


Handout C3


2022 Adequacy Study
TEACHER SALARIES



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2022 Teacher Salary Report


- Introduction
- National, SREB, and Contiguous Average Salary Comparisons
- Salary Disparity in Arkansas
- Review of Arkansas Minimum Salary Schedule
- Review of Salaries of Select Professions



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Introduction

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



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Salary Comparisons

AVERAGE TEACHER SALARIES



National: Average Salary Comparisons

The national average teacher salary for 2020 was \$64,133, which is an increase of 2.9% over the 2019 average salary. Arkansas's 2020 average salary of \$50,546 increased by 2.1%.

	2018	2019	2020
Unadjusted	44	46	47
COLA-Salaries	22	25	28



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SREB: Average Salary Comparisons

The regional average teacher salary for 2020 was \$55,205. Arkansas's average salary was \$50,546.

	2018	2019	2020
Unadjusted	12	13	13
COLA-Salaries	7	9	9



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Contiguous States: Average Salary Comparisons

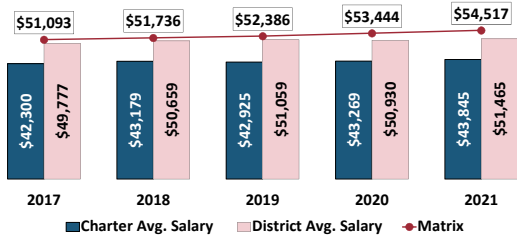
The surrounding states' average teacher salary for 2020 was \$51,819. Arkansas's average salary was \$50,546.

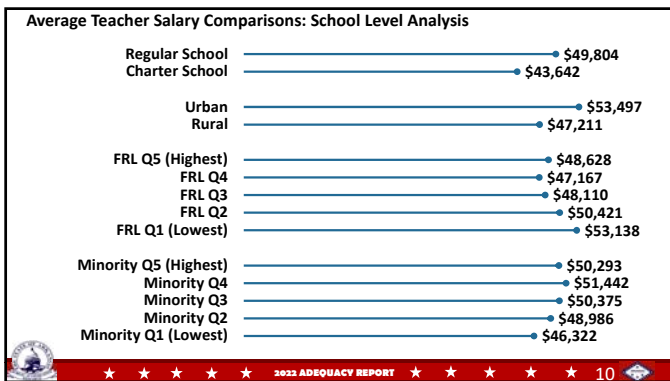
	2018	2019	2020
Unadjusted	5	6	6
COLA-Salaries	3	4	4

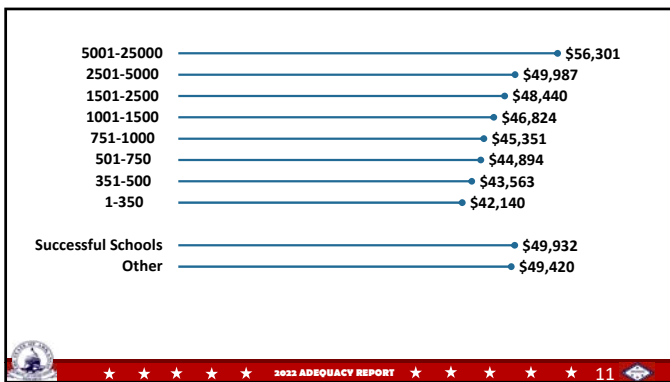
Teacher Salary Disparity

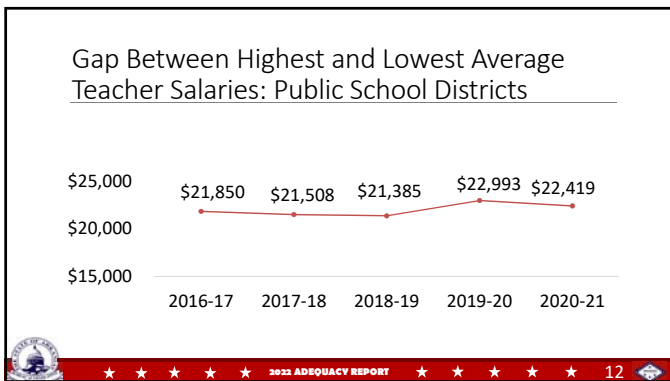
AVERAGE TEACHER SALARIES WITHIN ARKANSAS

