

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

1 State of Arkansas  
2 84th General Assembly  
3 Regular Session, 2003  
4

# A Bill

HOUSE BILL 2652

5 By: Representative C. Johnson  
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7

## For An Act To Be Entitled

9 AN ACT TO AMEND THE TEACHER SALARY SCHEDULE; TO  
10 ALLOW PAY DEFERENTIAL FOR CERTAIN FACTORS; TO  
11 PROVIDE FOR CREDIT FOR ALL TEACHING EXPERIENCE;  
12 AND FOR OTHER PURPOSES.  
13

## Subtitle

14 AN ACT TO AMEND THE TEACHER SALARY  
15 SCHEDULE; TO ALLOW PAY DEFERENTIAL FOR  
16 CERTAIN FACTORS; TO PROVIDE FOR CREDIT  
17 FOR ALL TEACHING EXPERIENCE.  
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21 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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23 SECTION 1. Arkansas Code Title 6, Chapter 17, is amended to read as  
24 follows:

25 6-17-1001. Minimum base salary - Master's degree.

26 (a)(1) The board of directors in each school district in the state  
27 shall pay their teachers upon a salary schedule which has annual increments  
28 for education and experience and which provides for a base salary, a minimum  
29 salary for a teacher with a master's degree, and at least fifteen (15) years  
30 of experience as described in this section.

31 (2) Beginning with the 2003-2004 school year, the salary  
32 schedule shall include steps for incentive pay for:

33 (A) Teachers certified and teaching in a subject matter  
34 certified by the Department of Education as experiencing a critical shortage  
35 of teachers in this state;

36 (B) Teachers teaching in a public school in this state in



1 a community designated by the Department of Education as experiencing a  
2 critical shortage of teachers; and

3 (C) Other factors.

4 (3) Beginning with the 2003-2004 school year, the teacher's  
5 experience for purposes of salary and benefits shall be his or her total  
6 years in any school district in the state, and shall not be based on only the  
7 years in the district in which he or she is currently employed.

8 (b) In school year 2000-2001 and in each school year thereafter, no  
9 school district shall pay its teachers with a bachelor's degree and no  
10 experience less than twenty-one thousand eight hundred sixty dollars  
11 (\$21,860).

12 (c) In school year 2000-2001 and in each school year thereafter,  
13 school districts shall pay teachers with a master's degree and no experience  
14 at least one hundred fifteen percent (115%) of the minimum base salary  
15 prescribed in subsection (b) of this section.

16 (d) In school year 2001-2002 and in each school year thereafter,  
17 school districts shall pay a teacher with a master's degree and at least  
18 fifteen (15) years of experience one hundred fifty percent (150%) of the  
19 state minimum base salary.

20 (e)(1) In school year 1995-1996 and in each school year thereafter,  
21 each school district in the state shall have in place a salary schedule which  
22 provides at least fourteen (14) annual increments for experience.

23 (2) In school year 2001-2002 and in each school year thereafter,  
24 each school district in the state shall have in place a salary schedule which  
25 provides at least fifteen (15) annual increments for experience.

26 (3) In school year 2001-2002 and in each school year thereafter,  
27 each school district in the state shall have in place a salary schedule with  
28 at least the following minimum levels of compensation:

Years Experience	BA Degree Salary	MA Degree Salary
0	\$21,860	\$25,139
1	22,304	25,649
2	22,748	26,159
3	23,192	26,669
4	23,636	27,179
5	24,080	27,689

1	6	24,524	28,199
2	7	24,968	28,709
3	8	25,412	29,219
4	9	25,856	29,729
5	10	26,300	30,239
6	11	26,744	30,749
7	12	27,188	31,259
8	13	27,632	31,769
9	14	28,076	32,279
10	15 or more	28,520	32,789

11 (f) For the 1997-98 school year and for each year thereafter, each  
 12 school district shall provide no less than four-hundred-dollar increments for  
 13 experience for teachers with one (1) and two (2) years of experience.

14 (g) For the 1998-1999 school year and for each year thereafter, each  
 15 school district shall provide no less than four-hundred-dollar increments for  
 16 experience for teachers with three (3) and four (4) years of experience.

17 (h) For the 1999-2000 school year and for each year thereafter, each  
 18 school district shall provide no less than four-hundred-dollar increments for  
 19 experience for teachers with five (5) and six (6) years of experience.

20 (i) For the 2000-2001 school year and for each year thereafter, each  
 21 school district shall provide no less than four-hundred-dollar increments for  
 22 experience for teachers with seven (7) and eight (8) years of experience.

23 (j) For the 2001-2002 school year and for each year thereafter, each  
 24 school district shall provide no less than four-hundred-dollar increments for  
 25 experience for teachers with nine (9) and ten (10) years of experience.

26 (k) For the 2002-2003 school year and for each year thereafter, each  
 27 school district shall provide no less than four-hundred-dollar increments for  
 28 experience for teachers with eleven (11) and twelve (12) years of experience.

29 (l)(1) For the 2003-2004 school year and for each year thereafter,  
 30 each school district shall provide no less than four-hundred-dollar  
 31 increments for experience for teachers with thirteen (13) years of  
 32 experience.

33 (2) For the 2004-2005 school year and for each year thereafter,  
 34 each school district shall provide no less than four-hundred-dollar  
 35 increments for experience for teachers with fourteen (14) years of  
 36 experience.

1 (3) For the 2005-2006 school year and for each year thereafter,  
 2 each school district shall provide no less than four-hundred-dollar  
 3 increments for experience for teachers with fifteen (15) years of experience.

4 (m) Subsections (f)-(l) of this section shall not apply to any local  
 5 school district whose minimum salary for teachers exceeds twenty-one thousand  
 6 eight hundred sixty dollars (\$21,860), and whose average salary exceeds the  
 7 state average salary for teachers for the previous year.

8 (n)(1) The term "teacher", as used in this section, shall include any  
 9 full-time employee of a local public school district who is compelled by law  
 10 to secure a license from the State Board of Education as a condition  
 11 precedent to employment in a position in or related to grades prekindergarten  
 12 through twelve (preK-12) of the public schools of this state; and

13 (2) Who is engaged directly in instruction with students in a  
 14 classroom setting for more than seventy percent (70%) of the individual's  
 15 contracted time;

16 (3) A guidance counselor; or

17 (4) A librarian.

18 (o) All minimum salaries set forth in this section shall be for a  
 19 contract number of days that is not more than the number of days in the  
 20 school year required by the state board's regulations for accreditation for  
 21 the school year in which the contract is effective.

22 (p)(1) A district that determines that it cannot meet the  
 23 minimum salary requirements of this section from funds available may petition  
 24 the Department of Education for a waiver of the requirements of this section  
 25 for up to three (3) school years, based on regulations promulgated by the  
 26 state board.

27 (2) The department shall not grant a waiver to any district that  
 28 is not in compliance with the uniform rate of tax requirements under Arkansas  
 29 Constitution, Amendment 74.

30 (q) [Repealed.]

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