,111	Sloan-Hendrix
28	\$36,100	Greenbrier	108	\$31,500	Emerson-Taylor	188	\$30,094	England
29	\$35,925	Hot Springs	109	\$31,500	Paragould	189	\$30,092	Mayflower
30	\$35,750	Eureka Springs	110	\$31,500	Flippin	190	\$30,016	Mammoth Spring
31	\$35,700	Riverview	111	\$31,500	Highland	191	\$30,000	Leadhill
32	\$35,525	Vilonia	112	\$31,448	Alpena	192	\$30,000	Cross County
33	\$35,500	Beebe	113	\$31,440	Bismarck	193	\$30,000	Fordyce
34	\$35,400	Prairie Grove	114	\$31,371	Texarkana	194	\$30,000	Dumas
35	\$35,255	Fountain Lake	115	\$31,366	Armored	195	\$30,000	Cutter-Morningstar
36	\$35,200	Nashville	116	\$31,355	South Mississippi County	196	\$30,000	Ouachita
37	\$35,190	Helena /West Helena	117	\$31,354	Gurdon	197	\$30,000	Centerpoint
38	\$35,050	Pea Ridge	118	\$31,310	Trumann	198	\$30,000	Hazen
39	\$35,000	Lake Hamilton	119	\$31,305	Rector	199	\$30,000	Searcy County
40	\$34,650	Charleston	120	\$31,300	Cedarville	200	\$29,971	Hermitage
41	\$34,550	Russellville	121	\$31,294	Foreman	201	\$29,922	Maynard
42	\$34,500	Dewitt	122	\$31,260	Piggott	202	\$29,850	Caddo Hills
43	\$34,500	Jonesboro	123	\$31,254	Bay	203	\$29,847	Dierks
44	\$34,500	Fort Smith	124	\$31,250	Bradley	204	\$29,844	Hoxie
45	\$34,400	Benton	125	\$31,212	Atkins	205	\$29,836	Cave City
46	\$34,345	Clarksville	126	\$31,204	Parkers Chapel	206	\$29,750	Cedar Ridge
47	\$34,300	Ozark	127	\$31,201	Riverside	207	\$29,745	Dermott
48	\$34,162	Gosnell	128	\$31,200	Brinkley	208	\$29,715	Woodlawn
49	\$34,135	West Fork	129	\$31,126	Valley Springs	209	\$29,684	Omaha
50	\$34,051	Huntsville	130	\$31,106	County Line	210	\$29,650	Des Arc
51	\$34,022	Camden Fairview	131	\$31,100	Decatur	211	\$29,623	Ouachita River
52	\$34,010	Valley View	132	\$31,100	South Conway County	212	\$29,605	Jackson County
53	\$34,005	Jessieville	133	\$31,025	Hope	213	\$29,600	Bearden
54	\$34,000	Lincoln	134	\$31,004	Arkadelphia	214	\$29,544	South Pike County
55	\$33,824	Nettleton	135	\$31,000	Crossett	215	\$29,533	Ozark Mountain
56	\$33,759	Dardanelle	136	\$31,000	Warren	216	\$29,500	Mount Ida
57	\$33,713	Mountain Home	137	\$31,000	Quitman	217	\$29,500	Cossatot River
58	\$33,565	Brookland	138	\$31,000	Monticello	218	\$29,497	Prescott
59	\$33,565	Osceola	139	\$31,000	Smackover	219	\$29,470	Blevins
60	\$33,550	Waldron	140	\$30,970	Guy-Perkins	220	\$29,450	Batesville
61	\$33,500	Hackett	141	\$30,943	Two Rivers	221	\$29,397	Midland
62	\$33,410	Pottsville	142	\$30,939	Mansfield	222	\$29,350	Hartford
63	\$33,200	McCrory	143	\$30,900	Norfolk	223	\$29,334	Newport
64	\$33,100	Mena	144	\$30,900	Southside	224	\$29,266	East End
65	\$33,100	Pocahontas	145	\$30,900	Westside	225	\$29,250	Calico Rock
66	\$33,075	Dollarway	146	\$30,808	Greenland	226	\$29,250	Strong-Huttig
67	\$33,050	Poyen	147	\$30,800	Fouke	227	\$29,244	Lakeside #1 / Chicot
68	\$33,037	North Little Rock	148	\$30,783	Star City	228	\$29,244	Wonderview
69	\$33,018	Malvern	149	\$30,760	Clarendon	229	\$29,244	Mulberry/Pleasant View
70	\$33,000	Stuttgart	150	\$30,750	Ashdown	230	\$29,244	Mountain Pine
71	\$33,000	Earle	151	\$30,750	Danville	231	\$29,244	Mineral Springs
72	\$33,000	Lee County	152	\$30,744	Hughes	232	\$29,244	Hillcrest
73	\$32,961	Blytheville	153	\$30,744	Clinton	233	\$29,244	Nevada County
74	\$32,960	Lamar	154	\$30,700	Melbourne	234	\$29,244	Deer/Mt. Judea
75	\$32,900	Pine Bluff	155	\$30,700	Scranton	235	\$29,244	Stephens
76	\$32,876	Bald Knob	156	\$30,700	Perryville	236	\$29,244	Kirby
77	\$32,800	Gentry	157	\$30,700	Lavaca	237	\$29,244	Mountain View
78	\$32,793	Little Rock	158	\$30,680	East Poinsett County	238	\$29,244	Shirley
79	\$32,750	Greene County Tech	159	\$30,636	Cleveland County	239	\$29,244	Augusta
80	\$32,750	El Dorado	160	\$30,612	McGehee			

