



Research Report

Teacher Salary Report

2020 ADEQUACY / JUNE 9, 2020

Statutorily Required Teacher Salary Issues to Study

- ❑ How Arkansas teacher salaries compare to SREB and surrounding states
- ❑ How Arkansas's average salaries have changed in comparison to SREB and surrounding states
- ❑ How does cost of living in Arkansas and surrounding states affect the value of Arkansas teacher salaries
- ❑ What disparity in teacher salaries exists among Arkansas's schools districts both in average and minimum salaries
- ❑ How do teacher salaries in Arkansas compare with professions with similar educational requirements

How do we address these study requirements?

By analyzing:

- ❑ Average and minimum salaries of SREB and surrounding states
- ❑ State mandated minimum salaries
- ❑ Arkansas's school district minimum salaries
- ❑ Arkansas's school district average salaries
- ❑ Adequacy survey responses

SREB/Surrounding States

State
Mandated
Minimum
Salaries

District
Minimum
Salaries

District
Average
Salaries

Adequacy
Survey Results

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How does Arkansas's Average Salary Compare Nationally?

The National Education Association's (NEA) *Rankings of the States 2019 and Estimates of School Statistics 2020* report shows Arkansas's average salary ranking is falling.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Average Salary - National Comparison:

- ❑ In 2019, the national average teacher salary was \$62,304
 - an increase of \$1,536 or 2.5%
- ❑ Arkansas's 2019 average salary of \$49,438 ranked 46th in the nation
 - an increase of \$342 or .7% over 2018
 - Arkansas ranked 44th in 2018 and 42nd in 2017
- ❑ Upon adjusting NEA salary amounts for cost of living (COLA) Arkansas's rank improves to 25th
 - Arkansas's COLA adjusted salary ranking was 22nd in 2017 and 2018

SREB/Surrounding
States

State
Mandated
Minimum
Salaries

District
Minimum
Salaries

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Salaries

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Survey Results

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How does Arkansas's Average Salary Compare to SREB States?

Arkansas's ranking among the SREB states is falling.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Average Salary - SREB Comparison:

- ❑ Maryland, Delaware, and Georgia ranked 1st, 2nd and 3rd, respectively, in both 2018 and 2019
- ❑ Arkansas ranks 12th in 2018 and 13th in 2019
 - Arkansas's 2017 rank was 12th
- ❑ Oklahoma had the largest increase in 2019 over 2018 with an increase of \$6,097, or 13.2%
- ❑ Arkansas's COLA adjusted average salary ranks 7th in 2018 and 9th in 2019
 - Arkansas's 2017 rank was 7th

SREB/Surrounding
States

State
Mandated
Minimum
Salaries

District
Minimum
Salaries

District
Average
Salaries

Adequacy
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How does Arkansas's Average Salary Compare to Surrounding States?

Arkansas's ranking among the surrounding states is falling.

Average Salary - Surrounding States Comparison:

- ❑ Texas ranks 1st among the surrounding states with Tennessee 2nd in 2018 and Oklahoma in 2nd in 2019
- ❑ Arkansas ranks 5th in 2018 and 6th in 2019
 - Arkansas's 2017 rank was 5th
- ❑ Oklahoma had the largest increase in 2019 over 2018 with an increase of \$6,097, or 13.2%
- ❑ Arkansas's COLA adjusted salary ranks 3rd and 4th, respectively, in 2018 and 2019
 - Arkansas's 2017 rank was 3rd

SREB/Surrounding
States

State
Mandated
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Salaries

District
Minimum
Salaries

District
Average
Salaries

Adequacy
Survey Results

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How does Arkansas's Minimum Salary Compare to SREB States?

Arkansas's ranking among the SREB states is falling.

SREB/Surrounding States

State
Mandated
Minimum
Salaries

District
Minimum
Salaries

District
Average
Salaries

Adequacy
Survey Results

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Minimum Salary – SREB Comparison:

- ❑ Maryland, Delaware, and Alabama ranks 1st, 2nd and 3rd, respectively, in both 2019 and 2020
- ❑ Arkansas ranks 12th in 2019 and 14th in 2020
 - Arkansas's 2018 rank was 9th
- ❑ Arkansas's COLA adjusted minimum ranks 9th in both 2019 and 2020
 - Arkansas's 2018 rank was 7th

SREB/Surrounding
States

State
Mandated
Minimum
Salaries

District
Minimum
Salaries

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Average
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Adequacy
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How does Arkansas's Minimum Salary Compare to Surrounding States?

Arkansas's ranking among the surrounding states is falling.

Minimum Salary – Surrounding States Comparison:

- ❑ Oklahoma ranks 1st in both 2019 and 2020
- ❑ Arkansas ranks 4th in 2019 and 6th in 2020,
- Arkansas's 2018 rank was 4th
- ❑ Arkansas's COLA adjusted minimum ranks 4th in both 2019 and 2020
- Arkansas's 2018 rank was 3rd

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

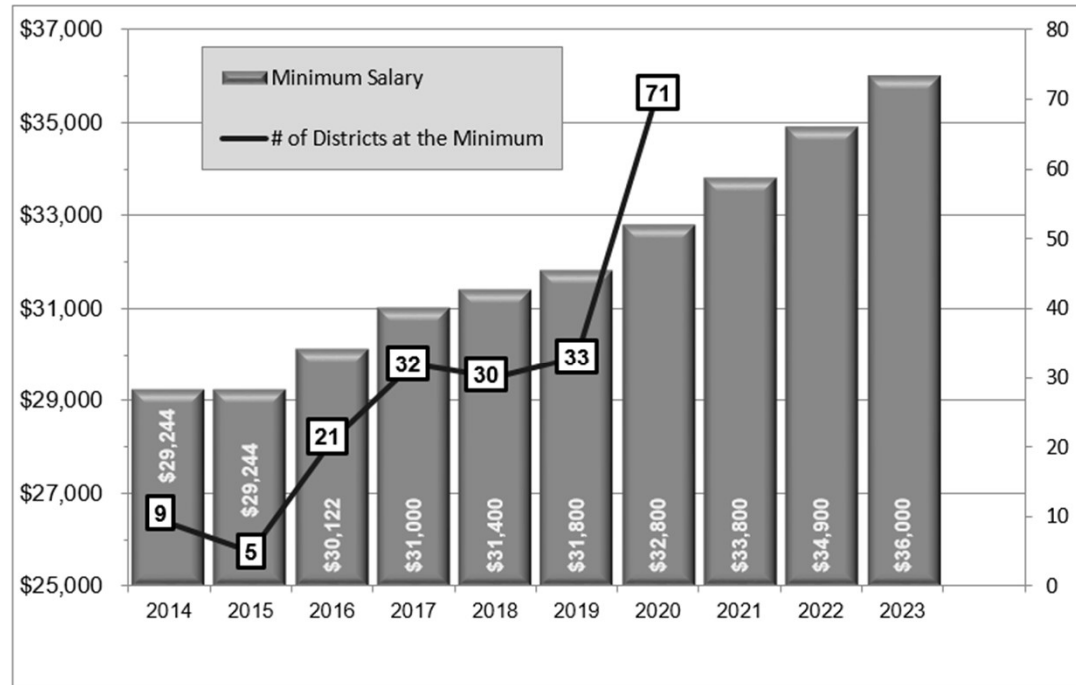
Adequacy Survey Results

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STATE MANDATED MINIMUM SALARY HISTORY

