



Research Report

Teacher Salary Report

Part B

April 12, 2016

Prepared for

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



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CONTENTS

Introduction	1
Teacher Salary Disparity Within Arkansas	2
Minimum Salary	2
Average Salary	6
Average Pay for Other Professions	10
Teachers Teaching Out of Area	10
Waivers for Teachers Teaching Out of Area for More Than 30 Days 2014-15	11
Additional Information	12
National Education Association Average Teacher Salary Calculation	12
Arkansas Department of Education Average Teacher Salary Calculation	13
Appendix – Additional Survey Comments on Compensation	14

INTRODUCTION

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

Part A

1. How do Arkansas teacher salaries compare with surrounding states and states of the Southern Regional Education Board (SREB)?
2. How have the average teacher salaries changed in Arkansas compared with surrounding states and states in the SREB from 2013-2014 to 2014-2015?
3. How does the cost of living in Arkansas and surrounding states affect the value of Arkansas teacher salaries?

Part B

4. Has the disparity in teacher salaries within Arkansas increased or decreased in FY 2014-15?
5. How do teacher salaries in Arkansas compare with the salaries in other professions with similar educational requirements?
6. What instructional areas have the largest number of teachers teaching out of area in Arkansas?

This portion – Part B – of the Teacher Salary Report will address questions 4, 5, and 6 reflected above. Due to an unexpected delay of a publication from the National Education Association (NEA), the remaining questions will be addressed in Part A at a later date.

TEACHER SALARY DISPARITY WITHIN ARKANSAS

Has the disparity in teacher salaries within Arkansas increased or decreased in FY 2014-2015?

MINIMUM SALARY

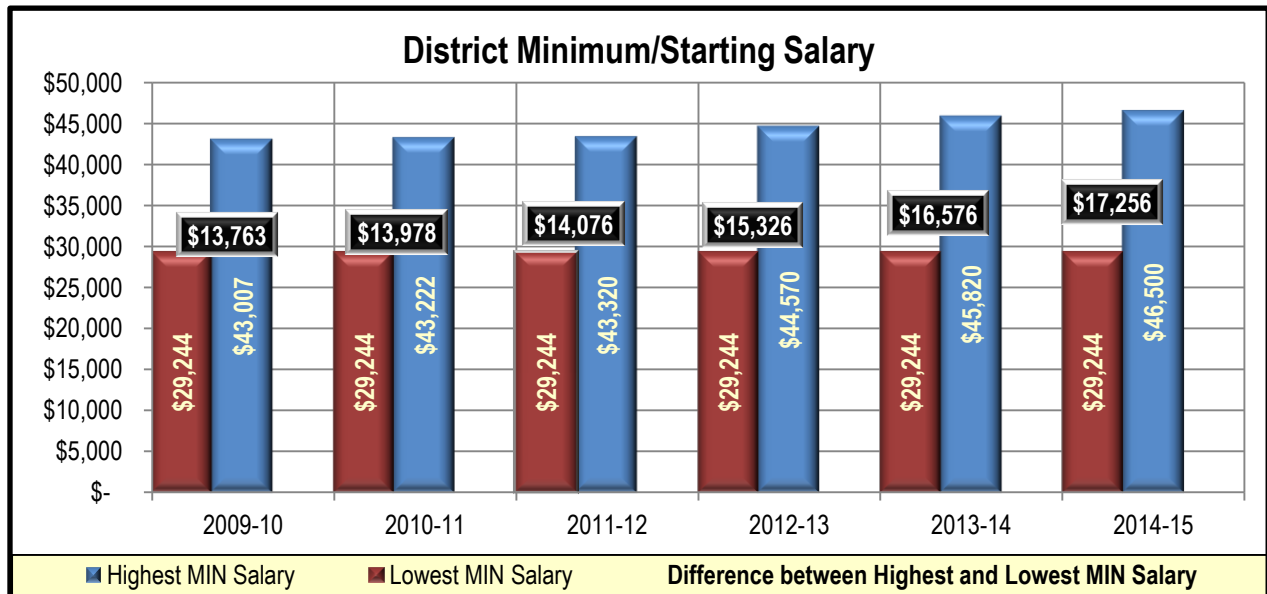
As set forth in **A.C.A. § 6-17-2403**, the minimum teacher salary in the state of Arkansas during the 2014-15 school year was \$29,444. This minimum level of compensation went into effect in FY 2009 and was amended during the 2015 legislative session. The amended schedules provide the following two-year phase-in of minimum salaries:

Effective in School Year	Phase-in Minimum Salary
2015-2016	\$30,122
2016-2017	\$31,000

The lowest beginning salary paid in 2011-2012 was \$29,244 and the lowest minimum salary in 2014-2015 remained \$29,244. There are five districts with \$29,244 as their minimum hiring salary.

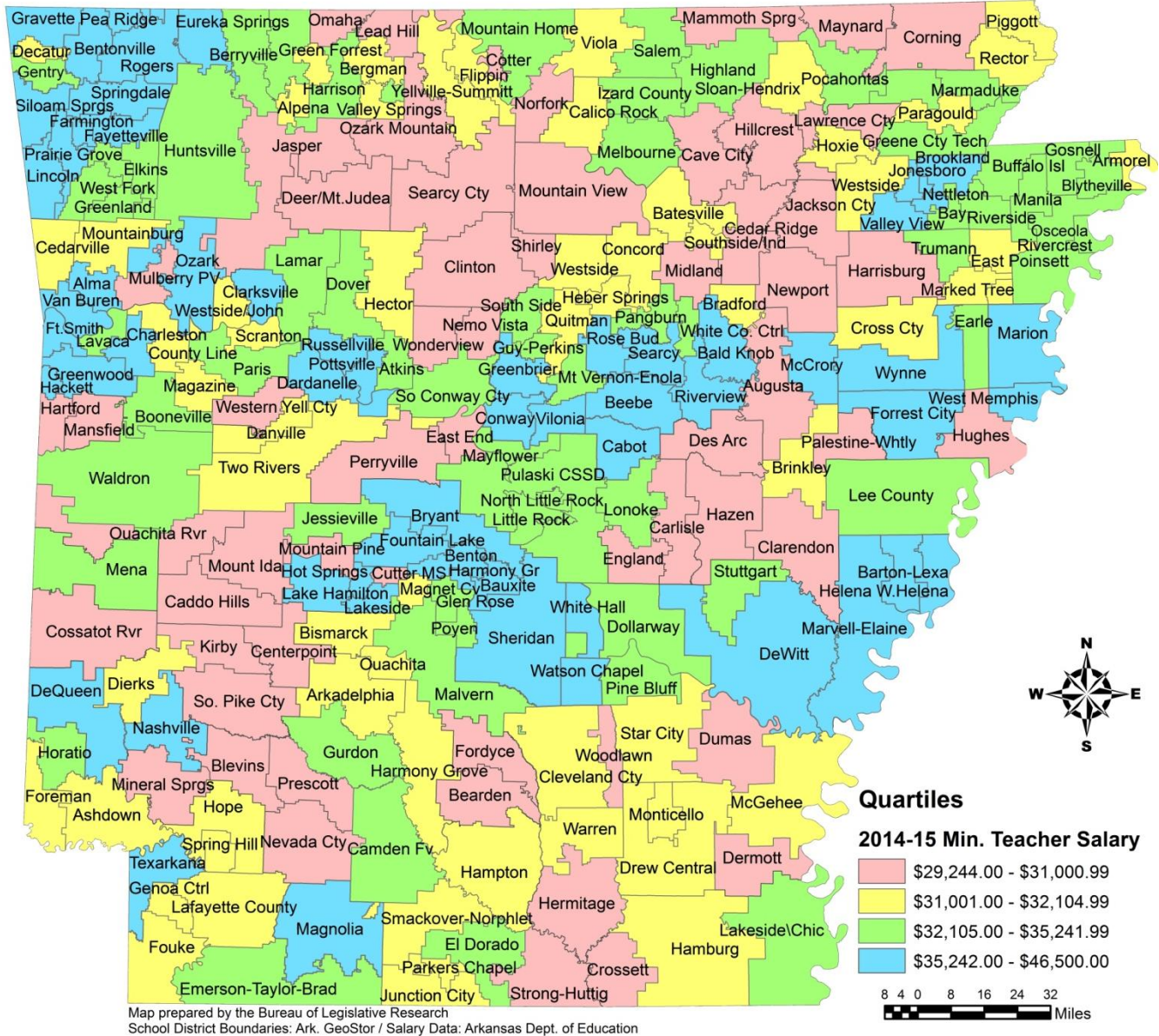
Top 5 Beginning Salary Range (5 Districts):	\$41,310 - \$46,500
Lowest 5 Beginning Salary Range (9 Districts):	\$29,244 - \$29,470