2010-11
Beginning
Salary
Rank by
School
District

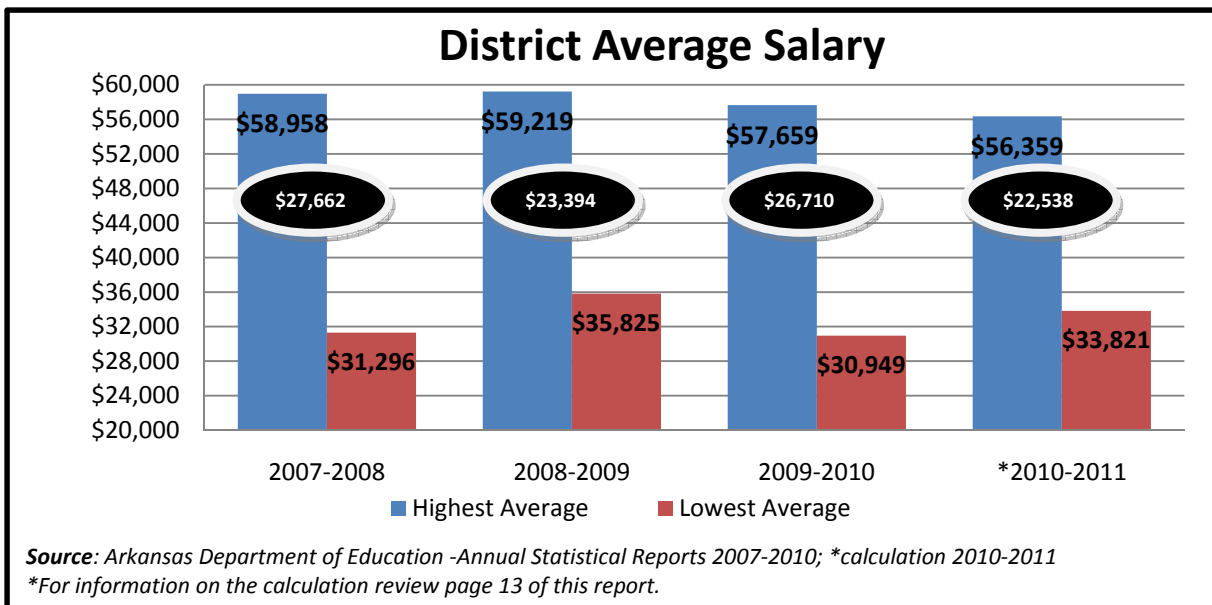
Average Salary

The state average salary has increased over the last five years. According to the Annual Statistical Report (ASR) provided by the Arkansas Department of Education, the state’s average salary in 2009-10 was \$46,601, while the average salary calculated by the Bureau of Legislative Research and the Department of Education for the state in 2010-11 was \$46,823, an increase of 0.48%.