Minimum Teacher Compensation for BA Prepared Teachers with Zero Years of Experience -- 2014 to 2023

Chart: Minimum Teacher Compensation for BA Prepared Teachers 2014 to 2023



Data Source: ADE Salary Analysis Schedules and District Salary Schedules Posted to District Websites in Accordance with A.C.A. §6-17-201 and §6-17-2301 http://dese.ade.arkansas.gov/divisions/fiscal-and-administrative-services/publication-and-reports/report_categories/salary-reports

SREB/
Surrounding
States

Mandated
Minimum
Salaries

District
Minimum
Salaries

District
Average
Salaries

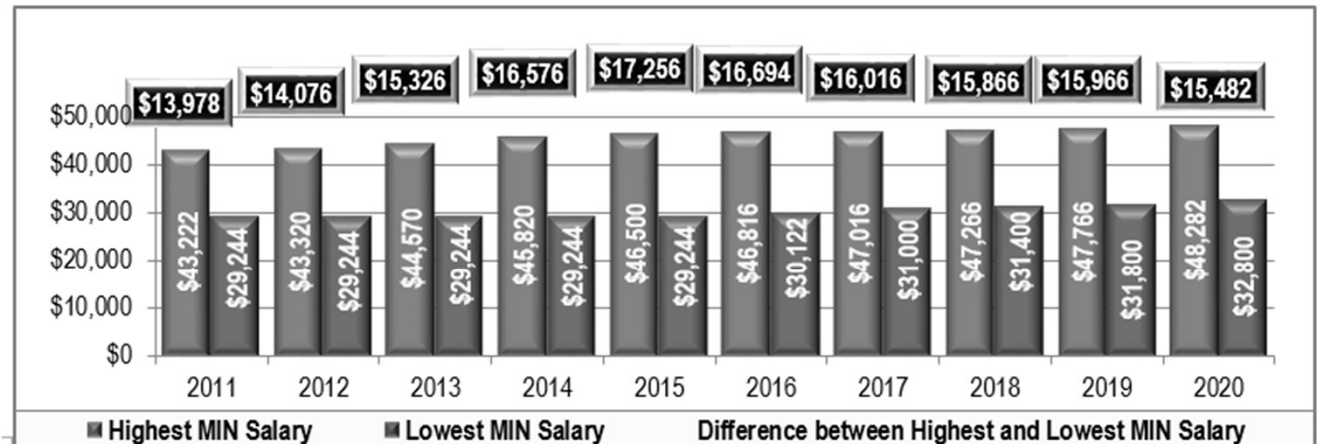
Adequacy
Survey
Results

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Minimum Salary Gap

The gap between the highest and lowest adopted minimum salaries have ranged from \$13,978 in 2011 to a high of \$17,256 in 2015, and is gradually decreasing but still remains above \$15,000 in 2020.

Chart: 2011 - 2020 District Minimum Teacher Salary – Highest to Lowest



Data Source: ADE Salary Analysis Schedules and District Salary Schedules Posted to District Websites in Accordance with Ark. Code Ann. §6-17-201 and §6-17-2301 http://dese.ade.arkansas.gov/divisions/fiscal-and-administrative-services/publication-and-reports/report_categories/salary-reports

SREB/
Surrounding
States

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- ❑ Only one district, Springdale, increased their minimum salaries each year
- ❑ 3 districts (Earle, Forrest City, and Watson Chapel) have not had any increase
- ❑ 162 districts, increased their salaries 5 or fewer times
- ❑ 70% of the 162 districts paid bonuses in 2019

Number of Years Districts Increased Minimum Salaries and Paying Bonuses 2011-2020

Number of Years	Number of Districts	% of Total	# of Districts w/ 2019 Bonus Expenditures	% of Total
10	1	0.4%		
9	5	2.1%	3	1.8%
8	12	5.1%	7	4.2%
7	25	10.6%	18	10.8%
6	30	12.8%	22	13.2%
5	52	22.1%	42	25.1%
4	49	20.9%	34	20.4%
3	34	14.5%	21	12.6%
2	19	8.1%	15	9.0%
1	5	2.1%	4	2.4%
0	3	1.3%	1	0.6%
Total	235	100.0%	167	100.0%

Data Sources:

- ADE Salary Analysis Schedules and District Salary Schedules Posted to District Websites in Accordance with A.C.A. §6-17-201 and §6-17-2301 http://dese.ade.arkansas.gov/divisions/fiscal-and-administrative-services/publication-and-reports/report_categories/salary-reports.

- BLR analysis of APSCN data.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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ACT 170 OF 2019 -- TEACHER SALARY ENHANCEMENT ACT

- ❑ Updates State mandated minimum salary schedules for school years 2019-20 through 2020-23
- ❑ Increases the minimum salary for a bachelor degree prepared teacher with zero years of experience to \$36,000 by school year 2022-23

State Mandated Minimum Salary for Teachers with Zero Years of Experience -- School Years 2019-20 thru 2022-23

School Year	BA Degree Salary	Change from Prior Year	MA Degree Salary	Change from Prior Year
2020	\$32,800	\$1,000	\$37,450	\$1,000
2021	\$33,800	\$1,000	\$38,450	\$1,000
2022	\$34,900	\$1,100	\$39,550	\$1,100
2023	\$36,000	\$1,100	\$40,650	\$1,100

Source: Act 170 of 2019

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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ACT 877 OF 2019 – APPROPRIATION & FUNDING FOR EDUCATOR COMPENSATION REFORM PROGRAM (ECRP)

- Provides a \$60 million appropriation
- Provides a \$60 million fund transfer from the Educational Adequacy Fund to a sub-fund within the Public School Fund to be used exclusively for ECRP
- Insures all educators receive a minimum annual salary of \$36,000 by school year 2022-23

