1 2	State of Arkansas As Engrossed: S12/31/03 S1/5/04 S1/6/04 H1/16/04 Call Item 6 84th General Assembly $As Engrossed$ : S12/31/03 S1/5/04 S1/6/04 H1/16/04
3	Second Extraordinary Session, 2003  SENATE BILL 42
4	
5	By: Senators Bisbee, Broadway
6	By: Representative King
7	
8	
9	For An Act To Be Entitled
10	AN ACT TO PROVIDE EQUITABLE FUNDING TO PUBLIC
11	SCHOOLS; TO PROVIDE A SYSTEM FOR MONITORING
12	PUBLIC SCHOOL EXPENDITURES; TO INCREASE MINIMUM
13	TEACHER SALARIES; TO ESTABLISH A KNOWLEDGE AND
14	SKILLS-BASED PAY SYSTEM FOR TEACHERS; TO PROVIDE
15	FOR SCHOOL-BASED PERFORMANCE AWARDS; AND FOR
16	OTHER PURPOSES.
17	
18	Subtitle
19	THE PUBLIC SCHOOL FUNDING ACT OF 2003.
20	
21	
22	BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
23	
24	SECTION 1. Arkansas Code Title 6, Chapter 20, is amended to read as
25	follows:
26	6-20-2001. Title.
27	This subchapter shall be known and may be cited as the "Public School
28	Funding Act of 2003".
29	
30	6-20-2002. Legislative findings.
31	(a) The General Assembly recognizes that:
32	(1) Intelligence and virtue are the safeguards of liberty and
33	the bulwark of a free and good government; and
34	(2) The Arkansas Constitution, Article 14, § 1, requires the
35	state to ever maintain a general, suitable, and efficient system of free
36	public schools and to adopt all suitable means to secure to the people the

1	advantages and opportunities of education.
2	(b) The General Assembly finds that because of the decision of the
3	Arkansas Supreme Court in November 2002 in the case of Lake View v. Huckabee,
4	et al., it is the absolute duty of the State of Arkansas to provide all
5	public school children with an opportunity for an adequate education.
6	(c) The General Assembly finds that a suitable and efficient system of
7	<pre>public education should:</pre>
8	(1) Assure the availability of substantially equal and
9	constitutionally appropriate expenditures by the state for the education of
10	each similarly situated child in the public schools, regardless of where that
11	child resides within the state;
12	(2) Assure that each school-age child resides in a school
13	district that offers a competitive minimum salary for classroom teachers;
14	(3) Assure:
15	(A) That all students graduating from high school are able
16	to demonstrate a defined adequate level of competence in:
17	(i) English, oral communications, reading, and
18	writing;
19	(ii) Mathematics skills; and
20	(iii) Science and social studies disciplines; and
21	(B) That an adequate level of competence evolves over time
22	to higher levels;
23	(4) Assure that students with disabilities have the opportunity
24	to graduate from high school by demonstrating alternative competencies or
25	alternative levels of competency;
26	(5) Assure that students who are not on track for high school
27	graduation are identified at a sufficiently early date so that they may be
28	provided an opportunity at a reasonable cost to achieve the minimum levels of
29	competence necessary to graduate from high school;
30	(6) Recognize that graduating from high school requires that the
31	student, as well as the parents or guardian of the student, work hard and
32	assume appropriate responsibility for the student's success or failure;
33	(7) Encourage parental involvement in the public schools and in
34	public school activities; and
35	(8) Recognize that early attention to and correction of student
36	deficiencies are substantially less expensive and more effective than

1	remedial efforts in the later school grades.
2	(d) The General Assembly recognizes that the supervision of public
3	schools and the execution of the laws regulating the schools shall be vested
4	in such officers as the General Assembly provides.
5	(e) It is the intent of this subchapter to provide a system of school
6	funding that provides to each public school child in the State of Arkansas an
7	opportunity for an adequate education.
8	
9	6-20-2003. Definitions.
10	As used in this subchapter:
11	(1) "Additional education categories" means state funds
12	distributed to school districts for alternative learning environments,
13	English language learners, national school lunch students, professional
14	development and technology;
15	(2) "Alternative learning environment" means a student
16	intervention program in compliance with §§ 6-18-508 and 6-18-509 that seeks
17	to eliminate traditional barriers to learning for students;
18	(3)(A) "Average daily membership" means the total number of days
19	of school attended plus the total number of days absent by students in grades
20	kindergarten through twelve (K-12) during the first three (3) quarters of
21	each school year divided by the number of school days actually taught in the
22	school district during that period of time rounded up to the nearest
23	hundredth.
24	(B) In those instances in which the average daily
25	membership for less than three (3) quarters is specified, the number of days
26	used in the calculation shall be the days in the specified period of time.
27	(C) As applied to this subchapter, students who may be
28	counted for average daily membership are:
29	(i) Students who reside within the boundaries of the
30	school district and who are enrolled in a public school operated by the
31	school district or a private school for special education students, with
32	their attendance resulting from a written tuition agreement approved by the
33	Department of Education;
34	(ii) Legally transferred students living outside the
35	school district but attending a public school in the school district; and
36	(iii) Students who are eligible to attend and reside

1	within the boundaries of a school district and who are enrolled in the
2	Arkansas National Guard Youth Challenge Program, so long as the students are
3	participants in the program;
4	(4) "Classroom teacher" means:
5	(A) An individual who is required to hold a teaching
6	license from the department and who is engaged directly in instruction with
7	students in a classroom setting for more than seventy percent (70%) of the
8	individual's contracted time;
9	(B) A guidance counselor; or
10	(C) A librarian;
11	(5) "Debt service funding" means the state financial aid
12	provided to qualifying school districts for the purpose of reducing existing
13	debt service burdens.
14	(6) "English language learners" means students identified by the
15	State Board of Education as not proficient in the English language based upor
16	$\underline{\text{approved English proficiency assessment instruments administered annually } \underline{\text{in}}$
17	the fall of the current school year, which assessments measure oral, reading,
18	and writing proficiency;
19	(7) "Foundation funding" means an amount of money specified by
20	the General Assembly for each school year to be expended by school districts
21	for the provision of an adequate education for each student;
22	(8) "General facility funding" means the state financial aid
23	provided to each school district from funds made available for that line item
24	purpose;
25	(9) "Gifted and talented programs" means academic curriculum,
26	courses, and options designed to improve educational opportunities for gifted
27	and talented students pursuant to guidelines adopted by the State Board of
28	Education in accordance with § 6-42-106;
29	(10) "Gifted and talented students" means those students who
30	have been identified as meeting the criteria of the gifted program approval
31	standards established by the State Board of Education;
32	(11) "Legal revenues" means the revenues of a school district
33	including current balances, unrestricted state and local funding for the
34	current school year, proceeds from a revolving loan pursuant to § 6-20-801 et
35	seq., proceeds from commercial bonds pursuant to $\S$ 6-20-1201 et seq., and
36	proceeds from funds received pursuant to § 6-20-402:

