

1 State of Arkansas
2 92nd General Assembly
3 Regular Session, 2019
4

As Engrossed: H1/28/19

A Bill

HOUSE BILL 1145

5 By: Representatives Cozart, *F. Allen, Barker, Beck, Bentley, Berry, Blake, Bragg, Breaux, Brown, Burch,*
6 *Capp, Cavanaugh, Christiansen, Cloud, Clowney, Coleman, A. Collins, C. Cooper, Crawford, Dalby, A.*
7 *Davis, M. Davis, Deffenbaugh, Della Rosa, Dotson, D. Douglas, Eaves, Eubanks, Evans, D. Ferguson, K.*
8 *Ferguson, Fielding, C. Fite, L. Fite, V. Flowers, Fortner, D. Garner, Gates, Gazaway, Godfrey,*
9 *Gonzales, M. Gray, Hawks, Hillman, G. Hodges, M. Hodges, Holcomb, Hollowell, House, Jett, L.*
10 *Johnson, Kelly, Ladyman, Love, Lowery, Lundstrum, Lynch, Maddox, Magie, J. Mayberry, McCollum,*
11 *McCullough, McNair, S. Meeks, Miller, Murdock, Nicks, Payton, Perry, Petty, Pilkington, Richardson,*
12 *Richey, Richmond, Rushing, Rye, Scott, Slape, B. Smith, S. Smith, Sorvillo, Speaks, Sullivan, Tosh,*
13 *Vaught, Walker, Warren, Watson, D. Whitaker, Wing, Womack*
14 *By: Senators J. English, Bond, E. Cheatham, A. Clark, B. Davis, Elliott, J. Hendren, Hester, Hill, M.*
15 *Johnson, G. Leding, Maloch, M. Pitsch*

For An Act To Be Entitled

16
17
18 AN ACT TO CREATE THE TEACHER SALARY ENHANCEMENT ACT;
19 TO DECLARE AN EMERGENCY; AND FOR OTHER PURPOSES.
20

Subtitle

21
22
23 TO CREATE THE TEACHER SALARY ENHANCEMENT
24 ACT; AND TO DECLARE AN EMERGENCY.
25

26
27 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
28

29 SECTION 1. Arkansas Code § 6-5-307 is amended to read as follows:

30 6-5-307. Classroom teacher salary requirement – Definition.

31 (a) Any increase in Educational Excellence Trust Fund funds allocated
32 for teacher salaries shall be used by school districts to provide salary
33 increases for current licensed personnel positions and for no other purpose,
34 except that required Social Security and teacher retirement matching required
35 to be paid by the school districts for licensed personnel positions may be
36 paid from the funds.



1 (b) Educational Excellence Trust Fund funds allocated for teacher
 2 salaries shall be disbursed by the Department of Education to ~~school~~
 3 ~~districts pursuant to a school district in accordance with the state~~
 4 ~~foundation funding formula~~ foundation funding amount under § 6-20-2305.

5 (c) In determining whether a school district has had an increase in
 6 Educational Excellence Trust Fund funds allocated for teacher salaries, any
 7 annual increase in ~~such the trust~~ Educational Excellence Trust Fund funds
 8 must exceed the level of the ~~highest year since 1991~~ prior fiscal year to be
 9 classified as an increase.

10 (d) "Salary increase", as used in this section, ~~shall include~~ includes
 11 increments for experience or advanced hours or degrees.

12 (e) The department may promulgate rules to administer this section.

13
 14 SECTION 2. Arkansas Code § 6-17-2403(b), concerning the minimum
 15 teacher compensation schedule, is amended to read as follows:

16 (b) Each school district in the state shall have in place a salary
 17 schedule with at least the following minimum levels of compensation for a
 18 basic contract:

19 (1) For the ~~2017-2018~~ 2019-2020 school year:

20	Years of Experience	BA Degree Salary	MA Degree Salary
21	0	\$31,400 <u>\$32,800</u>	\$36,050 <u>\$37,450</u>
22	1	31,850 <u>33,250</u>	36,550 <u>37,950</u>
23	2	32,300 <u>33,700</u>	37,050 <u>38,450</u>
24	3	32,750 <u>34,150</u>	37,550 <u>38,950</u>
25	4	33,200 <u>34,600</u>	38,050 <u>39,450</u>
26	5	33,650 <u>35,050</u>	38,550 <u>39,950</u>
27	6	34,100 <u>35,500</u>	39,050 <u>40,450</u>
28	7	34,550 <u>35,950</u>	39,550 <u>40,950</u>
29	8	35,000 <u>36,400</u>	40,050 <u>41,450</u>
30	9	35,450 <u>36,850</u>	40,550 <u>41,950</u>
31	10	35,900 <u>37,300</u>	41,050 <u>42,450</u>
32	11	36,350 <u>37,750</u>	41,550 <u>42,950</u>
33	12	36,800 <u>38,200</u>	42,050 <u>43,450</u>
34	13	37,250 <u>38,650</u>	42,550 <u>43,950</u>
35	14	37,700 <u>39,100</u>	43,050 <u>44,450</u>
36	15	38,150 <u>39,550</u>	43,550; and <u>44,950;</u>