***APPENDIX A in the Teacher Salary Report provides the funding amount each qualifying district is eligible to receive.**

SREB/Surrounding
States

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Salaries

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Minimum
Salaries

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District Minimum Salaries

- Districts set their own minimum salaries
- Districts must meet the state mandated minimum salary levels
- Districts can and do exceed the minimum levels

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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2020 District Minimum Salaries

- ❑ District minimum salaries range from the mandated minimum of \$32,800 to \$48,282
- ❑ There is a concentration of districts at the lowest end of district minimum salaries

2020 Minimum Salary – Top and Lowest Ranges	
Top 5 Beginning Salaries (5 Districts):	\$43,530 - \$48,282 (Range - \$4,752)
Lowest 5 Beginning Salaries (75 Districts):	\$32,800 - \$32,865 (Range - \$65)

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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The BLR assigned the 2020 district minimum salaries for BA prepared, zero years of experience teachers into 4 salary groups as shown below for the purpose of analysis and there is a concentration of districts in the lower salary groups.

2020 Minimum Salary Groupings				
Salary Group	Actual Lower Salary Range	Actual Upper Salary Range	Range	# of Districts
Group 1 (\$32,800-\$32,800)	\$32,800	\$32,800	\$0	71
Group 2 (\$32,801-\$34,999)	\$32,805	\$34,950	\$2,199	74
Group 3 (\$35,000-\$39,999)	\$35,000	\$39,911	\$5,000	64
Group 4 (\$40,000-\$48,282)	\$40,000	\$48,282	\$8,283	26

SREB/Surrounding States

State Mandated Minimum Salaries

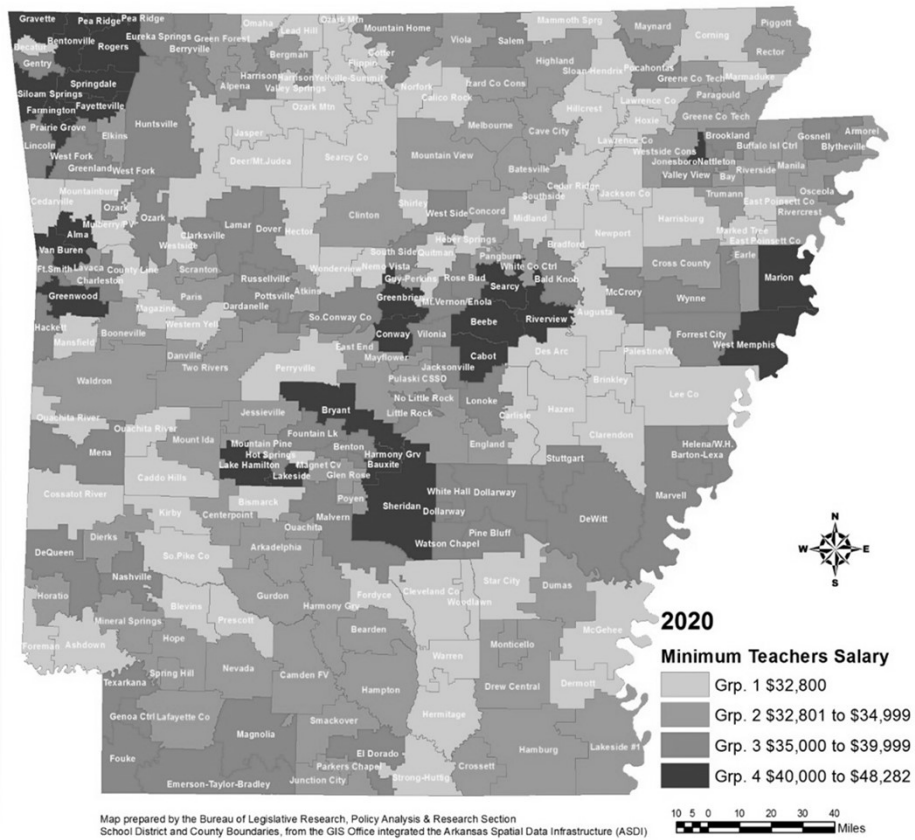
District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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2020 Minimum Teacher Salary Map



SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Group 1 districts had lower:

- Average salaries,
- Avg. numbers of FTEs,
- Avg. Student-to-FTE ratios,
- Avg. ADM, and
- Avg. Achievement %

Group 1 districts had higher % of students qualifying for free and reduced-price lunch.

2020 District Minimum Salary and Selected District Characteristics

Minimum Salary Group	# of Districts	Avg. of 2019 Average Salary	Avg # 2019 FTEs	Avg 2019 Student/FTE Ratio	Avg 2019 ADM	Avg 2019 FRPL%	Avg 2019 Achievement
Group 1 (\$32,800-\$32,800)	71	\$43,751	55.8	12.2	682	72.5%	41.1%
Group 2 (\$32,801-\$34,999)	74	\$45,306	89.6	12.9	1,175	65.8%	42.6%
Group 3 (\$35,000-\$39,999)	64	\$49,032	182.6	13.7	2,514	64.4%	43.4%
Group 4 (\$40,000-\$48,282)	26	\$54,527	410.5	15.1	6,186	49.1%	51.6%
Overall Total / Average	235	\$46,871	140.2	13.2	1,945	65.6%	43.4%

Sources:

- Arkansas Department of Education – Division of Elementary and Secondary Education Reports: Teacher Salary Analysis Reports and State Aid Notices, Child Nutrition Unit, Audited Free and Reduced Price Lunch Report, Office of Innovation for Education Student Achievement Results.
- District Minimum Salary Schedules posted to their district websites.
- BLR Analysis of Arkansas Department of Education APSCN Data.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Minimum Salaries Compared to Teacher Experience/Preparation:

As minimum salaries increase:

- The higher the % NCBT comprise of total FTEs,
- The higher the % of advanced degree prepared teachers, and
- The lower the % of bachelor degree prepared teachers

2020 Minimum Salary Compared to Teacher Experience and Preparation

Minimum Salary Group	2019 Avg NBCT % of Total FTEs	2019 Average Years of Experience	Avg 2019 % Teachers with a Bachelor Degree	Avg 2019 % of Teachers with an Advanced Degree
Group 1 (\$32,800-\$32,800)	4.1%	13.0	58.4%	41.5%
Group 2 (\$32,801-\$34,999)	4.0%	12.9	57.0%	42.6%
Group 3 (\$35,000-\$39,999)	5.1%	13.7	57.8%	42.0%
Group 4 (\$40,000-\$48,282)	6.9%	12.9	53.8%	45.8%
Overall Average	4.6%	13.1	57.3%	42.5%

Sources:

- Arkansas Department of Education – Division of Elementary and Secondary Education(DESE) Reports: Teacher Salary Analysis Reports and State Aid Notices
- DESE Educator Effectiveness - Educator Support & Development, Report with National Board Certified Teacher Counts.
- District Minimum Salary Schedules posted to their district websites.
- BLR Analysis of Arkansas Department of Education APSCN Data.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Districts in cities and suburbs have higher average minimum salary levels than do towns and rural areas.