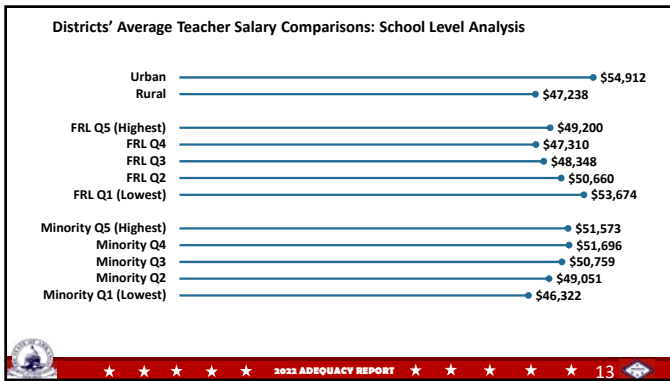
Open-Enrollment Public Charter School Systems' and Public School Districts' Average Salaries Compared to Matrix

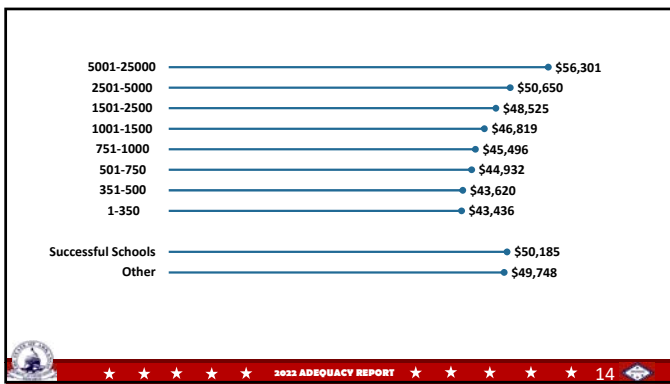


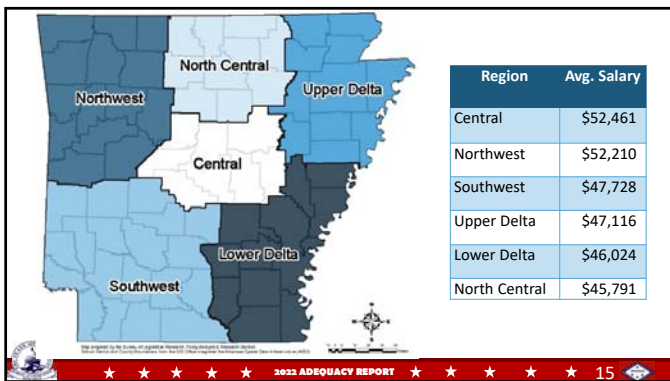




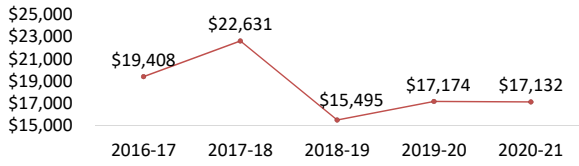




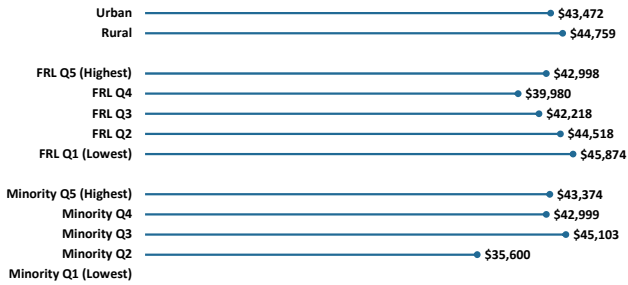




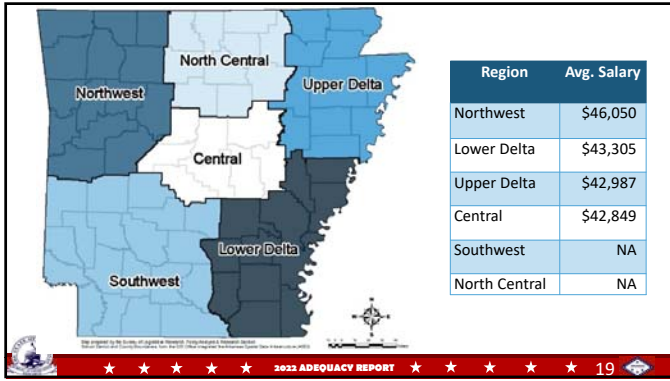
Gap Between Highest and Lowest Average Teacher Salaries- Open-Enrollment Public Charter School Systems

