

K-12 Teacher Salaries

2022 ADEQUACY STUDY

April 5, 2022 (updated September 1, 2022)

Prepared for the Interim Senate Committee on Education
and the Interim House Committee on Education



2022 Adequacy Report



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Introduction

During the *Lake View* lawsuit, the courts cited Arkansas's comparatively low teacher salaries and wide wage disparities among districts in the state. In compliance with adequacy study requirements for the House and Senate Education Committees found in Ark. Code Ann. § 10-3-2101 et seq., this report seeks to evaluate the following issues regarding Arkansas teacher salaries:

1. How Arkansas teacher salaries compare with surrounding states and states of the Southern Regional Education Board (SREB).
2. How Arkansas's average teacher salaries have changed in comparison with surrounding states and states in the SREB from 2019 to 2021.
3. How the cost of living in Arkansas and surrounding states affect the value of Arkansas teacher salaries.
4. Whether the disparity in teacher salaries within Arkansas increased or decreased in 2020-21.
5. How teacher salaries in Arkansas compare with the salaries in other professions with similar educational requirements within the state.

BUREAU OF LEGISLATIVE RESEARCH - A

Teacher Salary Comparisons

According to the annual statistical report of the National Education Association (NEA), *Rankings of the States 2020 and Estimates of School Statistics 2021*, Arkansas's 2020 average salary ranked 47th among the fifty states and the District of Columbia (D.C.), which is a drop from Arkansas's prior year, 2019, ranking of 46th. As reported in the previous Teacher Salary Report, Arkansas's 2018 average salary ranked 44th. Arkansas's ranking compared to other states has steadily declined in recent years

The national average teacher salary for 2020 was \$64,133, which is an increase of 3% over the 2019 average salary. Arkansas's average salary of \$50,546 increased by 2%. New York, California, Massachusetts, and the District of Columbia rank 1st, 2nd, 3rd and 4th, respectively, among the 50 states and D.C. According to the *2020 Missouri Cost of Living Data Series* index, these four states are also among the states with the highest cost of living in the U.S., so it is not unexpected that their teacher salaries would reflect this higher cost of living.¹

To provide a better idea of the value of Arkansas's teacher salaries in light of the cost of living in Arkansas, the Bureau of Legislative Research (BLR) adjusted the teacher salaries of all 50 states and D.C. using the *Missouri Cost of Living Data Series* index. Using cost of living adjusted (COLA) salaries, Arkansas moves up in the national ranking to 28th. Arkansas's COLA-adjusted average salary ranking in 2018 and 2019 was 22nd and 25th, respectively. Again, even with the COLA adjustments, we see a decline in Arkansas's average teacher salary ranking among the 50 states and D.C. in the most recently completed year.

¹ 2020 Missouri Cost of Living Data Series, Missouri Economic Research and Information Center, <https://meric.mo.gov/data/cost-living-data-series>.

Southern Regional Educational Board (SREB) States

The regional average teacher salary for 2020 was \$55,205. According to the SREB, the average teacher salary in the South is 16% lower than the national average.²

Arkansas's 2020 average teacher salary as reported by the NEA for state-to-state comparisons was \$50,456, which ranked 13th among the 16 SREB states, but rose to 9th when a cost of living adjustment was applied to the salaries. Arkansas's 2020 average salary, and COLA-adjusted rankings among the SREB states did not change from the prior year. The table below provides the 2020 NEA average salary, COLA-adjusted average salary, and rank using the COLA-adjusted salary, for each SREB state.

Rank (COLA-Adj. Salary)	State	2020 COLA Adj. Salary	2020 Avg. Salary
1	Georgia	\$59,497	\$60,578
2	Texas	\$54,670	\$57,090
3	Oklahoma	\$54,654	\$54,096
4	Alabama	\$53,428	\$54,095
5	Delaware	\$53,051	\$64,853
6	Tennessee	\$50,937	\$51,862
7	Maryland	\$50,868	\$73,444
8	Kentucky	\$50,739	\$53,907
9	Arkansas	\$50,456	\$50,456
10	Virginia	\$50,052	\$57,665
11	North Carolina	\$49,642	\$54,150
12	South Carolina	\$48,992	\$53,329
13	Mississippi	\$48,839	\$46,843
14	Louisiana	\$48,744	\$51,566
15	W. Virginia	\$47,745	\$50,238
16	Florida	\$43,346	\$49,102

Contiguous States

The surrounding states' average teacher salary for 2020 was \$51,819. Among the seven surrounding states, Arkansas's 2020 unadjusted average salary ranked 6th, which is the same as it was in 2019, but is a decline from the 2018 ranking of 5th, and 2017 ranking of 4th. When a cost of living adjustment was applied, Arkansas's ranking moved up to 4th. The table to the right provides the 2020 NEA average salary, COLA-adjusted average salary, and rank using the COLA-adjusted salary, for the surrounding states.

Rank (COLA-Adj. Salary)	State	2020 COLA Adj. Salary	2020 Avg. Salary
1	Texas	\$54,670	\$57,090
2	Oklahoma	\$54,654	\$54,096
3	Tennessee	\$50,937	\$51,862
4	Arkansas	\$50,456	\$50,456
5	Missouri	\$50,247	\$50,817
6	Mississippi	\$48,839	\$46,843
7	Louisiana	\$48,744	\$51,566

² SREB Teacher Compensation Dashboard 2019-2020, https://www.sreb.org/interactive/teacher-compensation-dashboard?utm_source=SREB+Policy+%26+Practice+and+Announcements&utm_campaign=9909bea137-EMAIL_CAMPAIGN_2022_03-10_TeacherComp&utm_medium=email&utm_term=0_d0b081a99e-9909bea137-131001057

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-level average teacher salaries and average teacher salaries by district and open-enrollment public charter school system.

The NEA average salary amounts are not available at the district levels, so the BLR used data from Arkansas Public School Computer Network (APSCN), to calculate an average salary for all districts and an overall statewide average based on the same methodology. Prior to the 2018 Adequacy Study, the Bureau used the Average Salary – Non-Federal Licensed Classroom full-time equivalents’ (FTEs) from the Division of Elementary and Secondary Education’s Annual Statistical Report (ASR) in its analysis of average teacher salary by school district. During that period of time, the BLR developed its own methodology of calculating average teacher salaries as a way of testing the reasonableness of the ASR data and as a way of producing a detailed report of the salary and FTE amounts for each teacher entering into the district average salary computation. Over the course of several years, material errors have been found in a limited number of districts in each ASR reviewed by the BLR. These errors have not had a significant impact on the overall state average, but have posed problems for the BLR’s analysis. Beginning with the 2018 Adequacy Study, the BLR began using the average salaries from its own methodology for the Adequacy Study analysis, rather than using the salaries reported in the ASR. The average classroom teacher salaries for the 2021 school year and for all years showing a trend analysis presented in this report are from the BLR’s methodology. This methodology is described in more detail in Appendix A.

The Arkansas Legislature created the Teacher Salary Equalization Fund³ to assist in addressing the disparities in teacher salaries within the state and compared to surrounding states.⁴ These funds provide public school districts and open-enrollment public charter school systems⁵ with additional funding dedicated to increasing teacher salaries. Equalization funding is provided to districts and charter school systems that have an average annual teacher salary below the “statewide target average annual salary” set by the legislature.⁶ This target average is a statewide measure, not an expectation for each district or charter school system. Equalization funding is continuous and will increase if Average Daily Membership (ADM) increases. The legislature may also increase the state target average and the amount of per-student funding as part of the adequacy review process, which will increase the amount of funds districts and charter school systems will be eligible to receive. Funding will not decrease below the amount received in the initial base year even if ADM decreases.

The goals of the legislature in providing equalization funding include⁷:

- Regular increases in the state average salary;
- An improved state ranking for average salary among SREB states;
- A continuous reduction in the gap between the highest and lowest average salary and starting salary in the state;

³ See Ark. Code Ann. § 6-20-2305(b)(6) (as codified by Acts 679 and 680 of 2021).

⁴ See Acts 679 and 680 of 2021.

⁵ See Ark. Code Ann. § 6-23-501(a)(1) (providing that open-enrollment public charter schools "shall receive funds equal to the amount that a public school would receive under § 6-20-2305(a) and (b) as well as any other funding that a public charter school is entitled to receive under law or under rules promulgated by the State Board of Education).

⁶ See Ark. Code Ann. § 6-20-2305(b)(6)(A)(ii) (establishing the statewide target average annual salary for the 2021-2022 and 2022-2023 school years as \$51,822).

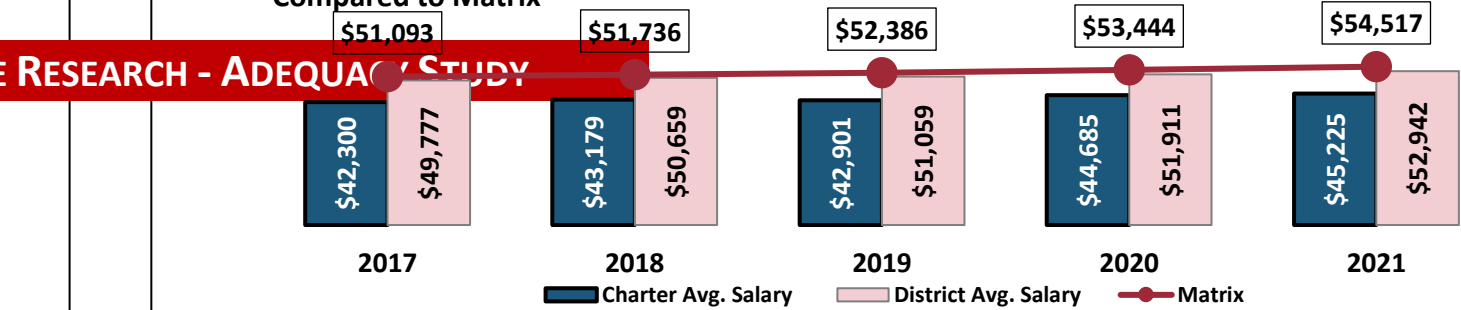
⁷ See Acts 679 and 680 of 2021.

- Lowering the rates of teacher attrition, and
- Increasing the number of districts with a starting salary above the minimum required by statute.

According to the Arkansas Division of Elementary and Secondary Education (DESE), districts and open-enrollment charter school systems should use equalization funds, at a minimum, to meet or exceed the state minimum salary requirements in Ark. Code Ann. 6-17-2403 each year.⁸

The chart below provides public school districts' and open-enrollment public charter school system's average teacher salaries compared to the teacher salary amounts used in the matrix between 2017 and 2021. The teacher salary amount used in the matrix to calculate foundation funding has consistently been higher than the average teacher salary paid at the district and charter school system level.

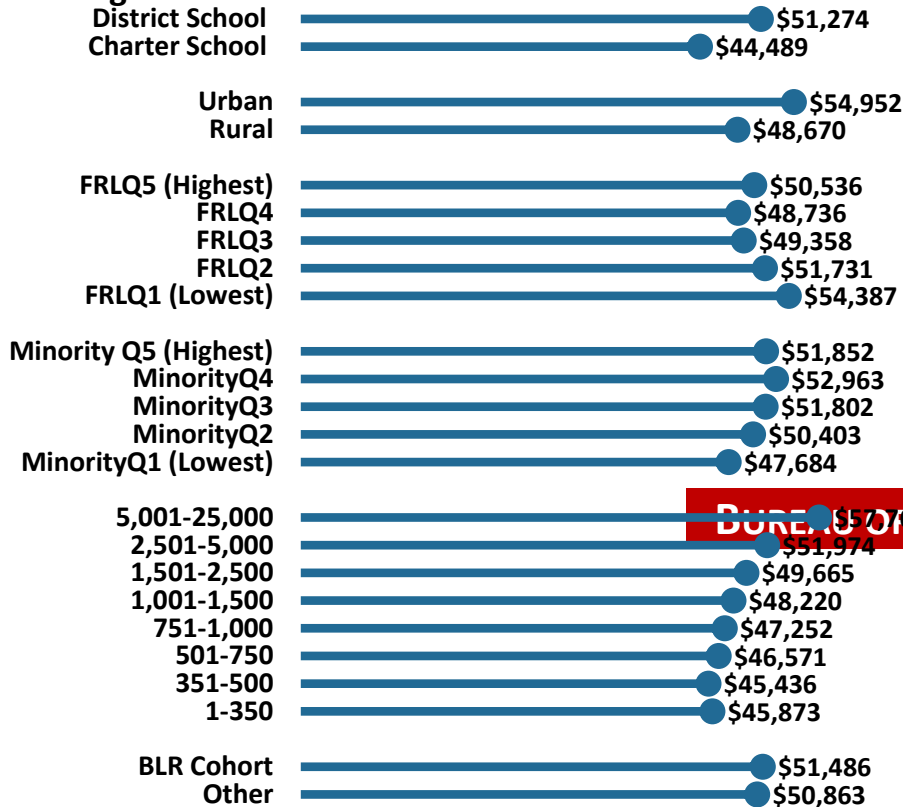
5-YR Charter School Systems' and Districts' Average Salaries Compared to Matrix



The following chart compares average salaries at the school level (not district or charter system level as is shown above) within each of set of categories. Salary information was not available in the Arkansas Public School Computer Network (APSCN) from three charter schools: Creative Action Team (Hope School District), Polk Virtual Academy (Mena School District), and Adventure Online Academy (Waldron School District). As the chart illustrates, average teacher salaries are generally higher at schools within districts than at schools within charter systems. Salary levels generally grew at schools within increasingly larger districts, and BLR Cohort Schools had an average salary over \$600 higher than other schools' average salaries.