**Comparison of NCES Locale Classifications to 2020 Minimum Salaries
(Sorted by Average Minimum Salaries – Highest to Lowest)**

2019 NCES Locale Classifications	# of Districts	Average 2020 BA-0 Years Minimum Salary
City	15	\$40,592
Suburb	13	\$39,537
Town	58	\$35,648
Rural	149	\$34,120
Overall Total / Average	235	\$35,210

Source: National Center for Education Statistics, Elementary/Secondary Information System, (<https://nces.ed.gov/ccd/elsi/> and https://nces.ed.gov/programs/edge/docs/LOCALE_CLASSIFICATIONS.pdf), and are defined with district examples below.

City: Territory inside an urbanized area and inside a principal city (example, Pine Bluff, Little Rock, Springdale)

Suburb: Territory outside a principal city and inside an urbanized area (examples, Van Buren, Jacksonville-North Pulaski, Brookland)

Town: Territory inside an urban cluster and outside an urbanized area (examples, Beebe, Dardanelle, Fordyce)

Rural: Census-defined rural territory outside an urbanized area (examples, Batesville, Deer-Mt. Judea, Marvell-Elaine)

Other Sources:

- Arkansas Department of Education – Division of Elementary and Secondary Education Teacher Salary Analysis Report.

- District Minimum Salary Schedules posted to their district websites.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Districts have latitude when adopting and changing minimum salary schedules:

- ❑ Sixty of the 235 districts raised their minimum salary levels at least 3% in 2020. Pine Bluff had the highest increase of 7.8%.
- ❑ The 8 districts shown to the right raised their minimum salaries 4% or more.
- ❑ Eighty-four districts did not provide any increase in their minimum salary levels.

District	2019 Min. Sal. BA: 0 Years	2020 Min. Sal. BA: 0 Years	Amt of Chg 2019 to 2020	% Chg 2019 to 2020
PINE BLUFF	\$33,394	\$36,000	\$2,606	7.8%
LONOKE	\$34,200	\$36,700	\$2,500	7.3%
EAST END	\$31,942	\$34,000	\$2,058	6.4%
BATESVILLE	\$32,018	\$34,000	\$1,982	6.2%
SOUTH SIDE	\$33,500	\$35,000	\$1,500	4.5%
MOUNTAIN PINE	\$32,000	\$33,400	\$1,400	4.4%
VAN BUREN	\$38,728	\$40,278	\$1,550	4.0%
PARKERS CHAPEL	\$32,704	\$34,000	\$1,296	4.0%

District Salary Schedules for Years' 0, 15, and Top:

(See Teacher Salary Report Page 17)

- Districts can have as few as 16 salary levels as required by law, but there is no upper limit.
- Twenty-one salary levels was the most frequently adopted number with 44 districts (19%) adopting 21 levels
- Districts with **fewer** salary levels generally have **lower** average minimum salary amounts for all three BA prepared teacher salary levels
- Districts with **more** salary levels, tends to have **higher** minimum salary levels for all three BA prepared teacher salary levels

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Open Enrollment Public Charter Schools' Minimum Salaries

(See Teacher Salary Report Page 19)

- ❑ Twenty-one of the 24 open enrollment public charter schools operating in 2020, received a waiver from the minimum teacher salary requirement
- ❑ 2020 Charter minimum salaries range from \$32,000 at ScholarMade Achievement Place and Exalt Academy to \$43,000 for Haas Hall Academy - Fayetteville and Bentonville
- ❑ Eleven of the charters' minimum salary levels increased in 2020, with Pine Bluff Lighthouse Charter School having the greatest increase of \$6,000

Charters Minimum Salaries & Selected Characteristics:

Q1 charters have the lowest:

- Average annual salaries,
- Average student to FTE ratio, and
- Average percentage of students scoring "Ready" or "Exceeding" on assessments

Q1 charters also have the highest percentage of students eligible for FRPL

2020 Charter Minimum Teacher Salary Quartiles and Selected Characteristics							
2020 Minimum Salary Quartiles	# of Districts	Avg 2019 Avg Annual Salary	Avg 2019 FTEs	Avg 2019 Student/FTE Ratio	Avg 2019 ADM	Avg 2019 FRPL%	Avg 2019 Student Achievement
1 (\$32,000.00-\$33,281.74)	5	\$41,230	22.7	13.4	327	80.2%	21.3%
2 (\$33,281.75-\$35,500.00)	5	\$41,716	67.3	18.4	1,191	67.7%	29.8%
3 (\$35,500.01-\$37,000.00)	5	\$42,465	46.8	21.2	820	49.7%	37.8%
4 (\$37,000.01-\$43,000.00)	6	\$45,170	52.1	20.1	858	47.5%	54.3%
Overall Total / Average	21	\$42,765	47.5	18.4	802	60.6%	36.7%

