

Adequacy Study 2024

K-12 Teacher Salaries

Prepared for the
House and Senate
Committees
on Education



June 4, 2024



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Introduction

During the *Lake View* lawsuit, the courts cited Arkansas’s comparatively low teacher salaries and wide wage disparities among districts in the state. In compliance with adequacy study requirements for the House and Senate Education Committees found in Ark. Code Ann. § 10-3-2101 et seq., this report seeks to examine the following issues regarding Arkansas teacher salaries:

1. How Arkansas teacher salaries compare with surrounding states and states of the Southern Regional Education Board (SREB).
2. How the cost of living in Arkansas and surrounding states affect the value of Arkansas teacher salaries.
3. How teacher salaries in Arkansas compare with the salaries in other professions with similar educational requirements within the state.
4. Whether the disparity in teacher salaries within Arkansas has increased or decreased.

This adequacy study is based on the 2023 school year because that is the most recent data available, in most instances. However, this report also includes data for the 2024 starting salaries, as that data is available. It reflects the change to the minimum starting salary encompassed in Act 237 (the LEARNS Act) of 2023.

Teacher Salary Comparisons

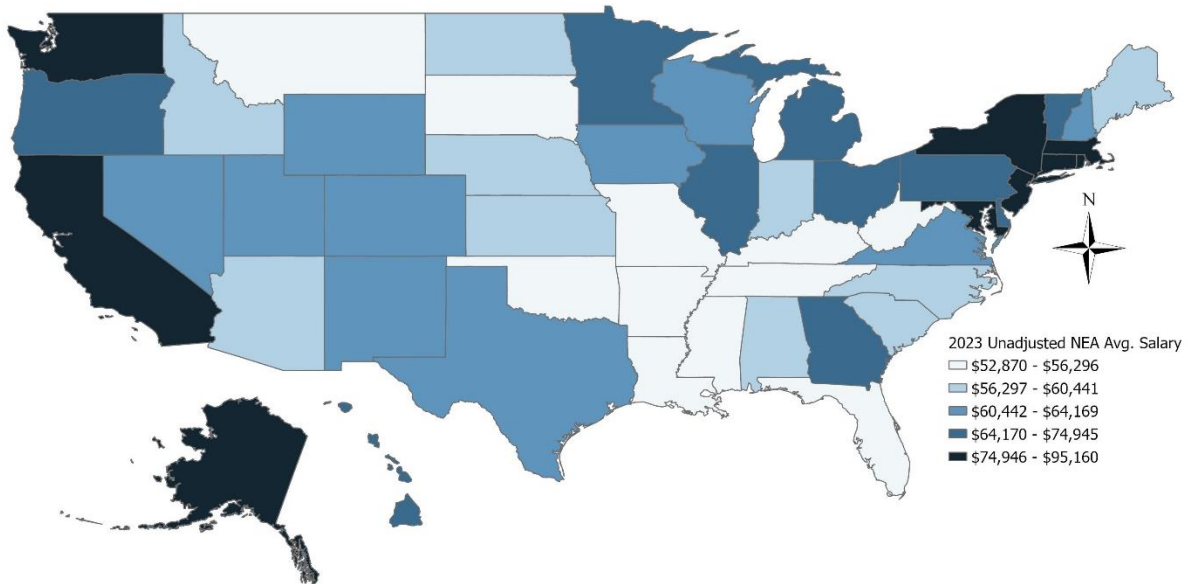
According to the annual statistical report of the National Education Association (NEA), *Rankings of the States 2023 and Estimates of School Statistics 2024*, the national average teacher salary for 2023 was \$69,544, which marked an increase of 4.1% over the 2022 average salary. Arkansas’s average salary of \$54,309 increased by 3.2%. According to NEA, even with the highest percentage increase to the average starting salary in 14 years, average teacher pay hasn’t kept up with inflation, and when adjusted for inflation, teachers are making 5% less, on average, than they did a decade ago.¹

Before considering any differences in cost of living among states, Arkansas’s 2023 average salary (\$54,309) ranked **45th** among the fifty states and the District of Columbia (D.C.), which is the same as Arkansas’s prior year, 2022, ranking. California, New York, and Massachusetts rank 1st, 2nd, and 3rd, respectively, among the 50 states and Washington, D.C. According to the 2023 Missouri Cost of Living Data Series index, these three states are also among the states with the highest cost of living in the U.S., so it is not unexpected that their teacher salaries would reflect this higher cost of living.² For this reason, this report includes salaries both unadjusted and adjusted for inflation amounts.

¹ [NEA Rankings & Estimates, April 2024](#)

² 2023 Missouri Cost of Living Data Series, Missouri Economic Research and Information Center.

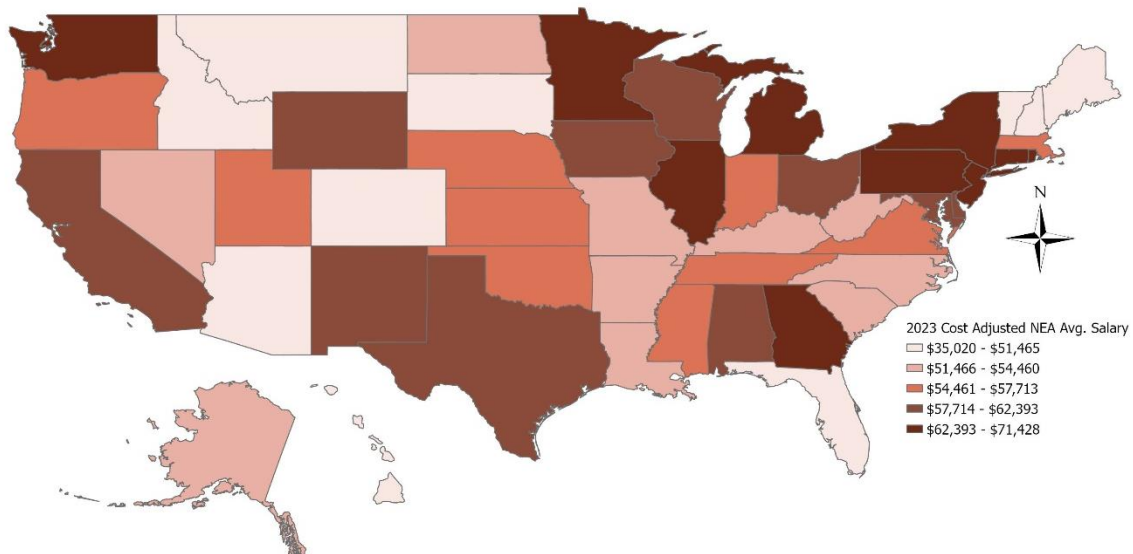
2023 Unadjusted NEA Average Teacher Salaries



National Cost-Adjusted Comparisons

To provide a better idea of the value of Arkansas's teacher salaries in light of the cost of living in Arkansas, the Bureau of Legislative Research (BLR) adjusted the teacher salaries of all 50 states and Washington, D.C., using the Missouri Cost of Living Data Series index. Using cost-of-living adjusted (COLA) salaries, Arkansas's national ranking improved to **33rd**. Arkansas's COLA average salary ranking in 2022 was **30th**. Arkansas's average salary ranking, even with the cost-of-living adjustments, has steadily declined in recent years.

2023 Cost-Adjusted NEA Average Teacher Salaries



Southern Regional Educational Board (SREB) States

The regional average teacher salary for 2023 was \$59,020, compared to Arkansas’s \$54,309. According to the SREB, the average teacher salary in the South is 15% lower than the national average.³

Arkansas’s 2023 average teacher salary as reported by the NEA for state-to-state comparisons ranked **12th** among the 16 SREB states. After applying a cost of living adjustment, Arkansas moved up to **11th**, which is a drop from Arkansas’s prior year, 2022, ranking of **7th** among the SREB states. The table below provides the 2023 NEA average salary, COLA average salary, and rank using the COLA salary, for each SREB state.

Rank (COLA Salary)	State	2023 COLA Salary	2023 NEA Avg. Salary
1	Georgia	\$63,183	\$64,461
2	Alabama	\$60,920	\$60,441
3	Maryland	\$60,673	\$79,420
4	Delaware	\$60,554	\$68,787
5	Texas	\$58,293	\$60,716
6	Oklahoma	\$57,308	\$55,505
7	Virginia	\$55,114	\$63,103
8	Mississippi	\$55,023	\$53,354
9	Tennessee	\$54,572	\$55,369
10	Kentucky	\$54,460	\$56,296
11	Arkansas	\$54,309	\$54,309
12	West Virginia	\$53,654	\$52,870
13	Louisiana	\$53,056	\$54,248
14	North Carolina	\$52,820	\$56,559
15	South Carolina	\$52,091	\$55,778
16	Florida	\$46,929	\$53,098

Contiguous States

The surrounding states’ average teacher salary for 2023 was \$55,357, also higher than Arkansas’s \$54,309. Among the seven surrounding states, Arkansas’s 2023 unadjusted average salary ranked **4th**, which is an increase from the 2022 ranking of **5th**. When a cost-of-living adjustment was applied, Arkansas’s ranking dropped to **5th**, which is a decline from the 2022 ranking of **4th**. The table to the right provides the 2023 NEA average salary, COLA average salary, and rank using the COLA salary, for the surrounding states.

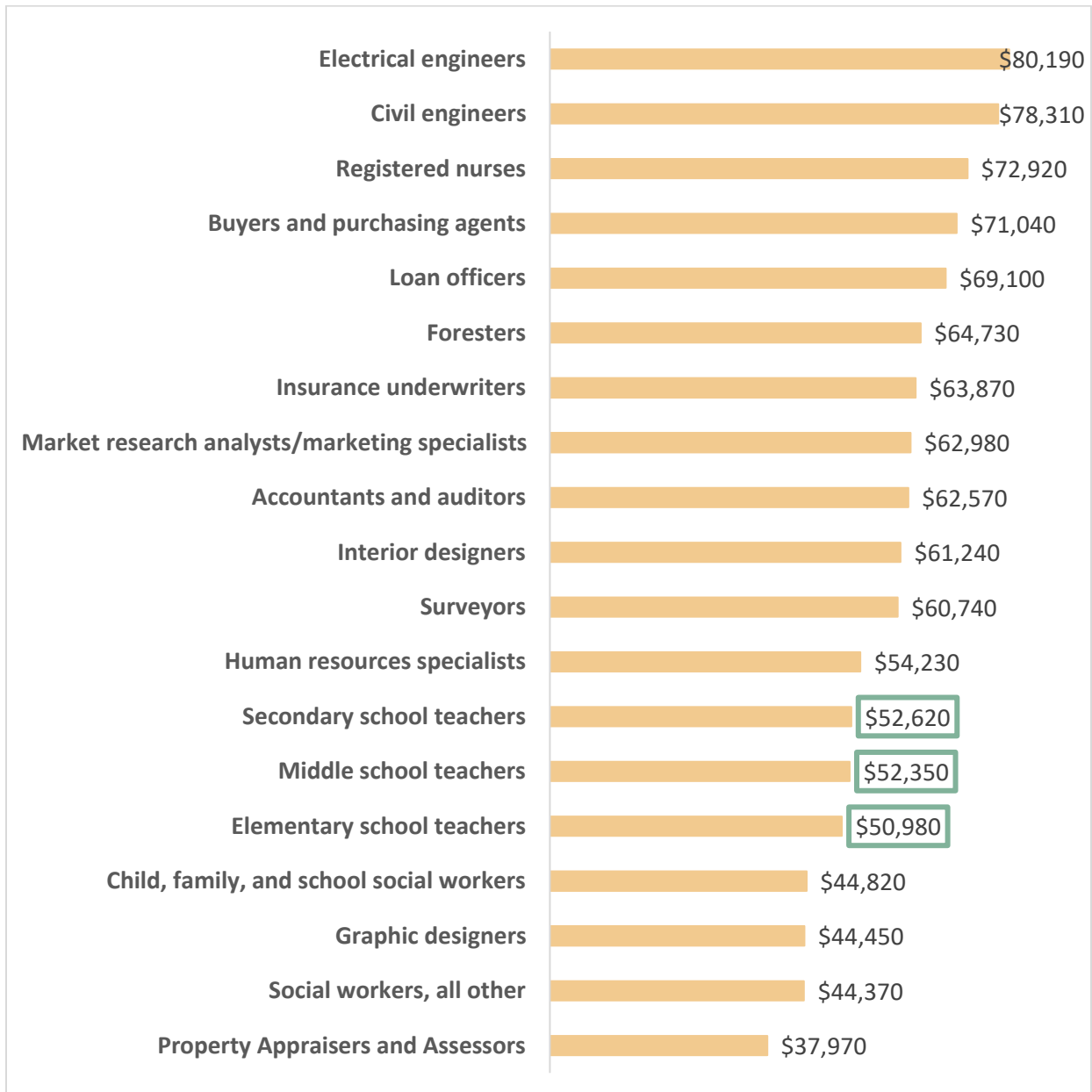
Rank (COLA Salary)	State	2023 COLA Salary	2023 NEA Avg. Salary
1	Texas	\$58,293	\$60,716
2	Oklahoma	\$57,308	\$55,505
3	Mississippi	\$55,023	\$53,354
4	Tennessee	\$54,572	\$55,369
5	Arkansas	\$54,309	\$54,309
6	Missouri	\$54,304	\$53,999
7	Louisiana	\$53,056	\$54,248

³ SREB Teacher Compensation Dashboard

Average Salary Comparisons of Select Professions

The U.S. Bureau of Labor Statistics (BLS) publishes Occupational Employment and Wage Estimates for major occupational groups in Arkansas and the United States. According to the BLS, these occupational employment and wage estimates “are calculated with data collected from employers in all industry sectors in metropolitan and nonmetropolitan areas in every state and the District of Columbia.”⁴ The following chart provides the Arkansas annual mean wage or salary for select occupations that require bachelor degree preparation.

