

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

*As Engrossed: H12/17/03*  
**A Bill**

Call Item 4

HOUSE BILL 1047

5 By: Representatives J. Johnson, Walters, Chesterfield, Dees, S. Prater, *Borhauer, King*  
6 By: Senators Whitaker, Gullett  
7

8  
9 **For An Act To Be Entitled**

10 AN ACT TO AMEND THE MINIMUM TEACHER SALARIES; AND  
11 FOR OTHER PURPOSES.  
12

13 **Subtitle**

14 AN ACT TO AMEND THE MINIMUM TEACHER  
15 SALARIES.  
16

17  
18 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
19

20 SECTION 1. Arkansas Code § 6-17-1001 is amended to read as follows:

21 6-17-1001. Minimum base salary - Master's degree.

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

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

31 (b)(1) In school year ~~2000-2001 and in each school year thereafter,~~  
32 2004-2005, no school district shall pay its teachers with a bachelor's degree  
33 and no experience less than ~~twenty-one thousand eight hundred sixty dollars~~  
34 ~~(\$21,860)~~ twenty-six thousand dollars (\$26,000).

35 (2) In school year 2005-2006, no school district shall pay its  
36 teachers with a bachelor's degree and no experience less than twenty-eight



1 thousand dollars (\$28,000).

2 (3) In school year 2006-2007, no school district shall pay its  
3 teachers with a bachelor's degree and no experience less than thirty thousand  
4 dollars (\$30,000).

5 ~~(c)(1) In school year 2000-2001 and in each school year thereafter,~~  
6 2004-2005, school districts shall pay teachers with a master's degree and no  
7 experience at least one hundred fifteen percent (115%) of the minimum base  
8 salary prescribed in subsection ~~(b)~~(e) of this section for a teacher with a  
9 bachelor's degree and no experience.

10 (2) In school year 2005-2006, no school district shall pay  
11 teachers with a master's degree and no experience no less than hundred  
12 fifteen percent (115%) of the minimum base salary prescribed in subsection  
13 (f) of this section for a teacher with a bachelor's degree and no experience.

14 (3) In school year 2006-2007, no school district shall pay  
15 teachers with a master's degree and no experience no less than hundred  
16 fifteen percent (115%) of the minimum base salary prescribed in subsection  
17 (g) of this section for a teacher with a bachelor's degree and no experience.

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

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

25 ~~(2)(d)~~ (d) In school year ~~2001-2002~~ 2003-2004 and in each school year  
26 thereafter, each school district in the state shall have in place a salary  
27 schedule which provides at least fifteen (15) annual increments for  
28 experience.

29 ~~(3)(e)~~ (e) In school year ~~2001-2002 and in each school year~~  
30 ~~thereafter,~~ 2004-2005, each school district in the state shall have in place  
31 a salary schedule with at least the following minimum levels of compensation:  
32

<del>Years Experience</del>	<del>BA Degree Salary</del>	<del>MA Degree Salary</del>
34 0	\$21,860	\$25,139
35 1	22,304	25,649
36 2	22,748	26,159

1	3	-23,192	-26,669
2	4	-23,636	-27,179
3	5	-24,080	-27,689
4	6	-24,524	-28,199
5	7	-24,968	-28,709
6	8	-25,412	-29,219
7	9	-25,856	-29,729
8	10	-26,300	-30,239
9	11	-26,744	-30,749
10	12	-27,188	-31,259
11	13	-27,632	-31,769
12	14	-28,076	-32,279
13	15 or more	-28,520	-32,789