1 (12) "Mandatory callable bonds" means a bond issue in which all 2 net proceeds from debt service millage used to secure the issuance of that bond must be applied to payment of the issue and cannot be used for any other 3 4 purposes; 5 (13) "Millage rate" means the millage rate listed in the most 6 recent tax ordinance approved by the county quorum court under the authority 7 of § 14-14-904; 8 (14) "Miscellaneous funds" means those average funds collected 9 in the previous five (5) school years or previous school year, whichever is 10 less, from funds received by a school district from federal forest reserves, 11 federal grazing rights, federal mineral rights, federal impact aid, federal flood control, wildlife refuge funds, severance taxes, funds received by the 12 school district in lieu of taxes, and local sales and use taxes dedicated to 13 education pursuant to §§ 26-74-201 et seq., 26-74-301 et seq., 26-75-301 et 14 15 seq., and 14-164-301 et seq.; 16 (15) "National school lunch students" means those students from 17 low socio-economic backgrounds as indicated by eligibility for free or reduced-priced meals under the National School Lunch Act as calculated on 18 19 October 1 of each year and submitted to the department; 20 (16) "Previous year" means the school year immediately preceding 21 the school year in which funds are allocated; (17)(A) "Professional development" means a coordinated set of 22 planned learning activities for teachers and administrators that are 23 24 standards-based. 25 (B) Professional development shall result in individual, 26 school-wide, and system-wide improvement designed to ensure that all students 27 demonstrate proficiency in the state academic standards; 28 (18) "School district" means a geographic area with an elected 29 board of directors that qualifies as a taxing unit for purposes of ad valorem 30 property taxes under § 26-1-101 et seq. and which board conducts the daily affairs of public schools pursuant to the supervisory authority vested in it 31 32 by the General Assembly and Title 6 of the Arkansas Code; 33 (19) "Secondary vocational area center" means a public secondary 34 vocational institution organized for the specific purpose of educating high 35 school students in specific occupational or vocational areas and serving 36 students from more than one (1) participating school district;

1	(20) "Special education catastrophic occurrences" means
2	individual cases where special education and related services required by the
3	individualized education program of a particular student with disabilities
4	are unduly expensive, extraordinary, or beyond the routine and normal costs
5	associated with special education and related services provided by a school
6	district and funding is pursuant to rules promulgated by the state board;
7	(21) "State foundation funding aid" means the amount of state
8	financial aid provided to each school district and computed as the difference
9	between the foundation funding amount established by the General Assembly and
10	the sum of ninety-eight percent (98%) of the uniform rate of tax times the
11	property assessment of the school district plus seventy-five percent (75%) of
12	miscellaneous funds of the school district;
13	(22)(A) "Student growth funding" means the amount of state
14	financial aid provided to each school district from the funds made available
15	for that purpose.
16	(B) For school year 2004-2005, student growth funding is
17	calculated as five thousand four hundred dollars (\$5,400) multiplied by the
18	increase, if any, in the school district's two-quarter average of the average
19	daily membership of the current school year over the local school district's
20	average daily membership for the previous school year, excluding any increase
21	resulting solely from consolidation or annexation with another school
22	district;
23	(23) "Teachers of the gifted and talented" means individuals
24	certified by the State Board of Education to teach identified gifted and
25	talented students.
26	(24) "Technology" means any equipment for instructional purposes
27	that is electronic in nature, including, but not limited to, computer
28	hardware, computer software, internet connectivity, and distance learning;
29	<u>and</u>
30	(25) "Uniform rate of tax" means a uniform rate of ad valorem
31	property tax of twenty-five (25) mills to be levied on the assessed value of
32	all taxable real, personal, and utility property in the state to be used
33	solely for the maintenance and operation of the schools as required by
34	Amendment 74 of the Arkansas Constitution.
35	
36	6-20-2004. Miscellaneous.

1	The State Board of Education shall have authority, acting pursuant to
2	its rule-making powers, to adopt regulations for the implementation of the
3	provisions of this subchapter.
4	
5	6-20-2005. School funding.
6	(a)(1) For each school year, a school district shall receive state
7	foundation funding aid computed as the difference between the foundation
8	funding amount pursuant to subdivision (a)(2) of this section and the sum of
9	ninety-eight percent (98%) of the uniform rate of tax times the property
10	assessment of the school district plus seventy-five percent (75%) of
11	miscellaneous funds of the school district.
12	(2) For the 2004-2005 school year, the foundation funding amount
13	is equal to five thousand four hundred dollars (\$5,400) times the average
14	daily membership of the previous school year.
15	(b)(1) In addition to state foundation funding aid, each school
16	district shall receive funding for additional education categories as
17	provided in subdivisions (b)(2) through (b)(6) of this section.
18	(2)(A) For the 2004-2005 school year, alternative learning
19	environmental funding and secondary vocational area center funding shall be
20	three thousand two hundred fifty dollars (\$3,250) multiplied times:
21	(i) The number of identified alternative learning
22	environment students enrolled during the 2003-2004 school year; and
23	(ii) The number of students enrolled in a secondary
24	vocational area center during the 2003-2004 school year;
25	(B) Funding for students in alternative learning
26	environments shall be distributed based on rules promulgated by the State
27	Board of Education.
28	(C) Funding for students in secondary vocational area
29	centers shall be distributed based on rules promulgated by the State Board of
30	Workforce Education and Career Opportunities.
31	(3)(A) For the 2004-2005 school year the English language
32	learners funding shall be one hundred ninety-five dollars (\$195) for each
33	identified English language learner.
34	(B) Funding for English language learner students shall be
35	distributed to school districts for students who have been identified as not
36	proficient in the English language based upon a state-approved English

1	proficiency assessment instrument.
2	(C) Funds allocated for English language learners to
3	school districts under this subchapter shall be expended only for eligible
4	activities as identified in current rules promulgated by the state board.
5	(4)(A) For the 2004-2005 school year, national school lunch
6	student funding for each identified national school lunch student shall be as
7	follows:
8	(i) For school districts in which ninety percent
9	(90%) or greater of the enrolled students are national school lunch students,
10	funding shall be one thousand four hundred forty dollars (\$1,440);
11	(ii) For school districts in which at least seventy
12	percent (70%) but less than ninety percent (90%) of the enrolled students are
13	national school lunch students, funding shall be nine hundred sixty dollars
14	(\$960); and
15	(iii) For school districts in which less than
16	seventy percent (70%) of the enrolled students are national school lunch
17	students, funding shall be four hundred eighty dollars (\$480).
18	(B) Funding for national school lunch students shall be
19	based on the number of students eligible for free or reduced-price lunch
20	program under the National School Lunch Act identified on the Arkansas public
21	school computer network cycle two report.
22	(C)(i) By June 1, 2004, the State Board of Education shall
23	establish by rule a list of approved programs and purposes for which funds
24	allocated under this subdivision (b)(4) may be expended. School districts
25	shall expend funds allocated under this subdivision (b)(4) only on the
26	approved programs or purposes which include, but are not limited to:
27	(a) Classroom teachers;
28	(b) Before and after-school academic programs,
29	including transportation to and from the programs;
30	(c) Pre-kindergarten programs coordinated by
31	the Department of Human Services;
32	(d) Tutors, teacher's aides, counselors,
33	social workers, nurses, and curriculum specialists;
34	(e) Parent education;
35	(f) Summer programs;
36	(g) Early intervention programs; and