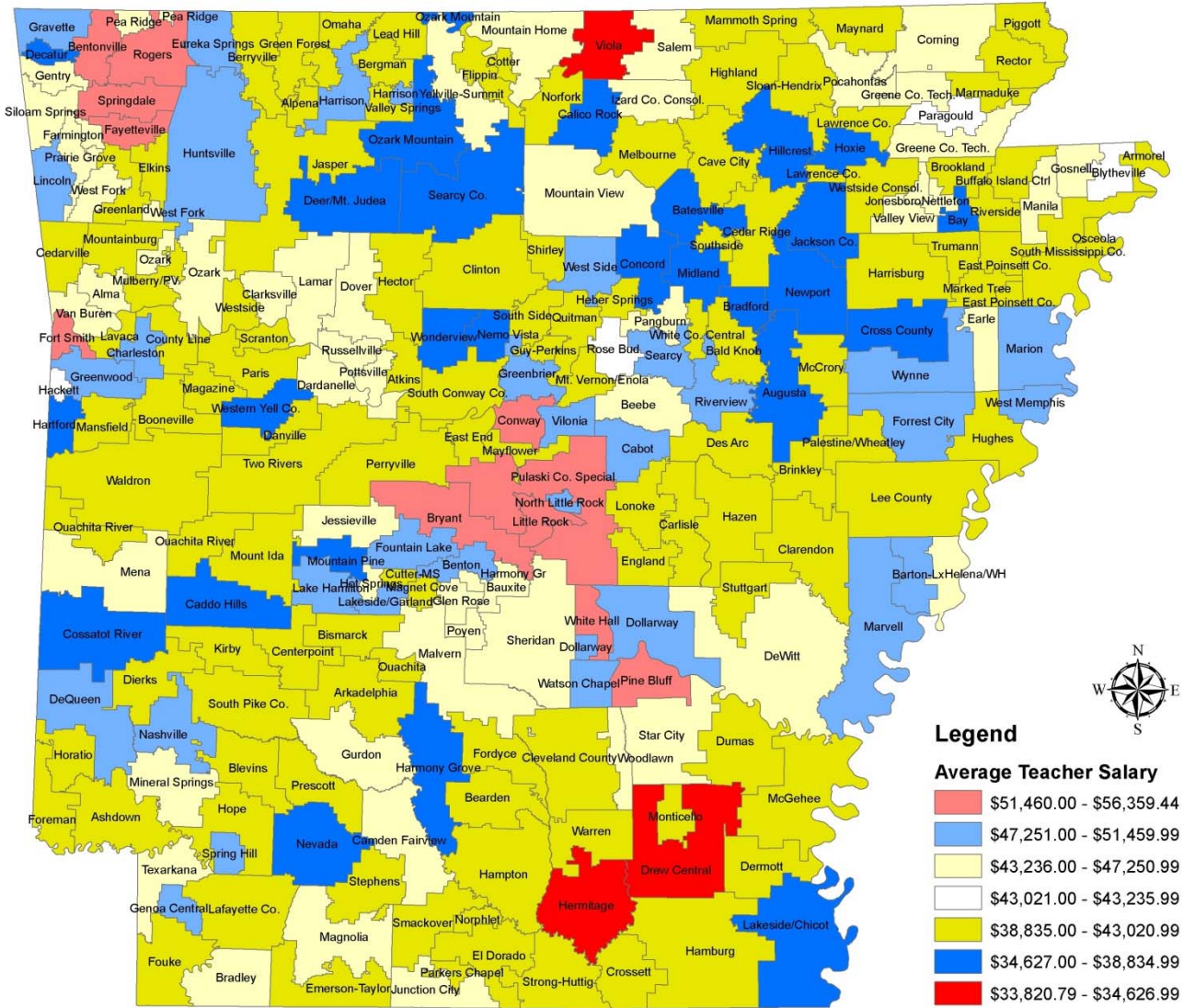
On the other hand, the disparity in average salary has fluctuated over the years. The lowest district average salary in 2010-11 was \$33,821, which is \$4,577 above the state minimum requirements.

Top 5 Average Salary Range:
\$53,594 - \$56,359
Lowest 5 Average Salary Ranges:
\$33,821 - \$35,977



Source: Arkansas Department of Education -Annual Statistical Reports 2007-2010; *calculation 2010-2011
 *For information on the calculation review page 13 of this report.