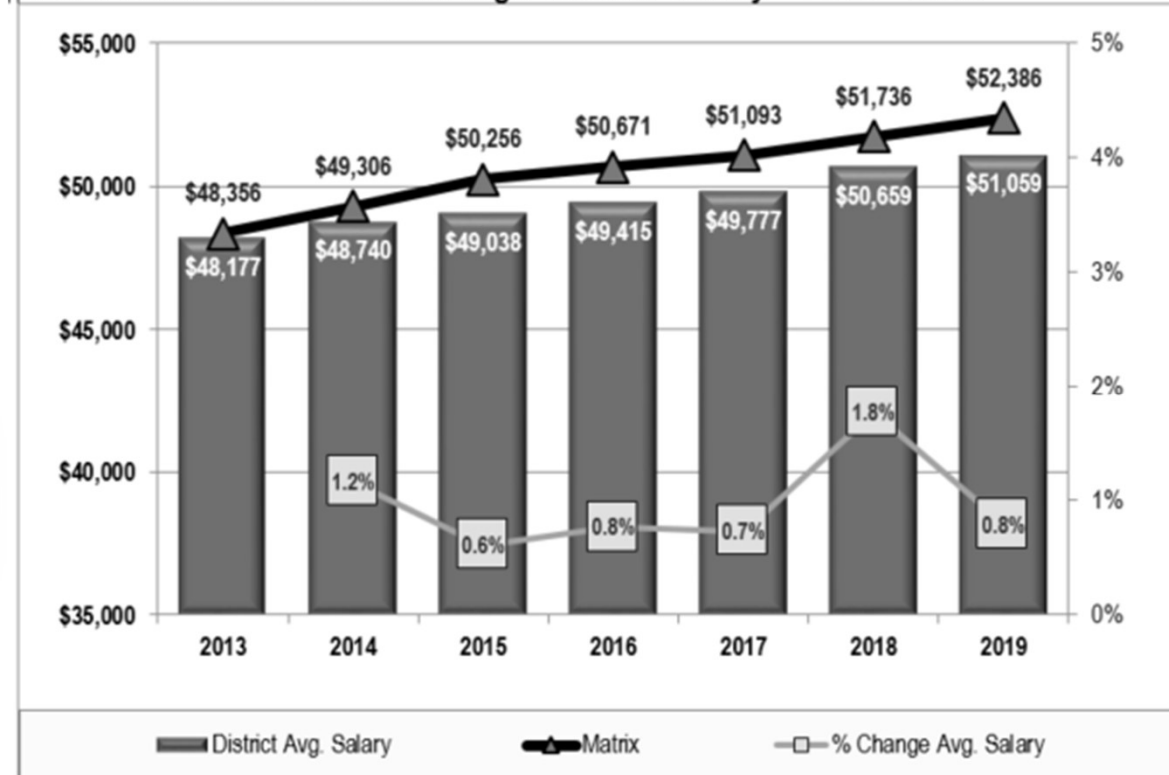
This analysis does not include Responsive Ed Solutions Premier High School of North Little Rock since it was not in operation in 2019, Graduate Center(formerly SJA Tech) since they had fewer than 10 students taking the ACT Aspire assessment and therefore, their scores are not available, and Friendship Aspire Pine Bluff due to this school serving K-1 and having no student achievement scores.

Sources:
 -Websites for various open enrollment public charter schools and phone and email exchanges with relevant personnel from the schools.
 -Division of Elementary and Secondary Education (DESE), Child Nutrition Unit FRPL% Reports.
 -DESE Division of Fiscal and Administrative Services, State Aid Notices data.
 -Office of Innovation for Education
 -BLR analysis of DESE APSCN data.-BLR Analysis of APSCN data.

Statewide Average Teacher Salaries 2013 through 2019

Districts' average salaries are consistently below the salary amount provided in the matrix, and the variance is growing over time.

Chart: Statewide District Average Teacher Salary – 2013 – 2019



Data Source: BLR Analysis of ADE – APSCN Data

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Highest/Lowest Average Teacher Salaries 2013 - 2019

There has been a consistent gap between the highest and lowest average salaries ranging from **\$20,956** to **\$22,810**

Regular School District Average Salaries - Highest and Lowest								
Year	Highest			Lowest			Gap Between	
	Average Salary		District	Average Salary		District	Highest and Lowest	
	Salary	Change from Prior Year		Salary		District	High - Low =	Change from Prior Year
2013	\$58,135		SPRINGDALE	\$36,818		HARTFORD	\$21,318	
2014	\$58,621	\$485	SPRINGDALE	\$37,664		DEER/MT. JUDEA	\$20,956	(\$362)
2015	\$58,982	\$362	SPRINGDALE	\$36,617		MULBERRY/PLEASANT VIEW BI-COUNTY	\$22,366	\$1,410
2016	\$59,176	\$194	SPRINGDALE	\$36,367		MULBERRY/PLEASANT VIEW BI-COUNTY	\$22,810	\$444
2017	\$59,814	\$638	SPRINGDALE	\$37,965		BRADFORD	\$21,850	(\$960)
2018	\$59,991	\$177	SPRINGDALE	\$38,484		LEAD HILL	\$21,508	(\$342)
2019	\$60,963	\$972	FAYETTEVILLE	\$39,578		LEAD HILL	\$21,385	(\$123)

Data Source: Bureau of Legislative Research analysis of ADE – APSCN Data.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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2019 District Average Salary Increases over 2018

- ❑ One hundred sixty-seven (167) school districts' 2019 average salaries increased over 2018
- ❑ Thirty-two districts raised average salaries 3% or greater
- ❑ The 10 districts shown to the right, had average salary increases of 5% or more

District	Increase in Average Salary 2018 to 2019	% Increase 2018 to 2019
HEBER SPRINGS	\$4,430	10.1%
DEER/MT. JUDEA	\$4,059	10.0%
WESTERN YELL CO. .	\$3,664	8.8%
LAKESIDE (CHICOT)	\$3,098	6.9%
OZARK MOUNTAIN	\$2,665	6.7%
FOUKE	\$3,121	6.7%
BRINKLEY	\$2,844	6.5%
CLEVELAND COUNTY	\$2,400	5.5%
MCGEHEE	\$2,386	5.5%
MARVELL-ELAINE	\$2,491	5.2%

2019 District Average Salary Decreases from 2018

- ❑ 68 districts' average salaries decreased in 2019
- ❑ 10 districts average salaries decreased 3% or greater

Districts with 3% or Greater Average Salary Decreases 2018 to 2019

District	Increase in Average Salary 2018 to 2019	% Increase 2018 to 2019
NEMO VISTA	-\$3,250	-7.4%
CADDO HILLS	-\$2,856	-6.5%
PINE BLUFF	-\$2,775	-5.3%
MAGAZINE	-\$2,364	-5.2%
NORFORK	-\$2,181	-4.9%
SOUTH SIDE (VAN BUREN)	-\$1,963	-4.4%
WATSON CHAPEL	-\$1,894	-3.8%
HOT SPRINGS	-\$1,826	-3.6%
YELLVILLE-SUMMIT .	-\$1,498	-3.2%
BLEVINS	-\$1,415	-3.1%

Source: BLR Analysis of ADE - APSCN data.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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2020 District Average Salary Quartiles

There is concentration of districts in the 3 lowest salary quartiles, falling within a salary range of \$9,631, which is less than half the total range for all districts, \$21,385.

