

State of Arkansas
77th General Assembly
Regular Session, 1989
By: Senator Chaffin

SENATE BILL 297

"AN ACT TO AMEND ARKANSAS CODE ANNOTATED 6-20-319(4) TO PROVIDE FOR INCREASES IN TEACHERS' SALARIES; TO AMEND ARKANSAS CODE ANNOTATED TITLE 6 CHAPTER 20 TO ADD A NEW SUBSECTION 6-20-320; TO ESTABLISH MINIMUM SALARIES TO BE PAID TO ARKANSAS' TEACHERS AND TO REDUCE SALARY DISPARITY; TO REPEAL ACT 163 OF 1965; AND FOR OTHER PURPOSES."

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code Annotated 6-20-319(4), is hereby amended to read as follows:

"(4) (a) In the school year 1985-86 and each school year thereafter, excepting years 1989-90 and 1990-91, each district in the state which is in compliance with the provisions of Arkansas Code Annotated 6-20-320 shall pay its certified personnel an amount equal to at least seventy percent (70%) of its net current revenue. In such years, not less than eighty percent (80%) of seventy percent (70%) of each school district's increases in net current revenue over the net current revenue received the previous school year less the total salary expenditure required to fund additional certified personnel added to the staff of the district in such school year shall be divided equally among the certified personnel positions existing in the district in such year unless the board of directors of the district and a majority of teachers agree to a different distribution for that year. Any distribution, other than equal division, agreed to by the board of directors and a majority of teachers must be voted on each year.

(b) For the school years 1989-90 and 1990-91, each school district which is in compliance with the provisions of Arkansas Code Annotated 6-20-320 will be required to divide equally among the certified personnel positions existing in the district in such years an amount at least equal to the following

percentages of net increase in Minimum Foundation Program Aid (exclusive of any aid for small school weighting and consolidation incentive allowances) for the current year over Minimum Foundation Program Aid (exclusive of any aid for small school weighting and consolidation incentive allowances) for the previous year, plus an amount equal to seventy percent (70%) of the increase in net current revenue, other than Minimum Foundation Program Aid, over the net current revenue, other than Minimum Foundation Program Aid, received the previous year, less the total salary expenditures required to fund any additional certified personnel employed to comply with the Standards for Accreditation of Arkansas Public Schools:

Previous Year Ranking on Average Salary for Certified Personnel	Required Percentage of Increase
Top Quartile	75
Second Quartile	80
Third Quartile	85
Lower Quartile	90

During school years 1989-90 and 1990-91, credit toward meeting the required increases in salary expenditures due to increases in Minimum Foundation Program Aid will be given for salary expenditures in such years required to fund additional certified personnel added to the staff of the district in order to comply with Standards for Accreditation of Arkansas Public Schools. Distribution of additional salary expenditures for 1989-90 and 1990-91 may be on a basis other than equally among the certified personnel positions existing in the district in such years upon agreement of the board of directors and a majority of the teachers of the district if the district is compliance with the requirements of Arkansas Code Annotated 6-20-320.

(c) The Arkansas Department of Education will determine in which quartile each school falls and will notify each district of its classification by July 1 of each year.

(d) Each district shall file with the State Board of Education annually a salary schedule for its certified employees which recognizes a minimum level of training and experience. This schedule shall reflect the actual pay

practices of the district, including all fringe benefits.

(e) Any school district which is not in compliance with the requirements of Arkansas Code Annotated 6-20-320 shall comply with the requirements of this section regarding the percentage of net current revenue and/or Minimum Foundation Program Aid which must be paid to certified personnel in each school year but shall allocate the funds required to be paid to certified personnel in accordance with the provisions of Arkansas Code Annotated 6-20-320 until the district is in compliance with the requirements of that section."

SECTION 2. Arkansas Code of 1987, Title 6, Chapter 20 is hereby amended by adding a new section to read as follows:

"6-20-320. (a) Definitions. (1) The term "teacher" as used in this act shall include any full-time employee of a local public school district who is compelled by law to secure a license from the State Board of Education as a condition precedent to employment in a position in or related to grades pre-kindergarten through twelve (12) of the public schools of the State.

(2) The term "base salary" as used in this act shall mean the salary paid to a teacher with a bachelor's degree and no experience. The base salary shall be the starting salary on the salary schedule.

(3) All minimum salaries set forth in this section shall be for 190 days excluding any amounts paid for supplemental responsibilities.

(b) Minimum Salaries. (1) The Board of Directors of each school district in the State shall pay their teachers on a salary schedule which has annual increments for education and for experience and which provides for a base salary, a minimum salary for a teacher with a master's degree and at least fourteen (14) years of experience as hereinafter described.

(2) The salaries fixed herein shall be regarded as minimum salaries only and each district may supplement such salaries. No teacher shall receive a reduced salary as a result of this section's requirements.

(3) Base salaries shall not be raised until all teachers within a district are paid equal to or greater than the minimum requirements established herein. Each school district will develop its own salary schedule with salaries equal to or greater than the required minimums.

(4) The minimum salary requirements are:

(A) The minimum base salary will be no less than \$16,000.

(B) The minimum salary for a teacher with a master's degree and no experience shall be no less than one hundred fifteen percent (115%) of the state minimum base salary.

(C) The minimum salary for a teacher with a master's degree and at least fourteen (14) years of experience shall be no less than one hundred fifty percent (150%) of the state minimum base salary.

(D) The minimum annual increment for experience shall be no less than two and one-half percent (2.5%) of the state minimum base salary for at least fourteen (14) years.

(E) The Arkansas Teachers' Salaries Study Commission shall review annually the minimum base salary and make recommendations to the Arkansas Department of Education, Governor, and the General Assembly.

(c) Implementation. All minimum salary requirements of this section shall be met in school year 1989-90 by each school district, if funds are available from the percentage of net current revenue which must be expended for payment of salary to certified personnel. However, the following implementation schedule shall be met:

(1) In school year 1990-91 and each year thereafter, districts will at least meet the minimum base salary requirement. No teacher shall be paid less than the minimum base salary.

(2) In school year 1991-92 and each year thereafter, districts will at least meet the minimum salary requirement of one hundred fifteen percent (115%) of the state minimum base salary for a teacher with a master's degree and no experience.

(3) In school year 1992-93 and each year thereafter, districts will at least meet the following requirements:

(A) Annual increments of two and one-half percent (2.5%) of the minimum base salary for at least fourteen (14) years for teachers with bachelor's and master's degrees.

(B) One hundred fifty percent (150%) of the minimum base salary for a teacher with a master's degree and at least fourteen (14) years of experience.

(d) The State Board of Education is empowered to enforce the provisions of this section and is specifically authorized to order the dissolution and merger of any school district which fails to comply with the minimum salary requirements established by this section. Any appeal from a decision of the

State Board of Education ordering the dissolution and merger of a school district for failure to comply with the provisions of this section shall be filed in the Circuit Court of Pulaski County and must be filed within thirty (30) days of the decision of the State Board of Education.

(e) The State Board of Education shall issue rules and regulations to implement this section."

SECTION 3. Act 163 of 1965 which is presently codified as 6-17-1001, et. seq., is hereby repealed.

SECTION 4. All provisions of this Act of a general and permanent nature are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code Revision Commission shall incorporate the same in the Code.