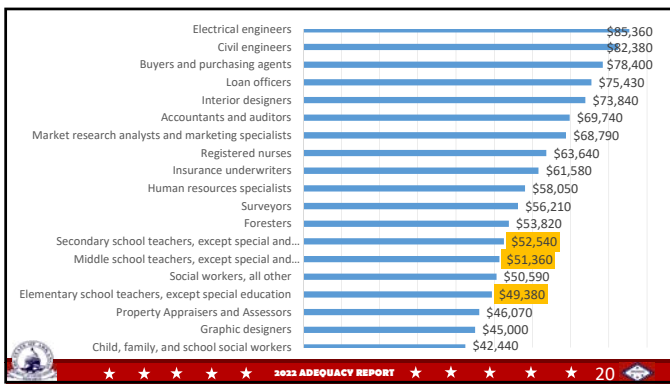


Charters' Average Teacher Salary Comparisons: School Level Analysis









Minimum Salary Schedule

Minimum Teacher Salary Schedule

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

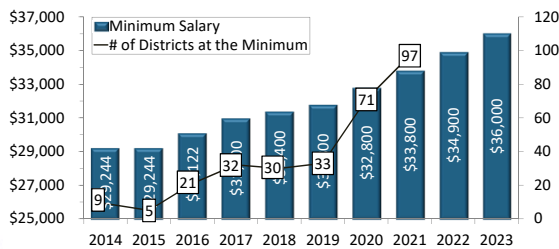


2020-2021
Minimum Teacher Salary Schedule

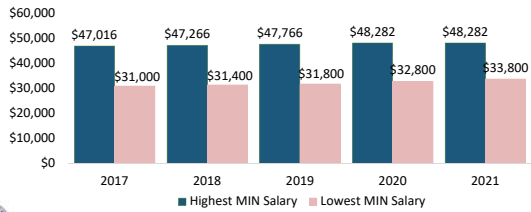
Years of Experience	BA Degree Salary	MA Degree Salary	Years of Experience	BA Degree Salary	MA Degree Salary
0	\$33,800	\$38,450	8	\$37,400	\$42,450
1	\$34,250	\$38,950	9	\$37,850	\$42,950
2	\$34,700	\$39,450	10	\$38,300	\$43,450
3	\$35,150	\$40,950	11	\$38,750	\$43,950
4	\$35,600	\$40,450	12	\$39,200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



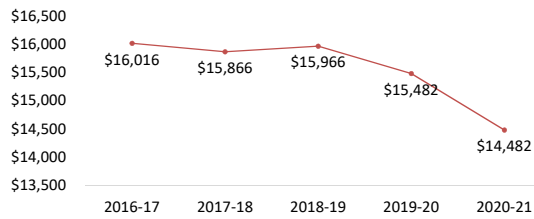
Minimum Teacher Salary Schedule



Highest and Lowest Minimum Teacher Salaries: Public School Districts



Gap Between Highest and Lowest Minimum Teacher Salaries: Public School Districts

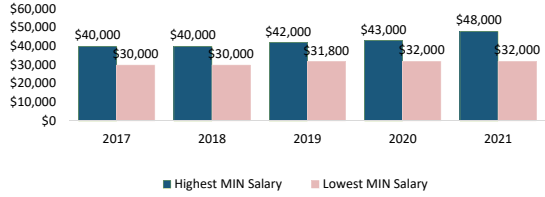


Minimum Teacher Salaries: Public School Districts

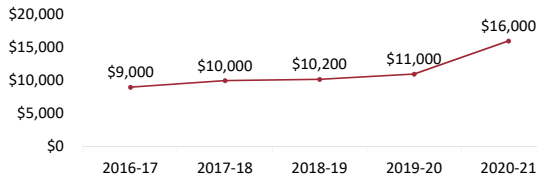
County	District	2020-2021 Minimum Salary	2020-2021 Gap
WASHINGTON	SPRINGDALE SCHOOL DISTRICT	\$48,282	\$13,275
BENTON	ROGERS SCHOOL DISTRICT	\$46,750	\$12,950
BENTON	BENTONVILLE SCHOOL DISTRICT	\$46,633	\$12,950
WASHINGTON	FAYETTEVILLE SCHOOL DISTRICT	\$46,450	\$13,275
GARLAND	LAKESIDE SCHOOL DISTRICT	\$44,183	\$10,383



Gap Between Highest and Lowest Minimum Teacher Salaries: Open-Enrollment Public Charter School Systems



Gap Between Highest and Lowest Minimum Teacher Salaries: Open-Enrollment Public Charter School Systems



Questions