14	<u>Years Experience</u>	<u>BA Degree Salary</u>	<u>MA Degree Salary</u>
15	<u>0</u>	<u>\$26,000</u>	<u>\$29,900</u>
16	<u>1</u>	<u>26,525</u>	<u>30,500</u>
17	<u>2</u>	<u>27,050</u>	<u>31,100</u>
18	<u>3</u>	<u>27,575</u>	<u>31,700</u>
19	<u>4</u>	<u>28,100</u>	<u>32,300</u>
20	<u>5</u>	<u>28,625</u>	<u>32,900</u>
21	<u>6</u>	<u>29,150</u>	<u>33,500</u>
22	<u>7</u>	<u>29,675</u>	<u>34,100</u>
23	<u>8</u>	<u>30,200</u>	<u>34,700</u>
24	<u>9</u>	<u>30,725</u>	<u>35,300</u>
25	<u>10</u>	<u>31,250</u>	<u>35,900</u>
26	<u>11</u>	<u>31,775</u>	<u>36,500</u>
27	<u>12</u>	<u>32,300</u>	<u>37,100</u>
28	<u>13</u>	<u>32,825</u>	<u>37,700</u>
29	<u>14</u>	<u>33,350</u>	<u>38,300</u>
30	<u>15 or more</u>	<u>33,875</u>	<u>38,900</u>

31 (f) In school year 2005-2006, each school district in the state shall  
 32 have in place a salary schedule with at least the following minimum levels of  
 33 compensation:

35	<u>Years Experience</u>	<u>BA Degree Salary</u>	<u>MA Degree Salary</u>
36	<u>0</u>	<u>\$28,000</u>	<u>\$32,200</u>

1	<u>1</u>	<u>28,525</u>	<u>32,800</u>
2	<u>2</u>	<u>29,050</u>	<u>33,400</u>
3	<u>3</u>	<u>29,575</u>	<u>34,000</u>
4	<u>4</u>	<u>30,100</u>	<u>34,600</u>
5	<u>5</u>	<u>30,625</u>	<u>35,200</u>
6	<u>6</u>	<u>31,150</u>	<u>35,800</u>
7	<u>7</u>	<u>31,675</u>	<u>36,400</u>
8	<u>8</u>	<u>32,200</u>	<u>37,000</u>
9	<u>9</u>	<u>32,775</u>	<u>37,600</u>
10	<u>10</u>	<u>33,250</u>	<u>38,200</u>
11	<u>11</u>	<u>33,775</u>	<u>38,800</u>
12	<u>12</u>	<u>34,300</u>	<u>39,400</u>
13	<u>13</u>	<u>34,825</u>	<u>40,000</u>
14	<u>14</u>	<u>35,350</u>	<u>40,600</u>
15	<u>15 or more</u>	<u>35,875</u>	<u>41,200</u>

16 (g) In school year 2006-2007 and in each school year thereafter, each  
 17 school district in the state shall have in place a salary schedule with at  
 18 least the following minimum levels of compensation:

20	<u>Years Experience</u>	<u>BA Degree Salary</u>	<u>MA Degree Salary</u>
21	<u>0</u>	<u>\$30,000</u>	<u>\$34,500</u>
22	<u>1</u>	<u>30,525</u>	<u>35,100</u>
23	<u>2</u>	<u>31,050</u>	<u>35,700</u>
24	<u>3</u>	<u>31,575</u>	<u>36,300</u>
25	<u>4</u>	<u>32,100</u>	<u>36,900</u>
26	<u>5</u>	<u>32,625</u>	<u>37,500</u>
27	<u>6</u>	<u>33,150</u>	<u>38,100</u>
28	<u>7</u>	<u>33,675</u>	<u>38,700</u>
29	<u>8</u>	<u>34,200</u>	<u>39,300</u>
30	<u>9</u>	<u>34,775</u>	<u>39,900</u>
31	<u>10</u>	<u>35,250</u>	<u>40,500</u>
32	<u>11</u>	<u>35,775</u>	<u>41,100</u>
33	<u>12</u>	<u>36,300</u>	<u>41,700</u>
34	<u>13</u>	<u>36,825</u>	<u>42,300</u>
35	<u>14</u>	<u>37,350</u>	<u>42,900</u>
36	<u>15 or more</u>	<u>37,875</u>	<u>43,500</u>

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

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

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

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

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

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

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

22           ~~(2)(h)~~ For the 2004-2005 school year and for each year thereafter,  
23 each school district shall provide no less than ~~four hundred dollar (\$400):~~

24           (1) Five hundred and twenty-five dollar (\$525) increments for  
25 each year of experience for teachers with bachelor's degrees, up to fifteen  
26 (15) years of experience; and

27           (2) Six hundred dollar (\$600) increments for each year of  
28 experience for teachers with master's degrees, up to fourteen-(14) fifteen  
29 (15) years of experience.