2010-11 Average Salary Rank by School District



Author: Bureau of Legislative Research
 Source Data: School District Boundaries, GeoStor
 Salary Data: Arkansas Dept. of Education
 Date: April 2012

Rank	Salary	District	Rank	Salary	District	Rank	Salary	District
1	\$56,359	Springdale	81	\$44,013	Jessieville	161	\$40,841	Stephens
2	\$55,897	Fayetteville	82	\$43,847	Mena	162	\$40,818	Cleveland County
3	\$55,837	Rogers	83	\$43,743	Pottsville	163	\$40,788	Hamburg
4	\$53,899	Fort Smith	84	\$43,714	Salem	164	\$40,757	Emerson-Taylor
5	\$53,594	Bentonville	85	\$43,712	Mountain View	165	\$40,727	Smackover
6	\$53,070	Little Rock	86	\$43,540	Manila	166	\$40,696	Fouke
7	\$52,965	Pulaski County Special	87	\$43,477	Gosnell	167	\$40,688	White County Central
8	\$52,390	Conway	88	\$43,440	Yellville-Summit	168	\$40,654	Westside Consolidated
9	\$52,100	Bryant	89	\$43,393	Junction City	169	\$40,626	Lead Hill
10	\$51,954	White Hall	90	\$43,360	Pangburn	170	\$40,589	Riverside
11	\$51,934	Pine Bluff	91	\$43,292	Coming	171	\$40,564	Carlisle
12	\$50,845	Forrest City	92	\$43,236	Greene County Tech	172	\$40,558	Marked Tree
13	\$50,806	Wynne	93	\$43,198	Hackett	173	\$40,531	Dierks
14	\$50,682	Lake Hamilton	94	\$43,189	Paragould	174	\$40,478	Guy-Perkins
15	\$50,437	Lincoln	95	\$43,167	Blytheville	175	\$40,443	Melbourne
16	\$50,435	West Memphis	96	\$43,021	Rose Bud	176	\$40,436	Crossett
17	\$50,413	Benton	97	\$42,991	South Conway County	177	\$40,424	Greenland
18	\$50,231	Lakeside/ Garland	98	\$42,985	Parkers Chapel	178	\$40,404	Lafayette County
19	\$50,007	Charleston	99	\$42,948	Harrisburg	179	\$40,220	Scranton
20	\$49,850	Marvell	100	\$42,892	Blevins	180	\$40,199	Cave City
21	\$49,775	Riverview	101	\$42,836	Heber Springs	181	\$40,188	Buffalo Island Central
22	\$49,671	West Side/ Cleburne	102	\$42,807	McCroary	182	\$40,113	Lavaca
23	\$49,640	Greenbrier	103	\$42,788	Ashdown	183	\$40,039	Clinton
24	\$49,594	Searcy County	104	\$42,763	South Mississippi Co.	184	\$39,976	England
25	\$49,446	Cabot	105	\$42,677	Two Rivers	185	\$39,892	Cedarville
26	\$49,227	North Little Rock	106	\$42,585	Strong-Huttig	186	\$39,892	Cotter
27	\$49,214	Greenwood	107	\$42,520	Piggott	187	\$39,856	Mammoth Spring
28	\$48,749	Nashville	108	\$42,508	Foreman	188	\$39,855	Sloan-Hendrix
29	\$48,644	Vilonia	109	\$42,479	Marmaduke	189	\$39,850	Highland
30	\$48,622	Watson Chapel	110	\$42,474	Bismarck	190	\$39,818	Shirley
31	\$48,572	Gravette	111	\$42,468	Stuttgart	191	\$39,788	Kirby
32	\$48,313	Fountain Lake	112	\$42,443	Mount Ida	192	\$39,770	Cedar Ridge
33	\$48,292	Marion	113	\$42,369	Hector	193	\$39,718	Green Forest
34	\$48,271	Harrison	114	\$42,358	Mansfield	194	\$39,574	South Side/Van Buren
35	\$48,129	Huntsville	115	\$42,352	Hughes	195	\$39,487	Armored
36	\$47,971	Dequeen	116	\$42,313	Brinkley	196	\$39,483	Mountainburg
37	\$47,535	Eureka Springs	117	\$42,304	Clarendon	197	\$39,478	Omaha
38	\$47,510	Dollarway	118	\$42,292	Berryville	198	\$39,455	Fordyce