1	(h) Materials, supplies, and equipment
2	including technology used in approved programs or for approved purposes.
3	(ii) However, notwithstanding any other provision of
4	law, if the Department of Education determines that a school district's
5	expenditure of funds allocated under this subdivision (b)(4) would result in
6	the school district losing funding under any federal law, then the funds
7	allocated to a school district under this subdivision (b)(4) may be expended
8	for other academic programs or salaries.
9	(iii) The department may direct that a school
10	district expend available funds on specified programs under subsection
11	(b)(4)(C)(i) of this section.
12	(D) By the end of each school year, each school district
13	shall submit to the department a report listing each program upon which funds
14	allocated under this subdivision (b)(4) were expended, the amount expended,
15	and any other information required by the department. The department shall
16	develop appropriate reporting forms for use by school districts.
17	(5)(A) Professional development funding for the 2004-2005 school
18	year shall be equal to fifty dollars (\$50.00) times the school district's
19	previous school year average daily membership.
20	(B) Funding for professional development for teachers in
21	Arkansas public schools may be used for professional development training
22	conferences, materials, and other professional development activities as
23	outlined in rules promulgated by the state board.
24	(c)(1) General facilities funding, debt service funding, isolated
25	funding under § 6-20-601, student growth funding and special education-
26	catastrophic occurrences funding shall be allocated and funded to school
27	districts in a line item appropriation within the Public School Fund pursuant
28	to law or rules promulgated by the State Board of Education.
29	(2) A school district shall only use general facilities funding
30	<pre>for:</pre>
31	(A) The purchase of school buses, furniture, equipment,
32	and computer software;
33	(B) The renovation or repairs of existing facilities; or
34	(C) The repayment of commercial bonds or revolving loans.
35	(d) The sum of subsections (a)(c) of this section shall be the total
36	state aid allocated and funded to school districts pursuant to this section.

1	(e) Funds distributed to school districts under subsection (b) of this
2	section shall be expended on:
3	(1) The students within each category of special needs for which
4	the funds were allocated;
5	(2) Any students within any category of special needs under
6	subsection (b) of this section as permitted by rules issued by the State
7	Board of Education; or
8	(3) If the Department of Education determines that a school
9	district's expenditure of funds allocated under subsection (b) of this
10	section would result in the school district losing funding under any federal
11	law, then the funds allocated to a school district under subsection (b) of
12	this section may be expended for other academic programs or salaries as
13	permitted by the department.
14	(f) In order for a school district to be entitled to state funds under
15	the provisions of this subchapter, each school district shall satisfy the
16	following requirements:
17	(1) Expenditures for any fiscal year shall not exceed the legal
18	revenues for that year;
19	(2) The school district shall maintain records and make reports
20	relative to attendance, receipts, and disbursements and other reports as
21	required by the department for the administration of this subchapter;
22	(3) The school district shall maintain proper financial records
23	in accordance with the state's school accounting manual and regulations
24	promulgated by the state board.
25	(4)(A) Each year the school district shall file with the state
26	board a salary schedule for its certified employees that recognizes a minimum
27	level of training and experience.
28	(B) The schedule shall reflect the actual pay practices of
29	the school district, including all fringe benefits.
30	(C) Salary increments for experience or education, or
31	both, shall be identified on the schedule;
32	(5)(A) All pupil attendance records shall be kept in their
33	original form and shall be public records.
34	(B) The records shall be kept according to law and
35	regulations on paper or electronic forms either furnished or approved by the
36	department.

1	(C) Original attendance records shall be kept on file in
2	the office of the superintendent of the school district after the school term
3	has ended for a period of three (3) years and shall be available for
4	monitoring purposes during any day of the school term by the teachers or
5	other persons designated to keep attendance.
6	
7	6-20-2006. Department of Education to provide funding Adjustments
8	for overpayments.
9	(a) If the Department of Education determines that an overpayment has
10	been made to a school district under any appropriation authorized by this
11	subchapter, the department is authorized to:
12	(1) Withhold the overpayment from subsequent state funding;
13	(2) To transfer the amount withheld for the overpayment to the
14	line item appropriation from which the overpayment was initially made; and
15	(3) To request a refund from the school district in the amount
16	of the overpayment.
17	(b) The school district shall comply as directed by the department.
18	
19	SECTION 2. Arkansas Code Title 6, Chapter 17, is amended to add the
20	following subchapter:
21	6-17-2401. Title.
22	This subchapter shall be known and may be cited as the "Teacher
23	Compensation Program of 2003".
24	
25	<u>6-17-2402. Definitions.</u>
26	As used in this subchapter:
27	(1) "Basic contract" means a teacher employment contract for one
28	hundred and ninety (190) days that includes ten (10) days of professional
29	development. The provisions of § 6-17-807 shall apply to require a school
30	district to increase teacher pay proportionately if the school district's
31	normal base contract period exceeds one hundred and ninety (190) days.
32	(2) "Teacher" means:
33	(A) An individual who is required to hold a teaching
34	license from the department and who is engaged directly in instruction with
35	students in a classroom setting for more than seventy percent (70%) of the
36	individual's contracted time;

1	(B) A guidance counselor; or
2	(C) A librarian.
3	
4	6-17-2403. Minimum teacher compensation schedule for 2004-2005.
5	(a) The board of directors in each school district in the state shall
6	pay classroom teachers upon a minimum salary schedule that provides:
7	(1) Annual increments for education and experience;
8	(2) A base salary; and
9	(3) A minimum salary for a teacher with a master's degree and at
10	least fifteen (15) years of experience.
11	(b) In school year 2004-2005, each school district in the state shall
12	have in place a salary schedule that includes the following:
13	(1) A base salary of at least twenty-seven thousand five hundred
14	dollars (\$27,500) for teachers with a bachelor's degree and no experience;
15	(2) A base salary of at least thirty-one thousand six hundred
16	twenty-five dollars (\$31,625) for teachers with a master's degree and no
17	experience; and
18	(3) Unless the school district's present salary schedule exceeds
19	the minimum requirements of this subsection (b), provision for at least
20	fifteen (15) annual increments for experience of:
21	(A) Four hundred fifty dollars (\$450) for a bachelor's
22	degree; and
23	(B) Five hundred dollars (\$500) for a master's degree.
24	(c) For purposes of the salary schedules described in this section,
25	the teacher's experience shall be his or her total years in any school
26	district in the state and shall not be based only upon the years in the
27	school district in which he or she is currently employed.
28	
29	6-17-2404. Knowledge and skills-based pay.
30	(a) The Department of Education shall prepare a study on a knowledge
31	and skills-based teacher pay system and shall submit the study and
32	recommendations to the Governor and the House and Senate Committees on
33	Education not later than January 1, 2005.
34	(b) The study shall include, but not be limited to, a salary schedule,
35	transition provisions, proposed amendments to existing law, and other
36	provisions necessary to implement the system.