Arkansas Annual Mean Salaries - Select Occupations



⁴ U.S. Bureau of Labor Statistics, "Occupational Employment and Wage Statistics," bls.gov/oes/oes_emp.htm (March 2023).

Teacher Salary Disparity within Arkansas

To assist in the evaluation of whether a disparity exists among teacher salaries in Arkansas, the following sections present information regarding the state-level average teacher salaries and average teacher salaries by district and open-enrollment public charter school system. The NEA average salary amounts are not available at the district level, so the BLR used data from Arkansas Public School Computer Network (APSCN) to calculate average salaries for this section of the report.⁵ Beginning with the 2018 Adequacy Study, the BLR began using the average salaries from its own methodology for the Adequacy Study analysis, rather than using the salaries reported in the Annual Statistical Report (ASR). This methodology is described in more detail in Appendix A.

The Arkansas legislature created the Teacher Salary Equalization Fund to assist in addressing the disparities in teacher salaries within the state and when compared to surrounding states.⁶ These supplemental funds provide public school districts and open-enrollment public charter school systems with additional funding dedicated to increasing teacher salaries.⁷ Equalization funding is provided to districts and charters that have an average annual teacher salary below the “statewide target average annual salary” set by the legislature.⁸ Equalization funding is continuous and will increase if average daily membership (ADM) increases. Funding will not decrease below the amount received in the initial base year even if ADM decreases.

The goals of the legislature in providing equalization funding include:⁹

- Regular increases in the state average salary;
- An improved state ranking for average salary among SREB states;
- A continuous reduction in the gap between the highest and lowest average salary and starting salary in the state;
- Lowering the rates of teacher attrition, and
- Increasing the number of districts with a starting salary above the minimum required by statute.

Statewide Analysis

In 2023, the average teacher salary for all public school types in Arkansas was \$54,803. The chart below compares the statewide average teacher salary to the base teacher salary amounts used in the matrix between 2021 and 2023. The teacher salary amount used in the matrix to calculate foundation funding has consistently been higher than the average teacher salary paid at the district and open-enrollment public charter level.

⁵ Prior to the 2018 Adequacy Study, the Bureau used the Average Salary – Non-Federal Licensed Classroom full-time equivalents’ (FTEs) from the Division of Elementary and Secondary Education’s Annual Statistical Report (ASR) in its analysis of average teacher salary by school district. BLR has since used its own methodology, which is provided in Appendix A.

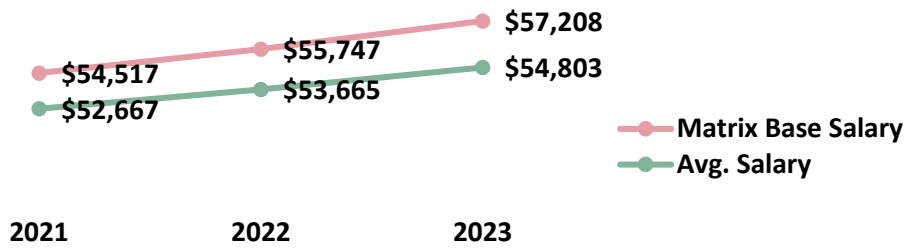
⁶ See Acts 679 and 680 of 2021.

⁷ See Ark. Code Ann. § 6-23-501(a)(1) (providing that open-enrollment public charter schools “shall receive funds equal to the amount that a public school would receive under § 6-20-2305(a) and (b) as well as any other funding that a public charter school is entitled to receive under law or under rules promulgated by the State Board of Education).

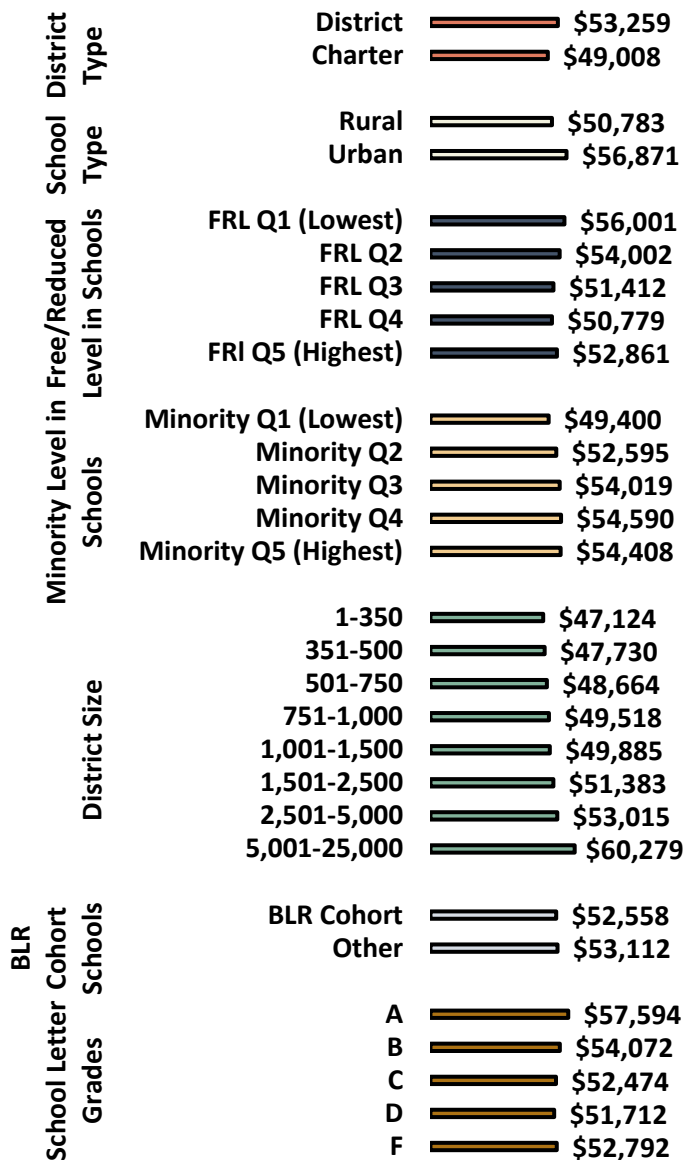
⁸ See Ark. Code Ann. § 6-20-2305(b)(6)(A)(ii) (establishing the statewide target average annual salary for the 2021-2022 and 2022-2023 school years as \$51,822).

⁹ See Acts 679 and 680 of 2021.

Statewide: 3-YR Average Teacher Salary Compared to Matrix Base Salary

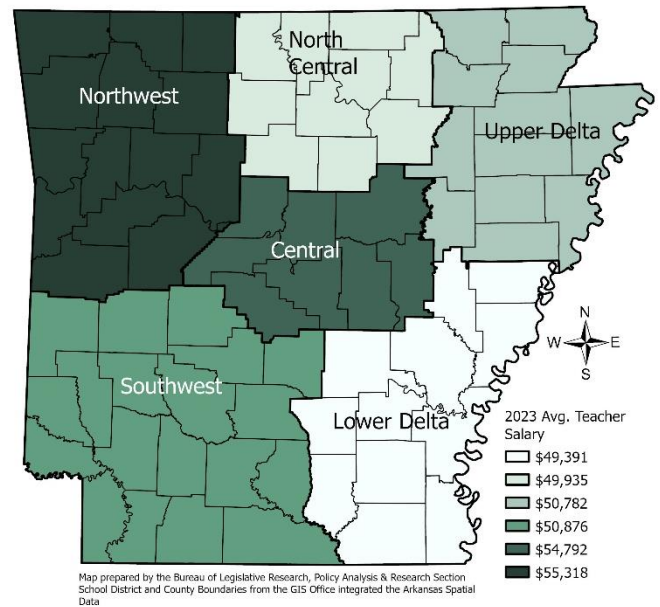


Statewide: Average Teacher Salaries by School Type



When looking at average teacher salaries at the school level statewide, salary levels were generally higher at schools within urban areas. Salary levels generally declined with higher levels of free and reduced lunch populations. Salary levels generally grew at schools within increasingly larger districts. There was little difference between BLR Cohort Schools and Others. Salary levels generally declined with lower school letter grades.

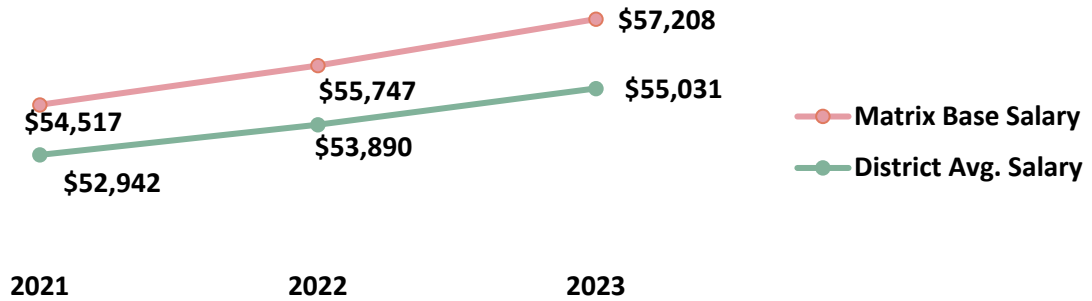
The following map shows that, on average, salaries were higher in the Central and Northwest regions.



Public School Districts

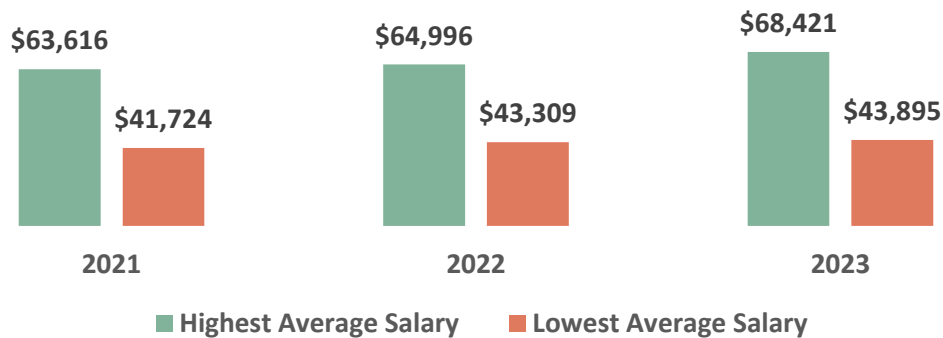
The 2023 average teacher salary for school districts was \$55,031. The chart below compares the average teacher salary for school districts to the base teacher salary amounts used in the matrix between 2021 and 2023.