39	\$47,461	Barton-Lexa	119	\$42,168	County Line	199	\$39,454	Ouachita River
40	\$47,259	Spring Hill	120	\$42,151	Waldron	200	\$39,443	Magazine
41	\$47,252	Genoa Central	121	\$42,033	Lee County	201	\$39,347	Prescott
42	\$47,145	Harmony Grove/ Saline	122	\$42,021	Bald Knob	202	\$39,290	Hazen
43	\$46,693	Poyen	123	\$42,003	Brookland	203	\$39,248	Westside/ Johnson
44	\$46,554	Siloam Springs	124	\$41,987	Norfork	204	\$39,243	Lawrence County
45	\$46,549	Van Buren	125	\$41,977	Elkins	205	\$39,205	Cutter-Morning Star
46	\$46,300	Pea Ridge	126	\$41,926	Jasper	206	\$39,200	Centerpoint
47	\$46,296	Dardanelle	127	\$41,889	South Pike County	207	\$39,157	Danville
48	\$46,281	Gentry	128	\$41,886	Bearden	208	\$38,984	Norphlet
49	\$46,248	Ozark Mountain	129	\$41,885	Monticello	209	\$38,958	East End
50	\$46,216	Glen Rose	130	\$41,872	Osceola	210	\$38,880	Quitman
51	\$45,979	Malvern	131	\$41,870	McGehee	211	\$38,822	Harmony Grove/ Ouachita
52	\$45,902	Farmingington	132	\$41,849	Lonoke	212	\$38,798	Concord
53	\$45,789	Hot Springs	133	\$41,847	Magnet Cove	213	\$38,777	Caddo Hills
54	\$45,680	Bradley	134	\$41,845	Mt. Vernon/Enola	214	\$38,746	Decatur
55	\$45,539	Jonesboro	135	\$41,747	Perryville	215	\$38,706	Nemo Vista
56	\$45,484	Helena/ West Helena	136	\$41,674	Arkadelphia	216	\$38,559	Bay
57	\$45,383	Alma	137	\$41,671	Ouachita	217	\$38,303	Hartford
58	\$45,366	Earle	138	\$41,527	Dermott	218	\$38,295	Augusta
59	\$45,342	West Fork	139	\$41,519	Warren	219	\$38,263	Midland
60	\$45,289	Russellville	140	\$41,510	Southside	220	\$38,244	Lakeside #1 / Chicot
61	\$45,250	Clarksville	141	\$41,496	Des Arc	221	\$38,172	Mountain Pine
62	\$45,202	Mineral Springs	142	\$41,487	Palestine-Wheatley	222	\$38,150	Jackson County
63	\$45,157	Bauxite	143	\$41,484	Booneville	223	\$38,089	Searcy
64	\$45,088	Nettleton	144	\$41,434	Rector	224	\$38,023	Hillcrest
65	\$45,044	Mountain Home	145	\$41,308	Valley Springs	225	\$37,959	Newport
66	\$44,875	Izard County Consolidated	146	\$41,290	Trumann	226	\$37,945	Cross County
67	\$44,773	Lamar	147	\$41,280	Alpena	227	\$37,468	Batesville
68	\$44,740	Sheridan	148	\$41,160	Maynard	228	\$37,403	Bradford
69	\$44,704	Prairie Grove	149	\$41,095	Flippin	229	\$37,360	Nevada
70	\$44,555	Gurdon	150	\$41,061	Mulberry/Pleasant View	230	\$37,193	Hoxie
71	\$44,465	Dover	151	\$41,054	Horatio	231	\$37,061	Cossatot River
72	\$44,451	Dewitt	152	\$41,041	Paris	232	\$36,791	Calico Rock
73	\$44,378	Beebe	153	\$41,028	Bergman	233	\$36,699	Ozark
74	\$44,351	Woodlawn	154	\$41,013	Atkins	234	\$36,251	Wonderview
75	\$44,315	Magnolia	155	\$40,994	Mayflower	235	\$35,977	Deer/Mt. Judea
76	\$44,256	Texarkana	156	\$40,993	Hope	236	\$35,698	Western Yell County
77	\$44,247	Star City	157	\$40,985	East Poinsett County	237	\$34,515	Drew Central
78	\$44,171	Valley View	158	\$40,984	Dumas	238	\$33,865	Viola
79	\$44,110	Camden Fairview	159	\$40,900	El Dorado	239	\$33,821	Hermitage
80	\$44,017	Pocahontas	160	\$40,866	Hampton			