1	
2	6-17-2405. Future adjustments of the compensation system.
3	Each biennium, the House Interim Committee on Education and the Senate
4	Interim Committee on Education shall analyze the compensation levels provided
5	in this subchapter, review relevant data, and make recommendations to the
6	General Assembly for any adjustments to the compensation levels as needed to
7	further the objective provided in § 6-17-2402.
8	
9	SECTION 3. Arkansas Code § 6-23-501(a), concerning funding for open-
10	enrollment charter schools, is amended to read as follows:
11	(a)(1) An open-enrollment charter school shall receive funds equal to
12	the amount that a public school would receive under § 6-20-2005(a) and (b) as
13	well as any other funding that a charter school is entitled to receive under
14	law or pursuant to rules promulgated by the State Board of Education the
15	minimum state and local revenue per average daily membership as defined in §
16	6-20-303.
17	(2) Funding for an open-enrollment charter school shall be based
18	upon the current year three-quarter average daily membership of the open-
19	enrollment charter school as follows:
20	(A) The initial funding estimate for each school year
21	shall be based on enrollment as of April 15 preceding the school year in
22	which the students are to attend;
23	(B) In December, funding will be adjusted based on the
24	first quarter average daily membership; and
25	(C) A final adjustment will be made after the current year
26	three-quarter average daily membership is established.
27	(3) Funding for an open-enrollment charter school shall be paid
28	in twelve (12) equal installments each fiscal year.
29	
30	SECTION 4. Arkansas Code Title 6, Chapter 20, Subchapter 3 is
31	repealed.
32	6-20-301. Title.
33	This subchapter shall be known as the "Equitable School Finance System
34	Act of 1995".
35	
36	6-20-302. Legislative findings.

1	(a) The General Assembly recognizes that intelligence and virtue are
2	the safeguards of liberty and the bulwark of a free and good government and
3	that the Arkansas Constitution, Article 14, § 1 requires the state to ever
4	maintain a general, suitable, and efficient system of free public schools and
5	to adopt all suitable means to secure to the people the advantages and
6	opportunities of education.
7	(b) The General Assembly finds that the education of the children of
8	this state is best secured by maintaining as much local control over the day-
9	to-day management of school operations as is consistent with state
10	constitutional requirements, and it is the intent of this subchapter to
11	maintain and foster such local control consistent with the state's
12	constitutional mandate to assure suitability and efficiency in the public
13	school system.
14	(c) The General Assembly finds that a suitable and efficient system of
15	public education should:
16	(1) Assure the availability of substantially equal and
17	constitutionally appropriate revenue for the education of each similarly
18	situated child in the public schools, regardless of where that child resides
19	within the state;
20	(2) Assure that each school-age child resides in a school
21	district that offers a competitive minimum salary for classroom teachers;
22	(3) Assure that there is incentive and opportunity for patrons
23	of each school district to provide a greater degree of financial support for
24	students of the district than may be provided in other districts;
25	(4) Assure that:
26	(A) All students graduating from high school are able to
27	demonstrate a defined minimum level of competence in:
28	(i) English communications, oral, reading, and
29	writing;
30	(ii) Mathematics skills; and
31	(iii) Science and social studies disciplines; and
32	(B) Such minimum level of competence evolves over time to
33	higher levels;
34	(5) Assure that students with disabilities have the opportunity
35	to graduate from high school by demonstrating alternative competencies or
36	alternative levels of competency;

1	(6) Assure that students who are not on track for high school
2	graduation are identified at a sufficiently early date that they may be
3	provided an opportunity at a reasonable cost to achieve the minimum levels of
4	competence necessary to graduate from high school;
5	(7) Recognize that graduating from high school requires that the
6	student, as well as the parent, parents, or guardian of the student, work
7	hard and assume appropriate responsibility for the student's success or
8	failure;
9	(8) Encourage parental involvement in the public schools and
10	<pre>public school activities;</pre>
11	(9) Recognize that public schools must provide a safe,
12	disciplined, and drug-free environment for students and teachers;
13	(10) Avoid disproportionate variances among school districts in
14	the financial support burden imposed on taxpayers;
15	(11) Avoid unnecessary duplication of administrative and
16	operational expenses;
17	(12) Avoid disproportionate variances among school districts in
18	the use of classroom teachers and capital resources; and
19	(13) Recognize that early attention to and correction of student
20	deficiencies are substantially less expensive and more effective than
21	remedial efforts in the later school grades.
22	(d)(1) The General Assembly acknowledges that the Arkansas
23	Constitution requires the state to provide a general, suitable, and efficient
24	system of free public schools.
25	(2) Such obligation has been held by the Arkansas courts to be a
26	paramount duty of the state.
27	(e) The General Assembly recognizes that the supervision of public
28	schools and the execution of the laws regulating the schools shall be vested
29	in such officers as the General Assembly provides.
30	(f) The state has a limited pool of resources to provide a general,
31	suitable, and efficient system of free public schools.
32	(g) The state recognizes the importance of local decision-making in
33	the education process.
34	
35	6-20-303. Definitions.
36	As used in this subchapter, unless the context otherwise requires:

1 (1) "Additional base funding" means the state funding to local 2 school districts to ensure that a local school district's total state and local revenue per average daily membership is no less than the minimum state 3 4 and local revenue per average daily membership; 5 (2) "Additional mills for maintenance and operation" means 6 millage levied by the electors of a local school district for maintenance and 7 operation in excess of those allocated to the uniform rate of tax; 8 (3) "Alternative learning environment" means an intervention program in compliance with §§ 6-18-508 and 6-18-509 that seeks to eliminate 9 10 traditional barriers to learning for students and includes a component for 11 the education of gifted and talented students; 12 (4) "Average daily membership" means the total number of days 13 attended plus the total number of days absent by students in grades 14 kindergarten through twelve (K-12) during the first three (3) quarters of 15 each school year divided by the number of school days actually taught in the 16 district during that period of time rounded up to the nearest hundredth. In 17 those instances in which the average daily membership for less than three (3) quarters is specified, the number of days used in the calculation shall be 18 19 the days in the specified period of time. As applied to this subchapter, 20 students who may be counted for average daily membership are: 21 (A) Students who reside within the boundaries of the 22 school district and who are enrolled in a public school operated by the district or a private school for special education students, with their 2.3 24 attendance resulting from a written tuition agreement approved by the 25 Department of Education; 26 (B) Legally transferred students living outside the 27 district but attending a public school in the district; and 28 (C) Students who reside within the boundaries of the 29 school district and who are enrolled in the Arkansas National Guard Youth 30 Challenge Program, so long as the students are participants in the program; 31 (5) "Base local revenue per student" means: 32 (A) If Category 1 is fully funded, the local revenue per 33 student in the local school district with the highest amount of local revenue 34 per student; or 35 (B) If Category 1 is not fully funded, the revenue per 36 student to which the state equalizes, which is calculated by:

