

# EXHIBIT G1

## TEACHER SALARIES

Tuesday, June 4, 2024



2024 ADEQUACY STUDY



## INTRODUCTION

In compliance with adequacy study requirements, this report seeks to examine the following:

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



## TEACHER SALARY COMPARISONS



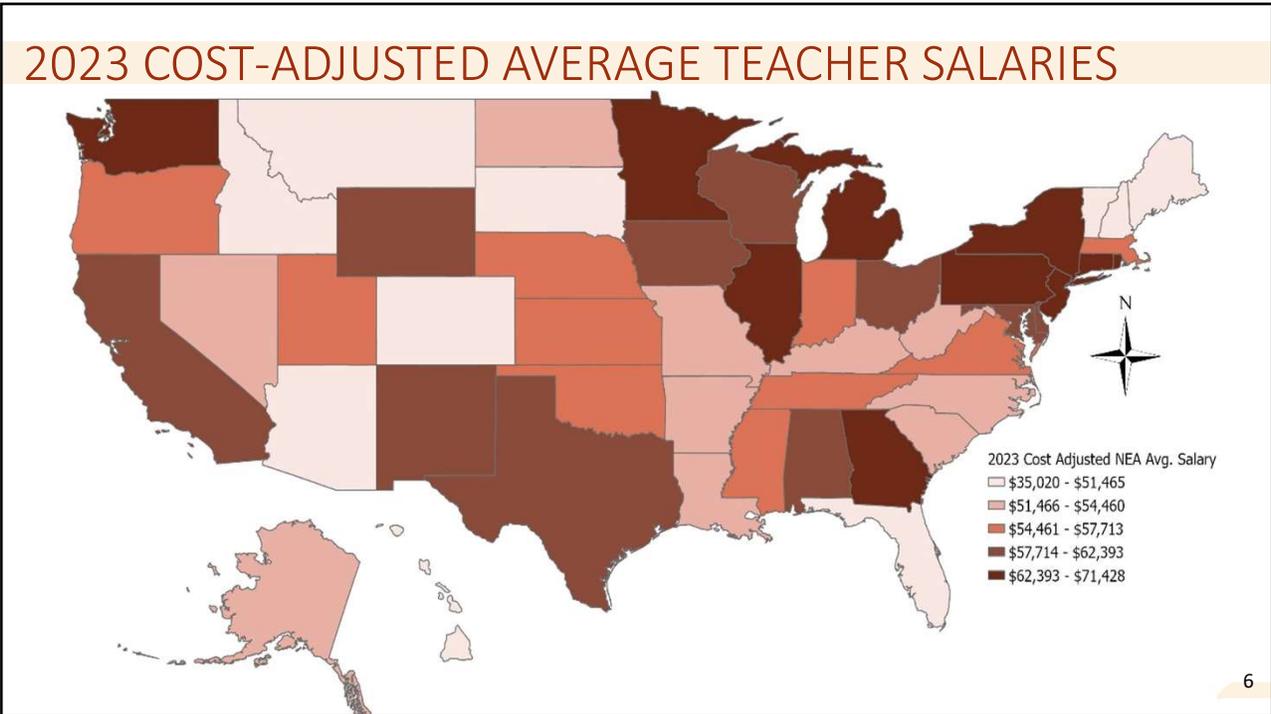
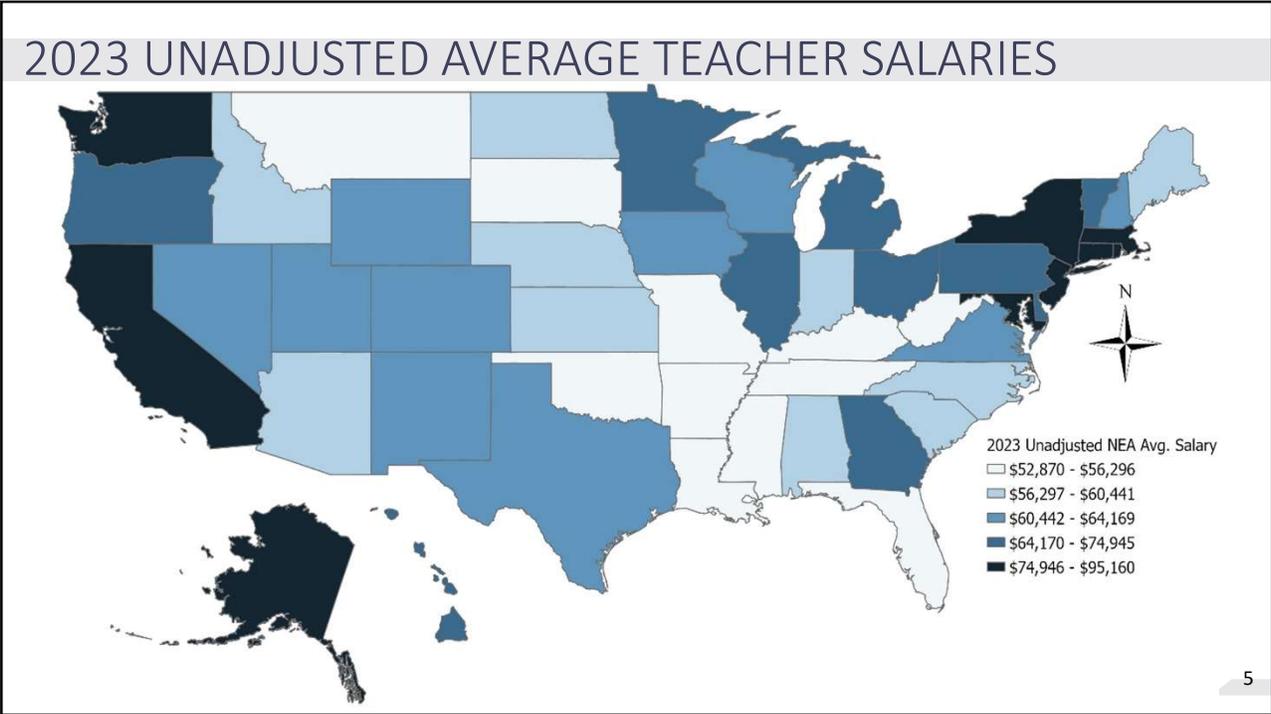
### 2023 NEA Average Salaries

#### National

- Average Teacher salary: \$69,544, **4.1%** over 2022.
- Highest percentage increase in 14 years, but hasn't kept up with inflation.
- When adjusted for inflation, teachers are making **5% less**, on average, than they did a decade ago.