⁸ See Ark. Code Ann. § 6-20-2305(b)(6)(C) (providing that "[t]eacher salary equalization funding provided to a school district under this subchapter shall be expended only for teacher salaries and benefits."); see also Arkansas Division of Elementary and Secondary Education "Teacher Salary Equalization Fund Guidelines," FIN-21-048 (May 13, 2021).

Average Teacher Salaries: Statewide

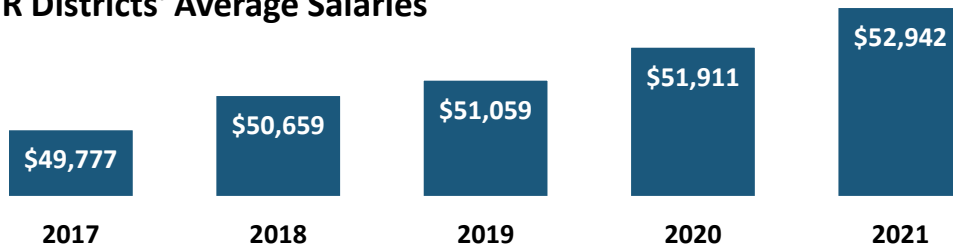


BUREAU OF LEGISLATIVE RESEARCH - A

PUBLIC SCHOOL DISTRICTS' AVERAGE TEACHER SALARIES

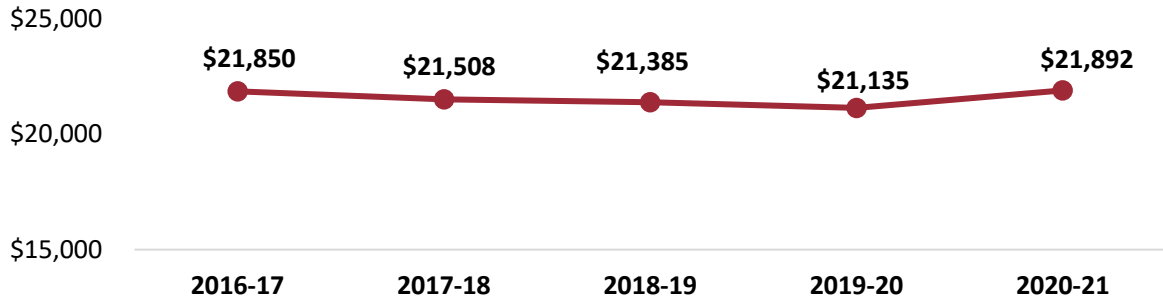
The following chart provides the average teacher salary amounts for school districts between 2017 and 2021. The 2021 average teacher salary for Arkansas's school districts ranged from \$63,616 for Springdale School District to \$41,724 for Ozark Mountain School District, a difference of almost \$22,000.

5-YR Districts' Average Salaries



The following chart shows the gap between the highest and lowest average salaries for school districts between 2017 and 2021. See Appendix B for 2021 individual district average teacher salaries sorted from highest to lowest.

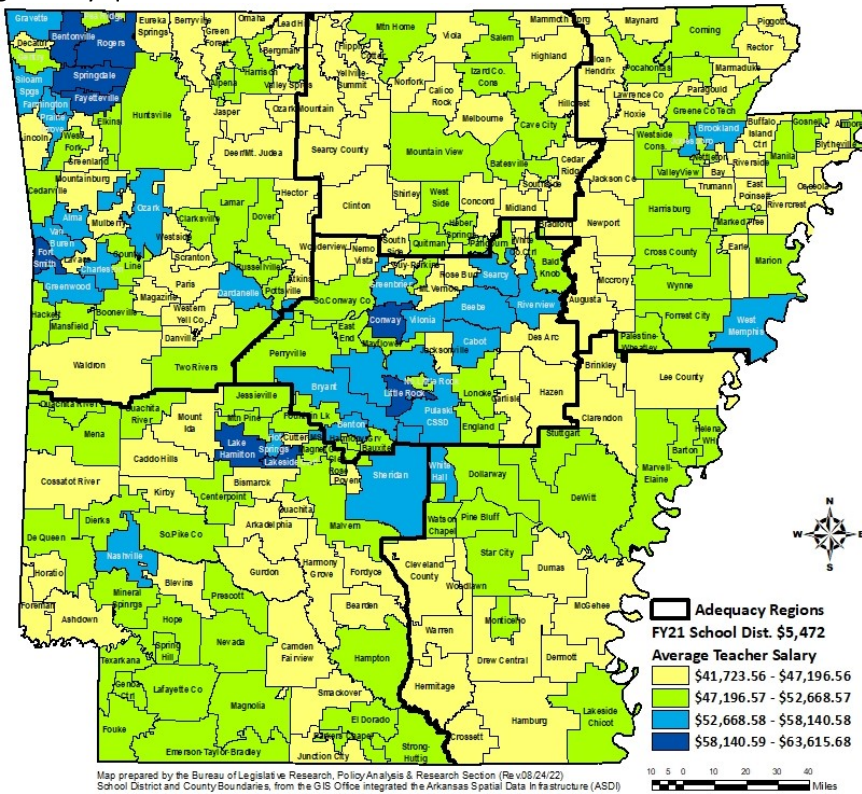
School Districts Gap Between Highest and Lowest Average Salary



Regional Analysis of District Average Teacher Salaries

The following map illustrates the 2021 average teacher salaries of all school districts divided into average salary quartiles as shown below.

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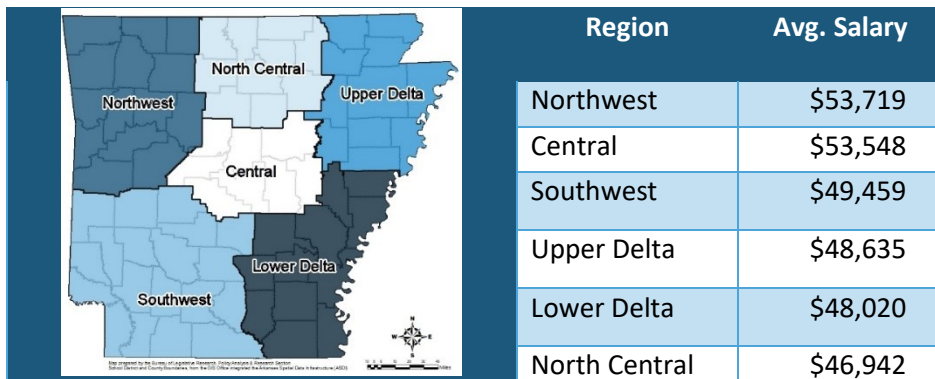
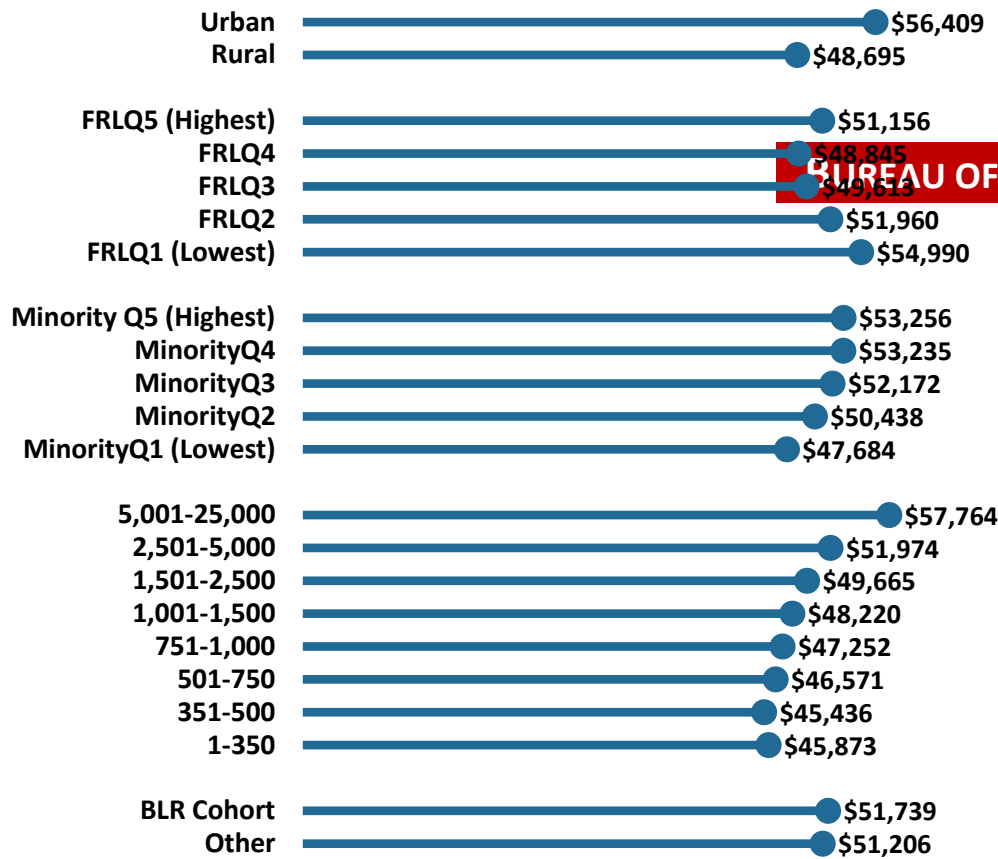
Map prepared by the Bureau of Legislative Research, Policy Analysis & Research Section (Rev 08/24/22)
School District and County Boundaries, from the GIS Office integrated the Arkansas Spatial Data Infrastructure (ASDI)

2020-2021 District Average Teacher Salary Quartiles (\$5,472)				
Qtr.	Lower Range	Upper Range	Range of Each	Sch. Dist. Count
1	\$41,724.56	\$47,196.56	\$5,472.	108
2	\$47,196.57	\$52,668.57	\$5,472.	98
3	\$52,668.58	\$58,140.58	\$5,472.	20
4	\$58,140.59	\$63,612.59	\$5,472.	9

Districts' School-Level Analysis

The graph below compares average salaries at the school level for public school districts. Average teacher salary levels are generally higher at schools within urban areas. Salary levels generally declined with higher levels of free and reduced lunch populations, and generally increased with higher concentrations of minority students. Salary levels generally grew at schools within increasingly larger districts, and BLR Cohort Schools had an average salary a little over \$500 higher than other schools' average salaries. Average salaries were higher in the Central and Northwest regions.

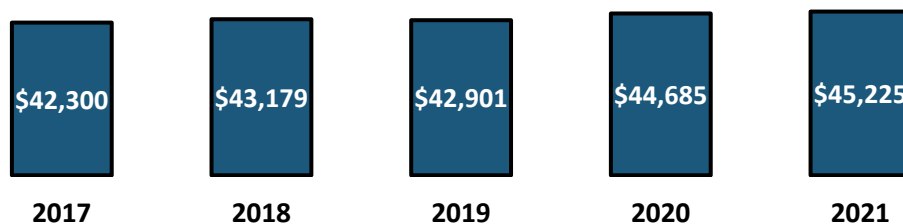
Average Teacher Salaries: School Districts



OPEN-ENROLLMENT PUBLIC CHARTER SCHOOL SYSTEMS' AVERAGE TEACHER SALARIES

The chart below provides the average salary amounts for open-enrollment public charter school systems between 2017 and 2021. The 2021 average salary for Arkansas's charter school systems range from \$52,010 for Haas Hall Academy to \$38,498 for Capital City Lighthouse Academy, which is a difference of \$13,512.

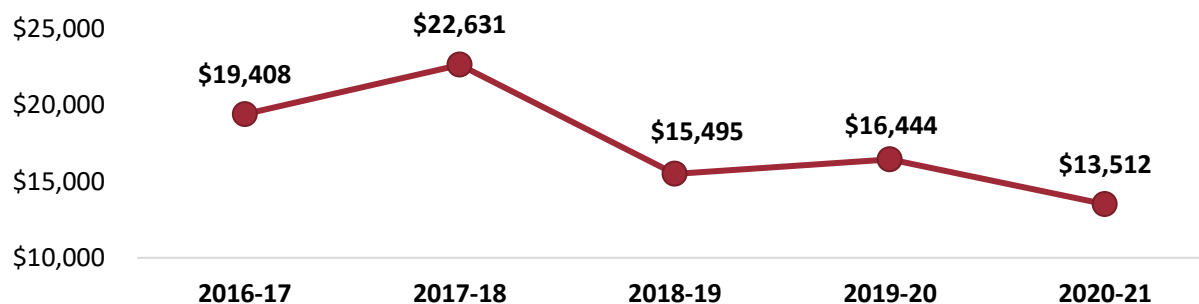
5-YR Charter School Systems' Average Salaries



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The chart below shows the gap between the highest and lowest average salaries for open-enrollment public charter school systems between 2017 and 2021. See Appendix C for 2021 individual charter school system average teacher salaries sorted from highest to lowest.