2019 Average Teacher Salary Quartiles

Quartile	Lower Range	Upper Range	Range of Each Quartile	Count
1	\$39,578.28	\$44,018.74	\$4,440.46	59
2	\$44,018.75	\$45,858.30	\$1,839.55	58
3	\$45,858.31	\$49,209.48	\$3,351.17	59
4	\$49,209.49	\$60,963.00	\$11,753.51	59

Range
\$9,631

SREB/Surrounding States

State Mandated Minimum Salaries

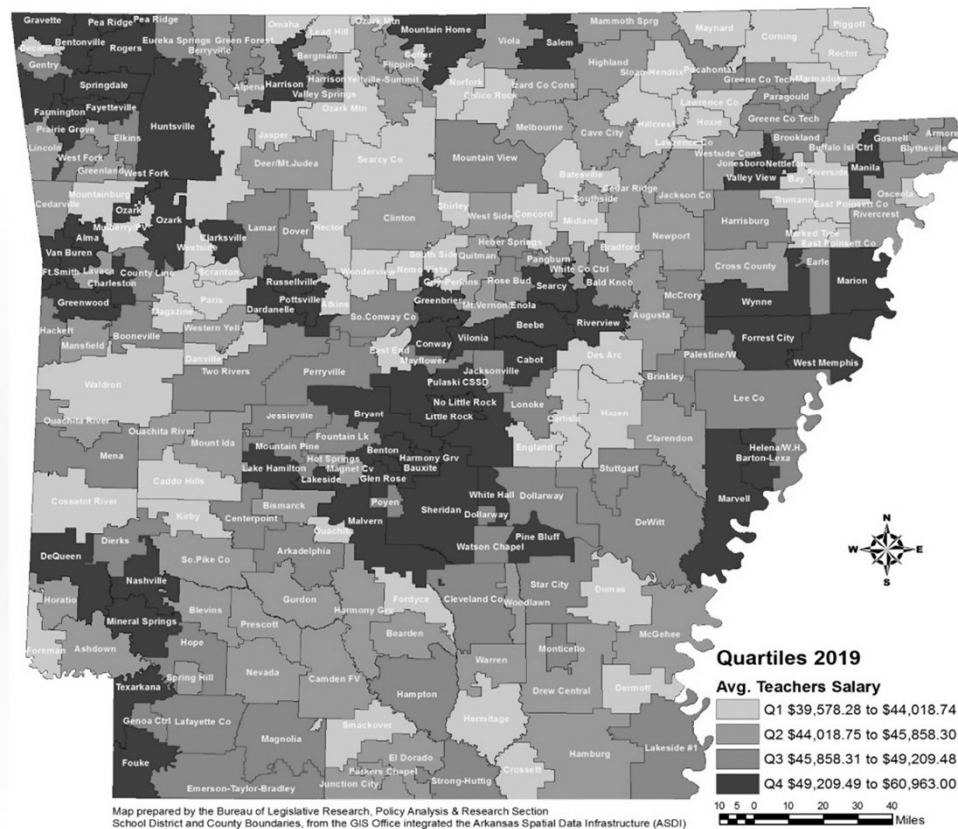
District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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2019 Average Teacher Salary Map



SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

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District Average Teacher Salary & Selected Characteristics:

Q1 Districts have lower:

- Average FTEs,
- Average Student-FTE ratio,
- Average ADM, and
- Average Percentage scoring “Ready” or “Exceeding” on assessments

Q1 Districts have higher percentages of students eligible for FRPL

2019 District Average Salary and Selected District Characteristics							
2019 Average Salary Quartiles	# of Districts	2019 Avg FTEs	Avg Student /FTE Ratio	2019 Avg ADM	2019 Total ADM	2019 Avg FRPL%	2019 Avg Achievement
Quartile 1 \$39,578.28-\$44,018.74	59	58.6	12.0	709	41,810	70.7%	41.8%
Quartile 2 \$44,018.75-\$45,858.30	58	73.6	12.9	953	55,298	68.2%	42.3%
Quartile 3 \$45,858.31-\$49,209.48	59	98.3	13.3	1,327	78,282	67.1%	41.4%
Quartile 4 \$49,209.49-\$60,963.00	59	329.3	14.5	4,776	281,761	56.5%	47.9%
Total/Average	235	140.2	13.2	1,945	457,151	65.6%	43.4%

Source: BLR Analysis of DESE - APSCN Data, DESE State Aid Data Files, DESE - Child Nutrition Unit Audited Free and Reduced Price Lunch Reports, and Office of Innovation for Education.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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2019 District Average Teacher Salary and Teacher Preparation:

Q1 Districts have the lowest:

- ❑ Average percentage of total FTEs with National Board Certification,
- ❑ Average years of experience, and
- ❑ Average percentage of master degree prepared teachers.

2019 Average Salaries and Teacher Experience and Preparation				
2019 Average Salary Quartiles	Average of % of FTEs NBCT Prepared	Average of 2019 Calculated Average Years of Experience	Average of 2019 % Teachers with Bachelor Degree	Average of 2019 % of Teachers with Advanced Degree
Quartile 1 \$39,578.28-\$44,018.74	4.6%	12.0	60.8%	39.2%
Quartile 2 \$44,018.75-\$45,858.30	5.0%	13.2	57.0%	42.6%
Quartile 3 \$45,858.31-\$49,209.48	5.0%	13.5	56.4%	43.2%
Quartile 4 \$49,209.49-\$60,963.00	7.5%	13.9	54.9%	44.9%
Total/Average	5.6%	13.1	57.3%	42.5%

Sources: BLR Analysis of DESE - APSCN data, and DESE - Educator Effectiveness, Educator Support & Development.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Districts in cities and suburbs have higher average salary levels than do towns and rural areas.

**Comparison of NCES Locale Classifications to 2019 Average Salary
(Sorted by Average Salary - Highest to Lowest)**

2019 NCES Locale Classifications	# of Districts	2019 Average Salary
City	15	\$54,608
Suburb	13	\$50,879
Town	58	\$47,376
Rural	149	\$45,546
Total/Average	235	\$46,871

Source: The locale categories come from the National Center for Education Statistics, (https://nces.ed.gov/programs/edge/docs/LOCALE_CLASSIFICATIONS.pdf) and are defined with district examples below.
City: Territory inside an urbanized area and inside a principal city (example, Pine Bluff, Little Rock, Springdale)
Suburb: Territory outside a principal city and inside an urbanized area (examples, Van Buren, Jacksonville-North Pulaski, Brookland)
Town: Territory inside an urban cluster and outside an urbanized area (examples, Beebe, Dardanelle, Fordyce)
Rural: Census-defined rural territory outside an urbanized area (examples, Batesville, Deer-Mt. Judea, Marvell-Elaine)

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

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Applying the NCES CWIFT to 2019 Average Salaries allows us to see differences in cost of living between school districts.