#### Arkansas

- Average Teacher Salary: \$54,309, **3.2%** increase.
- Unadjusted national ranking: **45<sup>th</sup>**, no change from 2022.
- Cost-adjusted national ranking: **33<sup>rd</sup>**, down from **30<sup>th</sup>** in 2022.





## SREB States

- Regional average teacher salary: \$59,020, **3.9%** increase over 2022.
- Average teacher salary in the South is 15% lower than the national average.
- Unadjusted ranking was **12<sup>th</sup>**, up from **13<sup>th</sup>** in 2022.
- Cost-adjusted ranking was **11<sup>th</sup>**, down from **7<sup>th</sup>** in 2022.

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
<b>11</b>	<b>Arkansas</b>	<b>\$54,309</b>	<b>\$54,309</b>
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

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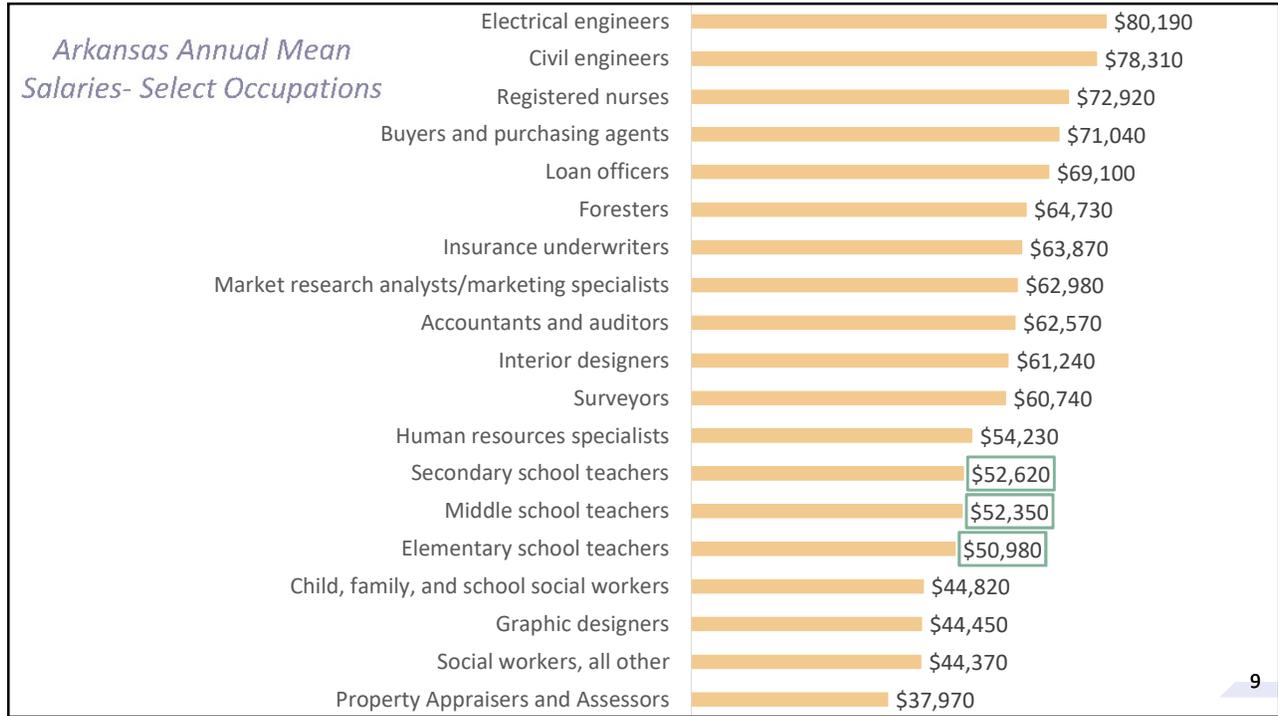