Charter School Systems Gap Between Highest and Lowest Average Salary

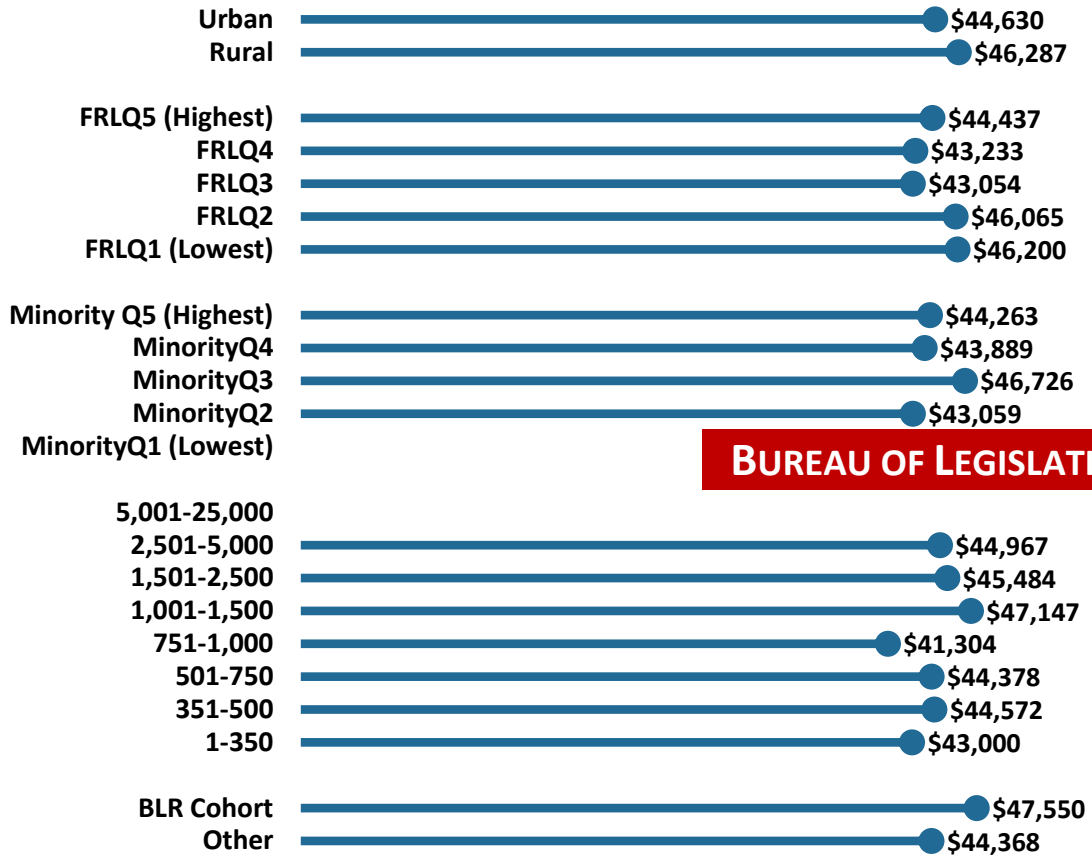


Charter School Systems' School-Level Analysis

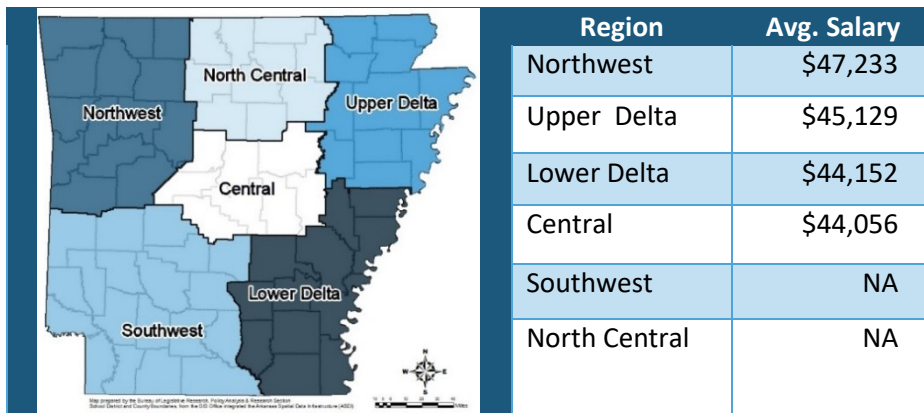
The chart below compares average salaries at the school level within each of set of the BLR school categories for charter school systems.⁹ Average teacher salaries are generally higher at charter schools within rural areas and in the Northwest region. There were not clear patterns for free and reduced lunch, minority, or size categories. BLR Cohort Schools had an average salary that was \$3,100 higher than other schools' average salaries.

⁹ Salary information was not available in the APSCN from three charter schools: Creative Action Team (Hope School District), Polk Virtual Academy (Mena School District) and Adventure Online Academy (Waldron School District).

Average Teacher Salaries: Charter Systems



BUREAU OF LEGISLATIVE RESEARCH - A



Review of Minimum Teacher Salary Schedule

Arkansas does not mandate teacher salaries, but it does statutorily provide for a minimum teacher compensation schedule.¹⁰ The following sections present information regarding the state’s minimum teacher salary requirements and district-level minimum teacher salaries.

The Arkansas General Assembly enacted the Teacher Salary Enhancement Act¹¹ through the passage of Act 170 of 2019. The Teacher Salary Enhancement Act increased minimum teacher salary schedules for school years 2019-20 through 2022-23. The salary schedules establish minimum salaries for teachers based on years of experience (0-15 years) and on the type of degree earned by the teacher, with one schedule for bachelor-degree-prepared teachers and one for master-degree-prepared teachers. The table below provides the minimum salary schedule established for BA degree prepared and MA degree prepared teachers for 2021.

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2020-2021 Minimum Teacher Salary Schedule (Ark. Code Ann. §6-17-2403 (b)(1))		
Years of Experience	BA Degree Salary	MA Degree Salary
0	\$33,800	\$38,450
1	\$34,250	\$38,950
2	\$34,700	\$39,450
3	\$35,150	\$40,950
4	\$35,600	\$40,450
5	\$36,050	\$40,950
6	\$36,500	\$41,450
7	\$36,950	\$41,950
8	\$37,400	\$42,450
9	\$37,850	\$42,950
10	\$38,300	\$43,450
11	\$38,750	\$43,950
12	\$39,200	\$44,450
13	\$39,650	\$44,950
14	\$40,100	\$45,450
15	\$40,550	\$45,950

The minimum salary for 2020-21 for a bachelor degree prepared teacher with zero years of experience was raised to \$33,800, an increase of \$1,000. The minimum salary for a master degree prepared teacher with zero years of experience was also increased to \$38,450, also an increase of \$1,000. The minimum salary schedules enacted in Act 170 retain the \$450 increase for each succeeding year of experience through year 15 for bachelor-degree-prepared teachers and a \$500 increase for each additional year of experience for master-degree-prepared teachers. The following table shows the beginning salary rates (zero years of experience) enacted for each school year, 2019-20 (2020) through 2022-23 (2023).

¹⁰ Ark. Code Ann. § 6-17-2403.

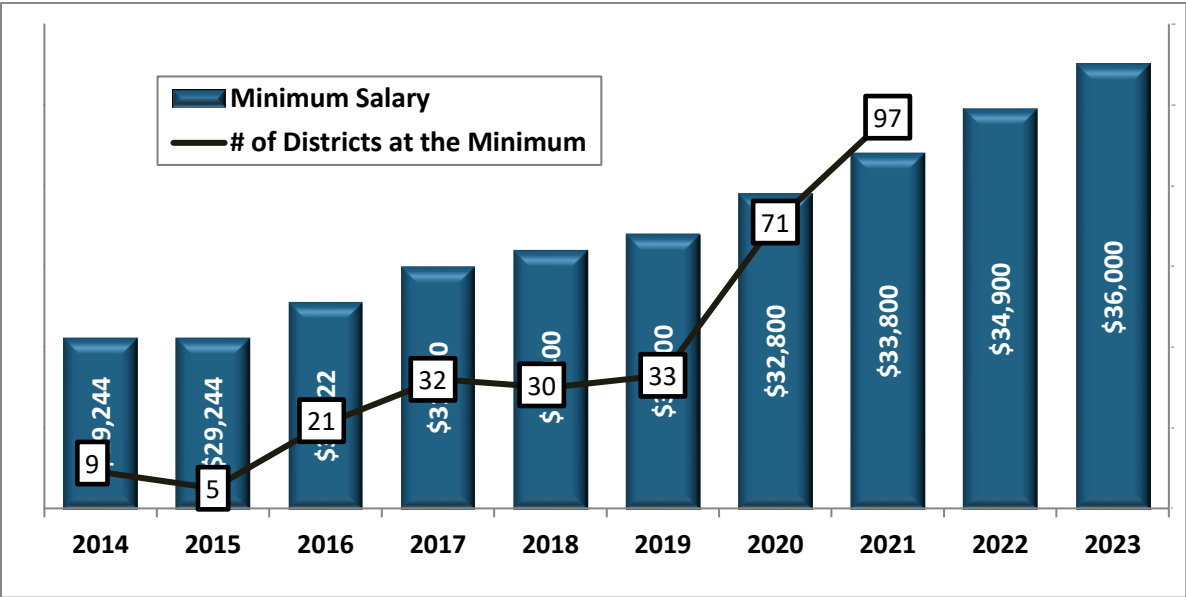
¹¹ See Ark. Code Ann. §§ 6-17-2403(b) (codifying Act 170 of 2019).

State Mandated Minimum Salary for Teachers with Zero Years of Experience -- School Years 2019-20 thru 2022-23				
School Year	BA Degree Salary	Change from Prior Year	MA Degree Salary	Change from Prior Year
2020	\$32,800	\$1,000	\$37,450	\$1,000
2021	\$33,800	\$1,000	\$38,450	\$1,000
2022	\$34,900	\$1,100	\$39,550	\$1,100
2023	\$36,000	\$1,100	\$40,650	\$1,100

Source: Act 170 of 2019

In 2014, nine districts' minimum salaries were at the statutory minimum, but by 2015 the number at the minimum had decreased to five: Augusta, Deer/Mount Judea, Mineral Springs, Mulberry, and Nevada County. With the consistent rise of the state-mandated minimum salary beginning in 2016, the number of districts at the minimum salary began to rise, culminating with all 97 districts at the minimum salary of \$33,800 in 2021.

Minimum Teacher Compensation for BA Prepared Teachers 2014 to 2023

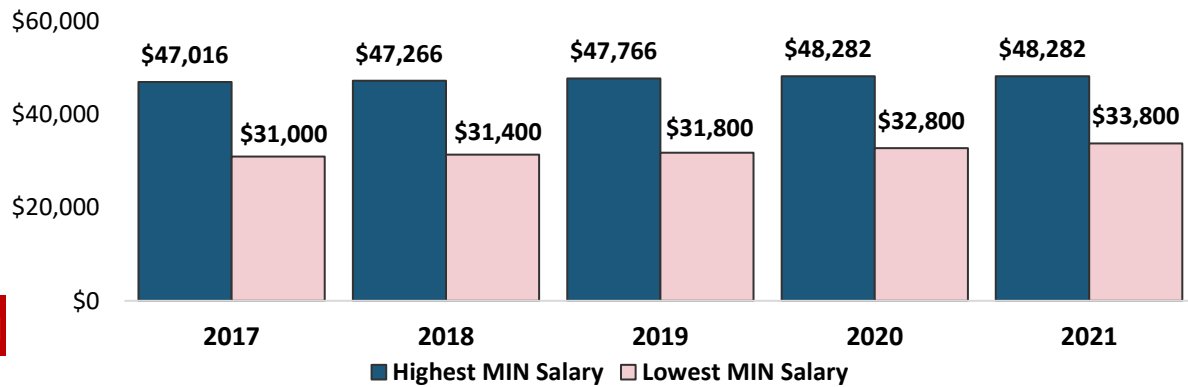


Data Source: [ADE Salary Reports Teacher Salary Schedule Analysis Schedules Posted in Accordance with A.C.A. §6-17-201 and §6-17-2301](#)

PUBLIC SCHOOL DISTRICTS' MINIMUM TEACHER SALARIES

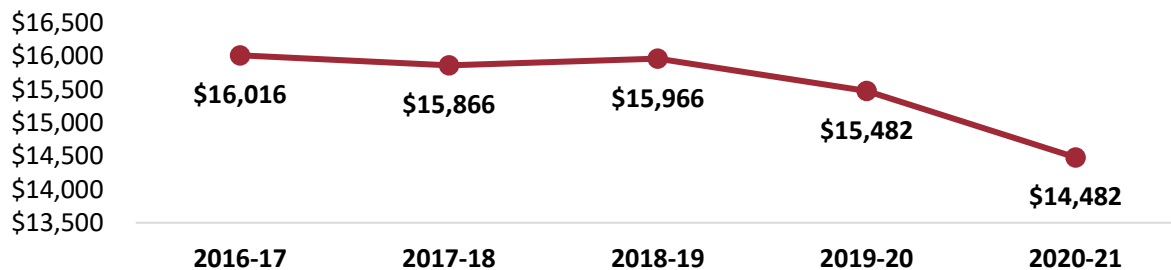
The 2021 average minimum salary for school districts was \$35,799. The following chart provides the highest and lowest minimum salaries adopted by Arkansas school districts between 2017 and 2021. A full list of public school districts' minimum salaries can be found in Appendix D.