The table below reports the highest and lowest school district starting salaries over the last six school years. The black boxes in the chart below demonstrate the difference between the highest and lowest minimum/starting salary for each year reported.



Data Source: ADE Salary Schedules Posted to District Websites in Accordance with A.C.A. §6-17-201 and §6-17-2301 http://www.arkansased.gov/divisions/fiscal-and-administrative-services/publication-and-reports/report_categories/salary-reports

2014-15 Minimum Salary Rank by School District



The districts are listed by rank on page 4 and in alphabetical order on page 5.

2014-15 Minimum Teacher Salary by Rank

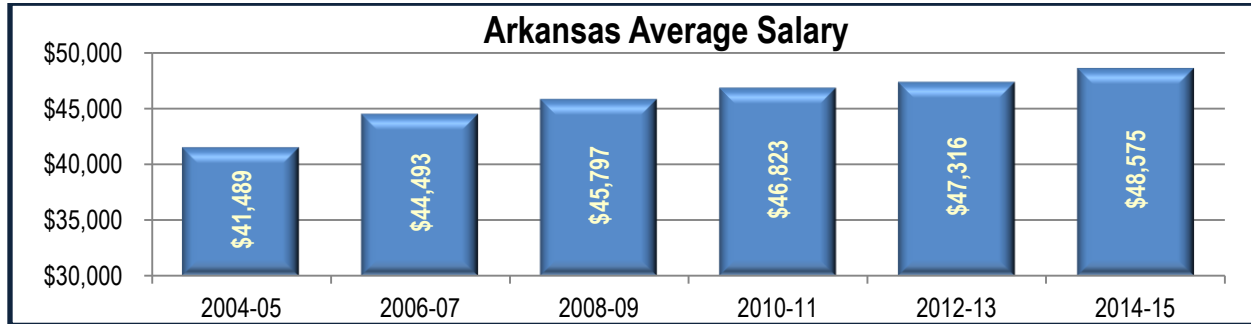
Rank	District	Min.	Rank	District	Min.	Rank	District	Min.	Rank	District	Min.
1	Springdale	\$46,500	60	Little Rock	\$35,232	119	Yellville-Summitt	\$32,100	178	Crossett	\$31,000
2	Rogers	\$44,250	61	Gosnell	\$35,187	120	Harmony Grove	\$32,100	179	Midland	\$31,000
3	Bentonville	\$44,147	62	Huntsville	\$35,073	121	Hampton	\$32,049	180	Cedar Ridge	\$31,000
4	West Memphis	\$41,500	63	West Fork	\$35,007	122	Genoa Ctrl	\$32,025	181	Searcy Cty	\$31,000
5	Fayetteville	\$41,310	64	Lamar	\$34,977	123	Star City	\$32,014	182	England	\$30,996
6	Gravette	\$40,800	65	Mountain Home	\$34,905	124	Bergman	\$32,002	183	Cotter	\$30,983
7	Cabot	\$40,575	66	North Little Rock	\$34,510	125	Hamburg	\$32,000	184	Palestine-Wheatley	\$30,951
8	Greenwood	\$40,341	67	Stuttgart	\$34,320	126	Quitman	\$32,000	185	Mansfield	\$30,939
9	Riverview	\$40,250	68	Gentry	\$34,300	127	Westside	\$32,000	186	Norfolk	\$30,900
10	Searcy	\$40,100	69	Salem	\$34,250	128	Monticello	\$32,000	187	Lawrence Cty	\$30,900
11	Lakeside	\$40,013	70	Lakeside/Chic	\$34,244	129	Viola	\$32,000	188	Clarendon	\$30,760
12	Pea Ridge	\$40,000	71	Malvern	\$34,174	130	Armored	\$32,000	189	Perryville	\$30,748
13	Siloam Sprgs	\$39,500	72	Pocahontas	\$34,100	131	Westside/Craig	\$31,995	190	Hughes	\$30,744
14	Conway	\$39,483	73	Osceola	\$34,065	132	Spring Hill	\$31,966	191	Clinton	\$30,744
15	Marion	\$39,305	74	Jessieville	\$34,030	133	Bismarck	\$31,940	192	Prescott	\$30,547
16	Bauxite	\$39,000	75	Camden Fv	\$34,022	134	Foreman	\$31,844	193	Nemo Vista	\$30,530
17	Alma	\$38,800	76	EmersonTaylorBrad	\$34,000	135	Paragould	\$31,840	194	Newport	\$30,500
18	Greenbrier	\$38,800	77	White Co. Ctrl	\$34,000	136	Cedarville	\$31,800	195	Western Yell Cty	\$30,500
19	Hot Springs	\$38,749	78	Berryville	\$33,750	137	Ouachita	\$31,750	196	Coming	\$30,471
20	Farmington	\$38,500	79	Waldron	\$33,550	138	Parkers Chapel	\$31,704	197	Carlisle	\$30,450
21	Fountain Lake	\$38,255	80	Mt Vernon-Enola	\$33,500	139	Scranton	\$31,700	198	Cave City	\$30,436
22	Beebe	\$38,250	81	El Dorado	\$33,500	140	Sloan-Hendrix	\$31,611	199	Jasper	\$30,415
23	Barton-Lexa	\$38,246	82	Booneville	\$33,475	141	Magazine	\$31,608	200	Harrisburg	\$30,400
24	Harmony Gr	\$38,200	83	Lavaca	\$33,450	142	County Line	\$31,606	201	Bearden	\$30,350
25	DeQueen	\$38,200	84	Manila	\$33,374	143	Decatur	\$31,600	202	Jackson City	\$30,255
26	Lake Hamilton	\$38,050	85	Elkins	\$33,301	144	Two Rivers	\$31,600	203	Mount Ida	\$30,250
27	Magnolia	\$37,700	86	Lonoke	\$33,300	145	Heber Springs	\$31,550	204	Hillcrest	\$30,127
28	Jonesboro	\$37,600	87	Horatio	\$33,300	146	Hope	\$31,525	205	Mountain View	\$30,122
29	Van Buren	\$37,600	88	Harrison	\$33,280	147	Alpena	\$31,500	206	Wonderview	\$30,121
30	Russellville	\$37,550	89	Mayflower	\$33,273	148	Concord	\$31,500	207	Shirley	\$30,121
31	White Hall	\$37,500	90	Bay	\$33,254	149	Mountainburg	\$31,500	208	Mammoth Sprg	\$30,016
32	Fort Smith	\$37,500	91	Greene Cty Tech	\$33,250	150	Cross Cty	\$31,500	209	Omaha	\$30,000
33	Bryant	\$37,380	92	Dover	\$33,207	151	Drew Central	\$31,500	210	Lead Hill	\$30,000
34	Prairie Grove	\$37,188	93	Paris	\$33,200	152	Magnet Cv	\$31,500	211	Woodlawn	\$30,000
35	Wynne	\$37,000	94	Mena	\$33,100	153	Lafayette County	\$31,500	212	Fordyce	\$30,000
36	Clarksville	\$37,000	95	Dollarway	\$33,075	154	Flippin	\$31,500	213	Dumas	\$30,000
37	Forrest City	\$36,832	96	Poyen	\$33,050	155	East Poinsett	\$31,500	214	Cutter-Morning Star	\$30,000
38	Vilonia	\$36,745	97	Greenland	\$33,008	156	Smackover-Norphlet	\$31,500	215	Mountain Pine	\$30,000
39	Nashville	\$36,600	98	Earle	\$33,000	157	Junction City	\$31,470	216	Caddo Hills	\$30,000
40	Nettleton	\$36,524	99	Lee County	\$33,000	158	Westside/John	\$31,440	217	Centerpoint	\$30,000
41	Brookland	\$36,521	100	South Side	\$33,000	159	Danville	\$31,400	218	Hazen	\$30,000
42	Watson Chapel	\$36,500	101	Pangburn	\$33,000	160	Rector	\$31,305	219	Hermitage	\$29,971
43	Marvell-Elaine	\$36,500	102	Blytheville	\$32,961	161	Dierks	\$31,270	220	Maynard	\$29,955
44	Bald Knob	\$36,500	103	Pine Bluff	\$32,900	162	Piggott	\$31,260	221	Ozark Mountain	\$29,833
45	Benton	\$36,425	104	Gurdon	\$32,621	163	Calico Rock	\$31,250	222	Dermott	\$29,745
46	Helena W. Helena	\$36,246	105	Riverside	\$32,577	164	Marked Tree	\$31,250	223	Des Arc	\$29,650
47	Mccrory	\$36,200	106	Guy-Perkins	\$32,500	165	Hector	\$31,250	224	Cossatot Rvr	\$29,625
48	Dardanelle	\$36,108	107	Highland	\$32,500	166	Bradford	\$31,250	225	Ouachita Rvr	\$29,623
49	Ozark	\$36,036	108	Green Forrest	\$32,450	167	Southside/Ind	\$31,235	226	So. Pike Cty	\$29,544
50	Lincoln	\$36,000	109	Buffalo Island	\$32,350	168	McGehee	\$31,225	227	Kirby	\$29,537
51	Texarkana	\$35,958	110	Glen Rose	\$32,320	169	Arkadelphia	\$31,204	228	Blevins	\$29,470
52	Charleston	\$35,850	111	Trumann	\$32,310	170	Brinkley	\$31,200	229	Hartford	\$29,350
53	Eureka Springs	\$35,750	112	Marmaduke	\$32,300	171	Ashdown	\$31,190	230	East End	\$29,266
54	Sheridan	\$35,750	113	Melbourne	\$32,300	172	Cleveland Cty	\$31,136	231	Strong-Huttig	\$29,250
55	Dewitt	\$35,535	114	Izard County	\$32,300	173	Valley Springs	\$31,126	232	Mulberry PV	\$29,244
56	Valley View	\$35,510	115	So Conway Cty	\$32,260	174	Fouke	\$31,050	233	Mineral Sprgs	\$29,244
57	Hackett	\$35,350	116	Atkins	\$32,236	175	Hoxie	\$31,038	234	Nevada Cty	\$29,244
58	Pottsville	\$35,270	117	Pulaski CSSD	\$32,175	176	Warren	\$31,010	235	Deer/Mt. Judea	\$29,244
59	Rose Bud	\$35,250	118	Rivercrest	\$32,105	177	Batesville	\$31,001	236	Augusta	\$29,244

