

# Teacher Salary Proposal

## Salary Schedule

Amend Arkansas Code § 6-17-2403 to adopt a new minimum teacher salary schedule. The new salary schedule will increase in equal increments over the biennium to end with a minimum salary of \$31,000. In the first year, the minimum salary for a teacher with a bachelor’s degree will be set at \$30,122, and the minimum salary for a teacher with a master’s degree will be set at \$34,640. With each year of experience, a teacher with a bachelor’s degree will receive \$450 in additional salary, and a teacher with a master’s degree will receive \$500.

In the second year, the minimum salary for a teacher with a bachelor’s degree will be set at \$31,000, and the minimum salary for a teacher with a master’s degree will be set at \$35,650. With each year of experience, a teacher with a bachelor’s degree will receive \$450 in additional salary and a teacher with a master’s degree will receive \$500.

**Current Salary Schedule**

Years of Exp.	BA	MA
0	\$29,244	\$33,630
1	\$29,694	\$34,130
2	\$30,144	\$34,630
3	\$30,594	\$35,130
4	\$31,044	\$35,630
5	\$31,494	\$36,130
6	\$31,944	\$36,630
7	\$32,394	\$37,130
8	\$32,844	\$37,630
9	\$33,294	\$38,130
10	\$33,744	\$38,630
11	\$34,194	\$39,130
12	\$34,644	\$39,630
13	\$35,094	\$40,130
14	\$35,544	\$40,630
15	\$35,994	\$41,130

**2015-16**

Years of Exp.	BA	MA
0	\$30,122	\$34,640
1	\$30,572	\$35,140
2	\$31,022	\$35,640
3	\$31,472	\$36,140
4	\$31,922	\$36,640
5	\$32,372	\$37,140
6	\$32,822	\$37,640
7	\$33,272	\$38,140
8	\$33,722	\$38,640
9	\$34,172	\$39,140
10	\$34,622	\$39,640
11	\$35,072	\$40,140
12	\$35,522	\$40,640
13	\$35,972	\$41,140
14	\$36,422	\$41,640
15	\$36,872	\$42,140

**2016-17**

Years of Exp.	BA	MA
0	\$31,000	\$35,650
1	\$31,450	\$36,150
2	\$31,900	\$36,650
3	\$32,350	\$37,150
4	\$32,800	\$37,650
5	\$33,250	\$38,150
6	\$33,700	\$38,650
7	\$34,150	\$39,150
8	\$34,600	\$39,650
9	\$35,050	\$40,150
10	\$35,500	\$40,650
11	\$35,950	\$41,150
12	\$36,400	\$41,650
13	\$36,850	\$42,150
14	\$37,300	\$42,650
15	\$37,750	\$43,150

## Teacher Salary Funding

To fund the proposed salary schedule increases, the General Assembly would provide an additional \$848 per teacher position in the matrix. The \$848 is the result of two calculations:

1. First, it includes the difference between the average salary of the 2017 salary schedule (average of the top and bottom salary for a BA and the top and bottom salary for an MA, or \$36,888) and the average salary of the current minimum salary schedule (\$35,000). The result is a difference of \$1,888.
2. The actual average teacher salary in 2013 (\$47,316) was \$1,040 less than the average teacher salary funded through in the matrix (\$48,356). Therefore \$1,040 is subtracted from \$1,888, for a difference of \$848.

The \$848 would be added to the salary of each of the 33.69 teacher positions in the matrix (including the additional .025 librarian the Education Committees recommended). Like the salary schedule, this amount would be phased in over the biennium. In 2015-16, the salary for each teaching position would be increased by \$424 and another \$424 in 2016-17.

This additional funding would be provided only in conjunction with the specified increase in the minimum teacher salary schedule. One measure should not be passed without the other.

Additionally districts would be required to annually report in a public meeting the amount of funding the General Assembly has provided for teacher salaries.