

Stricken language would be deleted from and underlined language would be added to law as it existed prior to the 82nd General Assembly.

1 State of Arkansas  
2 82nd General Assembly  
3 Regular Session, 1999  
4

As Engrossed: H3/31/99 H4/5/99

## A Bill

Act 1499 of 1999  
HOUSE BILL 2076

5 By: Representative J. Jeffress  
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### For An Act To Be Entitled

9 "AN ACT TO AMEND ARKANSAS CODE 6-17-1001 TO INCREASE  
10 THE BASE SALARY FOR A BACHELOR'S DEGREE TEACHER; AND  
11 FOR OTHER PURPOSES."

### Subtitle

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14 "AN ACT TO AMEND ARKANSAS CODE 6-17-1001  
15 TO INCREASE THE BASE SALARY FOR A  
16 BACHELOR'S DEGREE TEACHER."  
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19 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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21 SECTION 1. Arkansas Code 6-17-1001 is amended to read as follows:

22 "6-17-1001. Minimum base salary - Master's degree.

23 (a) The board of directors in each school district in the state shall  
24 pay their teachers upon a salary schedule which has annual increments for  
25 education and experience and which provides for a base salary, a minimum  
26 salary for a teacher with a master's degree, and at least ~~fourteen (14)~~  
27 fifteen (15) years of experience as described in this section.

28 (b) In school year ~~1996-97~~ 2000-01 and in each school year thereafter,  
29 no school district shall pay its teachers with a bachelor's degree and no  
30 experience less ~~than twenty thousand dollars (\$20,000)~~ twenty-one thousand  
31 eight hundred sixty dollars (\$21,860).

32 (c) In school year ~~1996-97~~ 2000-01 and in each school year thereafter,  
33 school districts shall pay teachers with a master's degree and no experience  
34 at least one hundred fifteen percent (115%) of the minimum base salary  
35 prescribed in subsection (b) of this section.

36 (d) In school year ~~1997-1998~~ 2001-02 and in each school year

1 thereafter, school districts shall pay a teacher with a master's degree and at  
 2 least fifteen (15) years' of experience one hundred fifty percent (150%) of  
 3 the state minimum base salary.

4 (e)(1) In school year 1995-1996 and in each school year thereafter,  
 5 each school district in the state shall have in place a salary schedule which  
 6 provides at least fourteen (14) annual increments for experience.

7 (2) In school year ~~1997-1998~~ 2001-02 and in each school year  
 8 thereafter, each school district in the state shall have in place a salary  
 9 schedule which provides at least fifteen (15) annual increments for  
 10 experience.

11 (3) In school year ~~1997-1998~~ 2001-02 and in each school year  
 12 thereafter, each school district in the state shall have in place a salary  
 13 schedule with at least the following minimum levels of compensation:  
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17	Years Experience	BA Degree Salary		MA Degree Salary	
18	0	<del>\$20,000</del>	<u>\$21,860</u>	<del>\$23,000</del>	<u>\$25,139</u>
19	1	<del>20,400</del>	<u>22,304</u>	<del>23,400</del>	<u>25,649</u>
20	2	<del>20,800</del>	<u>22,748</u>	<del>23,800</del>	<u>26,159</u>
21	3	<del>21,200</del>	<u>23,192</u>	<del>24,200</del>	<u>26,669</u>
22	4	<del>21,600</del>	<u>23,636</u>	<del>24,600</del>	<u>27,179</u>
23	5	<del>22,000</del>	<u>24,080</u>	<del>25,000</del>	<u>27,689</u>
24	6	<del>22,400</del>	<u>24,524</u>	<del>25,400</del>	<u>28,199</u>
25	7	<del>22,800</del>	<u>24,968</u>	<del>25,800</del>	<u>28,709</u>
26	8	<del>23,200</del>	<u>25,412</u>	<del>26,200</del>	<u>29,219</u>
27	9	<del>23,600</del>	<u>25,856</u>	<del>26,600</del>	<u>29,729</u>
28	10	<del>24,000</del>	<u>26,300</u>	<del>27,000</del>	<u>30,239</u>
29	11	<del>24,400</del>	<u>26,744</u>	<del>27,400</del>	<u>30,749</u>
30	12	<del>24,800</del>	<u>27,188</u>	<del>27,800</del>	<u>31,259</u>
31	13	<del>25,200</del>	<u>27,632</u>	<del>28,200</del>	<u>31,769</u>
32	14	<del>25,600</del>	<u>28,076</u>	<del>28,600</del>	<u>32,279</u>
33	15 or more	<del>26,000</del>	<u>28,520</u>	<del>30,000</del>	<u>32,789</u>

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 35 (f) For the 1997-98 school year and for each year thereafter, each  
 36 school district shall provide no less than four hundred dollar-increments for

1 experience for teachers with one (1) and two (2) years of experience.