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

33           ~~(m) Subsections (f) (1) of this section shall not apply to any local~~  
34 ~~school district whose minimum salary for teachers exceeds twenty one thousand~~  
35 ~~eight hundred sixty dollars (\$21,860) and whose average salary exceeds the~~  
36 ~~state average salary for teachers for the previous year.~~

1       ~~(n)~~(i) As used in this section, "teacher" shall include any full-time  
2 employee of a local public school district:

3           (1) Who is compelled by law to secure a license from the State  
4 Board of Education as a condition precedent to employment in a position in or  
5 related to grades prekindergarten through twelve (preK-12) of the public  
6 schools of this state; and

7           (2) Who is:

8                   (A) Engaged directly in instruction with students in a  
9 classroom setting for more than seventy percent (70%) of the individual's  
10 contracted time;

11                   (B) A guidance counselor; or

12                   (C) A librarian.

13       ~~(o)~~(j) All minimum salaries set forth in this section shall be for a  
14 contract number of days that is not more than the number of days in the  
15 school year required by law or the State Board of Education regulations for  
16 accreditation for the school year in which the contract is effective.

17       ~~(p)(1) A district that determines that it cannot meet the minimum  
18 salary requirements of this section from funds available may petition the  
19 Department of Education for a waiver of the requirements of this section for  
20 up to three (3) school years, based on regulations promulgated by the State  
21 Board of Education.~~

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

25       (k) The requirements of this section shall not be construed to limit  
26 the maximum amount that a school district may pay teachers.

27       (1)(1) The salary schedules set forth under this section shall not be  
28 mandatory if the amount necessary to fund the increases are not appropriated  
29 and made available by the General Assembly and the Department of Education.

30       (2) If a lesser amount than is required to fully fund the  
31 increases in the minimum salary schedule is funded by the General Assembly,  
32 the school district's requirement shall be proportionally reduced and the  
33 minimum salary schedule shall be reduced proportionately to the reduction in  
34 funding.

35  
36       SECTION 2. Arkansas Code, Title 6, Chapter 17, Subchapter 10, is

1 amended to add another section as follows:

2 6-17-1005. Additional pay for certain teachers.

3 (a) For the school year 2004-2005 and every school year thereafter,  
4 school districts shall pay:

5 (1) An additional five percent (5%) of a teacher's scheduled  
6 salary if the teacher teaches in an academic field in which there is a  
7 shortage of teachers;

8 (2) An additional five percent (5%) of a teacher's scheduled  
9 salary if the teacher teaches in a geographic area in which there is a  
10 difficulty in recruiting and retaining teachers; or

11 (3) An additional ten percent (10%) of a teacher's scheduled  
12 salary if the teacher teaches in both:

13 (A) An academic field in which there is a shortage of  
14 teachers; and

15 (B) A geographic area in which there is a difficulty in  
16 recruiting and retaining teachers.

17 (b) The State Board of Education shall annually determine:

18 (1) The academic areas in which there is a shortage of teachers;  
19 and

20 (2) The geographic areas in which there is a difficulty in  
21 recruiting and retaining teachers.

22 (c) The salary enhancements provided under this section shall not be  
23 construed to limit the availability of additional teacher recruitment  
24 incentives, including, but not limited to:

25 (1) The State Teacher Assistance Resource Program, § 6-81-1501  
26 et seq., providing loan forgiveness for certain teachers teaching in critical  
27 subject-matter and geographical shortage areas;

28 (2) Programs to pay interviewing expenses of certain teachers, §  
29 6-17-307;

30 (3) Programs to pay moving expenses of certain teachers, § 6-17-  
31 308; or

32 (4) Programs to provide housing to teachers teaching in critical  
33 geographical shortage areas.

34 (d) The state board shall promulgate rules and regulations for the  
35 implementation of this section.

36