2010-11
Average
Salary
Rank by
School
District

5. How do teacher salaries in Arkansas compare with the salaries in other professions with similar educational requirements within the state?

Selected 2010 Annual Mean Salaries for the United States and Arkansas

Profession	Mean Annual Salary (US)	Mean Annual Salary (Arkansas)
Civil Engineers	\$82,280	\$72,920
Computer Programmers	\$74,900	\$62,120
Accountants & Auditors	\$68,960	\$55,520
Registered Nurses	\$67,720	\$56,500
Technical Writers	\$66,240	\$45,660
Loan Officers	\$65,900	\$62,610
Insurance Underwriters	\$65,220	\$51,170
Editors	\$59,340	\$41,190
Surveyors	\$58,140	\$45,950
Librarians	\$56,360	\$51,250
Secondary School Teachers	\$55,990	\$45,770
Foresters	\$55,790	\$55,380
Middle School Teachers	\$54,880	\$45,210
Appraisers & Assessors	\$54,230	\$33,820
Curators	\$53,160	\$42,070
Social Workers	\$52,270	\$40,600
Interior Designers	\$52,100	\$35,460
Electricians	\$51,810	\$40,880
Licensed Practical Nurses	\$41,360	\$34,280
Preschool Teachers	\$29,200	\$26,390

Source: U.S. Bureau of Labor Statistics

6. What instructional areas have the largest number of teachers teaching out of area in Arkansas?

1. Special Education
2. Gifted and Talented
3. School Counselor
4. Middle Childhood Education
5. Library Media
6. Secondary Sciences
7. 5th/6th Endorsement
8. Career Orientation
9. Building Level Administration
10. Mathematics

Refer to the next page for full list of waiver requests.

Waivers for Teachers Teaching Out of Area for More than 30 Days
School Year 2011-2012

2010-2011 ALP Code	Out of Area	ALP Waivers Total to Date	% of Total Waivers
230, 231, 232, 234, 291, 292	Special Education	486	35.19%
305, 306	Gifted & Talented	134	9.70%
299, 300	School Counselor	91	6.59%
002, 168	Middle Childhood Education	88	6.37%
295, 296	Library Media	85	6.15%
169, 170	Secondary Sciences	59	4.27%
103, 104, 105, 106, 107	5th/6th Endorsement	54	3.91%
410, 411, 412, 418	Career Orientation	49	3.55%
302, 312, 313	Bldg. Level Adm.	42	3.04%
200	Mathematics	37	2.68%
167	Social Studies	34	2.46%
307, 308	ESL	29	2.10%
227, 228, 235, 236	PE/Wellness/Leisure	22	1.59%
166	English	18	1.30%
239, 314, 315, 318, 335	Curriculum Program Adm.	18	1.30%
108, 4040	Journalism	16	1.16%
203, 204, 205, 206	Music	16	1.16%
201, 202	Art	16	1.16%
224, 225	Business Technology	15	1.09%
113, 114, 207, 208	Drama/Speech	16	1.16%
311	District Level Adm.	13	0.94%
209	Algebra 1 Endorsement	7	0.51%
001	ECE P-4	7	0.51%
003, 004	Spanish	6	0.43%
215	FACS	5	0.36%
229	Adult Education	4	0.29%
4546	Transition Math	5	0.36%
293	Coaching Endorsement	3	0.22%
2010	Survey of Fine Arts	3	0.22%
297	Reading Specialist		0.00%
165	Latin		0.00%
221, 222	Marketing	3	0.22%
217, 218	Agricultural Education		0.00%
005, 006	French		0.00%
007, 008	German		0.00%
410	Keystone - Career Academy		0.00%
9	Mandarin Chinese		0.00%
Data as of 2/10/12	Total Waivers	1381	100.00%

Source: Arkansas Department of Education- Division of Human Resources; Professional Licensure

Note: ALP = Additional Licensure Plan

Additional Information

This report utilizes two data sources for comparing average teacher salaries: the National Education Association (NEA) and the Arkansas Department of Education (ADE).

The first section of the report compares the average salary of the Southern Regional Education Board (SREB) states as well as the states that surround Arkansas utilizing the NEA data. These comparisons are found on pages 2-4 of the report. The NEA calculation is described below.