1 (2) For the ~~2018-2019~~ 2020-2021 school year ~~and each school year~~
 2 ~~thereafter:~~

3	Years of Experience	BA Degree Salary	MA Degree Salary
4	0	\$31,800 <u>\$33,800</u>	\$36,450 <u>\$38,450</u>
5	1	32,250 <u>34,250</u>	36,950 <u>38,950</u>
6	2	32,700 <u>34,700</u>	37,450 <u>39,450</u>
7	3	33,150 <u>35,150</u>	37,950 <u>39,950</u>
8	4	33,600 <u>35,600</u>	38,450 <u>40,450</u>
9	5	34,050 <u>36,050</u>	38,950 <u>40,950</u>
10	6	34,500 <u>36,500</u>	39,450 <u>41,450</u>
11	7	34,950 <u>36,950</u>	39,950 <u>41,950</u>
12	8	35,400 <u>37,400</u>	40,450 <u>42,450</u>
13	9	35,850 <u>37,850</u>	40,950 <u>42,950</u>
14	10	36,300 <u>38,300</u>	41,450 <u>43,450</u>
15	11	36,750 <u>38,750</u>	41,950 <u>43,950</u>
16	12	37,200 <u>39,200</u>	42,450 <u>44,450</u>
17	13	37,650 <u>39,650</u>	42,950 <u>44,950</u>
18	14	38,100 <u>40,100</u>	43,450 <u>45,450</u>
19	15	38,550 <u>40,550</u>	43,950 <u>45,950;</u>

20 (3) For the 2021-2022 school year:

21	<u>Years of Experience</u>	<u>BA Degree Salary</u>	<u>MA Degree Salary</u>
22	<u>0</u>	<u>\$34,900</u>	<u>\$39,550</u>
23	<u>1</u>	<u>35,350</u>	<u>40,050</u>
24	<u>2</u>	<u>35,800</u>	<u>40,550</u>
25	<u>3</u>	<u>36,250</u>	<u>41,050</u>
26	<u>4</u>	<u>36,700</u>	<u>41,550</u>
27	<u>5</u>	<u>37,150</u>	<u>42,050</u>
28	<u>6</u>	<u>37,600</u>	<u>42,550</u>
29	<u>7</u>	<u>38,050</u>	<u>43,050</u>
30	<u>8</u>	<u>38,500</u>	<u>43,550</u>
31	<u>9</u>	<u>38,950</u>	<u>44,050</u>
32	<u>10</u>	<u>39,400</u>	<u>44,550</u>
33	<u>11</u>	<u>39,850</u>	<u>45,050</u>
34	<u>12</u>	<u>40,300</u>	<u>45,550</u>
35	<u>13</u>	<u>40,750</u>	<u>46,050</u>
36	<u>14</u>	<u>41,200</u>	<u>46,550</u>

1 15 41,650 47,050; and
 2 (4) For the 2022-2023 school year and each school year
 3 thereafter:

<u>Years of Experience</u>	<u>BA Degree Salary</u>	<u>MA Degree Salary</u>
5 <u>0</u>	<u>\$36,000</u>	<u>\$40,650</u>
6 <u>1</u>	<u>36,450</u>	<u>41,150</u>
7 <u>2</u>	<u>36,900</u>	<u>41,650</u>
8 <u>3</u>	<u>37,350</u>	<u>42,150</u>
9 <u>4</u>	<u>37,800</u>	<u>42,650</u>
10 <u>5</u>	<u>38,250</u>	<u>43,150</u>
11 <u>6</u>	<u>38,700</u>	<u>43,650</u>
12 <u>7</u>	<u>39,150</u>	<u>44,150</u>
13 <u>8</u>	<u>39,600</u>	<u>44,650</u>
14 <u>9</u>	<u>40,050</u>	<u>45,150</u>
15 <u>10</u>	<u>40,500</u>	<u>45,650</u>
16 <u>11</u>	<u>40,950</u>	<u>46,150</u>
17 <u>12</u>	<u>41,400</u>	<u>46,650</u>
18 <u>13</u>	<u>41,850</u>	<u>47,150</u>
19 <u>14</u>	<u>42,300</u>	<u>47,650</u>
20 <u>15</u>	<u>42,750</u>	<u>48,150.</u>

21
 22 SECTION 3. EMERGENCY CLAUSE. It is found and determined by the
 23 General Assembly of the State of Arkansas that there exists a shortage of
 24 licensed teachers in many areas of the state; that teacher salaries are a key
 25 factor in attracting individuals to the field of teaching; and that the
 26 provisions of this act should become effective at the beginning of the fiscal
 27 year to allow for implementation for the 2019-2020 school year. Therefore,
 28 an emergency is declared to exist, and this act being necessary for the
 29 preservation of the public peace, health, and safety shall become effective
 30 on July 1, 2019.

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 32 /s/Cozart
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