2014-15 Minimum Teacher Salary by District

Rank	District	Min. Sal.	Rank	District	Min. Sal.	Rank	District	Min. Sal.	Rank	District	Min. Sal.
17	Alma	\$38,800	95	Dollarway	\$33,075	157	Junction City	\$31,470	117	Pea Ridge	\$40,000
147	Alpena	\$31,500	92	Dover	\$33,207	227	Kirby	\$29,537	12	Perryville	\$30,748
169	Arkadelphia	\$31,204	150	Drew Central	\$31,500	153	Lafayette County	\$31,500	189	Piggott	\$31,260
125	Armored	\$32,000	212	Dumas	\$30,000	26	Lake Hamilton	\$38,050	162	Pine Bluff	\$32,900
171	Ashdown	\$31,190	98	Earle	\$33,000	11	Lakeside	\$40,013	103	Pocahontas	\$34,100
116	Atkins	\$32,236	230	East End	\$29,266	70	Lakeside/Chico	\$34,244	72	Pottsville	\$35,270
232	Augusta	\$29,244	151	East Poinsett	\$31,500	64	Lamar	\$34,977	58	Poyen	\$33,050
44	Bald Knob	\$36,500	81	El Dorado	\$33,500	83	Lavaca	\$33,450	96	Prairie Grove	\$37,188
23	Barton-Lexa	\$38,246	85	Elkins	\$33,301	187	Lawrence Cty	\$30,900	34	Prescott	\$30,547
177	Batesville	\$31,001	76	Emerson-Taylor-Brad	\$34,000	215	Lead Hill	\$30,000	192	Pulaski CSSD	\$32,175
16	Bauxite	\$39,000	182	England	\$30,996	99	Lee County	\$33,000	128	Quitman	\$32,000
90	Bay	\$33,254	53	Eureka Springs	\$35,750	50	Lincoln	\$36,000	160	Rector	\$31,305
201	Bearden	\$30,350	20	Farmington	\$38,500	86	Little Rock	\$35,232	118	Rivercrest	\$32,105
22	Beebe	\$38,250	5	Fayetteville	\$41,310	60	Lonoke	\$33,300	105	Riverside	\$32,577
45	Benton	\$36,425	152	Flippin	\$31,500	141	Magazine	\$31,608	9	Riverview	\$40,250
3	Bentonville	\$44,147	213	Fordyce	\$30,000	154	Magnet Cv	\$31,500	2	Rogers	\$44,250
124	Bergman	\$32,002	134	Foreman	\$31,844	27	Magnolia	\$37,700	59	Rose Bud	\$35,250
78	Berryville	\$33,750	37	Forrest City	\$36,832	71	Malvern	\$34,174	30	Russellville	\$37,550
133	Bismarck	\$31,940	174	Fort Smith	\$37,500	208	Mammoth Sprg	\$30,016	69	Salem	\$34,250
228	Blevins	\$29,470	21	Fouke	\$31,050	84	Manila	\$33,374	139	Scranton	\$31,700
102	Blytheville	\$32,961	31	Fountain Lake	\$38,255	185	Mansfield	\$30,939	10	Searcy	\$40,100
82	Booneville	\$33,475	122	Genoa Ctrl	\$32,025	15	Marion	\$39,305	181	Searcy Cty	\$31,000
163	Bradford	\$31,250	68	Gentry	\$34,300	166	Marked Tree	\$31,250	54	Sheridan	\$35,750
170	Brinkley	\$31,200	110	Glen Rose	\$32,320	113	Marmaduke	\$32,300	206	Shirley	\$30,121
41	Brookland	\$36,521	61	Gosnell	\$35,187	42	Marvell-Elaine	\$36,500	13	Siloam Sprgs	\$39,500
33	Bryant	\$37,380	6	Gravette	\$40,800	89	Mayflower	\$33,273	140	Sloan-Hendrix	\$31,611
109	Buffalo Island	\$32,350	108	Green Forrest	\$32,450	220	Maynard	\$29,955	156	Smackover-Norphlet	\$31,500
7	Cabot	\$40,575	18	Greenbrier	\$38,800	47	Mccrory	\$36,200	115	So Conway Cty	\$32,260
209	Caddo Hills	\$30,000	91	Greene Cty Tech	\$33,250	168	McGehee	\$31,225	226	So. Pike Cty	\$29,544
164	Calico Rock	\$31,250	97	Greenland	\$33,008	114	Melbourne	\$32,300	101	South Side	\$33,000
75	Camden Fv	\$34,022	8	Greenwood	\$40,341	94	Mena	\$33,100	167	Southside/Ind	\$31,235
197	Carlisle	\$30,450	104	Gurdon	\$32,621	180	Midland	\$31,000	132	Spring Hill	\$31,966
198	Cave City	\$30,436	106	Guy-Perkins	\$32,500	235	Mineral Sprgs	\$29,244	1	Springdale	\$46,500