## Contiguous States

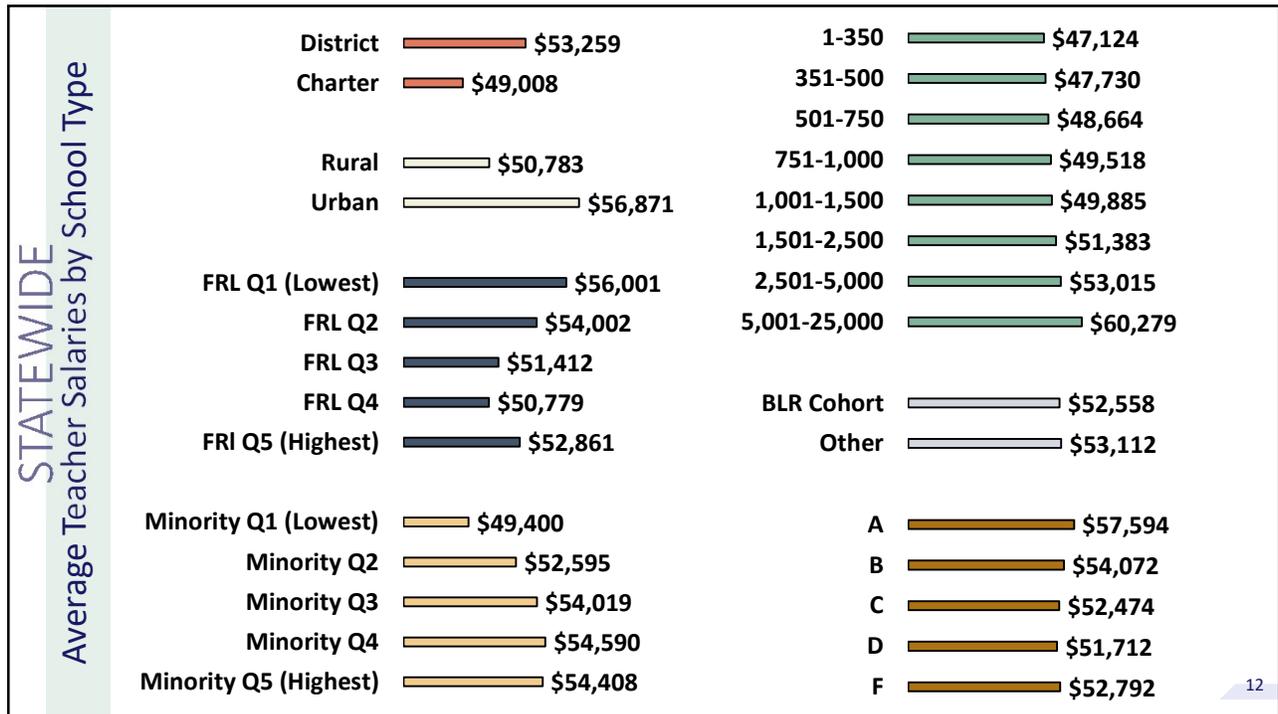
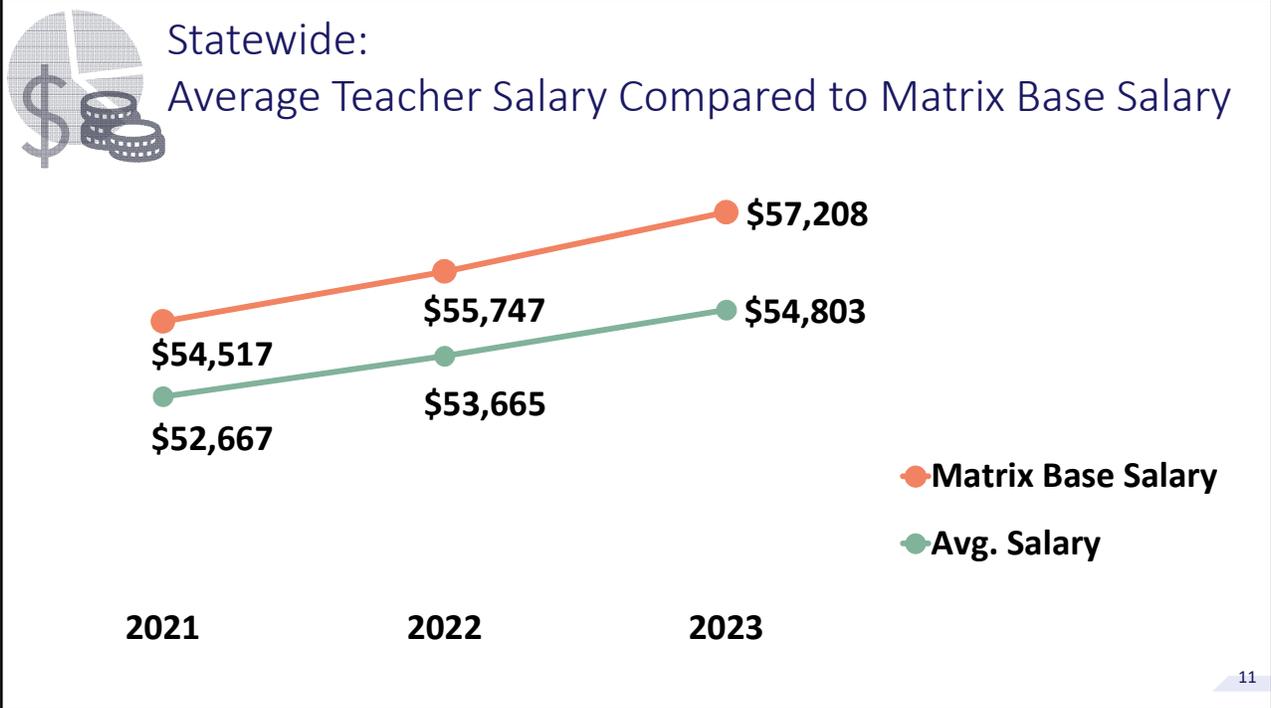
- Surrounding states average teacher salary: \$55,357, **3.6%** increase over 2022.
- Unadjusted ranking was **4<sup>th</sup>**, up from **5<sup>th</sup>** in 2022.
- Cost-adjusted ranking was **5<sup>th</sup>**, down from **4<sup>th</sup>** in 2022.

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
<b>5</b>	<b>Arkansas</b>	<b>\$54,309</b>	<b>\$54,309</b>
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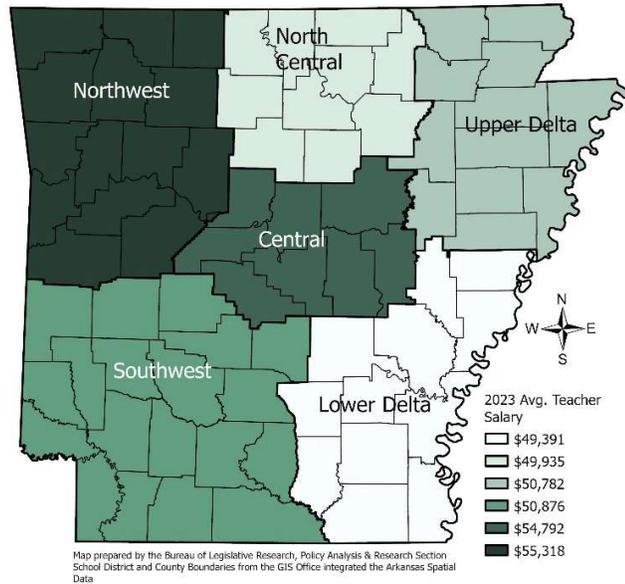