2019 CWIFT Adjusted Average Teacher Salary Quartiles

Quartile	Lower Range	Upper Range	Range of Each Quartile	# of Districts
1 (\$36,448.37-\$53,666.63)	\$36,448.37	\$53,666.63	\$17,218.26	59
2 (\$53,666.64-\$57,206.53)	\$53,666.64	\$57,206.53	\$3,539.89	58
3 (\$57,206.54-\$60,118.18)	\$57,206.54	\$60,118.18	\$2,911.64	59
4 (\$60,118.19-\$72,690.14)	\$60,118.19	\$72,690.14	\$12,571.95	59

Range
\$23,670

SREB/Surrounding States

State Mandated Minimum Salaries

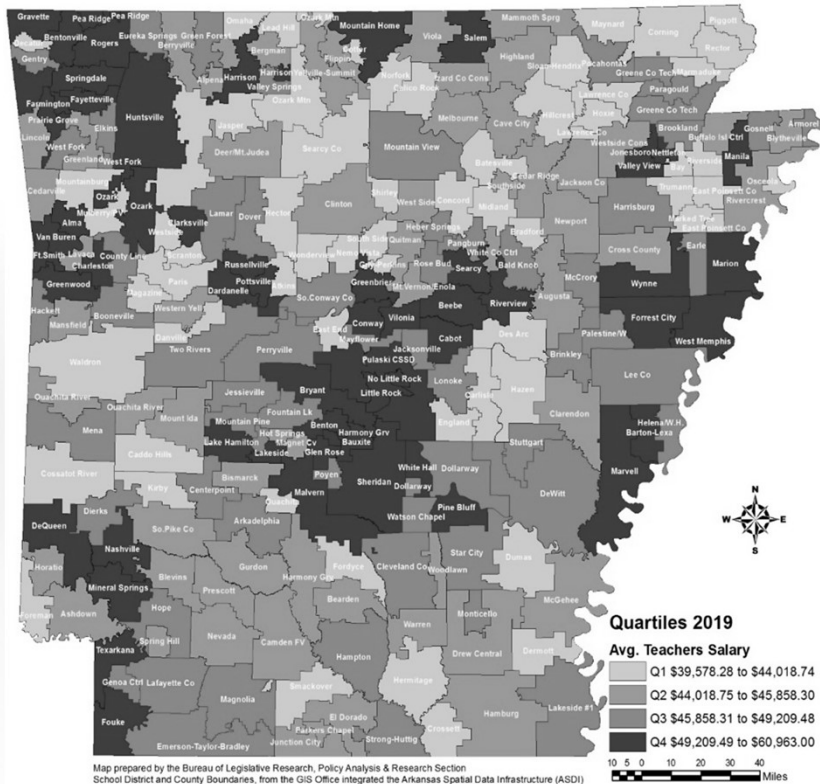
District Minimum Salaries

District Average Salaries

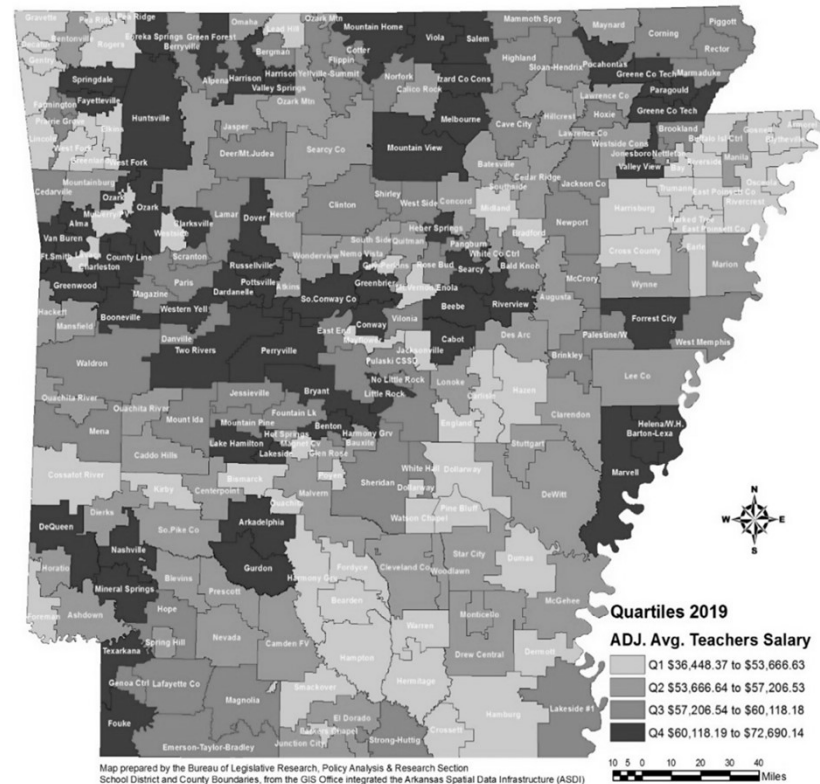
Adequacy Survey Results

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2019 Average Salary Map



CWIFT Adjusted Average Salary Map



SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Salary Quartile Changes for CWIFT Adjusted Average Salaries

- 20 districts' CWIFT adjusted salaries moved two quartiles higher
- 5 districts' CWIFT adjusted salaries moved three quartiles lower

Salary Quartile Change due to Adjusting the 2019 Average Teacher Salary by the NCES Comparable Wage Index for Teachers (CWIFT)

CWIFT Adjusted Salary Change in Salary Quartile	# of Districts
2	20
1	50
0	105
-1	35
-2	20
-3	5