178	Cedar Ridge	\$31,000	57	Hackett	\$35,350	127	Monticello	\$32,000	123	Star City	\$32,014
136	Cedarville	\$31,800	126	Hamburg	\$32,000	203	Mount Ida	\$30,250	231	Strong-Huttig	\$29,250
210	Centerpoint	\$30,000	121	Hampton	\$32,049	65	Mountain Home	\$34,905	67	Stuttgart	\$34,320
52	Charleston	\$35,850	25	Harmony Gr	\$38,200	205	Mountain Pine	\$30,000	51	Texarkana	\$35,958
188	Clarendon	\$30,760	119	Harmony Grove	\$32,100	155	Mountain View	\$30,122	111	Trumann	\$32,310
35	Clarksville	\$37,000	200	Harrisburg	\$30,400	216	Mountainburg	\$31,500	144	Two Rivers	\$31,600
172	Cleveland Cty	\$31,136	88	Harrison	\$33,280	80	Mt Vernon-Enola	\$33,500	173	Valley Springs	\$31,126
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14	Conway	\$39,483	145	Heber Springs	\$31,550	193	Nemo Vista	\$30,530	38	Vilonia	\$36,745
196	Corning	\$30,471	165	Hector	\$31,250	40	Nettleton	\$36,524	129	Viola	\$32,000
224	Cossatot Rvr	\$29,625	46	Helena W. Helena	\$36,246	234	Nevada Cty	\$29,244	79	Waldron	\$33,550
183	Cotter	\$30,983	219	Hermitage	\$29,971	194	Newport	\$30,500	176	Warren	\$31,010
142	County Line	\$31,606	107	Highland	\$32,500	66	Norfolk	\$30,900	43	Watson Chapel	\$36,500
149	Cross Cty	\$31,500	204	Hillcrest	\$30,127	186	North Little Rock	\$34,510	63	West Fork	\$35,007
179	Crossett	\$31,000	146	Hope	\$31,525	217	Omaha	\$30,000	4	West Memphis	\$41,500
211	Cutter-Morning Star	\$30,000	87	Horatio	\$33,300	73	Osceola	\$34,065	130	Western Yell Cty	\$30,500
159	Danville	\$31,400	19	Hot Springs	\$38,749	137	Ouachita	\$31,750	195	Westside	\$32,000
48	Dardanelle	\$36,108	175	Hoxie	\$31,038	225	Ouachita Rvr	\$29,623	131	Westside/Craig	\$31,995
143	Decatur	\$31,600	190	Hughes	\$30,744	49	Ozark	\$36,036	158	Westside/John	\$31,440
233	Deer/Mt. Judea	\$29,244	62	Huntsville	\$35,073	221	Ozark Mountain	\$29,833	77	White Co. Ctrl	\$34,000
24	DeQueen	\$38,200	112	Izard County	\$32,300	184	Palestine-Whitly	\$30,951	32	White Hall	\$37,500
222	Dermott	\$29,745	202	Jackson Cty	\$30,255	100	Pangburn	\$33,000	207	Wonderview	\$30,121
223	Des Arc	\$29,650	199	Jasper	\$30,415	135	Paragould	\$31,840	218	Woodlawn	\$30,000
55	Dewitt	\$35,535	74	Jessieville	\$34,030	93	Paris	\$33,200	36	Wynne	\$37,000

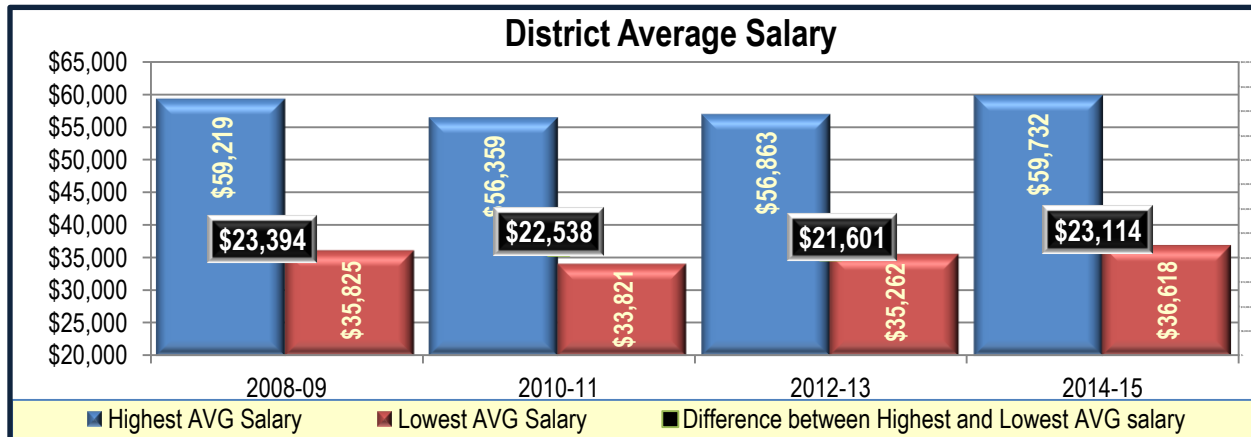
AVERAGE SALARY

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 2012-13 was \$47,316, while the average salary for the state in 2014-2015 was \$48,575¹, an increase of 2.66%. *(Please note that beginning with this section of the report the average salaries used are calculated through the ASR rather than the NEA. Please see pages 11-12 for a full explanation of this switch in methodology.)*



The disparity in average salary among districts has fluctuated over the years. The lowest district average salary in 2012-13 was \$35,262² which is \$6,018 above the state minimum requirements, while the lowest district average salary in 2010-2011 was \$33,821, which is \$4,577 above the state minimum requirements. The black boxes in the chart below demonstrate the difference between the highest and lowest average salary for each year reported.