District Minimum Teacher Salaries



The following chart shows the difference or gap between the highest and lowest minimum salaries for school districts between 2017 and 2021. As the state mandated minimum salary has risen in recent years, the variance between the highest and lowest district-level minimum salary has declined. The gap was at its highest in 2015 (\$17,256).

Gap Between Highest and Lowest Minimum Salary



Districts can and often do adopt individual district salary schedules that exceed the state-mandated minimum salary amounts. In 2021, 138 districts had minimum salaries higher than the state-mandated minimum, while 97 school districts adopted the state mandated minimum of \$33,800 (as their minimum salary).

A total of 28 districts paid a minimum salary of \$40,000 or more, with Springdale School District adopting the highest minimum salary of \$48,282. As shown in table below, the five districts paying the highest minimum salary are located within three counties. While Benton and Washington counties each have two of the highest paying minimum salary school districts in the state, disparities do exist among the starting minimum salaries paid by districts within the same counties. The difference between the highest and lowest minimum salary within Washington County is \$13,250 and \$12,950 in Benton County.

County	District	2020-2021 Minimum Salary	2020-2021 Gap
WASHINGTON	SPRINGDALE SCHOOL DISTRICT	48,282	\$13,250
BENTON	ROGERS SCHOOL DISTRICT	46,750	\$12,950
BENTON	BENTONVILLE SCHOOL DISTRICT	46,633	\$12,950
WASHINGTON	FAYETTEVILLE SCHOOL DISTRICT	46,450	\$13,250
GARLAND	LAKESIDE SCHOOL DISTRICT	44,183	\$10,383

Out of the 67 Arkansas counties with more than one school district, 50 had school districts with varying minimum salaries. The table below shows the number of counties that include multiple school districts within the same county, grouped according to the dollar-amount difference between the highest and lowest minimum salaries for classroom teachers. A full list of Arkansas counties with differences between highest and lowest minimum salaries is provided in Appendix E.

Range of Difference Between Highest and Lowest Minimum Salary	# of Counties
Over \$10,000	3
\$9,000-\$9,999	1
\$8,000-\$8,999	5
\$7,000-\$7,999	1
\$6,000-\$6,999	1
\$5,000-\$5,999	2
\$4,000-\$4,999	5
\$3,000-\$3,999	6
\$2,000-\$2,999	10
\$1,000-\$1,999	9
\$200-\$999	7
Total	50

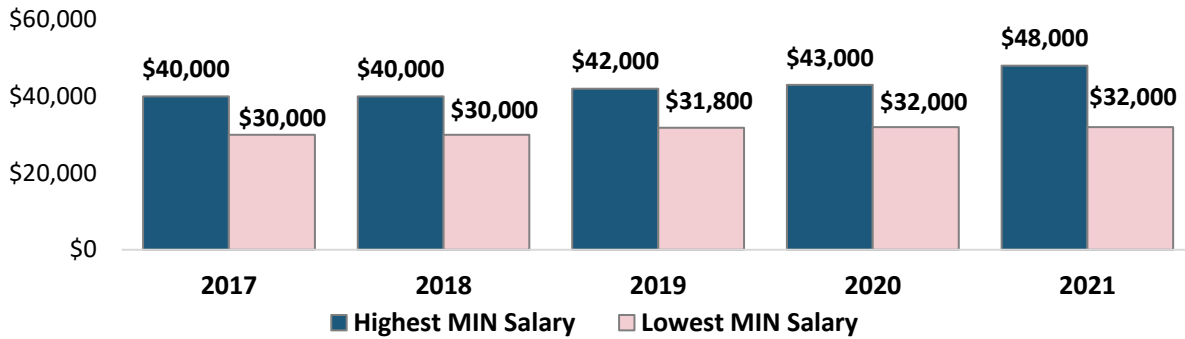
ATIVE RESEARCH - A

OPEN-ENROLLMENT PUBLIC CHARTER SCHOOL SYSTEMS' MINIMUM TEACHER SALARIES

While 22 of the 23 open-enrollment public charter school systems operating in 2021 received a waiver from the minimum teacher compensation requirements found in A.C.A. § 6-17-2403, the charters did have minimum teacher salary amounts available for comparison. The 2021 average minimum salary for public charter school systems was \$37,037, which is about 3.5% higher than the average for school districts.

The following chart provides the highest and lowest minimum salaries adopted by Arkansas open-enrollment public charter school systems between 2017 and 2021. All but one (Exalt Academy of Southwest Little Rock) had a minimum salary above \$33,800. For the 2020-21 school year, the minimum salaries for teachers ranged from \$32,000 at Exalt Academy of Southwest Little Rock to \$48,000 for Haas Hall Academy. Eleven of the charter systems' minimum salary levels increased in 2021, with Haas Hall Academy having the greatest increase at almost 12%. A full list of all charter school systems' minimum salaries can be found in Appendix F.

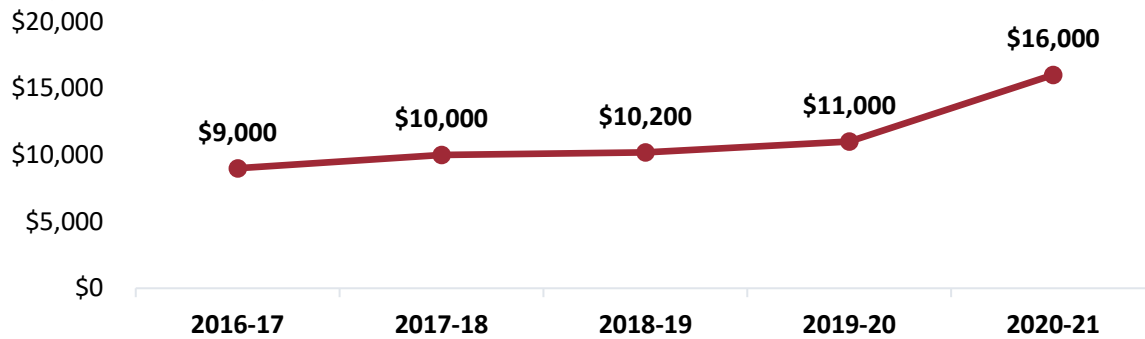
Charter School System Minimum Teacher Salaries Highest and Lowest



The following chart shows the gap between the highest and lowest minimum salaries for public charter school systems between 2017 and 2021. The gap between the highest and lowest charter system-level minimum salary had been increasing slightly between 2017 and 2020, but grew by \$5,000 in 2021.

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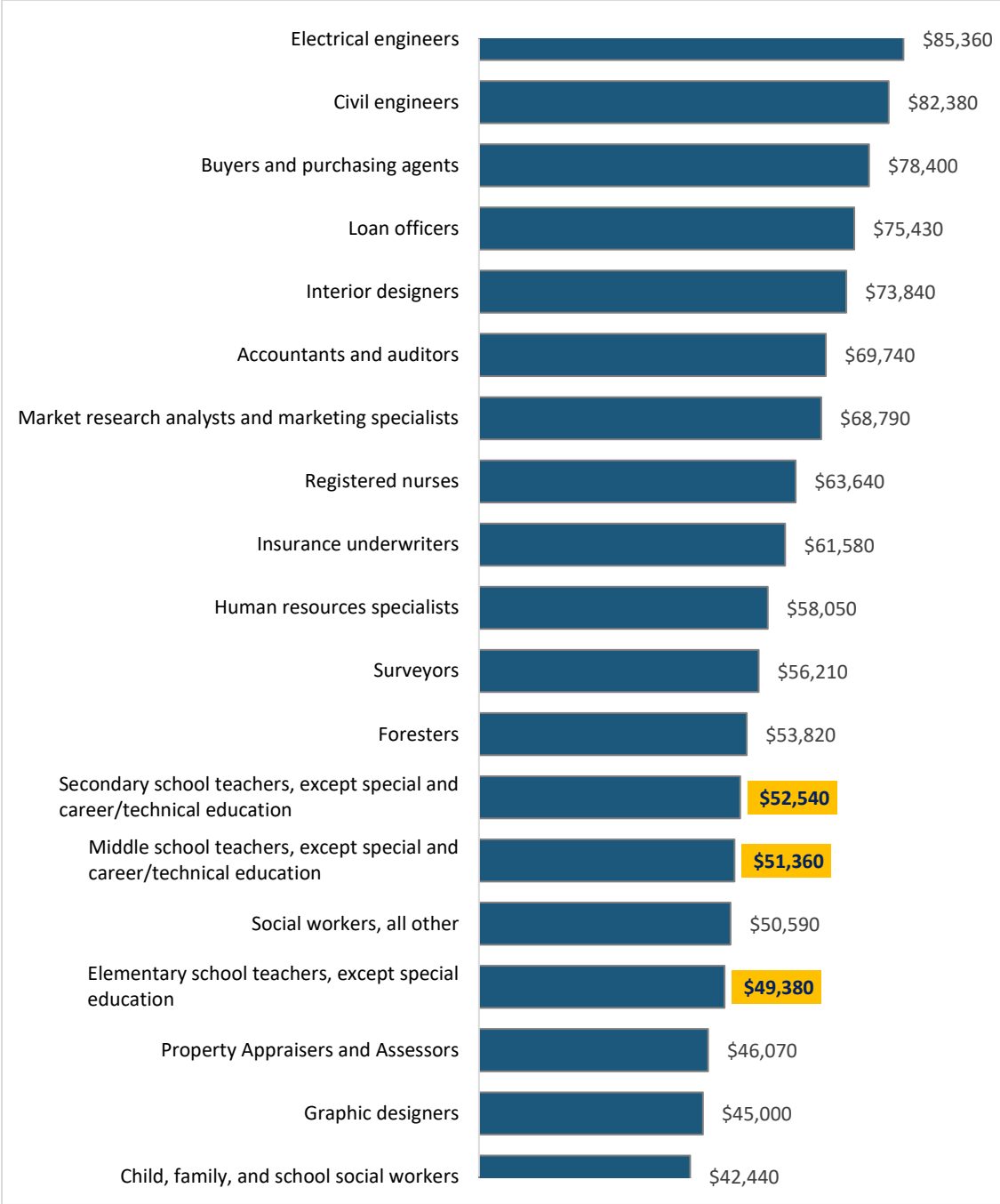
Charter School Systems Gap Between Highest and Lowest Minimum Salaries



Average Salary Comparisons of Select 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 the 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.”¹² The following chart provides the Arkansas annual mean wage or salary for select occupations that require bachelor degree preparation.

¹² U.S. Bureau of Labor Statistics, "Occupational Employment and Wage Statistics," bls.gov/oes/oes_emp.htm (March 2021).



E RESEARCH - A

Sources: U.S. Bureau of Labor Statistics (BLS), May 2021 National Occupational Employment and Wage Estimates, <https://www.bls.gov/oes/2020/may/oesrcst.htm>, BLS - May 2020 Arkansas Occupational Employment and Wage Estimates, https://www.bls.gov/oes/2020/may/oes_ar.htm, BLS- 2020 Education and Training by Occupation, <https://www.bls.gov/emp/tables/education-and-training-by-occupation.htm>

2021 Legislation

Act 679 (SB504) provides that, beginning with the 2021-2022 school year, school districts identified by the Division of Elementary and Secondary Education as having an average annual teacher salary below the statewide target shall receive teacher salary equalization funding equal to one hundred eighty-five dollars (\$185) multiplied by the average daily membership of the school district for the previous school year. The act is identical to Act 680. The act declares an emergency and is effective on and after April 12, 2021.

Act 680 (HB1614) provides that, beginning with the 2021-2022 school year, school districts identified by the Division of Elementary and Secondary Education as having an average annual teacher salary below the statewide target shall receive teacher salary equalization funding equal to one hundred eighty-five dollars (\$185) multiplied by the average daily membership of the school district for the previous school year. The act is identical to Act 679. The act declares an emergency and is effective on and after April 12, 2021.