# TEACHER SALARY DISPARITY IN ARKANSAS

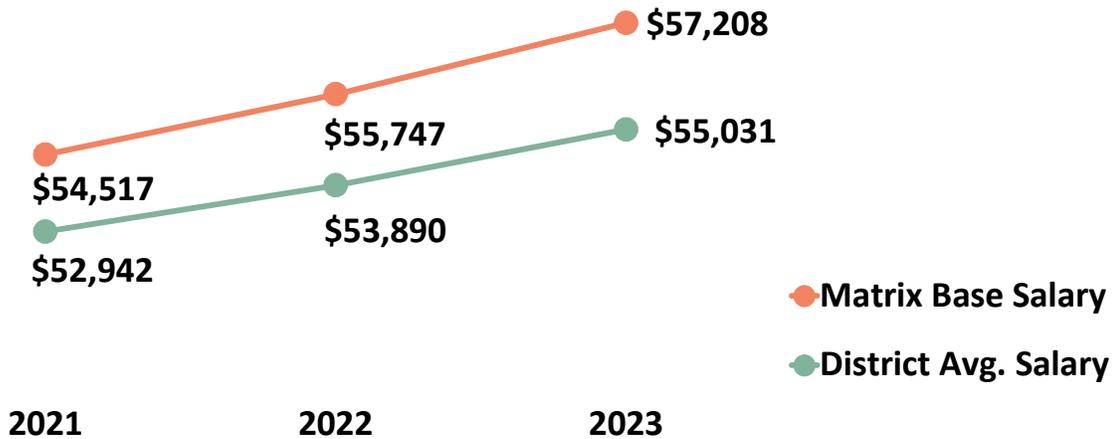


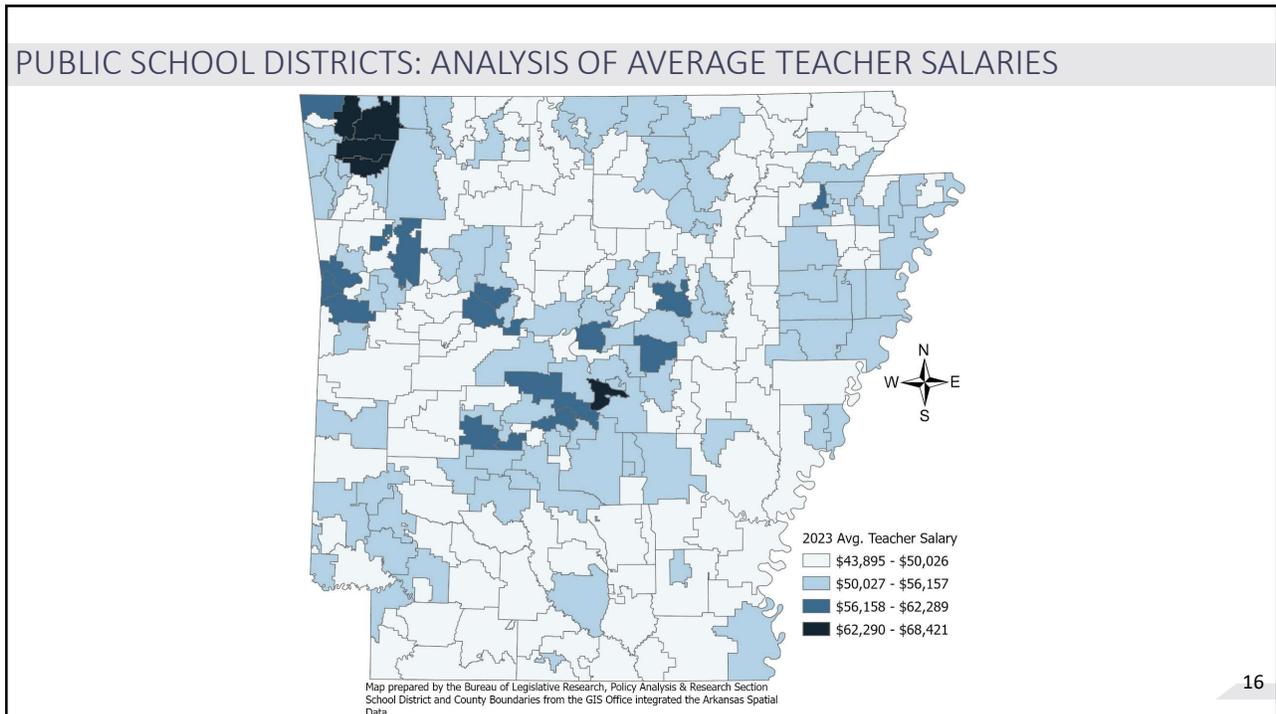
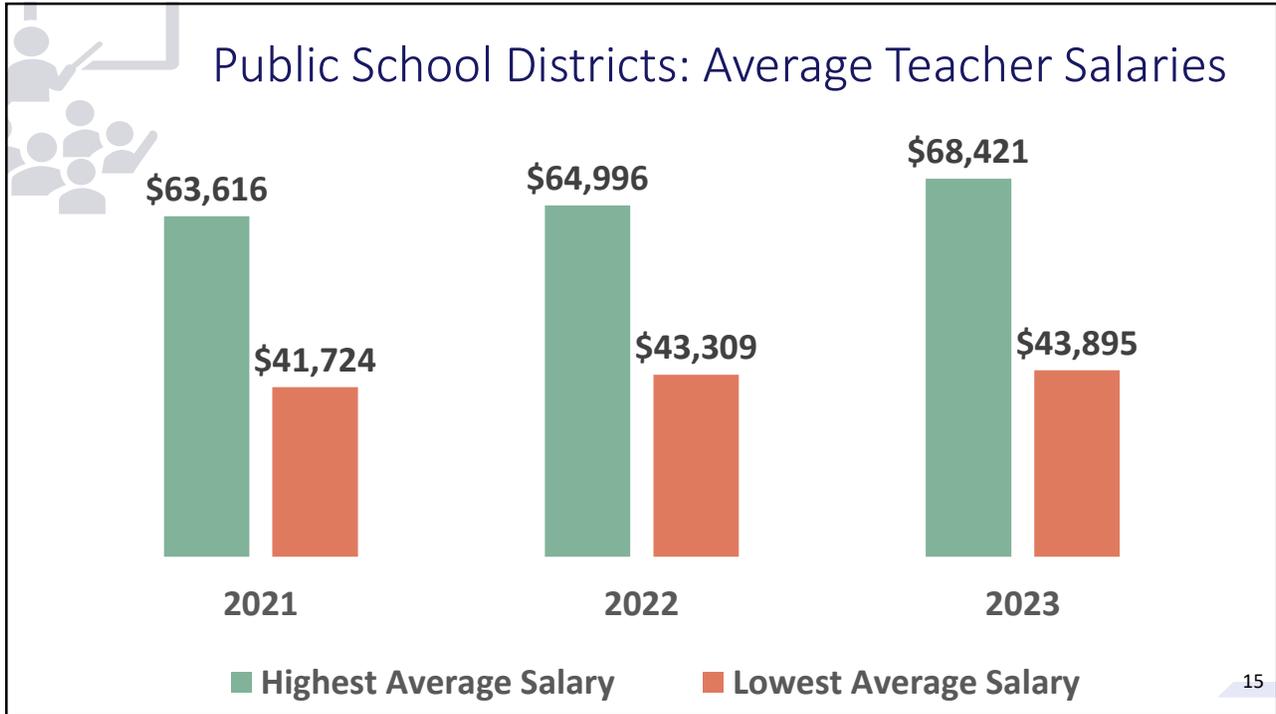
STATEWIDE  
Average Teacher Salaries by School Type

On average, salaries were higher in the Central and Northwest regions.