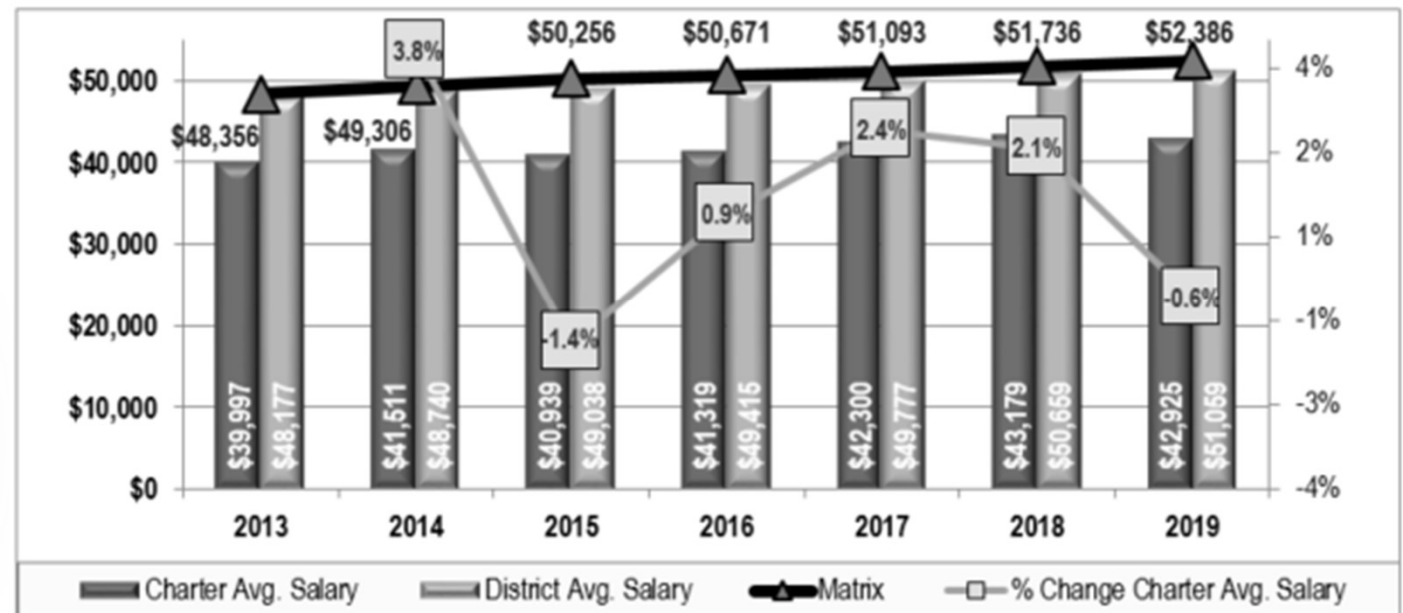
Sources:

- BLR Analysis of APSCN Data

- National Center for Education Statistics, Comparable Wage Index for Teachers (CWIFT), 2017, <https://nces.ed.gov/programs/edge/Economic/TeacherWage>.

- ❑ Average salaries increased 2015 through 2018, in 2019 there was a slight decline of \$254, or .6%
- ❑ Average salaries are consistently below the matrix salary amounts
- ❑ Average salaries are consistently below districts' average salaries

Chart: Charters' Average Salary 2013 through 2019 with District Comparison



Source: BLR analysis of APSCN data.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Charter School Average Salaries Change – 2018 to 2019

(See Teacher Salary Report Page 33)

- Twelve charters' average salaries increased in 2019
- Ozark Montessori Academy Springdale had the largest average salary increase in 2019 of \$8,604, or 30.3%, however, their salary was still next to the lowest.
- Ten of the charters' average salary declined in 2019

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Charters' Average Salaries Change - 2018 to 2019

2018 and 2019 Charter School Average Salaries				
District	2018 Average Salary	2019 Average Salary	Change (2018 to 2019)	% Change
Overall Average	\$43,179	\$42,925	-\$254	-0.6%
Difference between Highest and Lowest Average Salary	\$22,631	\$15,495	-\$7,136	-31.5%

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Charters' Average Teacher Salary and Selected Characteristics:

Q1 Charter schools have the:

- ❑ Highest % students eligible for FRPL
- ❑ Lowest % scoring "Ready" or "Exceeding" on assessments

2019 Charters' Average Salary Quartiles and Selected Characteristics						
Average Salary Quartile	# of Districts	2019 Avg FTEs	2019 Avg Student/FTE Ratio	2019 Avg ADM	2019 Avg FRPL%	2019 Avg Student Achievement
1 (\$36,374.01-\$40,247.30)	6	25.2	19.9	508	68.6%	25.0%
2 (\$40,247.31-\$42,061.85)	6	62.9	14.6	914	61.2%	27.9%
3 (\$42,061.86-\$44,135.47)	6	50.1	15.4	773	66.1%	36.1%
4 (\$44,135.48-\$51,868.87)	7	29.1	22.7	614	49.2%	50.3%
Overall Total / Average	25	41.3	18.3	699	60.8%	34.8%

Sources:
-BLR analysis of Division of Elementary and Secondary Education (DESE) APSCN data.
-DESE Statewide Information System Enrollment Count Report.
-DESE Division of Fiscal and Administrative Services, State Aid Data Files. |
-DESE Child Nutrition Unit, 2018-19 Free and Reduced Price Lunch Report.
-Office of Innovation in Education.

SREB/Surrounding
States

State
Mandated
Minimum
Salaries

District
Minimum
Salaries

District
Average
Salaries

Adequacy
Survey Results

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Comparison of Annual Mean Salaries with 19 Selected Occupations

(See Teacher Salary Report Page 35)

- Professions include engineers, accountants, nurses, and social workers
- **Secondary** school teachers' annual mean salary ranks 12th in Arkansas and 11th in the U.S.
- **Middle** school teachers' annual mean salary ranks 14th in Arkansas and in the U.S.
- **Elementary** school teachers' annual mean salary ranks 16th in Arkansas and 12th in the U.S.

SREB/Surrounding States

State Mandated Minimum Salaries

District Minimum Salaries

District Average Salaries

Adequacy Survey Results

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Teacher Recruitment and Retention Questions:

Teacher Adequacy Survey

Question:	% Responding Salary or Higher Salary as Reason or Condition
What were the primary reasons you chose to teach at your current school?	22.1%
Under what conditions, if any, would you be willing to relocate to teach at a school in a high-poverty or remote rural community?	47.2%
Are you currently considering transferring to another school or district? If yes, why?	43.8%
Are you currently considering quitting the teaching profession and leaving K-12 education? If yes, why?	40.2%

SREB/Surrounding
States

State
Mandated
Minimum
Salaries

District
Minimum
Salaries

District
Average
Salaries

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Survey Results

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District Superintendent Survey:

Superintendents ranked “Classroom teachers” and “Special Education Teachers” 1st and 2nd, respectively, as the matrix resources most in need of additional funding.

SREB/Surrounding
States

State
Mandated
Minimum
Salaries

District
Minimum
Salaries

District
Average
Salaries

Adequacy
Survey Results

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Principals and Superintendents Teacher Recruitment and Retention Survey Responses:

Teacher salary is viewed as one of the top barriers in recruiting and retaining teachers by principals and superintendents.

SREB/Surrounding States

State
Mandated
Minimum
Salaries

District
Minimum
Salaries

District
Average
Salaries

Adequacy
Survey Results

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Site Visit Principal Interviews:

Approximately 27% of the 74 principals interviewed, mentioned teacher salaries as a significant staffing challenge.

**SREB/Surrounding
States**

**State
Mandated
Minimum
Salaries**

**District
Minimum
Salaries**

**District
Average
Salaries**

**Adequacy
Survey Results**

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Questions?

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