Appendix A – Average Teacher Salary Methodology

This report uses two data sources for comparing average teacher salaries: the NEA and Bureau of Legislative Research (BLR) Reports generated from Arkansas Public School Computer Network (APSCN) data maintained by the Division of Elementary and Secondary Education (DESE). 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 NEA to the Arkansas Department of Education (ADE), 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 DESE, 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 BLR has historically used the non-federal classroom teacher average salary from line 84 of the Annual Statistical Report (ASR) published by the DESE. The ASR 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 (SIS) 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 DESE using business logic developed by staff of the 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.

Several years ago, the BLR developed a methodology to test the reasonableness of the calculated ASR non-federal classroom teacher average salaries using data available to the BLR from APSCN. A second important reason for the development of a Bureau methodology was to be able to produce a detailed listing by teacher of the FTE and salary amounts. Over that period of time, the BLR 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). Generally, the problems have primarily concerned the FTE counts in smaller or medium-sized 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 BLR’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 ASR.

- 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 paid 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 2.5% 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 2021 school year and trend data for previous years presented in this report are based upon the program developed by the BLR using available data from APSCN. The BLR 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.

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BLR Years of Experience and Degree Type Methodology

As part of the analysis of Arkansas's districts' and charters' teacher salaries, the BLR calculated average years of years of experience and the percentage of classroom teachers with bachelor's and advanced degrees to further describe the attributes of teachers who are providing classroom instruction in Arkansas. The BLR chose to include only those teachers used in the calculation of average teacher salaries who were assigned classroom teacher responsibilities in APSCN.

Appendix B – 2021 Public School Districts’ Average Salaries

District LEA	County	District	2020-21 Average Salary
7207000	WASHINGTON	SPRINGDALE SCHOOL DISTRICT	\$63,616
7203000	WASHINGTON	FAYETTEVILLE SCHOOL DISTRICT	\$62,956
0405000	BENTON	ROGERS SCHOOL DISTRICT	\$62,004
0401000	BENTON	BENTONVILLE SCHOOL DISTRICT	\$61,996
2605000	GARLAND	LAKE HAMILTON SCHOOL DISTRICT	\$61,214
2301000	FAULKNER	CONWAY SCHOOL DISTRICT	\$60,184
2606000	GARLAND	LAKESIDE SCHOOL DIST(GARLAND)	\$59,807
6601000	SEBASTIAN	FORT SMITH SCHOOL DISTRICT	\$59,710
6001000	PULASKI	LITTLE ROCK SCHOOL DISTRICT	\$58,704
6303000	SALINE	BRYANT SCHOOL DISTRICT	\$57,407
6302000	SALINE	BENTON SCHOOL DISTRICT	\$56,900
7311000	WHITE	SEARCY SCHOOL DISTRICT	\$56,848
0404000	BENTON	GRAVETTE SCHOOL DISTRICT	\$56,676
4304000	LONOKE	CABOT SCHOOL DISTRICT	\$56,572
2402000	FRANKLIN	CHARLESTON SCHOOL DISTRICT	\$56,404
2303000	FAULKNER	GREENBRIER SCHOOL DISTRICT	\$56,149
2705000	GRANT	SHERIDAN SCHOOL DISTRICT	\$55,980
3510000	JEFFERSON	WHITE HALL SCHOOL DISTRICT	\$55,732
2603000	GARLAND	HOT SPRINGS SCHOOL DISTRICT	\$55,539
1705000	CRAWFORD	VAN BUREN SCHOOL DISTRICT	\$55,081
6602000	SEBASTIAN	GREENWOOD SCHOOL DISTRICT	\$54,916
1608000	CRAIGHEAD	JONESBORO SCHOOL DISTRICT	\$54,866
3105000	HOWARD	NASHVILLE SCHOOL DISTRICT	\$54,490
7504000	YELL	DARDANELLE SCHOOL DISTRICT	\$54,431
6003000	PULASKI	PULASKI COUNTY SPECIAL SCHOOL DISTRICT	\$54,105
1603000	CRAIGHEAD	BROOKLAND SCHOOL DISTRICT	\$54,026
7302000	WHITE	BEEBE SCHOOL DISTRICT	\$53,996
2404000	FRANKLIN	OZARK SCHOOL DISTRICT	\$53,842
1803000	CRITTENDEN	WEST MEMPHIS SCHOOL DISTRICT	\$53,763
1701000	CRAWFORD	ALMA SCHOOL DISTRICT	\$53,534
7206000	WASHINGTON	PRAIRIE GROVE SCHOOL DISTRICT	\$53,333
7202000	WASHINGTON	FARMINGTON SCHOOL DISTRICT	\$52,984
2307000	FAULKNER	VILONIA SCHOOL DISTRICT	\$52,879
7307000	WHITE	RIVERVIEW SCHOOL DISTRICT	\$52,875
0406000	BENTON	SILOAM SPRINGS SCHOOL DISTRICT	\$52,834
6304000	SALINE	HARMONY GROVE SCH DIST(SALINE)	\$52,552
1612000	CRAIGHEAD	VALLEY VIEW SCHOOL DISTRICT	\$52,352
3004000	HOT SPRING	MALVERN SCHOOL DISTRICT	\$52,339
4603000	MILLER	FOUKE SCHOOL DISTRICT	\$52,286
6701000	SEVIER	DEQUEEN SCHOOL DISTRICT	\$52,282
0407000	BENTON	PEA RIDGE SCHOOL DISTRICT	\$52,120
6002000	PULASKI	NORTH LITTLE ROCK SCHOOL DISTRICT	\$51,964
0303000	BAXTER	MOUNTAIN HOME SCHOOL DISTRICT	\$51,946
6301000	SALINE	BAUXITE SCHOOL DISTRICT	\$51,919
3601000	JOHNSON	CLARKSVILLE SCHOOL DISTRICT	\$51,704
3104000	HOWARD	MINERAL SPRINGS SCHOOL DISTRICT	\$51,675

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District LEA	County	District	2020-21 Average Salary
4605000	MILLER	TEXARKANA SCHOOL DISTRICT	\$51,662
4401000	MADISON	HUNTSVILLE SCHOOL DISTRICT	\$51,602
6201000	ST. FRANCIS	FORREST CITY SCHOOL DISTRICT	\$51,545
5401000	PHILLIPS	BARTON SCHOOL DISTRICT	\$51,468
2602000	GARLAND	FOUNTAIN LAKE SCHOOL DISTRICT	\$51,376
3002000	HOT SPRING	GLEN ROSE SCHOOL DISTRICT	\$51,364
1905000	CROSS	WYNNE SCHOOL DISTRICT	\$51,339
1804000	CRITTENDEN	MARION SCHOOL DISTRICT	\$51,238
0503000	BOONE	HARRISON SCHOOL DISTRICT	\$51,217
5805000	POPE	RUSSELLVILLE SCHOOL DISTRICT	\$51,086
3509000	JEFFERSON	WATSON CHAPEL SCHOOL DISTRICT	\$50,687
1901000	CROSS	CROSS COUNTY SCHOOL DISTRICT	\$50,583
0403000	BENTON	GENTRY SCHOOL DISTRICT	\$50,568
5804000	POPE	POTTSVILLE SCHOOL DISTRICT	\$50,551
5602000	POINSETT	HARRISBURG SCHOOL DISTRICT	\$50,451
3505000	JEFFERSON	PINE BLUFF SCHOOL DISTRICT	\$50,353
4712000	MISSISSIPPI	MANILA SCHOOL DISTRICT	\$50,258
6205000	ST. FRANCIS	PALESTINE-WHEATLEY SCH. DIST.	\$50,088
2607000	GARLAND	MOUNTAIN PINE SCHOOL DISTRICT	\$50,080
6901000	STONE	MOUNTAIN VIEW SCHOOL DISTRICT	\$50,011
7301000	WHITE	BALD KNOB SCHOOL DISTRICT	\$49,989
3502000	JEFFERSON	DOLLARWAY SCHOOL DISTRICT	\$49,813
1611000	CRAIGHEAD	NETTLETON SCHOOL DISTRICT	\$49,741
1507000	CONWAY	SOUTH CONWAY COUNTY SCHOOL DISTRICT	\$49,702
4301000	LONOKE	LONOKE SCHOOL DISTRICT	\$49,701
1408000	COLUMBIA	EMERSON-TAYLOR-BRADLEY SCHOOL DISTRICT	\$49,571
4602000	MILLER	GENOA CENTRAL SCHOOL DISTRICT	\$49,486
3704000	LAFAYETTE	LAFAYETTE COUNTY SCHOOL DISTRICT	\$49,354
2906000	HEMPSTEAD	SPRING HILL SCHOOL DISTRICT	\$49,248
2502000	FULTON	SALEM SCHOOL DISTRICT	\$49,113
5403000	PHILLIPS	HELENA/ WEST HELENA SCHOOL DISTRICT	\$49,053
4708000	MISSISSIPPI	GOSNELL SCHOOL DISTRICT	\$48,911
7309000	WHITE	PANGBURN SCHOOL DISTRICT	\$48,891
1203000	CLEBURNE	QUITMAN SCHOOL DISTRICT	\$48,887
0701000	CALHOUN	HAMPTON SCHOOL DISTRICT	\$48,864
3604000	JOHNSON	LAMAR SCHOOL DISTRICT	\$48,780
5006000	NEVADA	PRESCOTT SCHOOL DISTRICT	\$48,760
2203000	DREW	MONTICELLO SCHOOL DISTRICT	\$48,594
7510000	YELL	TWO RIVERS SCHOOL DISTRICT	\$48,590
5802000	POPE	DOVER SCHOOL DISTRICT	\$48,589
5008000	NEVADA	NEVADA SCHOOL DISTRICT	\$48,526
1101000	CLAY	CORNING SCHOOL DISTRICT	\$48,434
0104000	ARKANSAS	STUTTGART SCHOOL DISTRICT	\$48,433
5706000	POLK	OUACHITA RIVER SCHOOL DISTRICT	\$48,421
7007000	UNION	PARKERS CHAPEL SCHOOL DIST.	\$48,376
1204000	CLEBURNE	WEST SIDE SCHOOL DIST(CLEBURNE)	\$48,297
5301000	PERRY	EAST END SCHOOL DISTRICT	\$48,252
5404000	PHILLIPS	MARVELL-ELAINE SCHOOL DISTRICT	\$48,215

District LEA	County	District	2020-21 Average Salary
3102000	HOWARD	DIERKS SCHOOL DISTRICT	\$48,120
1402000	COLUMBIA	MAGNOLIA SCHOOL DISTRICT	\$48,118
7208000	WASHINGTON	WEST FORK SCHOOL DISTRICT	\$48,084
2903000	HEMPSTEAD	HOPE SCHOOL DISTRICT	\$48,071
5703000	POLK	MENA SCHOOL DISTRICT	\$48,066
6606000	SEBASTIAN	MANSFIELD SCHOOL DISTRICT	\$48,029
4302000	LONOKE	ENGLAND SCHOOL DISTRICT	\$47,988
7009000	UNION	STRONG-HUTTIG SCHOOL DISTRICT	\$47,926
5504000	PIKE	SOUTH PIKE COUNTY SCHOOL DISTRICT	\$47,925
5502000	PIKE	CENTERPOINT SCHOOL DISTRICT	\$47,889
0101000	ARKANSAS	DEWITT SCHOOL DISTRICT	\$47,844
6603000	SEBASTIAN	HACKETT SCHOOL DISTRICT	\$47,828
3003000	HOT SPRING	MAGNET COVE SCHOOL DIST.	\$47,768
2604000	GARLAND	JESSIEVILLE SCHOOL DISTRICT	\$47,762
0501000	BOONE	ALPENA SCHOOL DISTRICT	\$47,714
1202000	CLEBURNE	HEBER SPRINGS SCHOOL DISTRICT	\$47,694
2305000	FAULKNER	MAYFLOWER SCHOOL DISTRICT	\$47,658
0903000	CHICOT	LAKESIDE SCHOOL DIST(CHICOT)	\$47,654
6802000	SHARP	CAVE CITY SCHOOL DISTRICT	\$47,613
1602000	CRAIGHEAD	WESTSIDE CONS. SCH DIST(CRAIGH	\$47,575
2403000	FRANKLIN	COUNTY LINE SCHOOL DISTRICT	\$47,565
1702000	CRAWFORD	CEDARVILLE SCHOOL DISTRICT	\$47,539
4003000	LINCOLN	STAR CITY SCHOOL DISTRICT	\$47,515
7001000	UNION	EL DORADO SCHOOL DISTRICT	\$47,499
5604000	POINSETT	MARKED TREE SCHOOL DISTRICT	\$47,440
2807000	GREENE	GREENE COUNTY TECH SCHOOL DISTRICT	\$47,434
5303000	PERRY	PERRYVILLE SCHOOL DISTRICT	\$47,419
3201000	INDEPENDENCE	BATESVILLE SCHOOL DISTRICT	\$47,352
3306000	IZARD	IZARD COUNTY CONSOLIDATED SCHOOL DISTRICT	\$47,344
4701000	MISSISSIPPI	ARMOREL SCHOOL DISTRICT	\$47,334
7201000	WASHINGTON	ELKINS SCHOOL DISTRICT	\$47,330
6103000	RANDOLPH	POCAHONTAS SCHOOL DISTRICT	\$47,317
4201000	LOGAN	BOONEVILLE SCHOOL DISTRICT	\$47,213
7204000	WASHINGTON	GREENLAND SCHOOL DISTRICT	\$47,120
2503000	FULTON	VIOLA SCHOOL DISTRICT	\$47,105
1002000	CLARK	ARKADELPHIA SCHOOL DISTRICT	\$47,097
6502000	SEARCY	SEARCY COUNTY SCHOOL DISTRICT	\$47,070
0802000	CARROLL	EUREKA SPRINGS SCHOOL DISTRICT	\$47,064
1613000	CRAIGHEAD	RIVERSIDE SCHOOL DISTRICT	\$47,044
7310000	WHITE	ROSE BUD SCHOOL DISTRICT	\$47,019
2808000	GREENE	PARAGOULD SCHOOL DISTRICT	\$47,018
7205000	WASHINGTON	LINCOLN SCHOOL DISTRICT	\$46,961
0505000	BOONE	VALLEY SPRINGS SCHOOL DISTRICT	\$46,948
6804000	SHARP	HIGHLAND SCHOOL DISTRICT	\$46,942
7403000	WOODRUFF	MCCRORY SCHOOL DISTRICT	\$46,923
3904000	LEE	LEE COUNTY SCHOOL DISTRICT	\$46,856
0502000	BOONE	BERGMAN SCHOOL DISTRICT	\$46,799
5605000	POINSETT	TRUMANN SCHOOL DISTRICT	\$46,764