1	(i) Taking the sum of:
2	(a) The total available state aid for state
3	equalization funding per student;
4	(b) Ninety-eight percent (98%) of the uniform
5	rate of tax times the total state-assessed valuation; and
6	(c) Seventy-five percent (75%) of the average
7	miscellaneous funds collected in the previous five (5) years or previous
8	year, whichever is less; and
9	(ii) Dividing the sum by the total state average
10	daily membership for the previous year;
11	(6) "Glassroom teacher" means:
12	(A) An individual who is required to hold a teaching
13	license from the department and who is engaged directly in instruction with
14	students in a classroom setting for more than seventy percent (70%) of the
15	individual's contracted time;
16	(B) A guidance counselor; or
17	(C) A librarian;
18	(7) "Debt service funding supplement" means the state financial
19	aid provided to qualifying local school districts for the purpose of reducing
20	existing debt service burdens and increasing the amount of local revenue
21	available for maintenance and operations expenditures and calculated as
22	follows: For each mill of eligible debt service millage required, the local
23	school shall be provided a dollar amount of no less than fifteen dollars
24	(\$15.00) per average daily membership times the state wealth index;
25	(8) "Debt service millage" means the total number of mills voted
26	by the electors of a school district to be pledged as security for the
27	retirement of bonded indebtedness;
28	(9) "Debt service millage required" means the calculated millage
29	rate equal to the amount of millage pledged to mandatory callable bonds plus
30	the result of the scheduled calendar year bonded debt payment divided by the
31	total assessed value of real, personal, and utility property in the local
32	school district;
33	(10) "Eligible debt service millage required" means, in the
34	computation of the debt service funding supplement, the debt service millage
35	required for bonds issued before May 30 of each year;
36	(11) "Excess debt service millage" means the difference between

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     the debt service millage levied and the debt service millage required. This
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     amount shall be presumed to be available for maintenance and operation but
     may be used for other school purposes provided that the district is in
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     compliance with the uniform rate of tax;
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                 (12) "General facility funding" means the state financial aid
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     provided to each local school district from funds made available for that
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     purpose and based on a facilities needs assessment justification approved by
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     the department and calculated as follows: Multiply the local school
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     district's average daily membership for the previous year by the state wealth
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     index, times a rate established by the State Board of Education;
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                 (13) "Incentive funding" means the state financial aid provided
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     to local school districts below the ninety-fifth percentile for the purpose
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     of eliminating the incentive a local school district may have to reduce its
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     additional mills available for maintenance and operations and which is
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     calculated by taking one half (1/2) of the difference between the amount of
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     additional base funding a local school district would have received if it
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     only levied the uniform rate of tax and the additional base funding the
     district receives in the current school year. For purposes of the calculation
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     of the amount of additional base funding a district would have received if it
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     had only levied the uniform rate of tax, twenty-five percent (25%) of the
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     miscellaneous funds received by any local school district shall be excluded
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     from the calculation;
23
                 (14) "Isolated funding" means the state financial aid provided
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     to local school districts with an average daily membership of fewer than
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     three hundred fifty (350) from funds made available for that purpose and
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     which is calculated as follows:
                       (A) (350-Previous year's average daily membership) divided
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28
     by eight hundred fifty (850) times previous year's average daily membership
     times the base local revenue per student;
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                       (B) Local school districts with an average daily
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     membership density of less than one and two tenths (1.2) shall receive
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     additional funds equal to fifty percent (50%) of aid received under
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     subdivision (14)(A) of this section;
34
                       (C) For the purpose of calculating isolated funding, any
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     local school district that has an average daily membership density greater
     than 5.0 shall be excluded. Provided, however, if a local school district has
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1 a local revenue per student less than sixty percent (60%) of the effective 2 average, it shall receive isolated funding; 3 (D) No school district shall receive less isolated funding 4 in future years than the district received during the 1996-1997 school year 5 because of subdivision (14)(C) of this section; and 6 (E) If the statewide amount for isolated funding 7 calculated pursuant to this section is less than the amount appropriated for 8 isolated funding, the state board may include a funding factor to the 9 calculation in subdivision (14)(A) of this section in order to expend up to 10 the appropriated amount; 11 (15) "Local revenue per student" means in each year ninety-eight percent (98%) of the amount of revenue available, whether or not collected, 12 13 in a local school district solely from the levy of the uniform rate of tax plus seventy five percent (75%) of the average miscellaneous funds collected 14 15 in the previous five (5) years or the previous year, whichever is less, 16 divided by the average daily membership of the local school district for the 17 previous year; 18 (16) "Local school district" means a geographic area with an 19 elected board of directors that qualifies as a taxing unit for purposes of ad 20 valorem property taxes under § 26-1-101 et seq. and which board conducts the 21 daily affairs of public schools pursuant to the supervisory authority vested 22 in it by the General Assembly; 23 (17) "Local school district at the ninety-fifth percentile" 24 means, when ranking districts in descending order by the total state and 25 local revenue per average daily membership, a district that falls at the 26 ninety-fifth percentile of the total number of pupils in attendance in the 27 schools of this state, as described by 34 C.F.R. § 222.63 (1994); 28 (18) "Mandatory callable bonds" means a bond issue in which all 29 net proceeds from debt service millage used to secure the issuance of that 30 bond must be applied to payment of the issue and cannot be used for any other 31 purpose; 32 (19) "Millage rate" means the millage rate listed in the most 33 recent tax ordinance approved by the county quorum court under the authority 34 of § 14-14-904; 35 (20) "Minimum state and local revenue per average daily

membership" means an amount no less than eighty percent (80%) of the total

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1 state and local revenue per average daily membership of the local school 2 district at the ninety-fifth percentile; (21) "Miscellaneous funds" means those funds received by a local 3 4 school district from federal forest reserves, federal grazing rights, federal 5 mineral rights, federal impact aid, federal flood control, wildlife refuge 6 funds, severance taxes, funds received by the district in lieu of taxes, and 7 local sales and use taxes dedicated to education pursuant to §§ 26-74-201 et seq., 26-74-301 et seq., 26-75-301 et seq., and 14-164-301 et seq.; 8 9 (22) "Previous year" means the school year immediately preceding 10 the school year in which funds are allocated; 11 (23) "State equalization funding per student" means the amount 12 of state financial aid per average daily membership for the previous year 13 provided to each local school district calculated by subtracting the local 14 revenue per student from the base local revenue per student; 15 (24) "State wealth index" means the result of one (1) minus the 16 ratio of local revenue per student divided by state equalization funding per 17 student: 18 (25) "Student classroom teacher funding" means the state financial aid provided to each local school district calculated as an amount 19 20 equal to the amount allocated for student classroom teacher funding divided 21 by the total state average daily membership for the previous year times the 22 receiving school district's average daily membership for the previous year; 23 (26) "Student growth funding" means the amount of state 24 financial aid provided to each local school district from the funds made 25 available for that purpose calculated as the base local revenue per student 26 multiplied by the increase, if any, in the local school district's two-27 quarter average of the average daily membership of the current year over the 28 local school district's average daily membership for the previous year; 29 (27) "Student needs funding" means the amount of state financial 30 aid provided to each local school district from available special education 31 funding, vocational education funding, at risk funding, isolated funding, 32 transportation aid, and any other categories of student needs funding which 33 may be subsequently identified pursuant to rules and regulations promulgated 34 by the state board; 35 (28) "Student unit funding" means the state financial aid provided to each local school district, which is calculated as follows: By 36