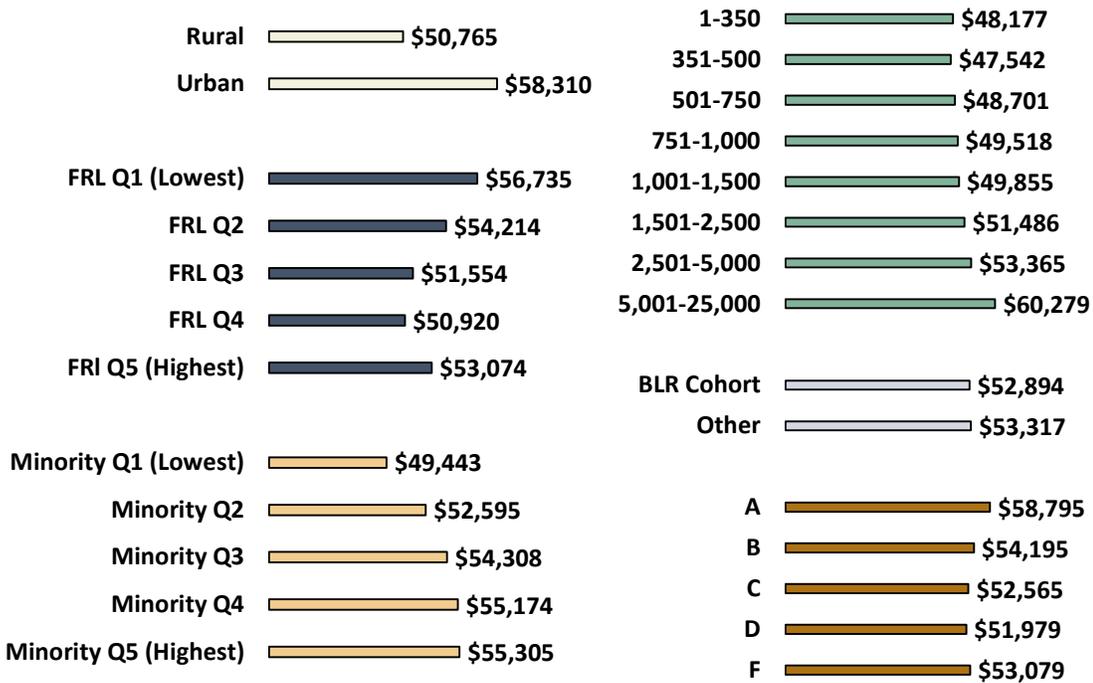
Public School Districts:  
Average Teacher Salary Compared to Matrix Base Salary