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District LEA	County	District	2020-21 Average Salary
3005000	HOT SPRING	OUACHITA SCHOOL DISTRICT	\$46,738
2306000	FAULKNER	MT. VERNON/ENOLA SCHOOL DISTRICT	\$46,732
3209000	INDEPENDENCE	SOUTHSIDE SCHOOL DISTRICT (INDEPENDENCE)	\$46,728
0602000	BRADLEY	WARREN SCHOOL DISTRICT	\$46,695
2105000	DESHA	MCGEHEE SCHOOL DISTRICT	\$46,647
3806000	LAWRENCE	SLOAN-HENDRIX SCHOOL DISTRICT	\$46,640
4901000	MONTGOMERY	CADDO HILLS SCHOOL DISTRICT	\$46,575
5204000	OUACHITA	CAMDEN FAIRVIEW SCHOOL DISTRICT	\$46,574
7003000	UNION	JUNCTION CITY SCHOOL DISTRICT	\$46,569
7008000	UNION	SMACKOVER-NORPHLET SCHOOL DISTRICT	\$46,560
5608000	POINSETT	EAST POINSETT CO. SCHOOL DIST.	\$46,553
4101000	LITTLE RIVER	ASHDOWN SCHOOL DISTRICT	\$46,520
5201000	OUACHITA	BEARDEN SCHOOL DISTRICT	\$46,483
6703000	SEVIER	HORATIO SCHOOL DISTRICT	\$46,473
2202000	DREW	DREW CENTRAL SCHOOL DISTRICT	\$46,472
2703000	GRANT	POYEN SCHOOL DISTRICT	\$46,440
6004000	PULASKI	JACKSONVILLE NORTH PULASKI SCHOOL DISTRICT	\$46,432
6605000	SEBASTIAN	LAVACA SCHOOL DISTRICT	\$46,422
3405000	JACKSON	JACKSON CO. SCHOOL DISTRICT	\$46,360
4902000	MONTGOMERY	MOUNT IDA SCHOOL DISTRICT	\$46,325
5903000	PRAIRIE	HAZEN SCHOOL DISTRICT	\$46,318
4713000	MISSISSIPPI	OSCEOLA SCHOOL DISTRICT	\$46,301
1304000	CLEVELAND	WOODLAWN SCHOOL DISTRICT	\$46,289
1305000	CLEVELAND	CLEVELAND COUNTY SCHOOL DISTRICT	\$46,259
0803000	CARROLL	GREEN FOREST SCHOOL DISTRICT	\$46,248
3001000	HOT SPRING	BISMARCK SCHOOL DISTRICT	\$46,241
5102000	NEWTON	JASPER SCHOOL DISTRICT	\$46,238
7401000	WOODRUFF	AUGUSTA SCHOOL DISTRICT	\$46,225
4502000	MARION	YELLVILLE-SUMMIT SCHOOL DISTRICT.	\$46,223
1802000	CRITTENDEN	EARLE SCHOOL DISTRICT	\$46,209
7102000	VAN BUREN	CLINTON SCHOOL DISTRICT	\$46,201
0801000	CARROLL	BERRYVILLE SCHOOL DISTRICT	\$46,183
4802000	MONROE	CLARENDON SCHOOL DISTRICT	\$46,056
0203000	ASHLEY	HAMBURG SCHOOL DISTRICT	\$46,039
5503000	PIKE	KIRBY SCHOOL DISTRICT	\$45,962
1601000	CRAIGHEAD	BAY SCHOOL DISTRICT	\$45,935
1106000	CLAY	RECTOR SCHOOL DISTRICT	\$45,910
1703000	CRAWFORD	MOUNTAINBURG SCHOOL DISTRICT	\$45,880
5901000	PRAIRIE	DES ARC SCHOOL DISTRICT	\$45,858
1605000	CRAIGHEAD	BUFFALO IS. CENTRAL SCH. DIST.	\$45,768
3302000	IZARD	MELBOURNE SCHOOL DISTRICT	\$45,767
1104000	CLAY	PIGGOTT SCHOOL DISTRICT	\$45,753
0201000	ASHLEY	CROSSETT SCHOOL DISTRICT	\$45,745
7304000	WHITE	WHITE CO. CENTRAL SCHOOL DIST.	\$45,739
0304000	BAXTER	NORFORK SCHOOL DISTRICT	\$45,733
7509000	YELL	WESTERN YELL CO. SCHOOL DIST.	\$45,712
4801000	MONROE	BRINKLEY SCHOOL DISTRICT	\$45,690
3212000	INDEPENDENCE	CEDAR RIDGE SCHOOL DISTRICT	\$45,675

District LEA	County	District	2020-21 Average Salary
3809000	LAWRENCE	HILLCREST SCHOOL DISTRICT	\$45,675
5205000	OUACHITA	HARMONY GROVE SCHOOL DISTRICT (OUACHITA)	\$45,609
6401000	SCOTT	WALDRON SCHOOL DISTRICT	\$45,586
5707000	POLK	COSSATOT RIVER SCHOOL DISTRICT	\$45,582
2803000	GREENE	MARMADUKE SCHOOL DISTRICT	\$45,519
5801000	POPE	ATKINS SCHOOL DISTRICT	\$45,460
3403000	JACKSON	NEWPORT SCHOOL DISTRICT	\$45,457
2601000	GARLAND	CUTTER-MORNING STAR SCHOOL DISTRICT	\$45,428
4102000	LITTLE RIVER	FOREMAN SCHOOL DISTRICT	\$45,401
4501000	MARION	FLIPPIN SCHOOL DISTRICT	\$45,374
4303000	LONOKE	CARLISLE SCHOOL DISTRICT	\$45,343
4702000	MISSISSIPPI	BLYTHEVILLE SCHOOL DISTRICT	\$45,248
7104000	VAN BUREN	SHIRLEY SCHOOL DISTRICT	\$45,045
1003000	CLARK	GURDON SCHOOL DISTRICT	\$44,995
4706000	MISSISSIPPI	RIVERCREST SCHOOL DISTRICT	\$44,990
5803000	POPE	HECTOR SCHOOL DISTRICT	\$44,986
3804000	LAWRENCE	HOXIE SCHOOL DISTRICT	\$44,893
7105000	VAN BUREN	SOUTH SIDE SCHOOL DISTRICT(VANBUREN)	\$44,793
7503000	YELL	DANVILLE SCHOOL DISTRICT	\$44,780
2002000	DALLAS	FORDYCE SCHOOL DISTRICT	\$44,658
3211000	INDEPENDENCE	MIDLAND SCHOOL DISTRICT	\$44,623
2104000	DESHA	DUMAS SCHOOL DISTRICT	\$44,565
1503000	CONWAY	NEMO VISTA SCHOOL DISTRICT	\$44,508
3810000	LAWRENCE	LAWRENCE COUNTY SCHOOL DISTRICT	\$44,455
0506000	BOONE	LEAD HILL SCHOOL DISTRICT	\$44,447
2501000	FULTON	MAMMOTH SPRING SCHOOL DISTRICT	\$44,413
4203000	LOGAN	PARIS SCHOOL DISTRICT	\$44,361
5106000	NEWTON	DEER/MT. JUDEA SCHOOL DISTRICT	\$44,357
0402000	BENTON	DECATUR SCHOOL DISTRICT	\$44,252
0901000	CHICOT	DERMOTT SCHOOL DISTRICT	\$44,244
0504000	BOONE	OMAHA SCHOOL DISTRICT	\$44,196
1201000	CLEBURNE	CONCORD SCHOOL DISTRICT	\$44,179
0302000	BAXTER	COTTER SCHOOL DISTRICT	\$43,999
6102000	RANDOLPH	MAYNARD SCHOOL DISTRICT	\$43,942
1704000	CRAWFORD	MULBERRY/PLEASANT VIEW BI-COUNTY SCHOOLS	\$43,865
1505000	CONWAY	WONDERVIEW SCHOOL DISTRICT	\$43,424
3606000	JOHNSON	WESTSIDE SCHOOL DIST(JOHNSON)	\$43,333
2304000	FAULKNER	GUY-PERKINS SCHOOL DISTRICT	\$43,134
0601000	BRADLEY	HERMITAGE SCHOOL DISTRICT	\$43,112
2901000	HEMPSTEAD	BLEVINS SCHOOL DISTRICT	\$43,028
3301000	IZARD	CALICO ROCK SCHOOL DISTRICT	\$43,011
4202000	LOGAN	MAGAZINE SCHOOL DISTRICT	\$42,982
4204000	LOGAN	SCRANTON SCHOOL DISTRICT	\$42,241
7303000	WHITE	BRADFORD SCHOOL DISTRICT	\$41,758
6505000	SEARCY	OZARK MOUNTAIN SCHOOL DISTRICT	\$41,724

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Appendix C – 2021 Public Charter School Systems’ Average Salaries

Charter System LEA	Charter School System	2020-21 Average Salary
7240700	HAAS HALL ACADEMY	\$52,010
0444700	ARKANSAS CONNECTIONS ACADEMY	\$51,533
6052700	GRADUATE ARKANSAS CHARTER	\$47,171
6640700	FUTURE SCHOOL OF FORT SMITH	\$46,842
5440700	KIPP DELTA PUBLIC SCHOOLS	\$46,674
6061700	FRIENDSHIP ASPIRE ACADEMY LITTLE ROCK	\$45,948
3544700	FRIENDSHIP ASPIRE ACADEMY PINE BLUFF	\$45,718
6040700	ACADEMICS PLUS PUBLIC CHARTER SCHOOLS	\$45,448
6041700	LISA ACADEMY	\$45,161
6055700	EXALT ACADEMY OF SOUTHWEST LITTLE ROCK	\$44,378
0440700	ARKANSAS ARTS ACADEMY	\$44,321
6069700	SCHOLARMADE ACHIEVEMENT PLACE OF ARKANSAS	\$43,967
0442700	RESPONSIVE ED SOLUTIONS NORTHWEST ARK CLASSICAL ACADEMY	\$43,741
6047700	ESTEM PUBLIC CHARTER SCHOOL	\$43,660
6043700	ARKANSAS VIRTUAL ACADEMY	\$43,603
3840700	IMBODEN CHARTER SCHOOL DISTRICT	\$43,059
6053700	RESPONSIVE ED SOLUTIONS PREMIER HIGH SCHOOL OF LITTLE ROCK	\$42,739
0445700	HOPE ACADEMY OF NORTHWEST ARKANSAS	\$42,346
6062700	RESPONSIVE ED SOLUTIONS PREMIER HIGH SCHOOL OF NORTH LITTLE ROCK	\$42,315
6050700	JACKSONVILLE LIGHTHOUSE CHARTER	\$41,393
3541700	PINE BLUFF LIGHTHOUSE ACADEMY	\$40,984
3545700	FRIENDSHIP ASPIRE ACADEMY SOUTHEAST PINE BLUFF	\$39,238
6056700	CAPITAL CITY LIGHTHOUSE ACADEMY	\$38,498