1	dividing the total funds available for textbook aid, alternative education,
2	including gifted and talented education programs, restructuring, and staff
3	development by the total state average daily membership for the previous year
4	and multiplying by the local school district's average daily membership for
5	the previous year;
6	(29) "Total state and local revenue per average daily
7	membership" means in each local school district, the amount calculated by:
8	(A) Taking the sum of:
9	(i) The local school district's uniform rate of tax
10	times ninety-eight percent (98%) of the district's assessed valuation;
11	(ii) The local school district's additional mills
12	for maintenance and operation times ninety-eight percent (98%) of the
13	district's assessed valuation;
14	(iii) The local school district's miscellaneous
15	funds; and
16	(iv) State equalization funding, student classroom
17	teacher funding, student unit funding, vocational funding, general facilities
18	funding, and student growth funding available to the local school district;
19	<del>and</del>
20	(B) By dividing by the average daily membership of the
21	<del>local school district; and</del>
22	(30) "Uniform rate of tax" means a uniform rate of ad valorem
23	property tax of twenty-five (25) mills to be levied on the assessed value of
24	all taxable real, personal, and utility property in the state to be used
25	solely for the maintenance and operation of the schools. In calculating the
26	uniform rate of tax imposed by Arkansas Constitution, Article 14, § 3, as
27	amended by Amendments 11, 40, and 74, the following categories of millage may
28	be utilized to meet the minimum millage requirement:
29	(A) The local school district's maintenance and operation
30	millage;
31	(B) The dedicated maintenance and operation millage;
32	(C) Excess debt service millage; and
33	(D) The millage derived from the ratio of the debt service
34	funding supplements divided by the total assessment.
35	
36	6-20-304. Liberal construction.

1 All general provisions, terms, phrases, and expressions used in this subchapter or any related provisions of this Code shall be liberally 2 construed so as to effectuate its purposes. 3 4 6-20-305. Miscellaneous. 5 6 The State Board of Education shall have authority, acting pursuant to its rule-making powers, to adopt regulations for the implementation of the 7 8 provisions of this subchapter. 9 10 6-20-306. School funding. 11 (a)(1) Beginning with the 1996-1997 school year, the Department of 12 Education shall provide from available funds the following school funding categories in the priorities listed to local school districts: 13 14 (A) Category 1. State equalization funding per student; 15 (B) Category 2. Student classroom teacher funding; 16 (C) Category 3. Student unit funding; and 17 (D) Category 4. Student needs funding. 18 (2) No subsequent category of funding shall receive any funding 19 until each prior category is fully funded. 20 (b)(1) If any category of funding excluding Category 1 is only 21 partially funded, each local school district shall receive a pro rata share. 22 (2) However, if the General Assembly determines that any element 23 of Category 3 or 4 needs to be funded before full funding of any preceding 24 category is achieved, then that subset of either Category 3 or Category 4 shall be funded exclusive of the previously listed categories. 25 26 6-20-307. Facilities. 27 28 (a) General facilities funding, isolated funding, and student growth 29 shall be provided to local school districts from available funds in a line 30 item appropriation within the Public School Fund. 31 (b)(1) The state shall provide from available funds a debt service 32 funding supplement to qualifying local school districts for the purpose of 33 reducing debt service burdens issued before May 30 of each fiscal year and 34 increasing the amount of local revenue available for maintenance and 35 operations expenditures. 36 (2) The legislative intent is to continue providing a debt

1	service funding supplement to qualifying local school districts through
2	available funds in a line item appropriation within the fund.
3	
4	6-20-308. Department of Education to provide funding - Adjustments for
5	overpayments.
6	(a)(l) After determining the amount of state equalization funding,
7	student classroom teacher funding, student unit funding, vocational funding,
8	general facilities funding, and student growth funding available to each
9	local school district, the Department of Education shall provide any
10	additional base funding necessary to ensure that the total state and local
11	revenue per average daily membership of each local school district is no less
12	than the minimum state and local revenue per average daily membership.
13	(2) For the purposes of additional base funding, any questions
14	as to what revenue shall be included will be determined by reference to 34
15	C.F.R. § 222.63 (1994).
16	(b) A school district shall not lose any state funding as a result of
17	debt service savings produced by refunding outstanding bonds provided that:
18	(1) The yearly savings produced by the refunding is deposited
19	into a refunding savings building fund and is used by the district for the
20	building and equipping of school buildings, for major adaptations to a
21	facility, or for purchasing sites therefor; and that
22	(2) Prior to the date that the refunding bonds are sold at
23	public sale, the district submits a certificate to the Director of the
24	Department of Education certifying that the yearly debt service savings will
25	be used for the purposes described in this subsection (b).
26	(c) If the department shall determine that an overpayment has been
27	made to a local school district in any appropriation authorized by this
28	subchapter, the department is authorized to withhold the overpayment from
29	state equalization funding and is authorized to transfer the amount withheld
30	for the overpayment to the line item appropriation from which the overpayment
31	was initially made.
32	
33	6-20-309. Local school districts - Restrictions on use of specific
34	funding.
35	(a) Local school districts may expend Category 1 funds for student
36	classroom teacher funding, student unit funding, and student needs funding.

1	(b) A local school district may only use general facilities funding
2	for the purchase of school buses, furniture, equipment, and computer software
3	or for the renovation or repairs of existing facilities.
4	(c) Local school districts may not use student classroom teacher
5	funding to compensate anyone other than classroom teachers.
6	
7	6-20-310. Local school districts - Required expenditures.
8	(a) Local school districts shall expend state and local revenues on
9	students evaluated as special education students in accordance with existing
10	federal and state laws and Department of Education regulations.
11	(b) Local school districts shall expend state and local revenues on
12	students in alternative learning environments and in gifted and talented
13	programs in accordance with existing state laws and department regulations.
14	
15	6-20-311. Local school districts.
16	(a) Beginning with the 1995-1996 school year, each local school
17	district shall prepare an annual certified audit of the financial condition
18	and transactions of the local school district as of June 30 of each year in
19	accordance with generally accepted accounting practices and containing any
20	other data as determined by the State Board of Education.
21	(b) Nothing in this legislation shall be construed to authorize,
22	permit, or require consolidation of any school district.
23	(c) [Repealed.]
24	
25	6-20-319. Other requirements for state aid.
26	In order for a district to be entitled to state aid under the
27	provisions of this subchapter, each district shall satisfy the following
28	requirements:
29	(1) Expenditures for any fiscal year shall not exceed the legal
30	revenues for that year;
31	(2) The district shall maintain such records and make such
32	reports relative to attendance, receipts, and disbursements and other reports
33	as required by the Department of Education for the administration of this
34	subchapter;
35	(3) The district shall maintain proper financial records in
36	accordance with the state's school accounting manual and regulations

promulgated by the State Board of Education;

(4) The district shall file with the board annually a salary schedule for its certified employees which recognizes a minimum level of training and experience. This schedule shall reflect the actual pay practices of the district, including all fringe benefits. Salary increments for experience or education, or both, shall be identified on the schedule;

(5) All pupil attendance records shall be kept in their original form and shall be public records. They shall be kept according to law and regulations, on paper or electronic forms either furnished or approved by the department. Original attendance records shall be kept on file in the office of the superintendent of schools after the school term is ended for a period of three (3) years, and these records shall be available for monitoring purposes during any day of the school term by the teachers or other persons designated to keep attendance.