1. National Education Association Average Teacher Salary Calculation:

The average annual salary is the total amount regularly paid or stipulated to be paid to an individual before deductions for Social Security, health insurance, and the like. The average annual teacher salary is computed as the weighted arithmetic mean of salary figures reported for full-time equivalent elementary and secondary classroom and substitute teachers assigned to instruct pupils. Included are regular salaries for full-time and part-time teachers and substitute teachers.

Does not include

- “extra pay for extra duty”
- payments for teaching summer school (with the exception of 12-month employees)
- salaries for other categories of employees
- salaries for vacant positions
- curriculum specialists
- guidance counselors
- librarians
- media specialists
- remedial specialists
- others possessing educational certification but who are not responsible for day-to-day teaching of the same group of pupils.
- instructional aides
- attendance personnel
- health services personnel
- psychologists
- social workers
- clerical personnel
- community college staff
- or persons whose jobs do not require skills in the field of education
- principals
- assistant principals
- supervisors
- superintendents
- assistant superintendents

In the second portion of the report, ADE's Annual Statistical Report (ASR) methodology is utilized for comparison on page 7 for the years 2003-2010.

The overall average salary of the state, as well as the highest and lowest district average salaries are also compared and reported on page 7 of the report for the years 2003-2010.

A different calculation was utilized for the year 2010-2011, because it was noted by the Bureau that a number of districts had significant salary changes from the ASR in 2009-2010 and 2010-2011. Therefore, the Bureau of Legislative Research, with the cooperative efforts of the Department of Education, calculated a new average for the districts, instead of using the data from the ASR for the year 2010-2011.

The calculation for a new average was performed by taking the total salaries paid from the FY11 expenditure ledger and dividing it by the number of FTEs reported by the district. There were 28 districts that had reported an incorrect number of FTE; those were adjusted based on correspondence between the BLR and those districts.

The average teacher salary for each district was printed on a map in this report titled "2010-11 Average Salary Rank by School District."

The formula used in the ASR to calculate the average teacher salaries is described below.

2. Arkansas Department of Education Average Teacher Salary Calculation:

The average teacher salary for each district is based on lines 83 and 84 from the ASR. The average salary for each district is the number of full time equivalents (FTE) (line 83) divided by the corresponding salary. Object ranges listed below make up the salary for the ASR (line 84).

Line 83: Personnel – Non-Federal Certified Classroom FTEs. The number of K-12 certified personnel employed by the district as K-12 classroom teachers, librarians, counselors, psychologists, and other K-12 certified, *non-administrative employees* and paid from the Teacher Salary Fund. *Certified employees paid from federal funds are not included.*

Line 84: Average Salary – Non-Federal Certified Classroom FTEs. The average salary of personnel defined in line 83.

The following ranges of salary objects are included in ASR average salary calculations:

- **61100 Regular Employees**
- 61110 Certified. Salary expenditures paid to certified employees from the teacher salary fund, unless funded by a federally sponsored program.
- 61120 Classified. Salary expenditures paid to non-certified employees from the operating or building fund, unless funded by a federally sponsored program.
- **61300 Overtime.** Amounts paid to permanent and temporary employees for work performed in addition to the normal work period for which the employee is compensated.
- 61310 Certified
- 61320 Classified.
- **61400 Sabbatical Leave.** Amounts paid by to employees on sabbatical leave.
- 61410 Certified
- 61420 Classified.
- **61500 Additional compensation such as bonuses or incentives.**
- 61510 Certified
- 61520 Classified.
- **61600 Workshops.** Amounts paid to an employee for attending workshops or other forms of professional development outside of normal working hours or contracted days.
- 61610 Certified

Continued ranges of salary objects included in ASR average salary calculations

- 61620 Classified.
- **61800 Unused Sick Leave.** Costs incurred due to an employee retiring, being terminated or as a benefit when an employee accumulates over the max amount eligible to be carried forward in a year.
- 61810 Certified. Expenditures paid to certified personnel from the teacher salary fund, unless funded by a federally sponsored program.
- 61820 Classified. Expenditures paid to non-certified personnel usually from the operating or building fund, unless funded by a federally sponsored program.
- **61900 Other.** The costs paid for severance or early retirement incentive.
- 61910 Severance Certified and 61920 Severance Classified.
- 61930 Early Retirement Incentive Certified.
- 61940 Early Retirement Incentive Classified.
- 61950 Annuity-Certified and 61951 Annuity-Classified
- 61960 Unused Vacation Certified and 61961 Unused Vacation Classified