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Appendix D – 2021 District Minimum Salaries

2020-2021 Districts' Minimum Salaries			
LEA	County	District	0 Years
7207000	WASHINGTON	SPRINGDALE SCHOOL DISTRICT	\$48,282
0405000	BENTON	ROGERS SCHOOL DISTRICT	\$46,750
0401000	BENTON	BENTONVILLE SCHOOL DISTRICT	\$46,633
7203000	WASHINGTON	FAYETTEVILLE SCHOOL DISTRICT	\$46,450
2606000	GARLAND	LAKESIDE SCHOOL DISTRICT	\$44,183
7311000	WHITE	SEARCY SCHOOL DISTRICT	\$43,000
0404000	BENTON	GRAVETTE SCHOOL DISTRICT	\$42,700
1608000	CRAIGHEAD	JONESBORO SCHOOL DISTRICT	\$42,400
1803000	CRITTENDEN	WEST MEMPHIS SCHOOL DISTRICT	\$42,300
2303000	FAULKNER	GREENBRIER SCHOOL DISTRICT	\$42,250
1804000	CRITTENDEN	MARION SCHOOL DISTRICT	\$42,089
4304000	LONOKE	CABOT SCHOOL DISTRICT	\$42,000
6602000	SEBASTIAN	GREENWOOD SCHOOL DISTRICT	\$41,999
7302000	WHITE	BEEBE SCHOOL DISTRICT	\$41,750
0406000	BENTON	SILOAM SPRINGS SCHOOL DISTRICT	\$41,250
7202000	WASHINGTON	FARMINGTON SCHOOL DISTRICT	\$41,200
1705000	CRAWFORD	VAN BUREN SCHOOL DISTRICT	\$41,084
6303000	SALINE	BRYANT SCHOOL DISTRICT	\$41,080
2605000	GARLAND	LAKE HAMILTON SCHOOL DISTRICT	\$41,050
0407000	BENTON	PEA RIDGE SCHOOL DISTRICT	\$41,000
2705000	GRANT	SHERIDAN SCHOOL DISTRICT	\$41,000
2301000	FAULKNER	CONWAY SCHOOL DISTRICT	\$40,841
3510000	JEFFERSON	WHITE HALL SCHOOL DISTRICT	\$40,500
6301000	SALINE	BAUXITE SCHOOL DISTRICT	\$40,440
7307000	WHITE	RIVERVIEW SCHOOL DISTRICT	\$40,250
1701000	CRAWFORD	ALMA SCHOOL DISTRICT	\$40,200
6302000	SALINE	BENTON SCHOOL DISTRICT	\$40,000
7206000	WASHINGTON	PRAIRIE GROVE SCHOOL DISTRICT	\$40,000
2603000	GARLAND	HOT SPRINGS SCHOOL DISTRICT	\$39,911
2602000	GARLAND	FOUNTAIN LAKE SCHOOL DISTRICT	\$39,250
7504000	YELL	DARDANELLE SCHOOL DISTRICT	\$39,199
1603000	CRAIGHEAD	BROOKLAND SCHOOL DISTRICT	\$39,179
6304000	SALINE	HARMONY GROVE SCHOOL DISTRICT	\$39,000
2404000	FRANKLIN	OZARK SCHOOL DISTRICT	\$38,622
1612000	CRAIGHEAD	VALLEY VIEW SCHOOL DISTRICT	\$38,600
7301000	WHITE	BALD KNOB SCHOOL DISTRICT	\$38,600
5804000	POPE	POTTSVILLE SCHOOL DISTRICT	\$38,592
5805000	POPE	RUSSELLVILLE SCHOOL DISTRICT	\$38,550
2402000	FRANKLIN	CHARLESTON SCHOOL DISTRICT	\$38,500
3105000	HOWARD	NASHVILLE SCHOOL DISTRICT	\$38,500
6004000	PULASKI	JACKSONVILLE/NORTH PULASKI SCHOOL DISTRICT	\$38,500
6601000	SEBASTIAN	FORT SMITH SCHOOL DISTRICT	\$38,500
5401000	PHILLIPS	BARTON SCHOOL DISTRICT	\$38,246
2307000	FAULKNER	VILONIA SCHOOL DISTRICT	\$38,245
6701000	SEVIER	DEQUEEN SCHOOL DISTRICT	\$38,200
1611000	CRAIGHEAD	NETTLETON SCHOOL DISTRICT	\$38,024

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2020-2021 Districts' Minimum Salaries			
3601000	JOHNSON	CLARKSVILLE SCHOOL DISTRICT	\$38,000
1402000	COLUMBIA	MAGNOLIA SCHOOL DISTRICT	\$37,700
4605000	MILLER	TEXARKANA SCHOOL DISTRICT	\$37,537
4708000	MISSISSIPPI	GOSNELL SCHOOL DISTRICT	\$37,477
3604000	JOHNSON	LAMAR SCHOOL DISTRICT	\$37,119
0802000	CARROLL	EUREKA SPRINGS SCHOOL DISTRICT	\$37,100
0104000	ARKANSAS	STUTT GART SCHOOL DISTRICT	\$37,040
0101000	ARKANSAS	DEWITT SCHOOL DISTRICT	\$37,035
1408000	COLUMBIA	EMERSON-TAYLOR-BRADLEY SCHOOL DISTRICT	\$37,000
1905000	CROSS	WYNNE SCHOOL DISTRICT	\$37,000
2502000	FULTON	SALEM SCHOOL DISTRICT	\$37,000
3004000	HOT SPRING	MALVERN SCHOOL DISTRICT	\$36,959
0303000	BAXTER	MOUNTAIN HOME SCHOOL DISTRICT	\$36,864
6201000	ST. FRANCIS	FORREST CITY SCHOOL DISTRICT	\$36,832
5403000	PHILLIPS	HELENA/WEST HELENA SCHOOL DISTRICT	\$36,746
4301000	LONOKE	LONOKE SCHOOL DISTRICT	\$36,700
7403000	WOODRUFF	MCCRORY SCHOOL DISTRICT	\$36,600
4401000	MADISON	HUNTSVILLE SCHOOL DISTRICT	\$36,565
3509000	JEFFERSON	WATSON CHAPEL SCHOOL DISTRICT	\$36,500
5404000	PHILLIPS	MARVELL-ELAINE SCHOOL DISTRICT	\$36,500
7001000	UNION	EL DORADO SCHOOL DISTRICT	\$36,500
1507000	CONWAY	SOUTH CONWAY COUNTY SCHOOL DISTRICT	\$36,300
4713000	MISSISSIPPI	OSCEOLA SCHOOL DISTRICT	\$36,250
7310000	WHITE	ROSE BUD SCHOOL DISTRICT	\$36,250
0403000	BENTON	GENTRY SCHOOL DISTRICT	\$36,000
1204000	CLEBURNE	WEST SIDE SCHOOL DISTRICT	\$36,000
2306000	FAULKNER	MT. VERNON/ENOLA SCHOOL DISTRICT	\$36,000
3505000	JEFFERSON	PINE BLUFF SCHOOL DISTRICT	\$36,000
4602000	MILLER	GENOA CENTRAL SCHOOL DISTRICT	\$36,000
6001000	PULASKI	LITTLE ROCK SCHOOL DISTRICT	\$36,000
6002000	PULASKI	N. LITTLE ROCK SCHOOL DISTRICT	\$36,000
6103000	RANDOLPH	POCAHONTAS SCHOOL DISTRICT	\$36,000
6603000	SEBASTIAN	HACKETT SCHOOL DISTRICT	\$36,000
7205000	WASHINGTON	LINCOLN CONSOLIDATED SCHOOL DISTRICT	\$36,000
0801000	CARROLL	BERRYVILLE SCHOOL DISTRICT	\$35,600
3502000	JEFFERSON	DOLLARWAY SCHOOL DISTRICT	\$35,500
3704000	LAFAYETTE	LAFAYETTE COUNTY SCHOOL DISTRICT	\$35,500
4603000	MILLER	FOUKE SCHOOL DISTRICT	\$35,500
7204000	WASHINGTON	GREENLAND SCHOOL DISTRICT	\$35,500
0503000	BOONE	HARRISON SCHOOL DISTRICT	\$35,374
4706000	MISSISSIPPI	RIVERCREST SCHOOL DISTRICT	\$35,300
3306000	IZARD	IZARD COUNTY CONSOLIDATED SCHOOL DISTRICT	\$35,250
7008000	UNION	SMACKOVER-NORPHLET SCHOOL DISTRICT	\$35,250
5204000	OUACHITA	CAMDEN FAIRVIEW SCHOOL DISTRICT	\$35,222
7201000	WASHINGTON	ELKINS SCHOOL DISTRICT	\$35,150
5802000	POPE	DOVER SCHOOL DISTRICT	\$35,129
5703000	POLK	MENA SCHOOL DISTRICT	\$35,100
0803000	CARROLL	GREEN FOREST SCHOOL DISTRICT	\$35,050
7208000	WASHINGTON	WEST FORK SCHOOL DISTRICT	\$35,007

2020-2021 Districts' Minimum Salaries			
0502000	BOONE	BERGMAN SCHOOL DISTRICT	\$35,000
1601000	CRAIGHEAD	BAY SCHOOL DISTRICT	\$35,000
3201000	INDEPENDENCE	BATESVILLE SCHOOL DISTRICT	\$35,000
4302000	LONOKE	ENGLAND SCHOOL DISTRICT	\$35,000
4701000	MISSISSIPPI	ARMOREL SCHOOL DISTRICT	\$35,000
4702000	MISSISSIPPI	BLYTHEVILLE SCHOOL DISTRICT	\$35,000
5605000	POINSETT	TRUMANN SCHOOL DISTRICT	\$35,000
7007000	UNION	PARKERS CHAPEL SCHOOL DISTRICT	\$35,000
7105000	VAN BUREN	SOUTH SIDE SCHOOL DISTRICT	\$35,000
3002000	HOT SPRING	GLEN ROSE SCHOOL DISTRICT	\$34,820
5502000	PIKE	CENTERPOINT SCHOOL DISTRICT	\$34,800
2703000	GRANT	POYEN SCHOOL DISTRICT	\$34,750
2607000	GARLAND	MOUNTAIN PINE SCHOOL DISTRICT	\$34,700
6003000	PULASKI	PULASKI COUNTY SPECIAL SCHOOL DISTRICT	\$34,618
5008000	NEVADA	NEVADA SCHOOL DISTRICT	\$34,600
6401000	SCOTT	WALDRON SCHOOL DISTRICT	\$34,599
4712000	MISSISSIPPI	MANILA SCHOOL DISTRICT	\$34,514
3005000	HOT SPRING	OUACHITA SCHOOL DISTRICT	\$34,500
5301000	PERRY	EAST END SCHOOL DISTRICT	\$34,500
7304000	WHITE	WHITE CO. CENTRAL SCHOOL DISTRICT	\$34,500
3102000	HOWARD	DIERKS SCHOOL DISTRICT	\$34,475
1605000	CRAIGHEAD	BUFFALO IS. CENTRAL SCHOOL DISTRICT	\$34,350
3209000	INDEPENDENCE	SOUTHSIDE SCHOOL DISTRICT	\$34,350
0701000	CALHOUN	HAMPTON SCHOOL DISTRICT	\$34,300
2903000	HEMPSTEAD	HOPE SCHOOL DISTRICT	\$34,275
2305000	FAULKNER	MAYFLOWER SCHOOL DISTRICT	\$34,271
0903000	CHICOT	LAKESIDE SCHOOL DISTRICT	\$34,244
1002000	CLARK	ARKADELPHIA SCHOOL DISTRICT	\$34,204
3104000	HOWARD	MINERAL SPRINGS SCHOOL DISTRICT	\$34,127
2604000	GARLAND	JESSIEVILLE SCHOOL DISTRICT	\$34,054
3003000	HOT SPRING	MAGNET COVE SCHOOL DISTRICT	\$34,001
0203000	ASHLEY	HAMBURG SCHOOL DISTRICT	\$34,000
1201000	CLEBURNE	CONCORD SCHOOL DISTRICT	\$34,000
1901000	CROSS	CROSS COUNTY SCHOOL DISTRICT	\$34,000
2304000	FAULKNER	GUY-PERKINS SCHOOL DISTRICT	\$34,000
2503000	FULTON	VIOLA SCHOOL DISTRICT	\$34,000
4902000	MONTGOMERY	MOUNT IDA SCHOOL DISTRICT	\$34,000
5201000	OUACHITA	BEARDEN SCHOOL DISTRICT	\$34,000
7003000	UNION	JUNCTION CITY SCHOOL DISTRICT	\$34,000
7309000	WHITE	PANGBURN SCHOOL DISTRICT	\$34,000
4201000	LOGAN	BOONEVILLE SCHOOL DISTRICT	\$33,975
6605000	SEBASTIAN	LAVACA SCHOOL DISTRICT	\$33,950
6102000	RANDOLPH	MAYNARD SCHOOL DISTRICT	\$33,900
0201000	ASHLEY	CROSSETT SCHOOL DISTRICT	\$33,800
0302000	BAXTER	COTTER SCHOOL DISTRICT	\$33,800
0304000	BAXTER	NORFORK SCHOOL DISTRICT	\$33,800
0402000	BENTON	DECATUR SCHOOL DISTRICT	\$33,800
0501000	BOONE	ALPENA SCHOOL DISTRICT	\$33,800
0504000	BOONE	OMAHA SCHOOL DISTRICT	\$33,800