**PUBLIC SCHOOL DISTRICTS**

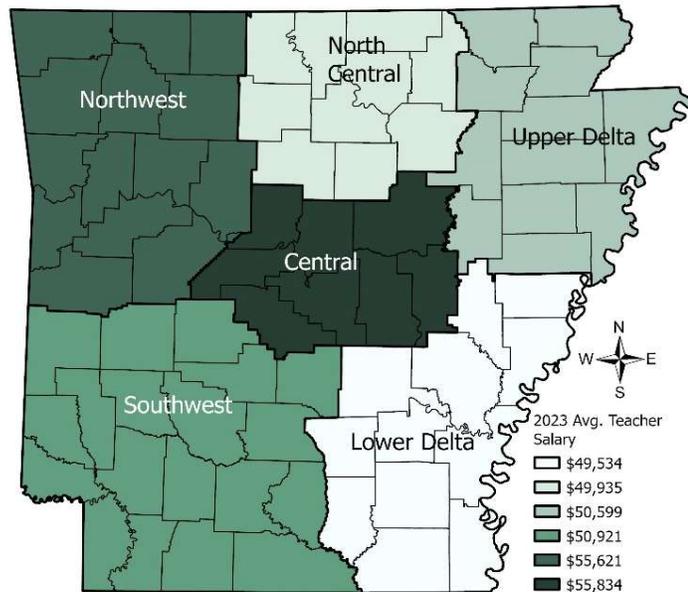
Average Teacher Salaries by School Type



**PUBLIC SCHOOL DISTRICTS**

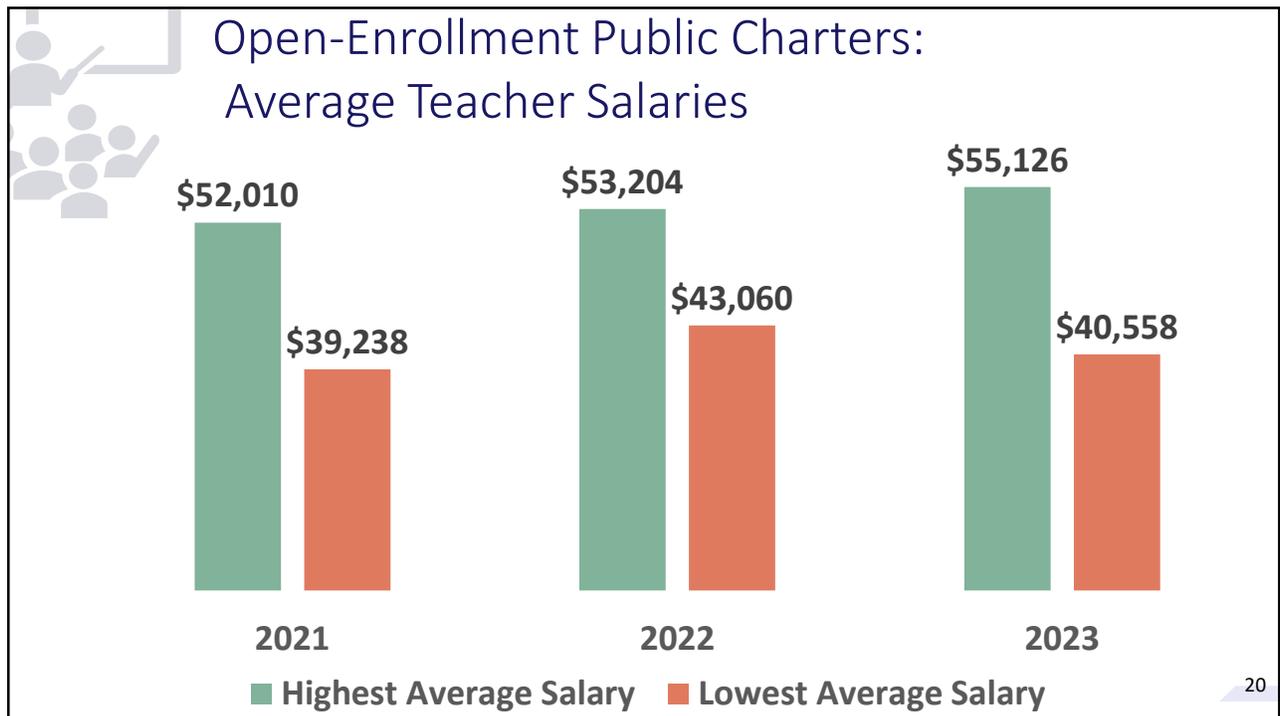
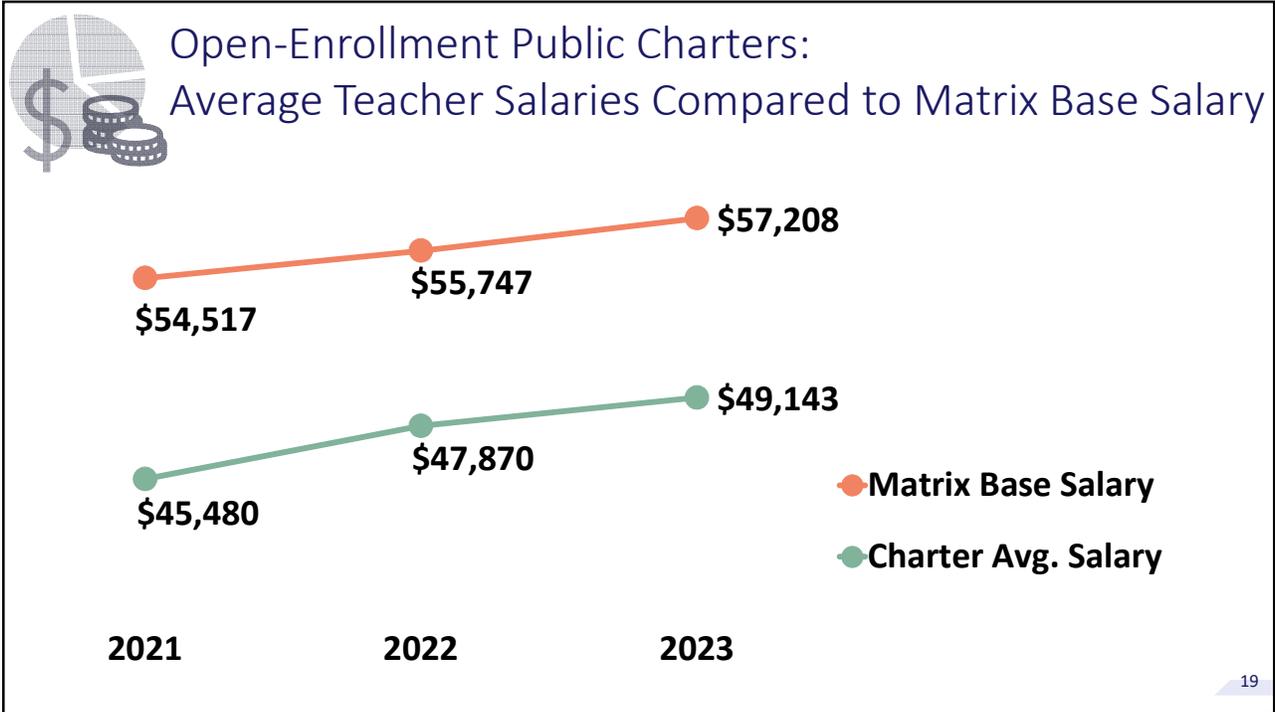
Average Teacher Salaries by School Type

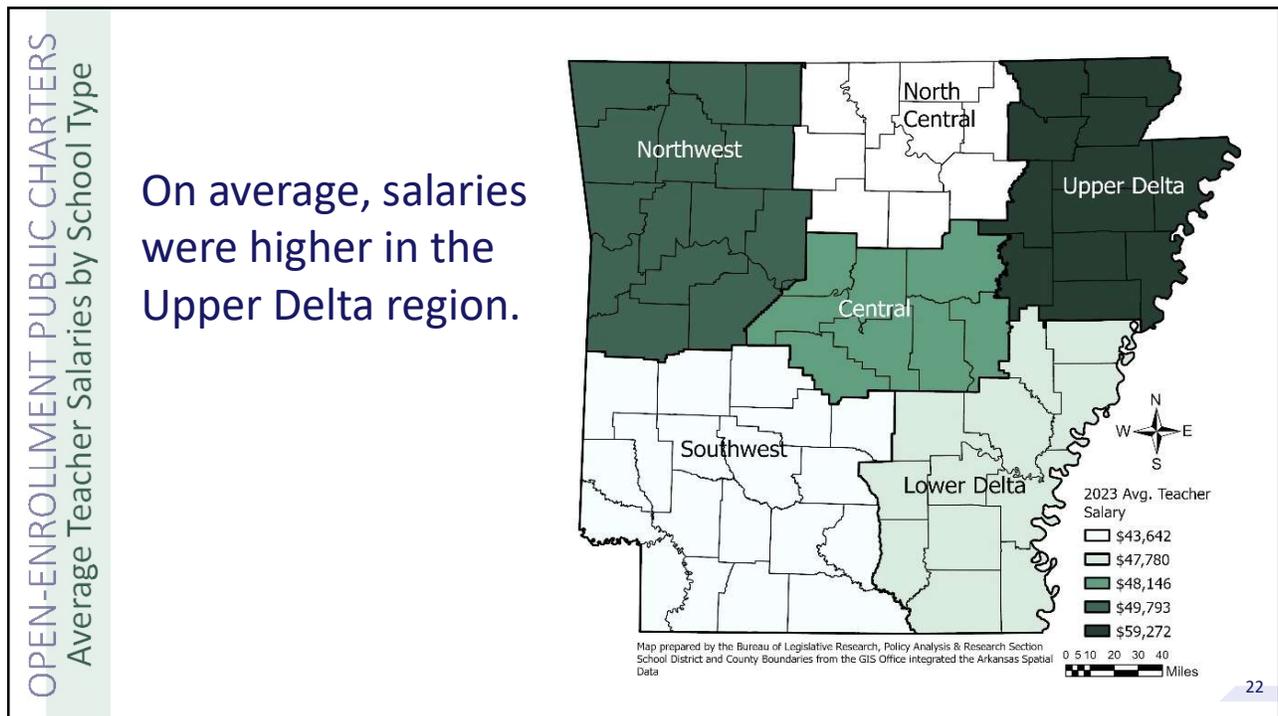
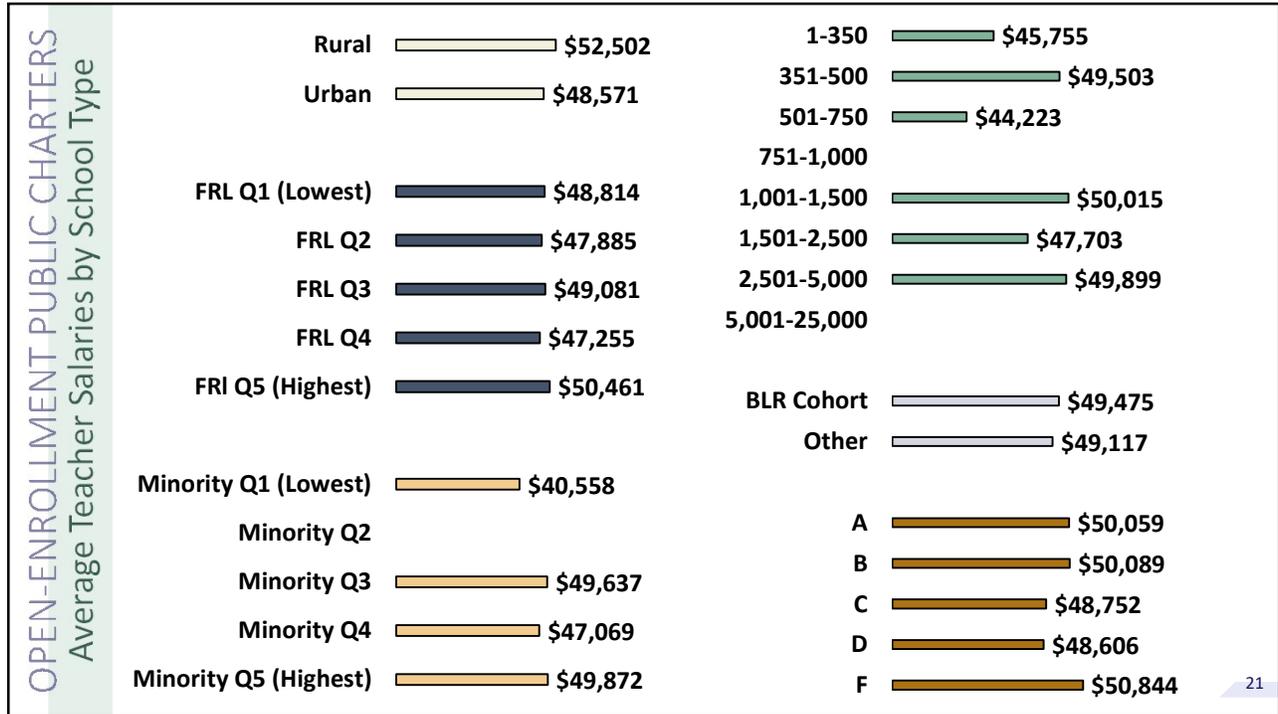
On average, salaries were higher in the Central and Northwest regions.