6-20-320. Computation of classroom teacher salaries.

Local school districts may not include the cost of substitute teachers, extended contracts for extracurricular activities, or supplementary pay for extracurricular activities in meeting the expenditures requirement for student classroom teacher salaries.

6-20-323. Special needs students.

- (a) The Department of Education shall provide special assistance for students with special needs to local school districts from available revenues from line item appropriations in the Public School Fund.
- (b) Funding for students with limited English proficiency shall be based upon actual students who have been identified based on the use of an English proficiency assessment instrument. These funds shall be distributed pro rata based upon the number of students identified as limited English proficient.
- (c) Funding for special education catastrophic occurrences shall be based upon those individual cases where special education and related services required by the individualized education program of a particular student with disabilities are unduly expensive, extraordinary, or beyond the routine and normal costs associated with special education and related services provided by a local school district.

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(d)(1) Funding for students with low socioeconomic status shall be based on students in kindergarten through grade one (K-1) living in areas with high concentrations of low income families or from low income families as indicated by eligibility for the free or reduced price lunch program under the National School Lunch Act or any other act of Congress. These funds shall be used only for early intervention strategies sanctioned by the department in reading and writing literacy or mathematics for students in prekindergarten through grade one (preK-1). (2) Funding for students with low socioeconomic status shall only be funded through June 30, 2005. (e) Funding for students in alternative learning environments shall be distributed either through grants, competitive or otherwise, or pro rata based upon the number of full-time-equivalent students participating in a nontraditional or flexible instructional program designed to improve student achievement in the core academic subjects which the students could not achieve in a regular classroom environment. (f) The State Board of Education shall promulgate rules and regulations for the disbursement of available funds for special needs students explicated in this section. 6-20-324. Incentive revenues to encourage local millage. After the calculation and provision of additional base funding, the Department of Education shall provide incentive funding to local school districts below the district at the ninety-fifth percentile in order to reward local school districts for levying additional mills available for maintenance and operations and in order to remove the potential disincentive for a local school district to reduce its additional mills available for maintenance and operations in order to receive additional base funding or in order to receive an increase in additional base funding. 6-20-325. State equalization funding for natural disaster areas. (a) When any county in the State of Arkansas is declared a disaster area by the Federal Emergency Management Administration, the school districts that experienced loss of students due to the disaster and that are located within that county shall receive funding. (b)(1) The school district shall be responsible for requesting these

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2	Education.
3	(2) The school district is required to document the loss in
4	enrollment specifically due to the disaster.
5	(c)(l) Funding shall be provided for two (2) years, based on the loss
6	in revenues from the loss in average daily membership in the first year
7	subsequent to the natural disaster as compared to the year in which the
8	natural disaster occurred.
9	(2) Funding shall be calculated each fiscal year, with each
10	qualifying school district receiving either full reimbursement or a pro rata
11	share of the total funds available.
12	(d) A school district may not receive funds both for a loss in
13	students due to a natural disaster and for a loss in revenues due to a loss
14	in students.
15	(e) These funds shall be distributed in accordance with rules and
16	regulations promulgated by the department.
17	
18	6-20-326. Districts losing revenues.
19	(a) The Department of Education shall provide funding to local school
20	districts from available funds to aid local school districts which have
21	suffered a significant loss of revenues. The loss of revenues considered
22	under this section shall have occurred in a one-year period. Funding under
23	this section shall only be for one (1) year and shall be considered
24	nonrestricted revenues included in the calculation of total state and local
25	funding per average daily membership.
26	(b) Under no circumstances may a school district receive both student
27	growth funding and loss funding authorized by this section. If a school
28	district qualifies for both student growth funding and loss funding, then the
29	school district shall receive the greater of the two (2) amounts.
30	(c) The State Board of Education shall promulgate rules and
31	regulations for the disbursement of available funds for local school
32	districts' lost revenues.
33	
34	6-20-327. Calculation and disbursement of funds authorized.
35	(a) The Department of Education shall calculate the amount of funds
36	authorized by this substantar on three (3) accessions during the year. The

funds and for providing documentation required by the Department of

1 first of these shall be done at the beginning of the year. A second 2 calculation shall occur at some point during the year, making corrections for clerical errors and student growth. The third of these calculations shall be 3 4 done at the end of the year and shall settle all funding amounts due to 5 school districts under this subchapter. 6 (b) On or before July 1 of every year, the department shall set a 7 schedule of payments of funds authorized under this subchapter to school 8 districts. 9 (c) If statistical data required in this subchapter are not available 10 at the time they are required for calculations or if the school program is 11 disrupted for any cause not controlled by the local board of education, the 12 State Board of Education shall cause procedures to be developed which will 13 ensure that the provisions of this subchapter are properly enforced. 14 15 SECTION 5. Arkansas Code §§ 6-17-1001 through 6-17-1004 are repealed. 16 6-17-1001. Minimum base salary - Master's degree. 17 (a)(1) The board of directors in each school district in the state shall pay its teachers upon a salary schedule which has annual increments for 18 19 education and experience and which provides for a base salary, a minimum 20 salary for a teacher with a master's degree, and at least fifteen (15) years 21 of experience as described in this section. 22 (2) Beginning with the 2003-2004 school year, the teacher's 23 experience for purposes of salary and benefits shall be his or her total 24 years in any school district in the state and shall not be based on only the 25 years in the district in which he or she is currently employed. 26 (b) In school year 2000-2001 and in each school year thereafter, no 27 school district shall pay its teachers with a bachelor's degree and no 28 experience less than twenty-one thousand eight hundred sixty dollars 29 (\$21,860). 30 (c) In school year 2000-2001 and in each school year thereafter, 31 school districts shall pay teachers with a master's degree and no experience 32 at least one hundred fifteen percent (115%) of the minimum base salary prescribed in subsection (b) of this section. 33 (d) In school year 2001-2002 and in each school year thereafter, 34

school districts shall pay a teacher with a master's degree and at least fifteen (15) years of experience one hundred fifty percent (150%) of the