Public School Districts: 3-YR Avg. Teacher Salary Compared to Matrix Base Salary



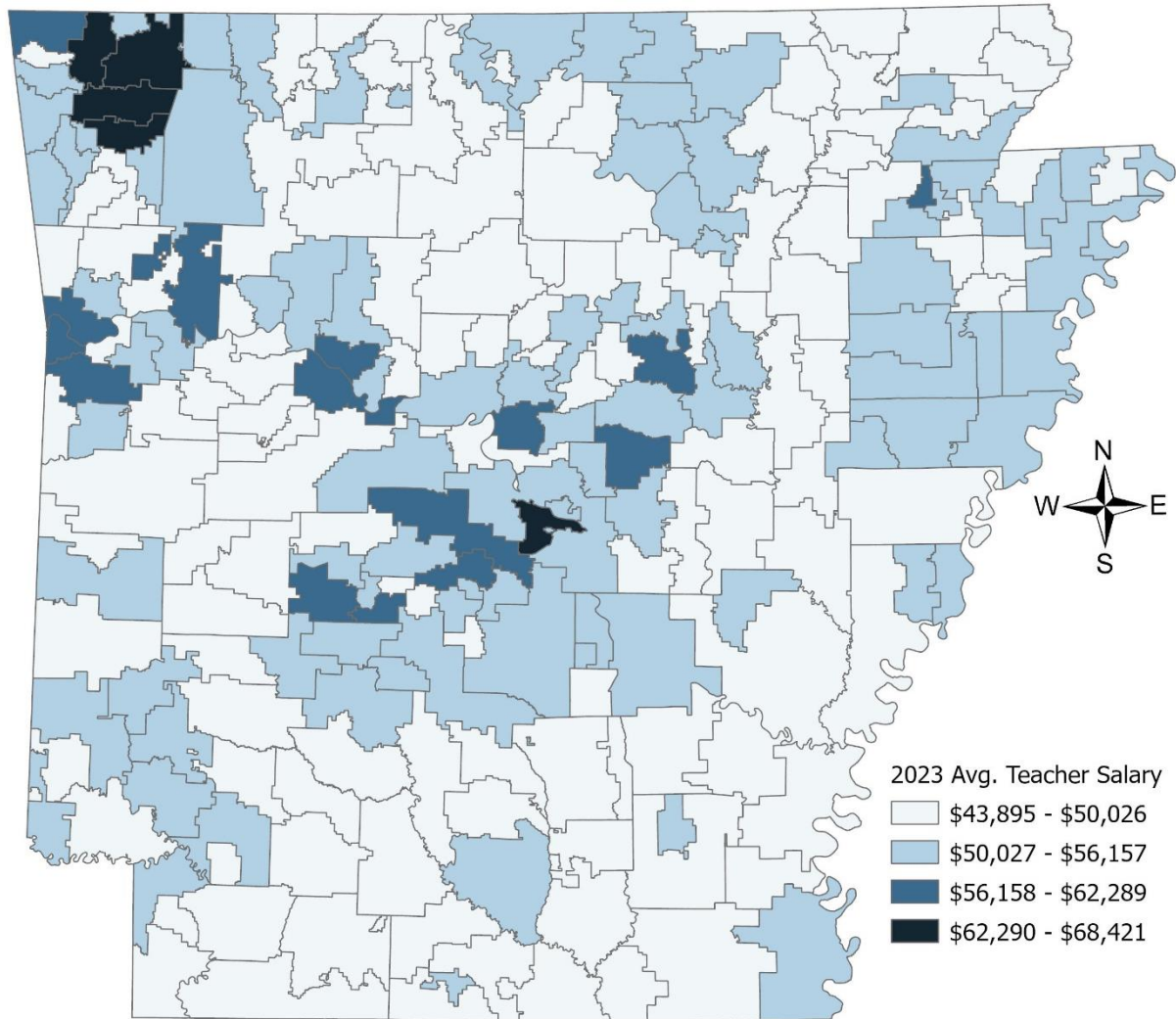
The following chart compares the highest and lowest average teacher salaries paid by public school districts between 2021 and 2023. In 2023, average teacher salaries for school districts ranged from \$68,421 for Fayetteville School District to \$43,895 for Bradford School District, a difference of more than \$24,000. The gap between the highest and lowest average teacher salary increased by almost \$3,000 between 2022 and 2023. A full list of public school districts' average salaries sorted from highest to lowest can be found in Appendix B.

Public School Districts: Highest and Lowest Average Teacher Salaries



Public School Districts: Analysis of Average Teacher Salaries

The following map illustrates the 2023 average teacher salaries of all public school districts divided into average salary quartiles as shown below.



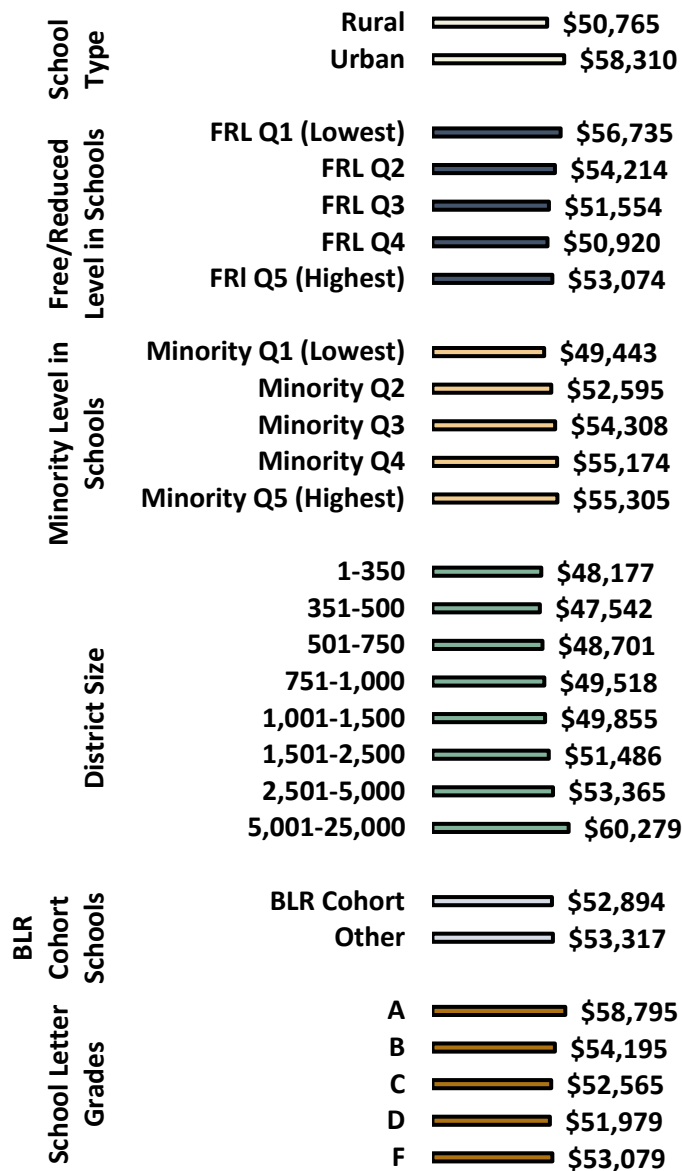
2023 Avg. Teacher Salary

- \$43,895 - \$50,026
- \$50,027 - \$56,157
- \$56,158 - \$62,289
- \$62,290 - \$68,421

Map prepared by the Bureau of Legislative Research, Policy Analysis & Research Section
 School District and County Boundaries from the GIS Office integrated the Arkansas Spatial
 Data

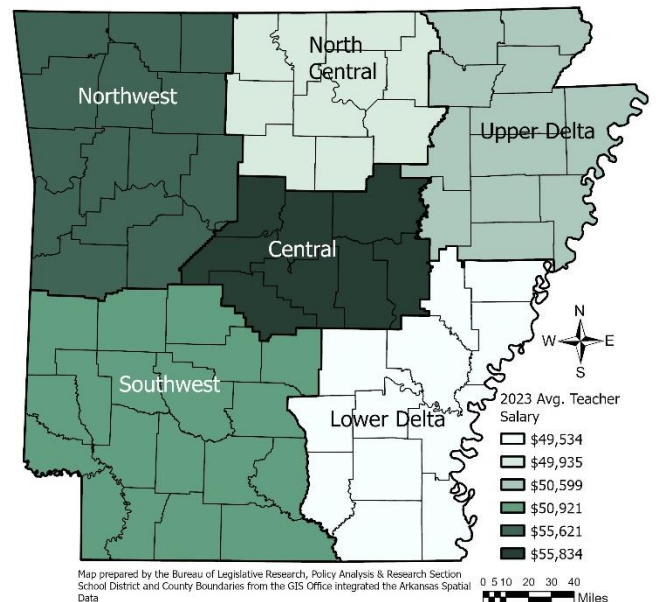
Average Teacher Salary Range	# of Districts
\$43,895 - \$50,026	124
\$50,027 - \$56,157	90
\$56,158 - \$62,289	15
\$62,290 - \$68,421	5

Public School Districts: Average Teacher Salaries by School Type



When looking at public school districts' average teacher salaries at the school level, salary levels were generally higher at schools within urban areas.¹⁰ Salary levels generally declined with higher levels of free and reduced lunch populations, and generally increased with higher concentrations of minority students. Salary levels generally grew at schools within increasingly larger districts. There was little difference between BLR Cohort Schools and Others. Salary levels generally declined with lower school letter grades.

The following map shows that, on average, salaries were higher in the Central and Northwest regions.

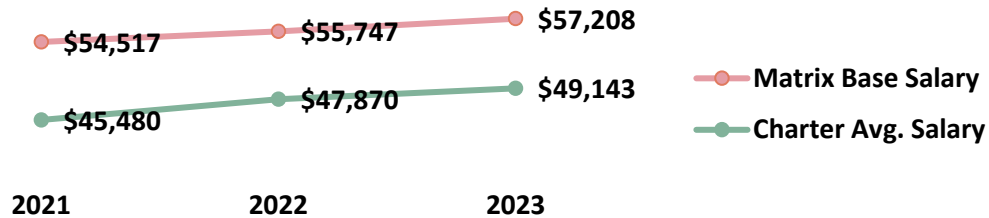


¹⁰ Salary information was not available in the Arkansas Public School Computer Network (APSCN) for four schools: Centerpoint Academy of Agriculture (Centerpoint School District), Creative Action Team (Hope School District), Polk Virtual Academy (Mena School District), and Premier High School Online (Premier High Schools of Arkansas).

Open-Enrollment Public Charter Systems

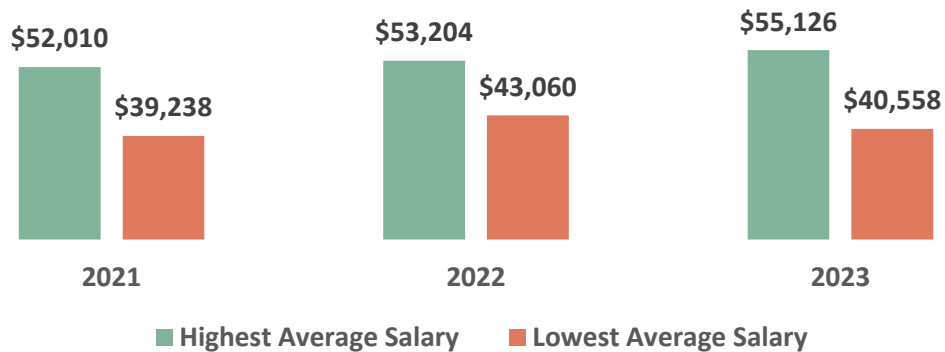
The 2023 average teacher salary for open-enrollment public charter systems was \$49,143. The chart below compares the average teacher salary for open-enrollment public charter systems to the base teacher salary amounts used in the matrix between the 2021 and 2023 school years.

Open-Enrollment Public Charters: Average Teacher Salary Compared to Matrix Base Salary



The following chart compares the highest and lowest average teacher salaries paid by open-enrollment public charter systems between 2021 and 2023. In 2023, average teacher salaries ranged from \$55,126 for KIPP Delta Public Schools to \$40,558 for Imboden Charter School District, a difference of more than \$14,000. The gap between the highest and lowest average teacher salary increased by almost \$4,500 between 2022 and 2023. See Appendix C for 2023 individual charter school systems and schools' average teacher salaries sorted from highest to lowest.

Open-Enrollment Public Charters: Highest and Lowest Average Teacher Salaries

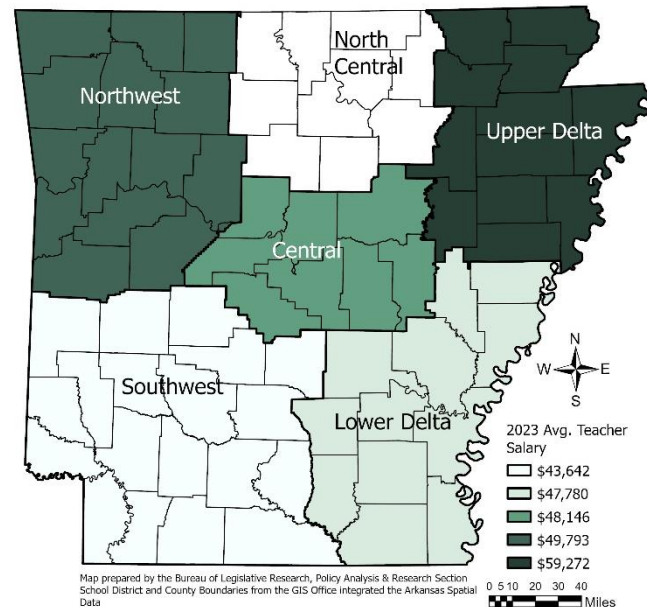


Open-Enrollment Public Charters: Average Teacher Salaries by School Type

School Type	Rural	\$52,502
	Urban	\$48,571
Free/Reduced Level in Schools	FRL Q1 (Lowest)	\$48,814
	FRL Q2	\$47,885
	FRL Q3	\$49,081
	FRL Q4	\$47,255
	FRL Q5 (Highest)	\$50,461
Minority Level in Schools	Minority Q1 (Lowest)	\$40,558
	Minority Q2	
	Minority Q3	\$49,637
	Minority Q4	\$47,069
	Minority Q5 (Highest)	\$49,872
District Size	1-350	\$45,755
	351-500	\$49,503
	501-750	\$44,223
	751-1,000	
	1,001-1,500	\$50,015
	1,501-2,500	\$47,703
BLR Cohort Schools	2,501-5,000	\$49,899
	5,001-25,000	
	BLR Cohort	\$49,475
School Letter Grades	Other	\$49,117
	A	\$50,059
	B	\$50,089
	C	\$48,752
	D	\$48,606
	F	\$50,844

When looking at average teacher salaries at the school level¹¹ statewide, salary levels were generally higher at charter schools within rural areas. There were not clear patterns for free and reduced lunch, minority, or size categories. BLR Cohort Schools had an average salary slightly higher than other schools' average salaries.