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









## REVIEW OF MINIMUM TEACHER SALARIES

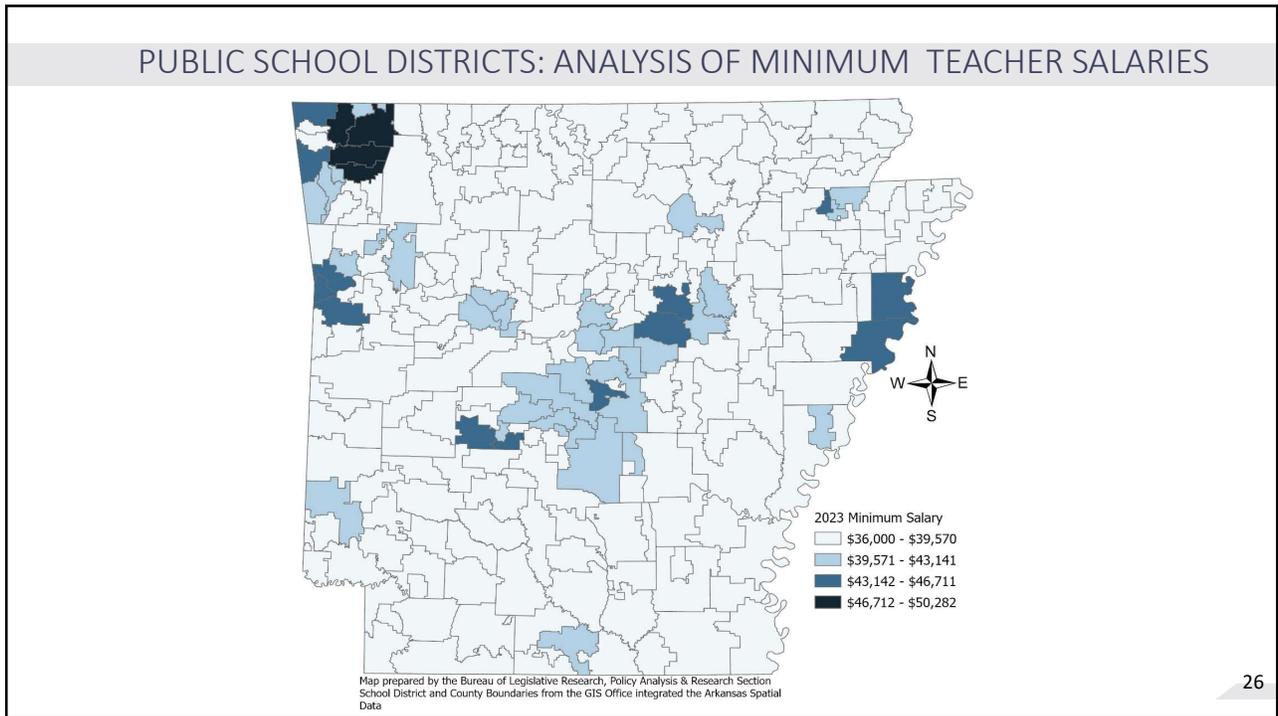
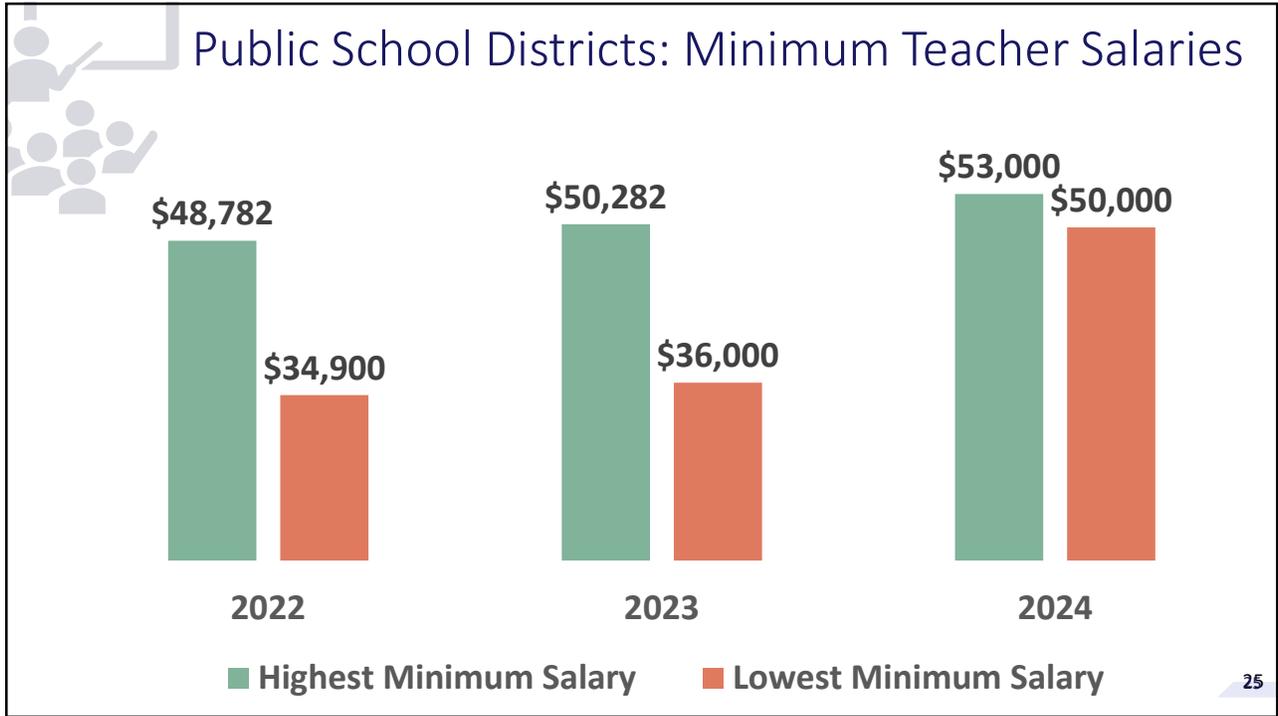