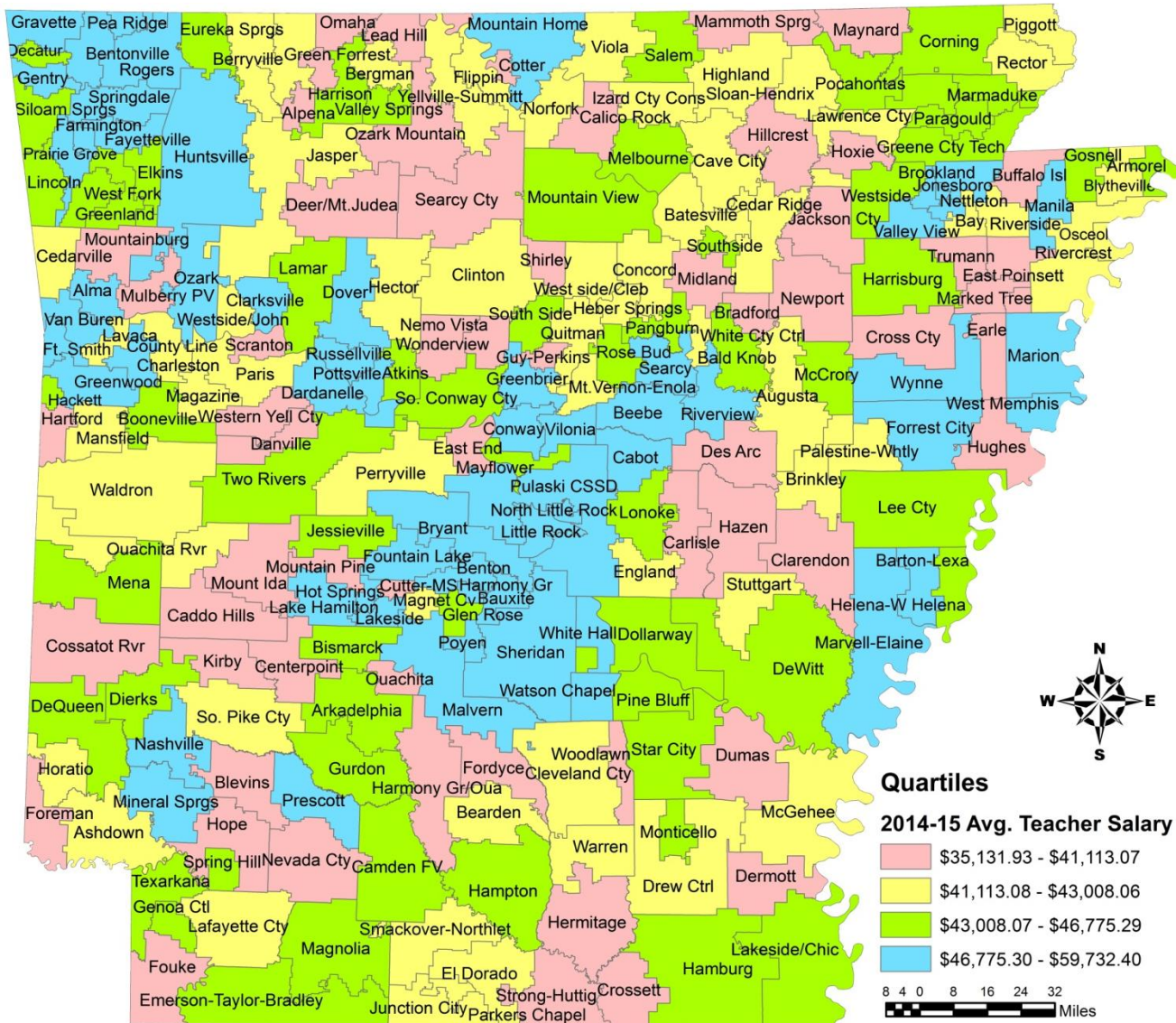
2014-15 Top 5 Average Salary Range:	\$57,665 - \$59,732
2014-15 Lowest 5 Average Salary Range:	\$35,132 - \$35,895



Source: Arkansas Dept. of Education-Annual Statistical Reports 2008-2015; for information on the calculation of 2010-2011, review page 13 of this report. Also, see page 13 for information regarding the highest salary reported for 2011-2012.

¹ By contrast, during the same school year, the average teacher salary for charter school teachers in Arkansas was \$37,989.
² The lowest salary reported above (\$35,262) is actually the second lowest salary reported for the 2012-2013 school year. However, there is concern that the lowest salary reported in the ASR for the same year is incorrect due to errors in full time employee (FTE) reporting by the respective school district. This district could not be reached prior to the dissemination of this report and the decision was made, with the cooperation of ADE, to report the second lowest salary to increase accuracy. It should be noted that two other errors in FTE reporting were discovered and the corresponding average salaries were corrected prior to the production of this report. In addition, as reflected on page 8 of this report, the lowest average salary reported in the 2015 ASR was the Hughes School District at \$35,132. Due to the same issues found in previous years, the lowest average salary confirmed by the BLR was \$36,618 from the Mulberry School District during school year 2014-2015.

2014-15 Average Salary Rank by School District



Map prepared by the Bureau of Legislative Research
 School District Boundaries: Ark. GeoStor / Salary Data: Arkansas Dept. of Education

The districts are listed by rank on page 8 and in alphabetical order on page 9.

School districts which are labeled as high-priority participate in the High-Priority District Teacher Incentive Program. This state program provides a one-time \$5,000 signing bonus to a newly hired teacher, a \$4,000 bonus in the teacher’s second and third years and a \$3,000 bonus for a teacher remaining in a high-priority district.

The following districts received funding for the high priority bonuses during the 2014-2015 school year:

- Augusta
- Blevins
- Clarendon
- Decatur
- Dermott
- Earle
- Hermitage
- Hughes
- Lafayette County
- Lee County
- Marvell-Elaine
- Mineral Springs
- Norfolk
- Palestine-Wheatley
- Strong-Huttig
- Two Rivers