The following map shows that, on average, salaries were higher in the Upper Delta region.



¹¹ Salary information was not available in the Arkansas Public School Computer Network (APSCN) for three schools: Founders Classical Academy Elementary Online, Founders Classical Academy High School Online (Founders Classical Academies of Arkansas), and Premier High School Online (Premier High Schools of Arkansas).

Review of Minimum Teacher Salary Schedule

Since 2003, Arkansas has statutorily provided for a minimum teacher compensation schedule through the enactment of the Teacher Salary Enhancement Act.¹² For the 2023 school year, the Teacher Salary Enhancement Act¹³ established 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-degree-prepared teachers and one for master-degree-prepared teachers.

The minimum salary for 2023 for a bachelor-degree-prepared teacher with zero years of experience was \$36,000, and the minimum salary for a master-degree-prepared teacher with zero years of experience was \$40,650. The minimum salary schedules enacted in Act 170 retained a \$450 increase for each succeeding year of experience through year 15 for bachelor-degree-prepared teachers and a \$500 increase for each additional year of experience for master-degree-prepared teachers. The following table shows the beginning salary rates (zero years of experience) and highest salary rates (15 years of experience) enacted for each school year, 2021 through 2023.

State Mandated Minimum Salary for Teachers with Zero Years of Experience School Years 2021 thru 2023				
School Year	BA Degree 0 Years	BA Degree 15 Years	MA Degree 0 Years	MA Degree 15 Years
2021	\$33,800	\$40,500	\$38,450	\$45,950
2022	\$34,900	\$41,650	\$39,550	\$47,050
2023	\$36,000	\$42,750	\$40,650	\$48,150
Source: Act 170 of 2019				

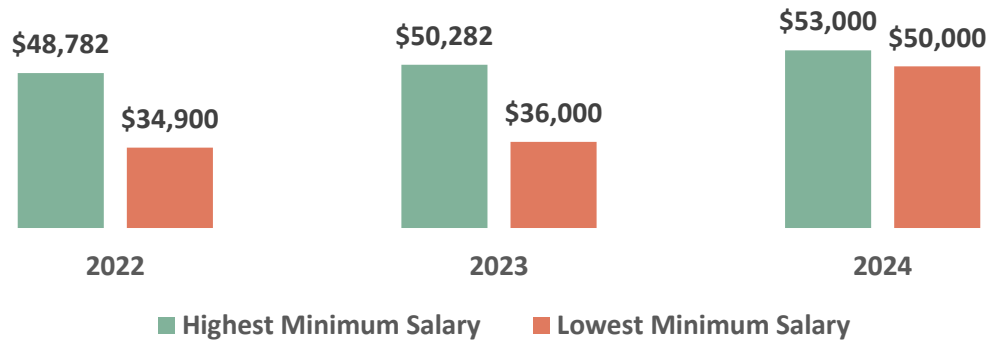
Beginning with the 2023-2024 school year, the LEARNS Act established a minimum teacher salary of \$50,000 for classroom teachers, and removed the minimum salary schedule from Ark. Code Ann. § 6-17-2403.¹⁴

Public School Districts

The 2023 average minimum salary for Arkansas school districts was \$37,903. A full list of public school districts’ 2023 minimum salaries can be found in Appendix D. The 2024 average minimum salary for Arkansas school districts was \$50,031. The following chart provides the highest and lowest minimum salaries adopted by school districts between 2022 and 2024.¹⁵

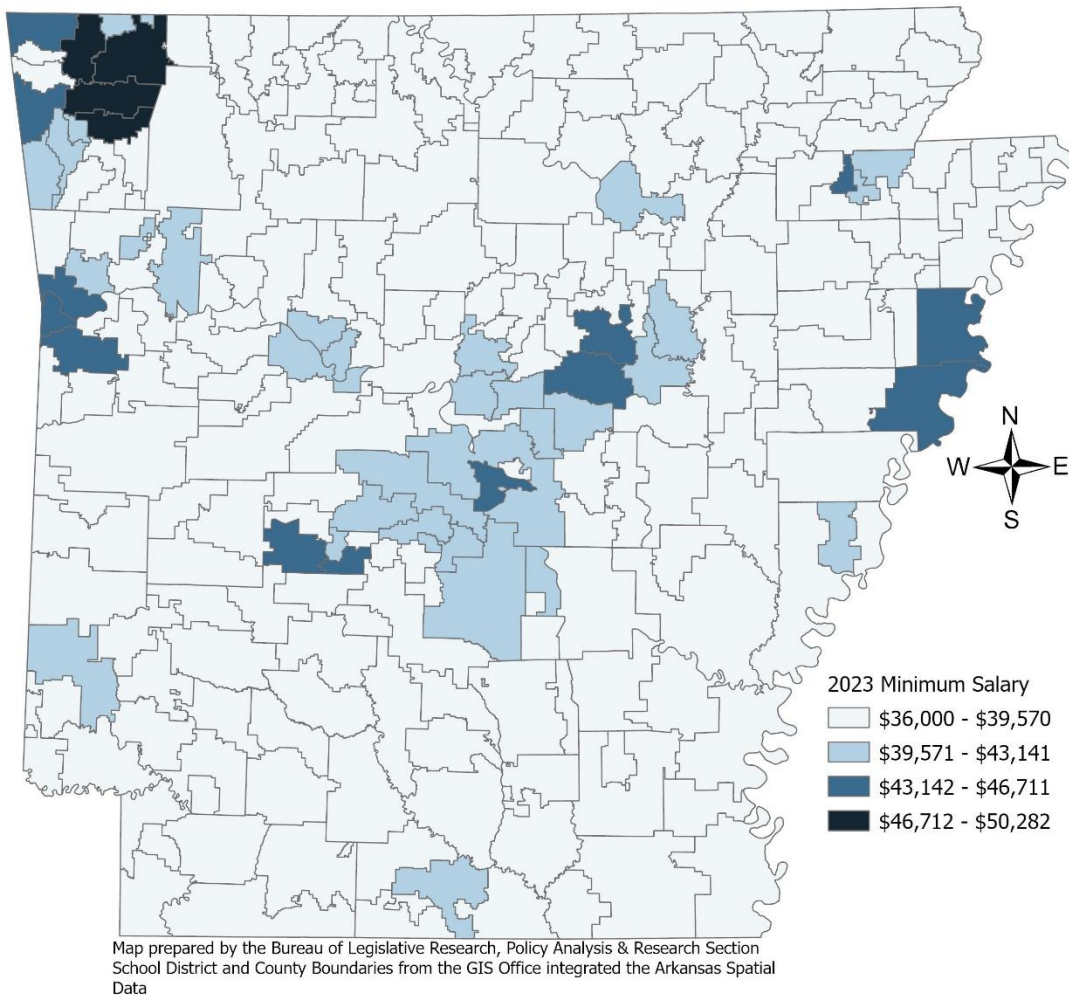
¹² Act 74 of the 2nd Extraordinary Session of 2003.
¹³ See Ark. Code Ann. §§ 6-17-2403(b) (codifying Act 170 of 2019).
¹⁴ Act 237 of 2023.
¹⁵ Data Source: ADE Salary Reports Teacher Salary Schedule Analysis (2022-2024).

Public School Districts: 3-YR Minimum Teacher Salaries



Public School Districts: Analysis of Minimum Teacher Salaries

The following map illustrates the 2023 public school districts' minimum teacher salaries for a bachelor-degree-prepared teacher with zero years of experience divided into minimum salary quartiles as shown below.



2023 Minimum Teacher Salary Range	# of Districts
\$36,000 - \$39,570	186
\$39,571 - \$43,141	31
\$43,142 - \$46,711	13
\$46,712 - \$50,282	4

Prior to 2024, districts often adopted individual district salary schedules that exceeded the state-mandated minimum salary amounts for bachelor-degree-prepared teachers with zero years of experience. In 2023, a total of 140 public school districts had minimum teacher salaries higher than the state-mandated minimum, which decreased from 200 paying above the minimum in 2022. The remaining 94 school districts adopted the state-mandated minimum of \$36,000 (as their minimum salary).

A review of 2023 district salary schedules revealed disparities among the minimum starting salaries adopted by school districts within the same county. For example, Springdale School District had the highest minimum salary of \$50,282 in 2023, which is almost \$14,000 higher than the lowest minimum starting salary of \$36,307 adopted by West Fork School District (both in Washington County).

Out of the 67 Arkansas counties with more than one school district, 41 had districts with minimum starting salary differences of \$1,000 or more. A full list of the 41 counties with differences between highest and lowest minimum salaries is provided in Appendix E.

In 2024, five public school districts had minimum teacher salaries higher than the state-mandated minimum: Bentonville, Fayetteville, Forrest City, Fort Smith, and Springdale. While the LEARNS Act¹⁶ eliminated the state-mandated teacher salary schedule under Ark. Code Ann. § 6-17-2403, public school districts still publish salary schedules per Ark. Code Ann. § 6-17-201. The following table summarizes the changes between Arkansas public school district’s 2023 and 2024 salary schedules.¹⁷

	2023 Below \$50,000	2023 Above \$50,000	2024 Above \$50,000
Bachelor's w/0 YRS	232	2	5
Bachelor's w/15 YRS	202	32	66
Bachelor's Top of Chart	145	89	109
Master's w/0 YRS	228	6	39
Master's w/15 YRS	149	85	157
Highest Degree/Top of Schedule	25	209	162

¹⁶ Act 237 of 2023.

¹⁷ Data Source: ADE Salary Reports Teacher Salary Schedule Analysis (2022-2024)

Open-Enrollment Public Charter Systems

While 20 of the 21 open-enrollment public charter school systems operating in 2023 received a waiver from the minimum teacher compensation requirements found in Ar. Code Ann. § 6-17-2403, the BLR was able to obtain the minimum teacher salaries paid in 2023 for most of the charters.¹⁸ The 2023 average minimum salary for Arkansas open-enrollment public charter school systems was \$38,625. There were eleven open-enrollment public charters with minimum salaries higher than the state-mandated minimum. A full list of all open-enrollment charter systems' 2023 minimum salaries can be found in Appendix F. The 2024 average minimum salary for Arkansas open-enrollment public charter school systems was \$50,147. Three open-enrollment public charters had minimum salaries above the state-mandated minimum in 2024: Academics Plus, e-Stem, and LISA Academy.¹⁹

The following chart provides the highest and lowest minimum salaries adopted by Arkansas open-enrollment public charter systems between 2022 and 2024.

Open-Enrollment Public Charters: 3-YR Minimum Teacher Salaries



¹⁸ Minimum salary information could not be obtained from Hope Academy of Northwest Arkansas.

¹⁹ Minimum salary information could not be obtained from Arkansas Lighthouse Academies or KIPP Delta.

2023 LEGISLATION

ACT 237- LEARNS ACT

Section 35- Amends Teacher Compensation Program of 2003

The LEARNS Act amends § 6-17-2403 to establish a minimum base salary of \$50,000 for classroom teachers; requires, during the 2023-2024 school year, each teacher to be paid at least two thousand dollars (\$2,000) above his or her current salary amount for those already at \$50,000; requires each school district to meet certain criteria in order to receive state funds to implement the minimum base salary and salary increases.

Section 37- Merit Teacher Incentive Fund Program

Provides for an annual bonus of up to ten thousand dollars (\$10,000) to qualifying teachers, and establishes the categories into which a teacher may fall to be eligible for the annual bonus.

Section 63- Teacher Minimum Salary and Raise Fund

Added § 19-5-1280 Teacher Minimum Salary Fund and § 19-5-1281 Merit Teacher Incentive Fund under Arkansas Title Code 19, Chapter 5- Revenue Stabilization Law.

APPENDIX A – AVERAGE TEACHER SALARY METHODOLOGY

This report uses two data sources for comparing average teacher salaries: the NEA and Bureau of Legislative Research (BLR) Reports generated from Arkansas Public School Computer Network (APSCN) data maintained by the Division of Elementary and Secondary Education (DESE). The portion of the report that compares the average salary of the Southern Regional Education Board (SREB) states as well as the states that surround Arkansas used the NEA data. When, however, this report compares the average salary of individual Arkansas school districts, the BLR reports are used. Both calculations are described below.

National Education Association Average Teacher Salary Calculation

According to instructions provided by the NEA to the Arkansas Department of Education (ADE), the average teacher salary is the arithmetic mean of the total amount regularly paid or stipulated to be paid to an individual before deductions for Social Security, health insurance, and the like. According to DESE, the amount of salary reported to NEA is based on what is actually paid, not “what is stipulated to be paid.” It includes regular salaries for full-time and part-time employees considered to be in positions of a permanent nature, including substitutes, and does not include annual salaries for “extra pay for extra duty” or payments for teaching summer school (with the exception of 12-month employees). The salary and FTE amounts reported include the salaries paid for all elementary and secondary classroom teachers.

BLR FTE and Average Teacher Salary Calculation

The BLR has historically used the non-federal classroom teacher average salary from line 84 of the Annual Statistical Report (ASR) published by the DESE. The ASR calculation of the average non-federal classroom teacher salary is dependent upon the accuracy of data submitted by the districts to the State Information System (SIS) as part of the cycle reporting process. The basic program to calculate the average teacher salary used in the ASR was written by the Research and Technology Section of DESE using business logic developed by staff of the APSCN. The program allows districts to look at the calculation inputs and results and to make corrections if necessary. Corrections by the districts are particularly relevant when teachers work less than full-time or their time is charged less than full time to a particular budget unit.