2 (g) For the 1998-99 school year and for each year thereafter, each  
3 school district shall provide no less than four hundred dollar-increments for  
4 experience for teachers with three (3) and four (4) years of experience.

5 (h) For the 1999-2000 school year and for each year thereafter, each  
6 school district shall provide no less than four hundred dollar-increments for  
7 experience for teachers with five (5) and six (6) years of experience.

8 (i) For the 2000-2001 school year and for each year thereafter, each  
9 school district shall provide no less than four hundred dollar-increments for  
10 experience for teachers with seven (7) and eight (8) years of experience.

11 (j) For the 2001-2002 school year and for each year thereafter, each  
12 school district shall provide no less than four hundred dollar-increments for  
13 experience for teachers with nine (9) and ten (10) years of experience.

14 (k) For the 2002-2003 school year and for each year thereafter, each  
15 school district shall provide no less than four hundred dollar-increments for  
16 experience for teachers with eleven (11) and twelve (12) years of experience.

17 (l)(1) For the 2003-2004 school year and for each year  
18 thereafter, each school district shall provide no less than four hundred  
19 dollar increments for experience for teachers with thirteen (13) years of  
20 experience.

21 (2) For the 2004-2005 school year and for each year thereafter,  
22 each school district shall provide no less than four hundred dollar increments  
23 for experience for teachers with fourteen (14) years experience.

24 (3) For the 2005-2006 school year and for each year thereafter,  
25 each school district shall provide no less than four hundred dollar increments  
26 for experience for teachers with fifteen (15) years experience.

27 (m) Subsections (f)-(l) of this section shall not apply to any local  
28 school district whose minimum salary for teachers exceeds ~~twenty thousand~~  
29 ~~dollars (\$20,000),~~ twenty-one thousand eight hundred sixty dollars (\$21,860),  
30 and whose average salary exceeds the state average salary for teachers for the  
31 previous year.

32 (n) The term 'teacher', as used in this section, shall include any  
33 full-time employee of a local public school district who is compelled by law  
34 to secure a license from the State Board of Education as a condition precedent  
35 to employment in a position in or related to grades prekindergarten through  
36 twelve (preK-12) of the public schools of this state.

1 (o) All minimum salaries set forth in this section shall be for a  
 2 contract number of days that is not more than the number of days in the school  
 3 year required by State Board of Education regulations for accreditation for  
 4 the school year in which the contract is effective.

5 (p)(1) A district which determines that it cannot meet the minimum  
 6 salary requirements of this section from funds available may petition the  
 7 Department of Education for a waiver of the requirements of this section for  
 8 up to ~~two (2)~~ three (3) school years, based on regulations promulgated by the  
 9 State Board of Education.

10 (2) The Department of Education shall not grant a waiver to any  
 11 district which is not in compliance with the base millage requirements.

12 ~~(q) Salaries distributed to meet the requirements of this section shall~~  
 13 ~~not be subject to the equal distribution requirements of § 6-20-319(4)(A)~~  
 14 ~~[repealed]."~~

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 16 SECTION 2. Title 6, Chapter 17, Subchapter 10 of the Arkansas Code is  
 17 amended by adding the following additional section to be appropriately  
 18 numbered by the Arkansas Code Revision Commission:

19 "(a) The personnel policies committees and negotiating teams  
 20 established and maintained in Arkansas public schools are encouraged to set  
 21 and meet five year goals to substantially increase teacher salaries. In  
 22 setting realistic yet meaningful salary goals, the committees and teams shall  
 23 consider exceeding the state, regional (SREB states), border states, or  
 24 national average salaries for teachers.

25 (b) Within two (2), four (4), and five (5) years following the adoption  
 26 of this section, school districts shall report to the Arkansas Teachers'  
 27 Salaries Study Commission and the Arkansas Department of Education the goals  
 28 developed, adopted, and met."

29  
 30 SECTION 3. All provisions of this act of a general and permanent nature  
 31 are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code  
 32 Revision Commission shall incorporate the same in the Code.

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 34 SECTION 4. If any provision of this act or the application thereof to  
 35 any person or circumstance is held invalid, such invalidity shall not affect  
 36 other provisions or applications of the act which can be given effect without

1 the invalid provision or application, and to this end the provisions of this  
2 act are declared to be severable.

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4 SECTION 5. All laws and parts of laws in conflict with this act are  
5 hereby repealed.

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*/s/ J. Jeffress*

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APPROVED: 4/15/1999

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