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2020-2021 Districts' Minimum Salaries			
0505000	BOONE	VALLEY SPRINGS SCHOOL DISTRICT	\$33,800
0506000	BOONE	LEAD HILL SCHOOL DISTRICT	\$33,800
0601000	BRADLEY	HERMITAGE SCHOOL DISTRICT	\$33,800
0602000	BRADLEY	WARREN SCHOOL DISTRICT	\$33,800
0901000	CHICOT	DERMOTT SCHOOL DISTRICT	\$33,800
1003000	CLARK	GURDON SCHOOL DISTRICT	\$33,800
1101000	CLAY	CORNING SCHOOL DISTRICT	\$33,800
1104000	CLAY	PIGGOTT SCHOOL DISTRICT	\$33,800
1106000	CLAY	RECTOR SCHOOL DISTRICT	\$33,800
1202000	CLEBURNE	HEBER SPRINGS SCHOOL DISTRICT	\$33,800
1203000	CLEBURNE	QUITMAN SCHOOL DISTRICT	\$33,800
1304000	CLEVELAND	WOODLAWN SCHOOL DISTRICT	\$33,800
1305000	CLEVELAND	CLEVELAND COUNTY SCHOOL DISTRICT	\$33,800
1503000	CONWAY	NEMO VISTA SCHOOL DISTRICT	\$33,800
1505000	CONWAY	WONDERVIEW SCHOOL DISTRICT	\$33,800
1602000	CRAIGHEAD	WESTSIDE CONS. SCHOOL DISTRICT	\$33,800
1613000	CRAIGHEAD	RIVERSIDE SCHOOL DISTRICT	\$33,800
1702000	CRAWFORD	CEDARVILLE SCHOOL DISTRICT	\$33,800
1703000	CRAWFORD	MOUNTAINBURG SCHOOL DISTRICT	\$33,800
1704000	CRAWFORD	MULBERRY SCHOOL DISTRICT	\$33,800
1802000	CRITTENDEN	EARLE SCHOOL DISTRICT	\$33,800
2002000	DALLAS	FORDYCE SCHOOL DISTRICT	\$33,800
2104000	DESHA	DUMAS SCHOOL DISTRICT	\$33,800
2105000	DESHA	MCGEHEE SCHOOL DISTRICT	\$33,800
2202000	DREW	DREW CENTRAL SCHOOL DISTRICT	\$33,800
2203000	DREW	MONTICELLO SCHOOL DISTRICT	\$33,800
2403000	FRANKLIN	COUNTY LINE SCHOOL DISTRICT	\$33,800
2501000	FULTON	MAMMOTH SPRING SCHOOL DISTRICT	\$33,800
2601000	GARLAND	CUTTER-MORNING STAR SCHOOL DISTRICT	\$33,800
2803000	GREENE	MARMADUKE SCHOOL DISTRICT	\$33,800
2807000	GREENE	GREENE COUNTY TECH SCHOOL DISTRICT	\$33,800
2808000	GREENE	PARAGOULD SCHOOL DISTRICT	\$33,800
2901000	HEMPSTEAD	BLEVINS SCHOOL DISTRICT	\$33,800
2906000	HEMPSTEAD	SPRING HILL SCHOOL DISTRICT	\$33,800
3001000	HOT SPRING	BISMARCK SCHOOL DISTRICT	\$33,800
3211000	INDEPENDENCE	MIDLAND SCHOOL DISTRICT	\$33,800
3212000	INDEPENDENCE	CEDAR RIDGE SCHOOL DISTRICT	\$33,800
3301000	IZARD	CALICO ROCK SCHOOL DISTRICT	\$33,800
3302000	IZARD	MELBOURNE SCHOOL DISTRICT	\$33,800
3403000	JACKSON	NEWPORT SCHOOL DISTRICT	\$33,800
3405000	JACKSON	JACKSON CO. SCHOOL DISTRICT	\$33,800
3606000	JOHNSON	WESTSIDE SCHOOL DISTRICT	\$33,800
3804000	LAWRENCE	HOXIE SCHOOL DISTRICT	\$33,800
3806000	LAWRENCE	SLOAN-HENDRIX SCHOOL DISTRICT	\$33,800
3809000	LAWRENCE	HILLCREST SCHOOL DISTRICT	\$33,800
3810000	LAWRENCE	LAWRENCE COUNTY SCHOOL DISTRICT	\$33,800
3904000	LEE	LEE COUNTY SCHOOL DISTRICT	\$33,800
4003000	LINCOLN	STAR CITY SCHOOL DISTRICT	\$33,800
4101000	LITTLE RIVER	ASHDOWN SCHOOL DISTRICT	\$33,800

2020-2021 Districts' Minimum Salaries			
4102000	LITTLE RIVER	FOREMAN SCHOOL DISTRICT	\$33,800
4202000	LOGAN	MAGAZINE SCHOOL DISTRICT	\$33,800
4203000	LOGAN	PARIS SCHOOL DISTRICT	\$33,800
4204000	LOGAN	SCRANTON SCHOOL DISTRICT	\$33,800
4303000	LONOKE	CARLISLE SCHOOL DISTRICT	\$33,800
4501000	MARION	FLIPPIN SCHOOL DISTRICT	\$33,800
4502000	MARION	YELLVILLE-SUMMIT SCHOOL DISTRICT	\$33,800
4801000	MONROE	BRINKLEY SCHOOL DISTRICT	\$33,800
4802000	MONROE	CLARENDON SCHOOL DISTRICT	\$33,800
4901000	MONTGOMERY	CADDO HILLS SCHOOL DISTRICT	\$33,800
5006000	NEVADA	PRESCOTT SCHOOL DISTRICT	\$33,800
5102000	NEWTON	JASPER SCHOOL DISTRICT	\$33,800
5106000	NEWTON	DEER/MT. JUDEA SCHOOL DISTRICT	\$33,800
5205000	OUACHITA	HARMONY GROVE SCHOOL DISTRICT	\$33,800
5303000	PERRY	PERRYVILLE SCHOOL DISTRICT	\$33,800
5503000	PIKE	KIRBY SCHOOL DISTRICT	\$33,800
5504000	PIKE	SOUTH PIKE COUNTY SCHOOL DISTRICT	\$33,800
5602000	POINSETT	HARRISBURG SCHOOL DISTRICT	\$33,800
5604000	POINSETT	MARKED TREE SCHOOL DISTRICT	\$33,800
5608000	POINSETT	EAST POINSETT CO. SCHOOL DISTRICT	\$33,800
5706000	POLK	OUACHITA RIVER SCHOOL DISTRICT	\$33,800
5707000	POLK	COSSATOT RIVER SCHOOL DISTRICT	\$33,800
5801000	POPE	ATKINS SCHOOL DISTRICT	\$33,800
5803000	POPE	HECTOR SCHOOL DISTRICT	\$33,800
5901000	PRAIRIE	DES ARC SCHOOL DISTRICT	\$33,800
5903000	PRAIRIE	HAZEN SCHOOL DISTRICT	\$33,800
6502000	SEARCY	SEARCY COUNTY SCHOOL DISTRICT	\$33,800
6505000	SEARCY	OZARK MOUNTAIN SCHOOL DISTRICT	\$33,800
6606000	SEBASTIAN	MANSFIELD SCHOOL DISTRICT	\$33,800
6703000	SEVIER	HORATIO SCHOOL DISTRICT	\$33,800
6802000	SHARP	CAVE CITY SCHOOL DISTRICT	\$33,800
6804000	SHARP	HIGHLAND SCHOOL DISTRICT	\$33,800
6205000	ST. FRANCIS	PALESTINE-WHEATLEY SCHOOL DISTRICT	\$33,800
6901000	STONE	MOUNTAIN VIEW SCHOOL DISTRICT	\$33,800
7009000	UNION	STRONG-HUTTIG SCHOOL DISTRICT	\$33,800
7102000	VAN BUREN	CLINTON SCHOOL DISTRICT	\$33,800
7104000	VAN BUREN	SHIRLEY SCHOOL DISTRICT	\$33,800
7303000	WHITE	BRADFORD SCHOOL DISTRICT	\$33,800
7401000	WOODRUFF	AUGUSTA SCHOOL DISTRICT	\$33,800
7503000	YELL	DANVILLE SCHOOL DISTRICT	\$33,800
7509000	YELL	WESTERN YELL CO. SCHOOL DISTRICT	\$33,800
7510000	YELL	TWO RIVERS SCHOOL DISTRICT	\$33,800

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Appendix E – 2021 District Highest and Lowest Minimum Salary Differences

County	Gap between Highest and Lowest Minimum Salary
WASHINGTON	\$13,275
BENTON	\$12,950
GARLAND	\$10,383
WHITE	\$9,200
CRAIGHEAD	\$8,600
CRITTENDEN	\$8,500
FAULKNER	\$8,250
LONOKE	\$8,200
SEBASTIAN	\$8,200
CRAWFORD	\$7,284
GRANT	\$6,250
YELL	\$5,399
JEFFERSON	\$5,000
FRANKLIN	\$4,822
POPE	\$4,792
SEVIER	\$4,400
HOWARD	\$4,373
JOHNSON	\$4,200
PULASKI	\$3,882
HOT SPRING	\$3,159
BAXTER	\$3,064
ST. FRANCIS	\$3,032
CROSS	\$3,000
FULTON	\$3,000
MISSISSIPPI	\$2,963
WOODRUFF	\$2,800
UNION	\$2,700
CONWAY	\$2,500
CLEBURNE	\$2,200
CLEVELAND	\$2,200
RANDOLPH	\$2,100
SALINE	\$2,080
CARROLL	\$2,050
MILLER	\$2,037
PHILLIPS	\$1,746
BOONE	\$1,574
IZARD	\$1,450
OUACHITA	\$1,422
POLK	\$1,300
INDEPENDENCE	\$1,200
POINSETT	\$1,200
VAN BUREN	\$1,200
PIKE	\$1,000

County	Gap between Highest and Lowest Minimum Salary
NEVADA	\$800
PERRY	\$700
HEMPSTEAD	\$475
CHICOT	\$444
CLARK	\$404
ASHLEY	\$200
MONTGOMERY	\$200
ARKANSAS	\$0
BRADLEY	\$0
CLAY	\$0
COLUMBIA	\$0
DESHA	\$0
DREW	\$0
GREENE	\$0
JACKSON	\$0
LAWRENCE	\$0
LITTLE RIVER	\$0
LOGAN	\$0
MARION	\$0
MONROE	\$0
NEWTON	\$0
PRAIRIE	\$0
SEARCY	\$0
SHARP	\$0
CALHOUN	N/A
DALLAS	N/A
LAFAYETTE	N/A
LEE	N/A
LINCOLN	N/A
MADISON	N/A
SCOTT	N/A
STONE	N/A

Appendix F – 2021 Public Charter School Systems’ Minimum Salaries

2020-2021 Charter School Systems’ Minimum Salaries		
LEA	Public Charter School System	0 YEARS
7240700	Haas Hall Academy	\$48,000
0445700	Hope Academy of Northwest Arkansas[2]	\$42,480
6041700	LISA Academy	\$41,500
6040700	Academics Plus	\$39,159
0444700	Arkansas Connections Academy	\$38,440
3541700	Pine Bluff Lighthouse Charter School	\$38,800
6061700	Friendship Aspire Little Rock	\$37,500
3544700	Friendship Aspire Academy at Pine Bluff	\$37,500
3545700	Friendship Aspire Academy SE Pine Bluff[1]	\$37,500
0440700	Arkansas Arts Academy	\$37,000
5440700	KIPP Delta Public Schools	\$36,246
6047700	eStem Public Charter Schools	\$36,136
6043700	Arkansas Virtual Academy	\$36,000
6052700	Graduate Arkansas	\$36,000
0442700	Resp. Ed Solutions Founders Classical Academies of Arkansas	\$36,000
6053700	Resp. Ed Solutions Premier High School of Little Rock	\$36,000
6062700	Resp. Ed Solutions Premier High School of North Little Rock	\$36,000
6640700	Future School of Fort Smith	\$35,000
6060700	ScholarMade Achievement Place	\$34,000
6056700	Capital City Lighthouse Academy	\$33,800
3840700	Imboden Area Charter School	\$33,800
6050700	Jacksonville Lighthouse Academy	\$33,800
6055700	Exalt Academy of Southwest Little Rock	\$32,000

RESEARCH