Several years ago, the BLR developed a methodology to test the reasonableness of the calculated ASR non-federal classroom teacher average salaries using data available to the BLR from APSCN. A second important reason for the development of a Bureau methodology was to be able to produce a detailed listing by teacher of the FTE and salary amounts. Over that period of time, the BLR has consistently found 10 or more districts each year having significant differences between the Bureau calculation and the ADE calculation (using data reported and adjusted when necessary by the school districts). Generally, the problems have primarily concerned the FTE counts in smaller or medium-sized districts. While the effects can be very significant in these districts and can skew certain types of district level analysis, they have not caused a major distortion of statewide teacher salary averages.

The key features of the BLR’s methodology are as follows:

- Details of actual salaries paid for each non-federal classroom teacher from the payroll distribution in APSCN are selected using the same parameters as used in the ASR.

- Matching records from the base salary record (initial budgeted) incorporating the planned percentage distribution between budget units (i.e. funding source or function) are compared to actual salaries.
- Adjustments to percentages are made based upon the relationships found between actual salaries paid and the base and annual salary (initial budgeted) of the base salary record to derive an FTE for each teacher.
- Base salary records were not found for approximately 2.5% of the total salaries. An FTE was calculated in these instances by dividing the actual salary paid by the statewide ASR median salary.
- The calculated average classroom teacher salaries for the 2021 school year and trend data for previous years presented in this report are based upon the program developed by the BLR using available data from APSCN. The BLR believes that using its own program to analyze APSCN data provides a more consistent method of deriving the FTE data and thereby results in a more reliable calculation of the average teacher salary.

BLR Years of Experience and Degree Type Methodology

As part of the analysis of Arkansas's districts' and charters' teacher salaries, the BLR calculated average years of experience and the percentage of classroom teachers with bachelor's and advanced degrees to further describe the attributes of teachers who are providing classroom instruction in Arkansas. The BLR chose to include only those teachers used in the calculation of average teacher salaries who were assigned classroom teacher responsibilities in APSCN.

APPENDIX B – 2023 PUBLIC SCHOOL DISTRICTS’ AVERAGE TEACHER SALARIES

District LEA	County	District	2023 Avg. Salary
7203000	WASHINGTON	FAYETTEVILLE SCHOOL DISTRICT	\$68,421
6001000	PULASKI	LITTLE ROCK SCHOOL DISTRICT	\$65,250
0401000	BENTON	BENTONVILLE SCHOOL DISTRICT	\$64,156
7207000	WASHINGTON	SPRINGDALE SCHOOL DISTRICT	\$63,134
0405000	BENTON	ROGERS SCHOOL DISTRICT	\$62,853
2606000	GARLAND	LAKESIDE SCHOOL DIST(GARLAND)	\$61,934
2301000	FAULKNER	CONWAY SCHOOL DISTRICT	\$61,681
2605000	GARLAND	LAKE HAMILTON SCHOOL DISTRICT	\$61,672
6601000	SEBASTIAN	FORT SMITH SCHOOL DISTRICT	\$61,163
6303000	SALINE	BRYANT SCHOOL DISTRICT	\$60,134
2404000	FRANKLIN	OZARK SCHOOL DISTRICT	\$58,821
7311000	WHITE	SEARCY SCHOOL DISTRICT	\$58,340
1705000	CRAWFORD	VAN BUREN SCHOOL DISTRICT	\$57,991
6302000	SALINE	BENTON SCHOOL DISTRICT	\$57,323
5805000	POPE	RUSSELLVILLE SCHOOL DISTRICT	\$57,213
6602000	SEBASTIAN	GREENWOOD SCHOOL DISTRICT	\$57,011
1608000	CRAIGHEAD	JONESBORO SCHOOL DISTRICT	\$56,886
4304000	LONOKE	CABOT SCHOOL DISTRICT	\$56,729
7504000	YELL	DARDANELLE SCHOOL DISTRICT	\$56,672
0404000	BENTON	GRAVETTE SCHOOL DISTRICT	\$56,557
2705000	GRANT	SHERIDAN SCHOOL DISTRICT	\$55,989
6301000	SALINE	BAUXITE SCHOOL DISTRICT	\$55,924
2303000	FAULKNER	GREENBRIER SCHOOL DISTRICT	\$55,829
6003000	PULASKI	PULASKI COUNTY SPECIAL SCHOOL DISTRICT	\$55,774
7302000	WHITE	BEEBE SCHOOL DISTRICT	\$55,696
1612000	CRAIGHEAD	VALLEY VIEW SCHOOL DISTRICT	\$55,324
4713000	MISSISSIPPI	OSCEOLA SCHOOL DISTRICT	\$55,269
1701000	CRAWFORD	ALMA SCHOOL DISTRICT	\$55,204
2603000	GARLAND	HOT SPRINGS SCHOOL DISTRICT	\$55,090
3002000	HOT SPRING	GLEN ROSE SCHOOL DISTRICT	\$54,908
2402000	FRANKLIN	CHARLESTON SCHOOL DISTRICT	\$54,757
0406000	BENTON	SILOAM SPRINGS SCHOOL DISTRICT	\$54,692
3510000	JEFFERSON	WHITE HALL SCHOOL DISTRICT	\$54,570
3306000	IZARD	IZARD COUNTY CONSOLIDATED SCHOOL DISTRICT	\$54,498
1905000	CROSS	WYNNE SCHOOL DISTRICT	\$54,438
2307000	FAULKNER	VILONIA SCHOOL DISTRICT	\$54,281

District LEA	County	District	2023 Avg. Salary
6002000	BAXTER	NORTH LITTLE ROCK SCHOOL DISTRICT	\$54,191
7307000	WHITE	RIVERVIEW SCHOOL DISTRICT	\$53,987
7202000	WASHINGTON	FARMINGTON SCHOOL DISTRICT	\$53,895
1203000	CLEBURNE	QUITMAN SCHOOL DISTRICT	\$53,824
1603000	CRAIGHEAD	BROOKLAND SCHOOL DISTRICT	\$53,811
3505000	JEFFERSON	PINE BLUFF SCHOOL DISTRICT	\$53,762
2403000	FRANKLIN	COUNTY LINE SCHOOL DISTRICT	\$53,747
3601000	JOHNSON	CLARKSVILLE SCHOOL DISTRICT	\$53,739
2602000	GARLAND	FOUNTAIN LAKE SCHOOL DISTRICT	\$53,588
5602000	POINSETT	HARRISBURG SCHOOL DISTRICT	\$53,522
0303000	BAXTER	MOUNTAIN HOME SCHOOL DISTRICT	\$53,513
3201000	INDEPENDENCE	BATESVILLE SCHOOL DISTRICT	\$53,478
7206000	WASHINGTON	PRAIRIE GROVE SCHOOL DISTRICT	\$53,327
6201000	ST. FRANCIS	FORREST CITY SCHOOL DISTRICT	\$53,294
4712000	MISSISSIPPI	MANILA SCHOOL DISTRICT	\$53,067
2607000	GARLAND	MOUNTAIN PINE SCHOOL DISTRICT	\$53,021
6701000	SEVIER	DEQUEEN SCHOOL DISTRICT	\$53,012
5804000	POPE	POTTSVILLE SCHOOL DISTRICT	\$53,009
1507000	CONWAY	SOUTH CONWAY COUNTY SCHOOL DISTRICT	\$52,975
4701000	MISSISSIPPI	ARMOREL SCHOOL DISTRICT	\$52,943
6304000	OUACHITA	HARMONY GROVE SCH DIST(SALINE)	\$52,806
2502000	FULTON	SALEM SCHOOL DISTRICT	\$52,718
3105000	PULASKI	NASHVILLE SCHOOL DISTRICT	\$52,647
3604000	JOHNSON	LAMAR SCHOOL DISTRICT	\$52,601
0701000	CALHOUN	HAMPTON SCHOOL DISTRICT	\$52,587
2903000	HEMPSTEAD	HOPE SCHOOL DISTRICT	\$52,529
1804000	CRITTENDEN	MARION SCHOOL DISTRICT	\$52,503
3004000	HOT SPRING	MALVERN SCHOOL DISTRICT	\$52,356
4401000	MADISON	HUNTSVILLE SCHOOL DISTRICT	\$52,339
0407000	BENTON	PEA RIDGE SCHOOL DISTRICT	\$52,298
1803000	CRITTENDEN	WEST MEMPHIS SCHOOL DISTRICT	\$52,172
6205000	ST. FRANCIS	PALESTINE-WHEATLEY SCH. DIST.	\$52,141
7301000	WHITE	BALD KNOB SCHOOL DISTRICT	\$51,989
3104000	HOWARD	MINERAL SPRINGS SCHOOL DISTRICT	\$51,924
4605000	MILLER	TEXARKANA SCHOOL DISTRICT	\$51,801
5403000	PHILLIPS	HELENA/ WEST HELENA SCHOOL DISTRICT	\$51,674
4301000	LONOKE	LONOKE SCHOOL DISTRICT	\$51,603
6804000	SHARP	HIGHLAND SCHOOL DISTRICT	\$51,555
0503000	BOONE	HARRISON SCHOOL DISTRICT	\$51,454

District LEA	County	District	2023 Avg. Salary
1901000	CROSS	CROSS COUNTY SCHOOL DISTRICT	\$51,440
0802000	CARROLL	EUREKA SPRINGS SCHOOL DISTRICT	\$51,236
5401000	PHILLIPS	BARTON SCHOOL DISTRICT	\$51,210
4102000	LITTLE RIVER	FOREMAN SCHOOL DISTRICT	\$51,196
5303000	PERRY	PERRYVILLE SCHOOL DISTRICT	\$51,189
0903000	CHICOT	LAKESIDE SCHOOL DIST(CHICOT)	\$51,139
1611000	CONWAY	NETTLETON SCHOOL DISTRICT	\$51,099
6802000	SHARP	CAVE CITY SCHOOL DISTRICT	\$50,961
0801000	CARROLL	BERRYVILLE SCHOOL DISTRICT	\$50,943
1002000	CLARK	ARKADELPHIA SCHOOL DISTRICT	\$50,891
3302000	IZARD	MELBOURNE SCHOOL DISTRICT	\$50,878
6606000	SEBASTIAN	MANSFIELD SCHOOL DISTRICT	\$50,709
2807000	GREENE	GREENE COUNTY TECH SCHOOL DISTRICT	\$50,687
7205000	WASHINGTON	LINCOLN SCHOOL DISTRICT	\$50,602
7007000	UNION	PARKERS CHAPEL SCHOOL DIST.	\$50,550
3209000	INDEPENDENCE	SOUTHSIDE SCHOOL DISTRICT (INDEPENDENCE)	\$50,537
5502000	PIKE	CENTERPOINT SCHOOL DISTRICT	\$50,483
7309000	WHITE	PANGBURN SCHOOL DISTRICT	\$50,479
4706000	MISSISSIPPI	RIVERCREST SCHOOL DISTRICT	\$50,371
3102000	HOWARD	DIERKS SCHOOL DISTRICT	\$50,348
0403000	BENTON	GENTRY SCHOOL DISTRICT	\$50,307
1202000	CLEBURNE	HEBER SPRINGS SCHOOL DISTRICT	\$50,283
0104000	ARKANSAS	STUTTGART SCHOOL DISTRICT	\$50,269
3005000	HOT SPRING	OUACHITA SCHOOL DISTRICT	\$50,229
2503000	FULTON	VIOLA SCHOOL DISTRICT	\$50,192
4708000	MISSISSIPPI	GOSNELL SCHOOL DISTRICT	\$50,188
1802000	CRITTENDEN	EARLE SCHOOL DISTRICT	\$50,184
5703000	POLK	MENA SCHOOL DISTRICT	\$50,151
5802000	POPE	DOVER SCHOOL DISTRICT	\$50,128
6004000	PULASKI	JACKSONVILLE NORTH PULASKI SCHOOL DISTRICT	\$50,109
2203000	DREW	MONTICELLO SCHOOL DISTRICT	\$50,104
7201000	WASHINGTON	ELKINS SCHOOL DISTRICT	\$50,081
1613000	CRAIGHEAD	RIVERSIDE SCHOOL DISTRICT	\$50,066
3001000	HOT SPRING	BISMARCK SCHOOL DISTRICT	\$50,058
4501000	MARION	FLIPPIN SCHOOL DISTRICT	\$50,054
4201000	LOGAN	BOONEVILLE SCHOOL DISTRICT	\$50,017
5503000	PIKE	KIRBY SCHOOL DISTRICT	\$49,943
5504000	PIKE	SOUTH PIKE COUNTY SCHOOL DISTRICT	\$49,888
4603000	MILLER	FOUKE SCHOOL DISTRICT	\$49,863