2014-15 Average Teacher Salary by Rank

Rank	Avg.	Dist. 2014-15	Rank	Avg.	Dist. 2014-15	Rank	Avg.	Dist. 2014-15	Rank	Avg.	Dist. 2014-15
1	\$59,732	Rogers	60	\$46,775	Mccrory	119	\$43,008	Ashdown	178	\$41,113	Des Arc
2	\$57,993	Springdale	61	\$46,753	Magnolia	120	\$42,951	Flippin	179	\$41,110	Foreman
3	\$57,921	Bentonville	62	\$46,708	Siloam Sprgs	121	\$42,937	Paris	180	\$41,091	Alpena
4	\$57,727	LRSD	63	\$46,593	West Fork	122	\$42,895	Bergman	181	\$41,038	Fouke
5	\$57,665	Fayetteville	64	\$46,509	Gosnell	123	\$42,876	Yellville-Summitt	182	\$40,962	Guy-Perkins
6	\$55,329	Conway	65	\$46,466	Pine Bluff	124	\$42,873	Lafayette Cty	183	\$40,946	Marked Tree
7	\$54,541	Ft. Smith	66	\$46,391	Hackett	125	\$42,870	Horatio	184	\$40,858	Crossett
8	\$53,864	Greenbrier	67	\$46,348	Texarkana	126	\$42,868	Parkers Chapel	185	\$40,838	Trumann
9	\$53,582	Lakeside	68	\$46,141	Glen Rose	127	\$42,867	Palestine-Whtly	186	\$40,762	Cotter
10	\$53,506	Lake Hamilton	69	\$46,139	Two Rivers	128	\$42,854	Mt. Vernon-Enola	187	\$40,614	Mount Ida
11	\$53,376	Cabot	70	\$46,089	Salem	129	\$42,841	Mansfield	188	\$40,611	Cutter-MS
12	\$52,755	White Hall	71	\$45,993	Rose Bud	130	\$42,780	Jasper	189	\$40,529	Danville
13	\$52,706	Bryant	72	\$45,984	Genoa Ctl	131	\$42,775	Waldron	190	\$40,481	Ouachita
14	\$52,316	Prescott	73	\$45,940	Lakeside/Chic	132	\$42,741	White Cty Ctrl	191	\$40,429	Searcy Cty
15	\$51,947	Gravette	74	\$45,880	Harrison	133	\$42,739	Green Forrest	192	\$40,426	Cossatot Rvr
16	\$51,868	Benton	75	\$45,707	Pocahontas	134	\$42,682	So. Pike Cty	193	\$40,421	Midland
17	\$51,867	Greenwood	76	\$45,678	DeQueen	135	\$42,664	McGehee	194	\$40,328	East Poinsett
18	\$51,672	Charleston	77	\$45,316	Star City	136	\$42,650	Heber Springs	195	\$40,314	Maynard
19	\$51,636	Riverview	78	\$45,267	Lamar	137	\$42,607	Viola	196	\$40,237	Scranton
20	\$51,315	Forrest City	79	\$45,222	Spring Hill	138	\$42,565	Lavaca	197	\$40,177	Dermott
21	\$51,198	Wynne	80	\$45,202	Lincoln	139	\$42,549	Stuttgart	198	\$40,172	Shirley
22	\$51,076	Clarksville	81	\$45,182	DeWitt	140	\$42,507	Hector	199	\$40,073	Hoxie
23	\$51,033	West Memphis	82	\$44,999	Valley Springs	141	\$42,450	Quitman	200	\$40,063	Mountainburg
24	\$50,418	Hot Sprgs	83	\$44,858	Booneville	142	\$42,444	Highland	201	\$40,014	Nemo Vista
25	\$50,348	Pulaski CSSD	84	\$44,848	Pangburn	143	\$42,356	Cleveland Cty	202	\$40,013	Jackson Cty
26	\$50,329	Searcy	85	\$44,746	Hampton	144	\$42,303	West side/Cleb	203	\$40,008	Newport
27	\$50,308	Huntsville	86	\$44,678	So. Conway Cty	145	\$42,283	County Line	204	\$39,835	Calico Rock
28	\$49,881	Nashville	87	\$44,563	Paragould	146	\$42,260	El Dorado	205	\$39,751	Carlisle
29	\$49,664	Whiteletton	88	\$44,559	Mena	147	\$42,227	Brinkley	206	\$39,698	Wonderview
30	\$49,653	Pea Ridge	89	\$44,451	Greenland	148	\$42,218	Bay	207	\$39,650	Centerpoint
31	\$49,600	Alma	90	\$44,444	Gurdon	149	\$42,205	Cedarville	208	\$39,594	Buffalo Isl
32	\$49,599	No. Little Rock	91	\$44,365	Mountain View	150	\$42,141	Rector	209	\$39,562	Western Yell Cty
33	\$49,539	Watson Chapel	92	\$44,244	Monticello	151	\$42,104	Osceola	210	\$39,493	Strong-Huttig
34	\$49,416	Marion	93	\$44,190	Bald Knob	152	\$42,092	Magnet Cv	211	\$39,393	Hermitage
35	\$49,335	Fountain Lk	94	\$44,112	Eureka Sprgs	153	\$42,059	Izard Cty Cons	212	\$39,322	Mt Pine
36	\$49,324	Beebe	95	\$44,096	Dollarway	154	\$42,020	England	213	\$39,059	Nevada Cty
37	\$49,263	Vilonia	96	\$44,092	South Side	155	\$41,960	Warren	214	\$39,035	Hazen
38	\$49,082	Russellville	97	\$44,089	Westside/Craig	156	\$41,957	Riverside	215	\$38,985	Cross Cty
39	\$48,995	Ozark	98	\$44,025	Elkins	157	\$41,890	Piggott	216	\$38,898	Fordyce
40	\$48,473	Prairie Grove	99	\$43,886	Hamburg	158	\$41,786	Clinton	217	\$38,781	Hartford
41	\$48,432	Bauxite	100	\$43,775	Mayflower	159	\$41,781	Smackover-Northlet	218	\$38,752	Mammoth Sprg
42	\$48,431	Dardanelle	101	\$43,770	Atkins	160	\$41,774	Sloan-Hendrix	219	\$38,678	Ozark Mountain
43	\$48,412	Jonesboro	102	\$43,697	Decatur	161	\$41,694	Norfolk	220	\$38,625	Bradford
44	\$48,317	Sheridan	103	\$43,690	Jessieville	162	\$41,681	Batesville	221	\$38,552	Clarendon
45	\$48,301	Farmington	104	\$43,679	Lonoke	163	\$41,665	Perryville	222	\$38,130	Hope
46	\$48,266	Barton-Lexa	105	\$43,621	Greene Cty Tech	164	\$41,657	Cedar Ridge	223	\$38,031	Caddo Hills
47	\$48,141	Van Buren	106	\$43,524	Bismarck	165	\$41,654	Ouachita Rvr	224	\$37,973	Dumas
48	\$47,896	Malvern	107	\$43,515	Camden FV	166	\$41,654	Blytheville	225	\$37,868	Blevins
49	\$47,879	Valley View	108	\$43,423	Helena-W Helena	167	\$41,628	Junction City	226	\$37,651	Woodlawn
50	\$47,789	Gentry	109	\$43,345	Lee Cty	168	\$41,590	Augusta	227	\$37,606	Hillcrest
51	\$47,772	Harmony Gr	110	\$43,326	Southside/Ind	169	\$41,580	Rivercrest	228	\$37,189	Kirby
52	\$47,686	Mountain Home	111	\$43,314	Coming	170	\$41,521	Berryville	229	\$37,127	Harmony Gr/Oua
53	\$47,641	Poyen	112	\$43,290	Marmaduke	171	\$41,518	Westside/John	230	\$36,910	Deer/Mt.Judea
54	\$47,585	Pottsville	113	\$43,243	Arkadelphia	172	\$41,486	Bearden	231	\$36,314	Mulberry PV
55	\$47,435	Manila	114	\$43,174	Melbourne	173	\$41,459	Lawrence Cty	232	\$35,895	Lead Hill
56	\$47,134	Marvell-Elaine	115	\$43,139	EmersonTaylorBradley	174	\$41,403	Drew Ctrl	233	\$35,853	Omaha
57	\$47,005	Mineral Sprgs	116	\$43,113	Harrisburg	175	\$41,395	Magazine	234	\$35,822	East End
58	\$46,937	Brookland	117	\$43,101	Armored	176	\$41,245	Concord	235	\$35,326	Earle
59	\$46,819	Dover	118	\$43,015	Dierks	177	\$41,148	Cave City	236	\$35,132	Hughes