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36

1	state minimum base	salary.	
2	<del>(e)(l) In s</del> e	chool year 1995-1996 and in	each school year thereafter,
3	each school distric	et in the state shall have	in place a salary schedule which
4	provides at least	<del>fourteen (14) annual increm</del>	ents for experience.
5	<del>(2) I</del> 1	<del>n school year 2001–2002 and</del>	l in each school year thereafter,
6	each school distric	et in the state shall have	in place a salary schedule which
7	<del>provides at least :</del>	<del>fifteen (15) annual increme</del>	ents for experience.
8	<del>(3) I1</del>	a school year 2001-2002 and	l in each school year thereafter,
9	each school distric	et in the state shall have	in place a salary schedule with
10	at least the follow	wing minimum levels of comp	<del>pensation:</del>
11			
12	<del>Years Experience</del>	BA Degree Salary	MA Degree Salary
13			
14	0	\$21,860	\$25 <b>,</b> 139
15			
16	<del>1</del>	22,304	<del>25,649</del>
17			
18	2	22,748	<del>26,159</del>
19			
20	3	23,192	<del>26,669</del>
21	,	00.404	
22	4	23,636	<del>27,179</del>
23	5	0/ 000	27. (00
24	<del></del>	24,080	<del>27,689</del>
25 26		24,524	<del>28,199</del>
27	0	24,324	20,199
28	7	24,968	<del>28,709</del>
29		24,900	20,709
30	Q	<del>25,412</del>	<del>29,219</del>
31	<del></del>	23,412	£7,£±7
32	a	25,856	<del>29,729</del>
33		23,030	
34	<del>10</del>	26,300	<del>30,239</del>
35		20,300	30,237
36	11	26,744	<del>30,749</del>
50		20,,,,	30,173

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2	12 27,188 31,259
3	
4	<del></del>
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6	14
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8	<u>15 or more</u> 28,520 32,789
9	(f) For the 1997-98 school year and for each year thereafter, each
10	school district shall provide no less than four-hundred-dollar increments for
11	experience for teachers with one (1) and two (2) years of experience.
12	(g) For the 1998-1999 school year and for each year thereafter, each
13	school district shall provide no less than four-hundred-dollar increments for
14	experience for teachers with three (3) and four (4) years of experience.
15	(h) For the 1999-2000 school year and for each year thereafter, each
16	school district shall provide no less than four-hundred-dollar increments for
17	experience for teachers with five (5) and six (6) years of experience.
18	(i) For the 2000-2001 school year and for each year thereafter, each
19	school district shall provide no less than four-hundred-dollar increments for
20	experience for teachers with seven (7) and eight (8) years of experience.
21	(j) For the 2001-2002 school year and for each year thereafter, each
22	school district shall provide no less than four-hundred-dollar increments for
23	experience for teachers with nine (9) and ten (10) years of experience.
24	(k) For the 2002-2003 school year and for each year thereafter, each
25	school district shall provide no less than four-hundred-dollar increments for
26	experience for teachers with eleven (11) and twelve (12) years of experience
27	(1)(1) For the 2003-2004 school year and for each year thereafter,
28	each school district shall provide no less than four-hundred-dollar
29	increments for experience for teachers with thirteen (13) years of
30	experience.
31	(2) For the 2004-2005 school year and for each year thereafter,
32	each school district shall provide no less than four-hundred-dollar
33	increments for experience for teachers with fourteen (14) years of
34	experience.
35	(3) For the 2005-2006 school year and for each year thereafter,
36	each school district shall provide no less than four-hundred-dollar

1	increments for experience for teachers with fifteen (15) years of experience.
2	(m) Subsections (f)-(l) of this section shall not apply to any local
3	school district whose minimum salary for teachers exceeds twenty-one thousand
4	eight hundred sixty dollars (\$21,860) and whose average salary exceeds the
5	state average salary for teachers for the previous year.
6	(n) As used in this section, "teacher" shall include any full-time
7	employee of a local public school district:
8	(1) Who is compelled by law to secure a license from the State
9	Board of Education as a condition precedent to employment in a position in or
10	related to grades prekindergarten through twelve (preK-12) of the public
11	schools of this state; and
12	<del>(2) Who is:</del>
13	(A) Engaged directly in instruction with students in a
14	classroom setting for more than seventy percent (70%) of the individual's
15	contracted time;
16	(B) A guidance counselor; or
17	(C) A librarian.
18	(o) All minimum salaries set forth in this section shall be for a
19	contract number of days that is not more than the number of days in the
20	school year required by the State Board of Education's regulations for
21	accreditation for the school year in which the contract is effective.
22	(p)(l) A district that determines that it cannot meet the minimum
23	salary requirements of this section from funds available may petition the
24	Department of Education for a waiver of the requirements of this section for
25	up to three (3) school years based on regulations promulgated by the State
26	Board of Education.
27	(2) The department shall not grant a waiver to any district that
28	is not in compliance with the uniform rate of tax requirements under Arkansas
29	Constitution, Amendment 74.
30	
31	6-17-1002. Salary amount - Annual review.
32	(a) The salaries fixed herein shall be regarded as minimum salaries
33	only, and each district may supplement such salaries. No teacher shall
34	receive a reduced salary as a result of this subchapter's requirements.
35	(b) Base salary shall not be raised until all teachers within a
36	district are paid equal to or greater than the minimum requirements

1 established herein. Each school district shall develop its own salary 2 schedule with salaries equal to or greater than the required minimums set 3 forth herein. 4 (c) The Arkansas Teachers' Salaries Study Commission shall annually 5 review the minimum base salary and make recommendations to the Department of 6 Education, the Governor, and the General Assembly for such modifications as 7 the commission shall deem appropriate. 8 9 6-17-1003. Enforcement - Appeal - Rules and regulations. (a) The State Board of Education is empowered to enforce the 10 11 provisions of this subchapter and is specifically authorized to order the dissolution and merger of any school district which fails to comply with the 12 13 minimum salary requirements established by this subchapter. Any appeal from a decision of the board ordering the dissolution and merger of a school 14 15 district for failure to comply with the provisions of this subchapter shall 16 be filed in the Circuit Court of Pulaski County and must be filed within 17 thirty (30) days of the decision of the board. (b) The board shall issue rules and regulations to implement this 18 19 subchapter. 20 2.1 6-17-1004. Salary goals. 2.2 (a) The personnel policies committees and negotiating teams 23 established and maintained in Arkansas public schools are encouraged to set 24 and meet five-year goals to substantially increase teacher salaries. In setting realistic yet meaningful salary goals, the committees and teams shall 25 26 consider exceeding the state, regional Southern Regional Education Board 27 states, border states, or national average salaries for teachers. 28 (b) Within two (2), four (4), and five (5) years following the adoption of this section, school districts shall report to the Arkansas 29 30 Teachers' Salaries Study Commission and the Department of Education the goals developed, adopted, and met. 31 32 33 SECTION 6. Effective Date. This act shall become effective on July 1, 2004. 34 35 36 /s/ Bisbee, et al