District LEA	County	District	2023 Avg. Salary
6901000	STONE	MOUNTAIN VIEW SCHOOL DISTRICT	\$49,831
7509000	YELL	WESTERN YELL CO. SCHOOL DIST.	\$49,790
3509000	JEFFERSON	WATSON CHAPEL SCHOOL DISTRICT	\$49,751
1204000	CLEBURNE	WEST SIDE SCHOOL DIST(CLEBURNE)	\$49,744
5801000	POPE	ATKINS SCHOOL DISTRICT	\$49,741
1703000	CRAWFORD	MOUNTAINBURG SCHOOL DISTRICT	\$49,740
2604000	GARLAND	JESSIEVILLE SCHOOL DISTRICT	\$49,702
3003000	HOT SPRING	MAGNET COVE SCHOOL DIST.	\$49,694
7310000	WHITE	ROSE BUD SCHOOL DISTRICT	\$49,553
7401000	WOODRUFF	AUGUSTA SCHOOL DISTRICT	\$49,524
0101000	ARKANSAS	DEWITT SCHOOL DISTRICT	\$49,522
7510000	YELL	TWO RIVERS SCHOOL DISTRICT	\$49,490
2601000	GARLAND	CUTTER-MORNING STAR SCHOOL DISTRICT	\$49,428
5205000	SALINE	HARMONY GROVE SCHOOL DISTRICT (OUACHITA)	\$49,372
2703000	GRANT	POYEN SCHOOL DISTRICT	\$49,356
2202000	DREW	DREW CENTRAL SCHOOL DISTRICT	\$49,345
1101000	CLAY	CORNING SCHOOL DISTRICT	\$49,317
7003000	UNION	JUNCTION CITY SCHOOL DISTRICT	\$49,311
7009000	UNION	STRONG-HUTTIG SCHOOL DISTRICT	\$49,296
5604000	POINSETT	MARKED TREE SCHOOL DISTRICT	\$49,188
6605000	SEBASTIAN	LAVACA SCHOOL DISTRICT	\$49,142
4902000	MONTGOMERY	MOUNT IDA SCHOOL DISTRICT	\$49,133
0201000	ASHLEY	CROSSETT SCHOOL DISTRICT	\$49,025
2906000	HEMPSTEAD	SPRING HILL SCHOOL DISTRICT	\$49,012
1602000	CRAIGHEAD	WESTSIDE CONS. SCH DIST(CRAIGH	\$49,005
1601000	CRAIGHEAD	BAY SCHOOL DISTRICT	\$48,970
5006000	NEVADA	PRESCOTT SCHOOL DISTRICT	\$48,921
3704000	LAFAYETTE	LAFAYETTE COUNTY SCHOOL DISTRICT	\$48,918
2808000	GREENE	PARAGOULD SCHOOL DISTRICT	\$48,899
5706000	POLK	OUACHITA RIVER SCHOOL DISTRICT	\$48,853
3403000	NEVADA	NEWPORT SCHOOL DISTRICT	\$48,840
0304000	JACKSON	NORFORK SCHOOL DISTRICT	\$48,798
7001000	UNION	EL DORADO SCHOOL DISTRICT	\$48,745
4003000	LINCOLN	STAR CITY SCHOOL DISTRICT	\$48,699
2306000	FAULKNER	MT. VERNON/ENOLA SCHOOL DISTRICT	\$48,687
0502000	BOONE	BERGMAN SCHOOL DISTRICT	\$48,685
7208000	WASHINGTON	WEST FORK SCHOOL DISTRICT	\$48,679
4602000	MILLER	GENOA CENTRAL SCHOOL DISTRICT	\$48,656
5008000	CRAIGHEAD	NEVADA SCHOOL DISTRICT	\$48,640

District LEA	County	District	2023 Avg. Salary
4802000	MONROE	CLARENDON SCHOOL DISTRICT	\$48,603
7105000	VAN BUREN	SOUTH SIDE SCHOOL DISTRICT(VANBUREN)	\$48,573
1402000	COLUMBIA	MAGNOLIA SCHOOL DISTRICT	\$48,516
5301000	PERRY	EAST END SCHOOL DISTRICT	\$48,425
1702000	CRAWFORD	CEDARVILLE SCHOOL DISTRICT	\$48,419
3405000	JACKSON	JACKSON CO. SCHOOL DISTRICT	\$48,408
1201000	CLEBURNE	CONCORD SCHOOL DISTRICT	\$48,403
1003000	CLARK	GURDON SCHOOL DISTRICT	\$48,327
2305000	FAULKNER	MAYFLOWER SCHOOL DISTRICT	\$48,321
4101000	LITTLE RIVER	ASHDOWN SCHOOL DISTRICT	\$48,295
7403000	WOODRUFF	MCCRORY SCHOOL DISTRICT	\$48,275
4302000	LONOKE	ENGLAND SCHOOL DISTRICT	\$48,253
3212000	INDEPENDENCE	CEDAR RIDGE SCHOOL DISTRICT	\$48,247
7104000	VAN BUREN	SHIRLEY SCHOOL DISTRICT	\$48,176
6603000	SEBASTIAN	HACKETT SCHOOL DISTRICT	\$48,176
7304000	WHITE	WHITE CO. CENTRAL SCHOOL DIST.	\$48,175
0505000	BOONE	VALLEY SPRINGS SCHOOL DISTRICT	\$48,156
1304000	CLEVELAND	WOODLAWN SCHOOL DISTRICT	\$48,128
6502000	SEARCY	SEARCY COUNTY SCHOOL DISTRICT	\$48,044
7204000	WASHINGTON	GREENLAND SCHOOL DISTRICT	\$48,043
4502000	MARION	YELLVILLE-SUMMIT SCHOOL DISTRICT.	\$48,032
2105000	DESHA	MCGEHEE SCHOOL DISTRICT	\$47,999
7102000	VAN BUREN	CLINTON SCHOOL DISTRICT	\$47,999
1106000	CLAY	RECTOR SCHOOL DISTRICT	\$47,971
3804000	LAWRENCE	HOXIE SCHOOL DISTRICT	\$47,953
0203000	ASHLEY	HAMBURG SCHOOL DISTRICT	\$47,934
1305000	CLEVELAND	CLEVELAND COUNTY SCHOOL DISTRICT	\$47,914
1408000	COLUMBIA	EMERSON-TAYLOR-BRADLEY SCHOOL DISTRICT	\$47,913
6103000	RANDOLPH	POCAHONTAS SCHOOL DISTRICT	\$47,900
5901000	PRAIRIE	DES ARC SCHOOL DISTRICT	\$47,873
5204000	OUACHITA	CAMDEN FAIRVIEW SCHOOL DISTRICT	\$47,864
2501000	FULTON	MAMMOTH SPRING SCHOOL DISTRICT	\$47,835
0602000	BRADLEY	WARREN SCHOOL DISTRICT	\$47,832
6703000	SEVIER	HORATIO SCHOOL DISTRICT	\$47,707
5605000	POINSETT	TRUMANN SCHOOL DISTRICT	\$47,617
2104000	DESHA	DUMAS SCHOOL DISTRICT	\$47,558
4702000	MISSISSIPPI	BLYTHEVILLE SCHOOL DISTRICT	\$47,513
3904000	LEE	LEE COUNTY SCHOOL DISTRICT	\$47,462
7503000	YELL	DANVILLE SCHOOL DISTRICT	\$47,459

District LEA	County	District	2023 Avg. Salary
5201000	OUACHITA	BEARDEN SCHOOL DISTRICT	\$47,424
5903000	PRAIRIE	HAZEN SCHOOL DISTRICT	\$47,414
2002000	DALLAS	FORDYCE SCHOOL DISTRICT	\$47,384
3806000	LAWRENCE	SLOAN-HENDRIX SCHOOL DISTRICT	\$47,378
2803000	GREENE	MARMADUKE SCHOOL DISTRICT	\$47,337
3809000	LAWRENCE	HILLCREST SCHOOL DISTRICT	\$47,324
5102000	NEWTON	JASPER SCHOOL DISTRICT	\$47,320
0901000	CHICOT	DERMOTT SCHOOL DISTRICT	\$47,261
6102000	RANDOLPH	MAYNARD SCHOOL DISTRICT	\$47,171
4303000	LONOKE	CARLISLE SCHOOL DISTRICT	\$47,121
5608000	POINSETT	EAST POINSETT CO. SCHOOL DIST.	\$47,115
5404000	PHILLIPS	MARVELL-ELAINE SCHOOL DISTRICT	\$47,100
5803000	POPE	HECTOR SCHOOL DISTRICT	\$47,042
4203000	LOGAN	PARIS SCHOOL DISTRICT	\$47,028
5707000	POLK	COSSATOT RIVER SCHOOL DISTRICT	\$47,026
0504000	BOONE	OMAHA SCHOOL DISTRICT	\$47,007
7008000	UNION	SMACKOVER-NORPHLET SCHOOL DISTRICT	\$46,936
0803000	CARROLL	GREEN FOREST SCHOOL DISTRICT	\$46,896
0501000	BOONE	ALPENA SCHOOL DISTRICT	\$46,882
6401000	SCOTT	WALDRON SCHOOL DISTRICT	\$46,875
3211000	INDEPENDENCE	MIDLAND SCHOOL DISTRICT	\$46,811
3810000	LAWRENCE	LAWRENCE COUNTY SCHOOL DISTRICT	\$46,789
0402000	BENTON	DECATUR SCHOOL DISTRICT	\$46,730
1605000	CRAIGHEAD	BUFFALO IS. CENTRAL SCH. DIST.	\$46,699
4901000	MONTGOMERY	CADDO HILLS SCHOOL DISTRICT	\$46,684
2304000	FAULKNER	GUY-PERKINS SCHOOL DISTRICT	\$46,546
0302000	BAXTER	COTTER SCHOOL DISTRICT	\$46,484
1704000	CRAWFORD	MULBERRY/PLEASANT VIEW BI-COUNTY SCHOOLS	\$46,428
4202000	LOGAN	MAGAZINE SCHOOL DISTRICT	\$46,066
0506000	BOONE	LEAD HILL SCHOOL DISTRICT	\$46,009
3606000	JOHNSON	WESTSIDE SCHOOL DIST(JOHNSON)	\$45,961
1104000	CLAY	PIGGOTT SCHOOL DISTRICT	\$45,816
4801000	MONROE	BRINKLEY SCHOOL DISTRICT	\$45,791
6505000	SEARCY	OZARK MOUNTAIN SCHOOL DISTRICT	\$45,479
1505000	CONWAY	WONDERVIEW SCHOOL DISTRICT	\$45,234
2901000	HEMPSTEAD	BLEVINS SCHOOL DISTRICT	\$45,228
5106000	NEWTON	DEER/MT. JUDEA SCHOOL DISTRICT	\$45,043
3301000	IZARD	CALICO ROCK SCHOOL DISTRICT	\$45,043

District LEA	County	District	2023 Avg. Salary
1503000	HOWARD	NEMO VISTA SCHOOL DISTRICT	\$44,955
0601000	BRADLEY	HERMITAGE SCHOOL DISTRICT	\$44,917
4204000	LOGAN	SCRANTON SCHOOL DISTRICT	\$44,743
7303000	WHITE	BRADFORD SCHOOL DISTRICT	\$43,895

APPENDIX C – 2023 PUBLIC CHARTER SCHOOL SYSTEMS’ AVERAGE TEACHER SALARIES

Charter LEA	Open-Enrollment Public Charter School System	2023 Avg. Salary
5440700	KIPP DELTA PUBLIC SCHOOLS	\$55,126
7240700	HAAS HALL ACADEMY	\$54,762
0444700	ARKANSAS CONNECTIONS ACADEMY	\$54,731
6063700	WESTWIND SCHOOL FOR PERFORMING ARTS	\$52,092
6060700	SCHOLARMADE ACHIEVEMENT PLACE OF ARKANSAS	\$51,959
6041700	LISA ACADEMY	\$50,656
7242700	RESPONSIVE ED SOLUTIONS PREMIER HIGH SCHOOL OF SPRINGDALE	\$50,403
0445700	HOPE ACADEMY OF NORTHWEST ARKANSAS	\$49,475
6050700	ARKANSAS LIGHTHOUSE ACADEMIES	\$48,690
6047700	ESTEM PUBLIC CHARTER SCHOOL	\$48,333
0440700	ARKANSAS ARTS ACADEMY	\$48,304
6040700	ACADEMICS PLUS PUBLIC CHARTER SCHOOLS	\$48,026
3544700	FRIENDSHIP ASPIRE ACADEMIES ARKANSAS	\$47,651
6640700	FUTURE SCHOOL OF FORT SMITH	\$47,185
6043700	ARKANSAS VIRTUAL ACADEMY	\$46,845
6052700	GRADUATE ARKANSAS CHARTER	\$46,414
6055700	EXALT ACADEMY OF SOUTHWEST LITTLE ROCK	\$44,223
0442700	FOUNDERS CLASSICAL ACADEMIES OF ARKANSAS	\$44,161
6062700	RESPONSIVE ED SOLUTIONS PREMIER HIGH SCHOOL OF NORTH LITTLE ROCK	\$43,404
6053700	PREMIER HIGH SCHOOLS OF ARKANSAS	\$42,269
3840700	IMBODEN CHARTER SCHOOL DISTRICT	\$40,558