2014-15 Average Teacher Salary by District

Rank	Avg.Sal.	Dist. 2014-15	Rank	Avg.Sal.	Dist. 2014-15	Rank	Avg.Sal.	Dist. 2014-15	Rank	Avg.Sal.	Dist. 2014-15
31	\$49,600	Alma	95	\$44,096	Dollarway	167	\$41,628	Junction City	30	\$49,653	Pea Ridge
180	\$41,091	Alpena	59	\$46,819	Dover	228	\$37,189	Kirby	163	\$41,665	Perryville
113	\$43,243	Arkadelphia	174	\$41,403	Drew Ctrl	124	\$42,873	Lafayette Cty	157	\$41,890	Piggott
117	\$43,101	Armored	224	\$37,973	Dumas	10	\$53,506	Lake Hamilton	65	\$46,466	Pine Bluff
119	\$43,008	Ashdown	235	\$35,326	Earle	9	\$53,582	Lakeside	75	\$45,707	Pocahontas
101	\$43,770	Atkins	234	\$35,822	East End	73	\$45,940	Lakeside/Chic	54	\$47,585	Pottsville
168	\$41,590	Augusta	194	\$40,328	East Poinsett	78	\$45,267	Lamar	53	\$47,641	Poyen
93	\$44,190	Bald Knob	146	\$42,260	El Dorado	138	\$42,565	Lavaca	40	\$48,473	Prairie Grove
46	\$48,266	Barton-Lexa	98	\$44,025	Elkins	173	\$41,459	Lawrence Cty	14	\$52,316	Prescott
162	\$41,681	Batesville	115	\$43,139	EmersonTaylor-Bradl	232	\$35,895	Lead Hill	25	\$50,348	Pulaski CSSD
41	\$48,432	Bauxite	154	\$42,020	England	109	\$43,345	Lee Cty	141	\$42,450	Quitman
148	\$42,218	Bay	94	\$44,112	Eureka Sprgs	80	\$45,202	Lincoln	150	\$42,141	Rector
172	\$41,486	Bearden	45	\$48,301	Farmington	4	\$57,727	Little Rock	169	\$41,580	Rivercrest
36	\$49,324	Beebe	5	\$57,665	Fayetteville	104	\$43,679	Lonoke	156	\$41,957	Riverside
16	\$51,868	Benton	120	\$42,951	Flippin	175	\$41,395	Magazine	19	\$51,636	Riverview
3	\$57,921	Bentonville	216	\$38,898	Fordyce	152	\$42,092	Magnet Cv	1	\$59,732	Rogers
122	\$42,895	Bergman	179	\$41,110	Foreman	61	\$46,753	Magnolia	71	\$45,993	Rose Bud
170	\$41,521	Berryville	20	\$51,315	Forrest City	48	\$47,896	Malvern	38	\$49,082	Russellville
106	\$43,524	Bismarck	181	\$41,038	Fouke	218	\$38,752	Mammoth Sprg	70	\$46,089	Salem
225	\$37,868	Blevins	35	\$49,335	Fountain Lk	55	\$47,435	Manila	196	\$40,237	Scranton
166	\$41,654	Blytheville	7	\$54,541	Ft. Smith	129	\$42,841	Mansfield	26	\$50,329	Searcy
83	\$44,858	Booneville	72	\$45,984	Genoa Ctl	34	\$49,416	Marion	191	\$40,429	Searcy Cty
220	\$38,625	Bradford	50	\$47,789	Gentry	183	\$40,946	Marked Tree	44	\$48,317	Sheridan
147	\$42,227	Brinkley	68	\$46,141	Glen Rose	112	\$43,290	Marmaduke	198	\$40,172	Shirley
58	\$46,937	Brookland	64	\$46,509	Gosnell	56	\$47,134	Marvell-Elaine	62	\$46,708	Siloam Sprgs
13	\$52,706	Bryant	15	\$51,947	Gravette	100	\$43,775	Mayflower	160	\$41,774	Sloan-Hendrix
208	\$39,594	Buffalo Isl	133	\$42,739	Green Forrest	195	\$40,314	Maynard	159	\$41,781	Smackover-Northlet
11	\$53,376	Cabot	8	\$53,864	Greenbrier	60	\$46,775	Mccrory	86	\$44,678	So. Conway Cty
223	\$38,031	Caddo Hills	105	\$43,621	Greene Cty Tech	135	\$42,664	McGehee	134	\$42,682	So. Pike Cty
204	\$39,835	Calico Rock	89	\$44,451	Greenland	114	\$43,174	Melbourne	96	\$44,092	South Side
107	\$43,515	Camden FV	17	\$51,867	Greenwood	88	\$44,559	Mena	110	\$43,326	Southside/Ind
205	\$39,751	Carlisle	90	\$44,444	Gurdon	193	\$40,421	Midland	79	\$45,222	Spring Hill
177	\$41,148	Cave City	182	\$40,962	Guy-Perkins	57	\$47,005	Mineral Sprgs	2	\$57,993	Springdale
164	\$41,657	Cedar Ridge	66	\$46,391	Hackett	92	\$44,244	Monticello	77	\$45,316	Star City
149	\$42,205	Cedarville	99	\$43,886	Hamburg	187	\$40,614	Mount Ida	210	\$39,493	Strong-Huttig
207	\$39,650	Centerpoint	85	\$44,746	Hampton	52	\$47,686	Mountain Home	139	\$42,549	Stuttgart
18	\$51,672	Charleston	51	\$47,772	Harmony Gr	91	\$44,365	Mountain View	67	\$46,348	Texarkana
221	\$38,552	Clarendon	229	\$37,127	Harmony Gr/Oua	200	\$40,063	Mountainburg	185	\$40,838	Trumann
22	\$51,076	Clarksville	116	\$43,113	Harrisburg	212	\$39,322	Mt Pine	69	\$46,139	Two Rivers
143	\$42,356	Cleveland Cty	74	\$45,880	Harrison	128	\$42,854	Mt. Vernon-Enola	82	\$44,999	Valley Springs
158	\$41,786	Clinton	217	\$38,781	Hartford	231	\$36,314	Mulberry PV	49	\$47,879	Valley View
176	\$41,245	Concord	214	\$39,035	Hazen	28	\$49,881	Nashville	47	\$48,141	Van Buren
6	\$55,329	Conway	136	\$42,650	Heber Springs	201	\$40,014	Nemo Vista	37	\$49,263	Vilonia
111	\$43,314	Coming	140	\$42,507	Hector	29	\$49,664	Nettleton	137	\$42,607	Viola
192	\$40,426	Cossatot Rvr	108	\$43,423	Helena-W Helena	213	\$39,059	Nevada Cty	131	\$42,775	Waldron
186	\$40,762	Cotter	211	\$39,393	Hermitage	203	\$40,008	Newport	155	\$41,960	Warren
145	\$42,283	County Line	142	\$42,444	Highland	32	\$49,599	No.Little Rock	33	\$49,539	Watson Chapel
215	\$38,985	Cross Cty	227	\$37,606	Hillcrest	161	\$41,694	Norfolk	63	\$46,593	West Fork
184	\$40,858	Crossett	222	\$38,130	Hope	233	\$35,853	Omaha	23	\$51,033	West Memphis
188	\$40,611	Cutter-MS	125	\$42,870	Horatio	151	\$42,104	Osceola	144	\$42,303	West side/Cleb
189	\$40,529	Danville	24	\$50,418	Hot Sprgs	190	\$40,481	Ouachita	209	\$39,562	Western Yell Cty
42	\$48,431	Dardanelle	199	\$40,073	Hoxie	165	\$41,654	Ouachita Rvr	97	\$44,089	Westside/Craigh
102	\$43,697	Decatur	236	\$35,132	Hughes	39	\$48,995	Ozark	171	\$41,518	Westside/John
230	\$36,910	Deer/Mt.Judea	27	\$50,308	Huntsville	219	\$38,678	Ozark Mountain	132	\$42,741	White Cty Ctrl
76	\$45,678	DeQueen	153	\$42,059	Izard Cty Cons	127	\$42,867	Palestine-Wheatley	12	\$52,755	White Hall
197	\$40,177	Dermott	202	\$40,013	Jackson Cty	84	\$44,848	Pangburn	206	\$39,698	Wonderview
178	\$41,113	Des Arc	130	\$42,780	Jasper	87	\$44,563	Paragould	226	\$37,651	Woodlawn
81	\$45,182	DeWitt	103	\$43,690	Jessieville	121	\$42,937	Paris	21	\$51,198	Wynne
118	\$43,015	Dierks	43	\$48,412	Jonesboro	126	\$42,868	Parkers Chapel	123	\$42,876	Yellville-Summitt