### Minimum Teacher Salary Schedule

#### 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
<b>2021</b>	\$33,800	\$40,500	\$38,450	\$45,950
<b>2022</b>	\$34,900	\$41,650	\$39,550	\$47,050
<b>2023</b>	\$36,000	\$42,750	\$40,650	\$48,150

Source: Act 170 of 2019





## Review of 2023 Minimum Salary Schedules

- 140 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.
- District salary schedules revealed disparities among the minimum starting salaries adopted by school districts within the same county.  
*Ex. Springdale School District had the highest minimum salary of \$50,282 in 2023, almost \$14,000 higher than the lowest minimum starting salary of \$36,307 adopted by West Fork School District (both in Washington County).*
- 41 of the 67 Arkansas counties with more than one school district had districts with minimum starting salary differences of \$1,000 or more.

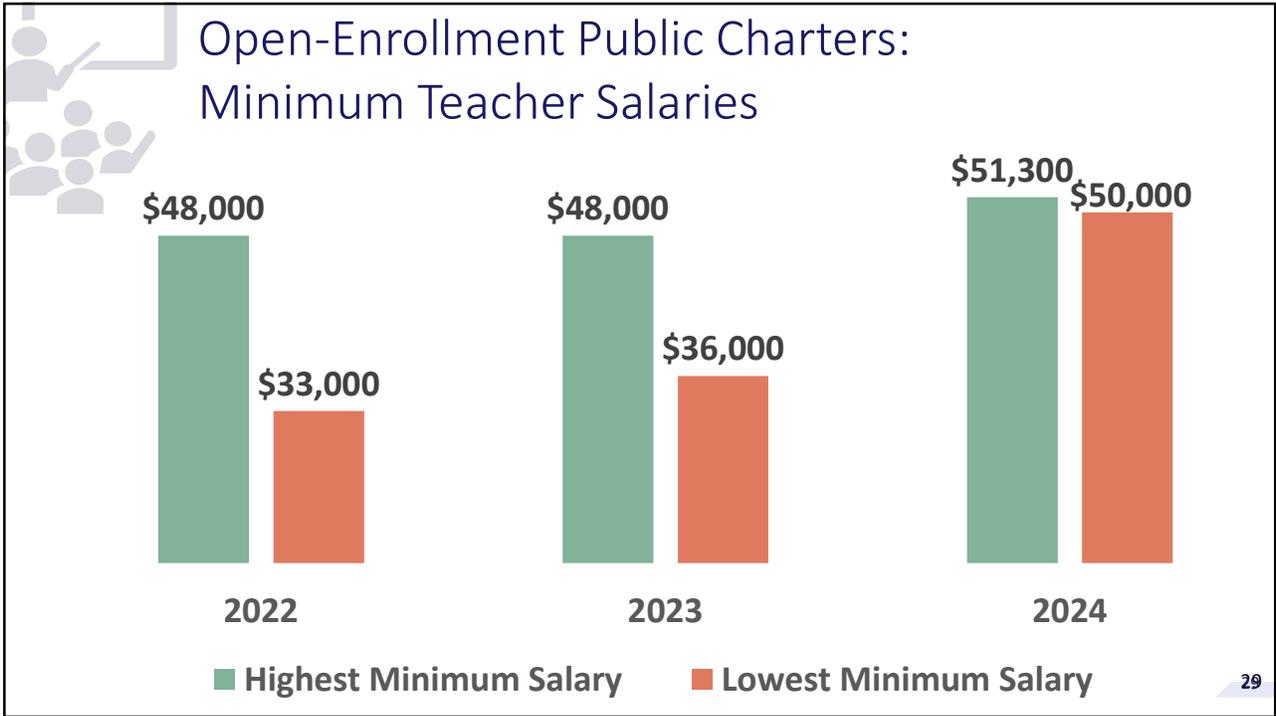
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## 2023 to 2024 Changes to Salary Schedules

	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

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**NEXT UP**

Teacher Recruitment and Retention