APPENDIX D – 2023 PUBLIC SCHOOL DISTRICTS’ MINIMUM TEACHER SALARIES

District LEA	County	District	0 Years
7207000	WASHINGTON	SPRINGDALE SCHOOL DISTRICT	\$50,282
7203000	WASHINGTON	FAYETTEVILLE SCHOOL DISTRICT	\$50,000
0401000	BENTON	BENTONVILLE SCHOOL DISTRICT	\$48,755
0405000	BENTON	ROGERS SCHOOL DISTRICT	\$48,000
2606000	GARLAND	LAKESIDE SCHOOL DISTRICT	\$45,968
6001000	PULASKI	LITTLE ROCK SCHOOL DISTRICT	\$45,500
1608000	CRAIGHEAD	JONESBORO SCHOOL DISTRICT	\$45,000
6602000	SEBASTIAN	GREENWOOD SCHOOL DISTRICT	\$44,830
1705000	CRAWFORD	VAN BUREN SCHOOL DISTRICT	\$44,011
1804000	CRITTENDEN	MARION SCHOOL DISTRICT	\$44,009
6601000	SEBASTIAN	FORT SMITH SCHOOL DISTRICT	\$44,000
7311000	WHITE	SEARCY SCHOOL DISTRICT	\$44,000
7302000	WHITE	BEEBE SCHOOL DISTRICT	\$43,750
2605000	GARLAND	LAKE HAMILTON SCHOOL DISTRICT	\$43,550
0404000	BENTON	GRAVETTE SCHOOL DISTRICT	\$43,500
1803000	CRITTENDEN	WEST MEMPHIS SCHOOL DISTRICT	\$43,500
0406000	BENTON	SILOAM SPRINGS SCHOOL DISTRICT	\$43,250
2303000	FAULKNER	GREENBRIER SCHOOL DISTRICT	\$43,095
4304000	LONOKE	CABOT SCHOOL DISTRICT	\$43,000
2705000	GRANT	SHERIDAN SCHOOL DISTRICT	\$42,500
6303000	SALINE	BRYANT SCHOOL DISTRICT	\$42,500
2301000	FAULKNER	CONWAY SCHOOL DISTRICT	\$42,385
0407000	BENTON	PEA RIDGE SCHOOL DISTRICT	\$42,300
7202000	WASHINGTON	FARMINGTON SCHOOL DISTRICT	\$42,300
1701000	CRAWFORD	ALMA SCHOOL DISTRICT	\$42,200
7504000	YELL	DARDANELLE SCHOOL DISTRICT	\$42,009
2603000	GARLAND	HOT SPRINGS SCHOOL DISTRICT	\$41,931
6302000	SALINE	BENTON SCHOOL DISTRICT	\$41,650
6004000	PULASKI	JACKSONVILLE/NORTH PULASKI SCHOOL DISTRICT	\$41,080
2602000	GARLAND	FOUNTAIN LAKE SCHOOL DISTRICT	\$41,000
6304000	SALINE	HARMONY GROVE SCHOOL DISTRICT	\$40,900
7206000	WASHINGTON	PRAIRIE GROVE SCHOOL DISTRICT	\$40,800
7307000	WHITE	RIVERVIEW SCHOOL DISTRICT	\$40,750
5804000	POPE	POTTSVILLE SCHOOL DISTRICT	\$40,592
1603000	CRAIGHEAD	BROOKLAND SCHOOL DISTRICT	\$40,562
3201000	INDEPENDENCE	BATESVILLE SCHOOL DISTRICT	\$40,500
3510000	JEFFERSON	WHITE HALL SCHOOL DISTRICT	\$40,500

District LEA	County	District	0 Years
6301000	SALINE	BAUXITE SCHOOL DISTRICT	\$40,440
7301000	WHITE	BALD KNOB SCHOOL DISTRICT	\$40,280
1611000	CRAIGHEAD	NETTLETON SCHOOL DISTRICT	\$40,224
6701000	SEVIER	DEQUEEN SCHOOL DISTRICT	\$40,200
2307000	FAULKNER	VILONIA SCHOOL DISTRICT	\$40,081
5401000	PHILLIPS	BARTON SCHOOL DISTRICT	\$40,000
5805000	POPE	RUSSELLVILLE SCHOOL DISTRICT	\$40,000
6003000	PULASKI	PULASKI COUNTY SPECIAL SCHOOL DISTRICT	\$40,000
7001000	UNION	EL DORADO SCHOOL DISTRICT	\$40,000
7205000	WASHINGTON	LINCOLN CONSOLIDATED SCHOOL DISTRICT	\$40,000
2404000	FRANKLIN	OZARK SCHOOL DISTRICT	\$39,781
0802000	CARROLL	EUREKA SPRINGS SCHOOL DISTRICT	\$39,500
1612000	CRAIGHEAD	VALLEY VIEW SCHOOL DISTRICT	\$39,355
1402000	COLUMBIA	MAGNOLIA SCHOOL DISTRICT	\$39,200
2402000	FRANKLIN	CHARLESTON SCHOOL DISTRICT	\$39,200
3604000	JOHNSON	LAMAR SCHOOL DISTRICT	\$39,119
1905000	CROSS	WYNNE SCHOOL DISTRICT	\$39,000
2502000	FULTON	SALEM SCHOOL DISTRICT	\$39,000
3105000	HOWARD	NASHVILLE SCHOOL DISTRICT	\$39,000
3601000	JOHNSON	CLARKSVILLE SCHOOL DISTRICT	\$39,000
0104000	ARKANSAS	STUTTGART SCHOOL DISTRICT	\$38,970
3505000	JEFFERSON	PINE BLUFF SCHOOL DISTRICT	\$38,900
1507000	CONWAY	SOUTH CONWAY COUNTY SCHOOL DISTRICT	\$38,800
4301000	LONOKE	LONOKE SCHOOL DISTRICT	\$38,750
4708000	MISSISSIPPI	GOSNELL SCHOOL DISTRICT	\$38,601
4605000	MILLER	TEXARKANA SCHOOL DISTRICT	\$38,537
0101000	ARKANSAS	DEWITT SCHOOL DISTRICT	\$38,535
0303000	BAXTER	MOUNTAIN HOME SCHOOL DISTRICT	\$38,350
6603000	SEBASTIAN	HACKETT SCHOOL DISTRICT	\$38,225
3004000	HOT SPRING	MALVERN SCHOOL DISTRICT	\$38,184
3209000	INDEPENDENCE	SOUTHSIDE SCHOOL DISTRICT	\$38,000
3306000	IZARD	IZARD COUNTY CONSOLIDATED SCHOOL DISTRICT	\$38,000
3509000	JEFFERSON	WATSON CHAPEL SCHOOL DISTRICT	\$38,000
3003000	HOT SPRING	MAGNET COVE SCHOOL DISTRICT	\$37,800
7403000	WOODRUFF	MCCRORY SCHOOL DISTRICT	\$37,800
6002000	PULASKI	N. LITTLE ROCK SCHOOL DISTRICT	\$37,750
7201000	WASHINGTON	ELKINS SCHOOL DISTRICT	\$37,750
7310000	WHITE	ROSE BUD SCHOOL DISTRICT	\$37,750
3002000	HOT SPRING	GLEN ROSE SCHOOL DISTRICT	\$37,700
4401000	MADISON	HUNTSVILLE SCHOOL DISTRICT	\$37,673
2703000	GRANT	POYEN SCHOOL DISTRICT	\$37,600

District LEA	County	District	0 Years
5204000	OUACHITA	CAMDEN FAIRVIEW SCHOOL DISTRICT	\$37,540
0903000	CHICOT	LAKESIDE SCHOOL DISTRICT	\$37,500
2306000	FAULKNER	MT. VERNON/ENOLA SCHOOL DISTRICT	\$37,500
3302000	IZARD	MELBOURNE SCHOOL DISTRICT	\$37,500
4706000	MISSISSIPPI	RIVERCREST SCHOOL DISTRICT	\$37,500
5703000	POLK	MENA SCHOOL DISTRICT	\$37,500
5502000	PIKE	CENTERPOINT SCHOOL DISTRICT	\$37,483
4802000	MONROE	CLARENDON SCHOOL DISTRICT	\$37,408
5503000	PIKE	KIRBY SCHOOL DISTRICT	\$37,400
3005000	HOT SPRING	OUACHITA SCHOOL DISTRICT	\$37,325
1703000	CRAWFORD	MOUNTAINBURG SCHOOL DISTRICT	\$37,300
1704000	CRAWFORD	MULBERRY SCHOOL DISTRICT	\$37,300
3001000	HOT SPRING	BISMARCK SCHOOL DISTRICT	\$37,300
5802000	POPE	DOVER SCHOOL DISTRICT	\$37,268
7204000	WASHINGTON	GREENLAND SCHOOL DISTRICT	\$37,200
4801000	MONROE	BRINKLEY SCHOOL DISTRICT	\$37,100
4501000	MARION	FLIPPIN SCHOOL DISTRICT	\$37,080
4101000	LITTLE RIVER	ASHDOWN SCHOOL DISTRICT	\$37,050
0403000	BENTON	GENTRY SCHOOL DISTRICT	\$37,000
1202000	CLEBURNE	HEBER SPRINGS SCHOOL DISTRICT	\$37,000
1204000	CLEBURNE	WEST SIDE SCHOOL DISTRICT	\$37,000
1408000	COLUMBIA	EMERSON-TAYLOR-BRADLEY SCHOOL DISTRICT	\$37,000
1901000	CROSS	CROSS COUNTY SCHOOL DISTRICT	\$37,000
2403000	FRANKLIN	COUNTY LINE SCHOOL DISTRICT	\$37,000
2607000	GARLAND	MOUNTAIN PINE SCHOOL DISTRICT	\$37,000
4302000	LONOKE	ENGLAND SCHOOL DISTRICT	\$37,000
5803000	POPE	HECTOR SCHOOL DISTRICT	\$37,000
6103000	RANDOLPH	POCAHONTAS SCHOOL DISTRICT	\$37,000
6804000	SHARP	HIGHLAND SCHOOL DISTRICT	\$37,000
7003000	UNION	JUNCTION CITY SCHOOL DISTRICT	\$37,000
7007000	UNION	PARKERS CHAPEL SCHOOL DISTRICT	\$37,000
7309000	WHITE	PANGBURN SCHOOL DISTRICT	\$37,000
6201000	ST. FRANCIS	FORREST CITY SCHOOL DISTRICT	\$36,832
0503000	BOONE	HARRISON SCHOOL DISTRICT	\$36,800
0801000	CARROLL	BERRYVILLE SCHOOL DISTRICT	\$36,800
5008000	NEVADA	NEVADA SCHOOL DISTRICT	\$36,800
5403000	PHILLIPS	HELENA WEST HELENA SCHOOL DISTRICT	\$36,779
6605000	SEBASTIAN	LAVACA SCHOOL DISTRICT	\$36,750
6802000	SHARP	CAVE CITY SCHOOL DISTRICT	\$36,750
3211000	INDEPENDENCE	MIDLAND SCHOOL DISTRICT	\$36,725
1613000	CRAIGHEAD	RIVERSIDE SCHOOL DISTRICT	\$36,720

District LEA	County	District	0 Years
0506000	BOONE	LEAD HILL SCHOOL DISTRICT	\$36,500
0701000	CALHOUN	HAMPTON SCHOOL DISTRICT	\$36,500
2604000	GARLAND	JESSIEVILLE SCHOOL DISTRICT	\$36,500
4201000	LOGAN	BOONEVILLE SCHOOL DISTRICT	\$36,500
5201000	OUACHITA	BEARDEN SCHOOL DISTRICT	\$36,500
5404000	PHILLIPS	MARVELL-ELAINE SCHOOL DISTRICT	\$36,500
5605000	POINSETT	TRUMANN SCHOOL DISTRICT	\$36,500
5706000	POLK	OUACHITA RIVER SCHOOL DISTRICT	\$36,500
5801000	POPE	ATKINS SCHOOL DISTRICT	\$36,500
7008000	UNION	SMACKOVER-NORPHLET SCHOOL DISTRICT	\$36,500
7102000	VAN BUREN	CLINTON SCHOOL DISTRICT	\$36,500
7304000	WHITE	WHITE CO. CENTRAL SCHOOL DISTRICT	\$36,500
7503000	YELL	DANVILLE SCHOOL DISTRICT	\$36,500
6703000	SEVIER	HORATIO SCHOOL DISTRICT	\$36,450
0502000	BOONE	BERGMAN SCHOOL DISTRICT	\$36,400
7208000	WASHINGTON	WEST FORK SCHOOL DISTRICT	\$36,307
2903000	HEMPSTEAD	HOPE SCHOOL DISTRICT	\$36,275
4713000	MISSISSIPPI	OSCEOLA SCHOOL DISTRICT	\$36,250
2304000	FAULKNER	GUY-PERKINS SCHOOL DISTRICT	\$36,200
4902000	MONTGOMERY	MOUNT IDA SCHOOL DISTRICT	\$36,200
0803000	CARROLL	GREEN FOREST SCHOOL DISTRICT	\$36,050
0201000	ASHLEY	CROSSETT SCHOOL DISTRICT	\$36,000
0203000	ASHLEY	HAMBURG SCHOOL DISTRICT	\$36,000
0302000	BAXTER	COTTER SCHOOL DISTRICT	\$36,000
0304000	BAXTER	NORFORK SCHOOL DISTRICT	\$36,000
0402000	BENTON	DECATUR SCHOOL DISTRICT	\$36,000
0501000	BOONE	ALPENA SCHOOL DISTRICT	\$36,000
0504000	BOONE	OMAHA SCHOOL DISTRICT	\$36,000
0505000	BOONE	VALLEY SPRINGS SCHOOL DISTRICT	\$36,000
0601000	BRADLEY	HERMITAGE SCHOOL DISTRICT	\$36,000
0602000	BRADLEY	WARREN SCHOOL DISTRICT	\$36,000
0901000	CHICOT	DERMOTT SCHOOL DISTRICT	\$36,000
1002000	CLARK	ARKADELPHIA SCHOOL DISTRICT	\$36,000
1003000	CLARK	GURDON SCHOOL DISTRICT	\$36,000
1101000	CLAY	CORNING SCHOOL DISTRICT	\$36,000
1104000	CLAY	PIGGOTT SCHOOL DISTRICT	\$36,000
1106000	CLAY	RECTOR SCHOOL DISTRICT	\$36,000
1201000	CLEBURNE	CONCORD SCHOOL DISTRICT	\$36,000
1203000	CLEBURNE	QUITMAN SCHOOL DISTRICT	\$36,000
1304000	CLEVELAND	WOODLAWN SCHOOL DISTRICT	\$36,000
1305000	CLEVELAND	CLEVELAND COUNTY SCHOOL DISTRICT	\$36,000