AVERAGE PAY FOR OTHER PROFESSIONS

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

Profession 2014 Annual Mean Salaries	Arkansas	United States	Difference
Civil Engineers	\$75,170	\$87,130	(\$11,960)
Computer Programmers	\$71,620	\$82,690	(\$11,070)
Loan Officers	\$65,030	\$73,670	(\$8,640)
Insurance Underwriters	\$64,200	\$70,570	(\$6,370)
Accountants and Auditors	\$62,160	\$73,670	(\$11,510)
Foresters	\$57,370	\$60,070	(\$2,700)
Registered Nurses	\$56,480	\$69,790	(\$13,310)
Librarians	\$50,920	\$58,110	(\$7,190)
Technical Writers	\$48,380	\$71,950	(\$23,570)
Secondary School Teachers	\$48,310	\$59,330	(\$11,020)
Middle School Teachers	\$47,270	\$57,620	(\$10,350)
Interior Designers	\$45,030	\$54,850	(\$9,820)
Surveyors	\$44,970	\$60,310	(\$15,340)
Social Workers	\$44,130	\$58,410	(\$14,280)
Electricians	\$43,150	\$54,520	(\$11,370)
Curators	\$41,850	\$56,690	(\$14,840)
Editors	\$40,200	\$64,140	(\$23,940)
Appraisers and Assessors	\$36,950	\$58,010	(\$21,060)
Licensed Practical Nurses	\$36,040	\$43,420	(\$7,380)
Preschool Teachers	\$29,480	\$32,040	(\$2,560)

Source: U.S. Bureau of Labor Statistics - Accessed 2/04/16

TEACHERS TEACHING OUT OF AREA

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

State law (A.C.A. § 6-17-309) prohibits teachers from teaching a grade level or subject matter for which they are not certified for more than 30 days. However, school districts that have a difficult time filling needed teachers may apply to the State Board of Education for a waiver. Their application includes a letter outlining the steps they have taken to fill those positions. The following list shows the 10 licensure areas with the highest number of requested waivers for the 2014-2015 school year.

- | | | |
|------------------------|-------------------------|-------------------------------|
| 1. Special Education | 5. Counseling | 9. Building Administrator |
| 2. Middle School Core | 6. Library Media | 10. PE/Wellness/Leisure (Tie) |
| 3. Gifted and Talented | 7. Elementary Education | 10. Social Studies (Tie) |
| 4. Career Orientation | 8. Sciences | |

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

Waivers for Teachers Teaching Out of Area for More Than 30 Days 2014-15

ALP Code	Out of Area	Total Waivers	Percent of Total Waivers
229	Adult Education	8	0.50%
209	Algebra 1 Endorsement	0	0.00%
201, 202, 259, 260, 261	Art	16	0.99%
312, 313, 276, 302	Building Level Administrator	51	3.16%
224, 225, 250	Business Technology	21	1.30%
410, 411, 412, 418, 419	Career Orientation Areas	127	7.87%
293, 271	Coaching	0	0.00%
280, 239, 320, 282	Curriculum Program Admin.	20	1.24%
311	District Administrator	13	0.81%
207, 208, 113, 114	Drama/Speech & Endorsements	37	2.29%
001	Early Childhood Education P-4	1	0.06%
253	Elementary Education K-6	66	4.09%
166	English/Language Arts 7-12	12	0.74%
247, 307, 308	ESL	8	0.50%
215	Family & Consumer Science	10	0.62%
003, 004, 005, 006, 007, 008, 009, 165	Foreign Languages	7	0.43%
305, 306, 289	Gifted & Talented	140	8.68%
103, 104, 105, 106, 107	Grades 5th/6th Endorsements	10	0.62%
299, 300, 288	Guidance & Counseling	104	6.45%
212	Industrial Technology	1	0.06%
109	Instructional Facilitator Endorsement	0	0.00%
108	Journalism	30	1.86%
295, 296, 286	Library Media Specialists	100	6.20%
222	Marketing Technology	0	0.00%
200	Mathematics 7-12	41	2.54%
002, 168, 254, 255, 256, 257	Middle Childhood Core Areas	163	10.11%
203, 204, 205, 206, 262, 263, 265, 266	Music	28	1.74%
235, 236, 264, 500, 510	PE/Wellness/Leisure-PE/Health	50	3.10%
169, 170, 269, 267, 268	Sciences (Physical, Earth, Life)	56	3.47%
167	Social Studies	50	3.10%
230, 231, 232, 234, 258, 284, 285, 291, 292	Special Education Instructional Specialist	440	27.28%
2010	Survey of Fine Arts	2	0.12%
634	Vocational Areas	1	0.06%
	Total Waivers	1613	100%

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

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).

Part A 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. However, this report uses ADE data when comparing the minimum and average salaries among school districts, in-state. Both calculations are described below.

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

Arkansas Department of Education Average Teacher Salary Calculation

In the second portion of the report, ADE's Annual Statistical Report (ASR) methodology is used to make comparisons among the minimum and average salaries in Arkansas's school districts for the years 2003-2015, except 2011³.

The average teacher salary for each district is reflected on line 84 from the ASR. The average salary for each district is the total salary (line 83.5) divided by personnel (line 83).

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 83.5: Non-Federal Certified FTEs – The total salaries of all licensed classroom teachers employed by public school districts.

Line 84: Average Salary – Non-Federal Certified Classroom FTEs. The average salary of personnel defined in line 83 (line 83.5 divided by line 83).

The following items are included in ASR average salary calculations:

- **Certified Employees** Salary expenditures paid to certified employees from the teacher salary fund, unless funded by a federally sponsored program. This includes pay for additional duties, such as a stipend for leading extra-curricular activities.
- **Overtime** Amounts paid to permanent and temporary certified and classified employees for work performed in addition to the normal work period for which the employee is compensated.
- **Sabbatical Leave** Amounts paid by to certified employees on sabbatical leave.
- **Additional compensation such as bonuses or incentives paid to certified employees**
- **Workshops** Amounts paid to a certified employee for attending workshops or other forms of professional development outside of normal working hours or contracted days.
- **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.
- **Severance** The costs paid for severance or early retirement incentive
- **Early Retirement Incentive**
- **Unused Vacation**

For the 2011-2012 school year, the highest average salary reported was \$57,279 for Fayetteville School District. This salary was actually reported in the 2011-2012 ASR as the third highest average salary. However, in collaboration with the Arkansas Department of Education, the decision was made to drop the two higher salaries, which were reported due to a strong belief that these high salary averages were due to FTE reporting error(s). Efforts were made to contact the two districts and correct the error prior to the creation of this report.

It is also important to note that the Bureau has continually encountered a problem with incorrectly reported FTEs. This problem exists across years and across districts, necessitating manual recalculations of salary amounts with the cooperation of both ADE and the districts in question. While we have identified this issue with several districts due to large discrepancies, there may be other districts whose FTEs discrepancies are smaller and are thus still being reported incorrectly.

³ 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 reported an incorrect number of FTE. These were adjusted based on direct correspondence between the BLR and those districts.

APPENDIX – ADDITIONAL SURVEY COMMENTS ON COMPENSATION

Teacher Survey Question #6

Teachers were provided an opportunity to openly comment concerns regarding teacher compensation. The BLR distributed 2,464 teacher surveys. From that total distribution, the BLR received 1,071 replies (43.5%). Among those replies, question #6 generated 280 valid answers (26.1%), which were utilized to create the table below.

Additional Comments on Compensation	Percentage
I Buy Most Supplies	2.14%
Insurance Costs	3.93%
No Complaints	2.86%
No Raises Since Years "X"	13.21%
Pay Plan Adjustments Needed	7.86%
PD Requirements Misapplied	0.71%
Raises Go To Favorites	1.07%
Stipends/Extra Work	25.36%
Topped Out	4.29%
Underpaid	14.64%
Underpaid w/ Excessive Hours	23.93%
Total	100.00%