District LEA	County	District	0 Years
1503000	CONWAY	NEMO VISTA SCHOOL DISTRICT	\$36,000
1505000	CONWAY	WONDERVIEW SCHOOL DISTRICT	\$36,000
1601000	CRAIGHEAD	BAY SCHOOL DISTRICT	\$36,000
1602000	CRAIGHEAD	WESTSIDE CONS. SCHOOL DISTRICT	\$36,000
1605000	CRAIGHEAD	BUFFALO IS. CENTRAL SCHOOL DISTRICT	\$36,000
1702000	CRAWFORD	CEDARVILLE SCHOOL DISTRICT	\$36,000
1802000	CRITTENDEN	EARLE SCHOOL DISTRICT	\$36,000
2002000	DALLAS	FORDYCE SCHOOL DISTRICT	\$36,000
2104000	DESHA	DUMAS SCHOOL DISTRICT	\$36,000
2105000	DESHA	MCGEHEE SCHOOL DISTRICT	\$36,000
2202000	DREW	DREW CENTRAL SCHOOL DISTRICT	\$36,000
2203000	DREW	MONTICELLO SCHOOL DISTRICT	\$36,000
2305000	FAULKNER	MAYFLOWER SCHOOL DISTRICT	\$36,000
2501000	FULTON	MAMMOTH SPRING SCHOOL DISTRICT	\$36,000
2503000	FULTON	VIOLA SCHOOL DISTRICT	\$36,000
2601000	GARLAND	CUTTER-MORNING STAR SCHOOL DISTRICT	\$36,000
2803000	GREENE	MARMADUKE SCHOOL DISTRICT	\$36,000
2807000	GREENE	GREENE COUNTY TECH SCHOOL DISTRICT	\$36,000
2808000	GREENE	PARAGOULD SCHOOL DISTRICT	\$36,000
2901000	HEMPSTEAD	BLEVINS SCHOOL DISTRICT	\$36,000
2906000	HEMPSTEAD	SPRING HILL SCHOOL DISTRICT	\$36,000
3102000	HOWARD	DIERKS SCHOOL DISTRICT	\$36,000
3104000	HOWARD	MINERAL SPRINGS SCHOOL DISTRICT	\$36,000
3212000	INDEPENDENCE	CEDAR RIDGE SCHOOL DISTRICT	\$36,000
3301000	IZARD	CALICO ROCK SCHOOL DISTRICT	\$36,000
3403000	JACKSON	NEWPORT SCHOOL DISTRICT	\$36,000
3405000	JACKSON	JACKSON CO. SCHOOL DISTRICT	\$36,000
3606000	JOHNSON	WESTSIDE SCHOOL DISTRICT	\$36,000
3704000	LAFAYETTE	LAFAYETTE COUNTY SCHOOL DISTRICT	\$36,000
3804000	LAWRENCE	HOXIE SCHOOL DISTRICT	\$36,000
3806000	LAWRENCE	SLOAN-HENDRIX SCHOOL DISTRICT	\$36,000
3809000	LAWRENCE	HILLCREST SCHOOL DISTRICT	\$36,000
3810000	LAWRENCE	LAWRENCE COUNTY SCHOOL DISTRICT	\$36,000
3904000	LEE	LEE COUNTY SCHOOL DISTRICT	\$36,000
4003000	LINCOLN	STAR CITY SCHOOL DISTRICT	\$36,000
4102000	LITTLE RIVER	FOREMAN SCHOOL DISTRICT	\$36,000
4202000	LOGAN	MAGAZINE SCHOOL DISTRICT	\$36,000
4203000	LOGAN	PARIS SCHOOL DISTRICT	\$36,000
4204000	LOGAN	SCRANTON SCHOOL DISTRICT	\$36,000
4303000	LONOKE	CARLISLE SCHOOL DISTRICT	\$36,000
4502000	MARION	YELLVILLE-SUMMIT SCHOOL DISTRICT	\$36,000

District LEA	County	District	0 Years
4602000	MILLER	GENOA CENTRAL SCHOOL DISTRICT	\$36,000
4603000	MILLER	FOUKE SCHOOL DISTRICT	\$36,000
4701000	MISSISSIPPI	ARMOREL SCHOOL DISTRICT	\$36,000
4702000	MISSISSIPPI	BLYTHEVILLE SCHOOL DISTRICT	\$36,000
4712000	MISSISSIPPI	MANILA SCHOOL DISTRICT	\$36,000
4901000	MONTGOMERY	CADDO HILLS SCHOOL DISTRICT	\$36,000
5006000	NEVADA	PRESCOTT SCHOOL DISTRICT	\$36,000
5102000	NEWTON	JASPER SCHOOL DISTRICT	\$36,000
5106000	NEWTON	DEER/MT. JUDEA SCHOOL DISTRICT	\$36,000
5205000	OUACHITA	HARMONY GROVE SCHOOL DISTRICT	\$36,000
5301000	PERRY	EAST END SCHOOL DISTRICT	\$36,000
5303000	PERRY	PERRYVILLE SCHOOL DISTRICT	\$36,000
5504000	PIKE	SOUTH PIKE COUNTY SCHOOL DISTRICT	\$36,000
5602000	POINSETT	HARRISBURG SCHOOL DISTRICT	\$36,000
5604000	POINSETT	MARKED TREE SCHOOL DISTRICT	\$36,000
5608000	POINSETT	EAST POINSETT CO. SCHOOL DISTRICT	\$36,000
5707000	POLK	COSSATOT RIVER SCHOOL DISTRICT	\$36,000
5901000	PRAIRIE	DES ARC SCHOOL DISTRICT	\$36,000
5903000	PRAIRIE	HAZEN SCHOOL DISTRICT	\$36,000
6102000	RANDOLPH	MAYNARD SCHOOL DISTRICT	\$36,000
6401000	SCOTT	WALDRON SCHOOL DISTRICT	\$36,000
6502000	SEARCY	SEARCY COUNTY SCHOOL DISTRICT	\$36,000
6505000	SEARCY	OZARK MOUNTAIN SCHOOL DISTRICT	\$36,000
6606000	SEBASTIAN	MANSFIELD SCHOOL DISTRICT	\$36,000
6205000	ST. FRANCIS	PALESTINE-WHEATLEY SCHOOL DISTRICT	\$36,000
6901000	STONE	MOUNTAIN VIEW SCHOOL DISTRICT	\$36,000
7009000	UNION	STRONG-HUTTIG SCHOOL DISTRICT	\$36,000
7104000	VAN BUREN	SHIRLEY SCHOOL DISTRICT	\$36,000
7105000	VAN BUREN	SOUTH SIDE SCHOOL DISTRICT	\$36,000
7303000	WHITE	BRADFORD SCHOOL DISTRICT	\$36,000
7401000	WOODRUFF	AUGUSTA SCHOOL DISTRICT	\$36,000
7509000	YELL	WESTERN YELL CO. SCHOOL DISTRICT	\$36,000
7510000	YELL	TWO RIVERS SCHOOL DISTRICT	\$36,000

APPENDIX E – 2023 PUBLIC SCHOOL DISTRICTS’ HIGHEST AND LOWEST MINIMUM SALARY DIFFERENCES BY COUNTY

County	District Count	Highest Min. Salary	Lowest Min. Salary	Difference
WASHINGTON	8	\$50,282	\$36,307	\$13,975
BENTON	7	\$48,755	\$36,000	\$12,755
GARLAND	7	\$45,968	\$36,000	\$9,968
CRAIGHEAD	8	\$45,000	\$36,000	\$9,000
SEBASTIAN	5	\$44,830	\$36,000	\$8,830
CRAWFORD	5	\$44,011	\$36,000	\$8,011
CRITTENDEN	3	\$44,009	\$36,000	\$8,009
WHITE	8	\$44,000	\$36,000	\$8,000
PULASKI	4	\$45,500	\$37,750	\$7,750
FAULKNER	6	\$43,095	\$36,000	\$7,095
LONOKE	4	\$43,000	\$36,000	\$7,000
YELL	4	\$42,009	\$36,000	\$6,009
GRANT	2	\$42,500	\$37,600	\$4,900
INDEPENDENCE	4	\$40,500	\$36,000	\$4,500
POPE	5	\$40,592	\$36,500	\$4,092
UNION	5	\$40,000	\$36,000	\$4,000
SEVIER	2	\$40,200	\$36,450	\$3,750
PHILLIPS	3	\$40,000	\$36,500	\$3,500
CARROLL	3	\$39,500	\$36,050	\$3,450
JOHNSON	3	\$39,119	\$36,000	\$3,119
FULTON	3	\$39,000	\$36,000	\$3,000
HOWARD	3	\$39,000	\$36,000	\$3,000
CONWAY	3	\$38,800	\$36,000	\$2,800
FRANKLIN	3	\$39,781	\$37,000	\$2,781
MISSISSIPPI	6	\$38,601	\$36,000	\$2,601
MILLER	3	\$38,537	\$36,000	\$2,537
JEFFERSON	3	\$40,500	\$38,000	\$2,500
BAXTER	3	\$38,350	\$36,000	\$2,350
COLUMBIA	2	\$39,200	\$37,000	\$2,200
SALINE	4	\$42,500	\$40,440	\$2,060
CROSS	2	\$39,000	\$37,000	\$2,000
IZARD	3	\$38,000	\$36,000	\$2,000
WOODRUFF	2	\$37,800	\$36,000	\$1,800
OUACHITA	3	\$37,540	\$36,000	\$1,540
CHICOT	2	\$37,500	\$36,000	\$1,500
POLK	3	\$37,500	\$36,000	\$1,500
PIKE	3	\$37,483	\$36,000	\$1,483

County	District Count	Highest Min. Salary	Lowest Min. Salary	Difference
MARION	2	\$37,080	\$36,000	\$1,080
LITTLE RIVER	2	\$37,050	\$36,000	\$1,050
CLEBURNE	4	\$37,000	\$36,000	\$1,000
RANDOLPH	2	\$37,000	\$36,000	\$1,000

APPENDIX F – 2023 PUBLIC CHARTER SCHOOL SYSTEMS’ MINIMUM TEACHER SALARIES

Charter LEA	Open-Enrollment Public Charter School System	0 Years
7240700	Haas Hall Academy	\$48,000
0444700	Arkansas Connections Academy	\$45,000
6041700	Lisa Academy	\$44,000
6040700	Academics Plus Public Charter Schools	\$41,000
6043700	Arkansas Virtual Academy	\$40,000
6047700	Estem Public Charter School	\$40,000
5440700	Kipp Delta Public Schools	\$40,000
0440700	Arkansas Arts Academy	\$39,000
6060700	Scholarmade Achievement Place of Ark	\$38,000
3544700	Friendship Aspire Academy Pine Bluff	\$37,500
6050700	Arkansas Lighthouse Academies	\$36,000
6055700	Exalt Academy of Southwest Little Rock	\$36,000
0442700	Founders Classical Academies of Arkansas	\$36,000
6640700	Future School of Fort Smith	\$36,000
6052700	Graduate Arkansas Charter	\$36,000
3840700	Imboden Charter School District	\$36,000
6053700	Responsive Ed Solutions Premier High LR	\$36,000
6062700	Responsive Ed Solutions Premier High NLR	\$36,000
7242700	Responsive Ed Solutions Premier High Springdale	\$36,000
6063700	Westwind Performing Arts	\$36,000
0445700	Hope Academy of Northwest Arkansas	