



Research Report

Teacher Salary Report

June 9, 2020

Prepared for

**THE HOUSE INTERIM COMMITTEE ON EDUCATION
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INTRODUCTION

In compliance with adequacy study requirements for the House and Senate Education Committees found in Ark. Code Ann. § 10-3-2101 et seq., this report seeks to evaluate the following issues regarding Arkansas teacher salaries:

1. How Arkansas teacher salaries compare with surrounding states and states of the Southern Regional Education Board (SREB).
2. How Arkansas's average teacher salaries have changed in comparison with surrounding states and states in the SREB between 2017-18 (2018) and 2018-19 (2019).
3. How the cost of living in Arkansas and surrounding states affect the value of Arkansas teacher salaries.
4. What disparity in teacher salaries exists among Arkansas school districts' both in average teacher salaries and in district minimum teacher salaries.
5. How teacher salaries in Arkansas compare with the salaries in other professions with similar educational requirements.

TEACHER SALARY COMPARISON AMONG SREB AND SURROUNDING STATES

NEA Average Teacher Salaries -- 2018 and 2019

According to the annual statistical report of the National Education Association (NEA), *Rankings of the States 2019 and Estimates of School Statistics 2020*, Arkansas's 2019 average salary ranked 46th among the fifty states and the District of Columbia (D.C.), which is a drop from Arkansas's prior year, 2018, ranking of 44th.¹ In the previous Teacher Salary Report, we found that Arkansas's 2017 average salary ranked 42nd. There appears to be a steady decline of Arkansas's ranking compared to other states.

The national average teacher salary for 2019 was \$62,304, which is an increase of \$1,536, or 2.5%, over the 2018 average salary. Arkansas's average salary of \$49,438, increased \$342, or .7%. New York, California, Massachusetts, and the District of Columbia rank 1st, 2nd, 3rd and 4th, respectively, among the 50 states and D.C. According to the *2019 Missouri Cost of Living Data Series* index, these four states are also among the states with the highest cost of living in the U.S., so it is not unexpected that their teacher salaries would reflect this higher cost of living.²

To provide a better idea of the value of Arkansas's teacher salaries in light of the cost of living in Arkansas, BLR adjusted the teacher salaries of all 50 states and D.C. using the *Missouri Cost of Living Data Series* index. Using cost of living (COLA) adjusted salaries, Illinois, Michigan, Pennsylvania, and Washington become the top four states with the highest average salary for 2019 and Arkansas moves up in the national ranking to 25th. Arkansas's COLA adjusted average salary ranking in 2017 and 2018 was 22nd. Again, we see a decline in Arkansas's average teacher salary ranking among the 50 states and D.C. in the most recently completed year.

SREB States

Among the 16 SREB states, Maryland, Delaware, and Georgia ranked 1st, 2nd, and 3rd, respectively, in average salary for both 2018 and 2019. Arkansas's 2019 average salary ranks 13th, which is a drop from the prior year (2018) ranking of 12th. Florida, Oklahoma, West

¹ *Rankings of the States 2019 and Estimates of School Statistics 2020*, National Education Association (NEA), May 2020, Table B-6. - Average Salaries Of Public School Teachers, <http://www.nea.org/home/44479.htm>

² 2019 Missouri Cost of Living Data Series, Missouri Economic Research and Information Center, <https://meric.mo.gov/data/cost-living-data-series>.

Virginia, and Mississippi ranked 13th, 14th, 15th, and 16th, respectively, in 2018. In 2019, however, while Florida, West Virginia, and Mississippi remained the bottom three SREB states, Oklahoma’s ranking jumped from 14th to 8th, and Arkansas’s ranking fell from 12th to 13th. According to guidance published by the Oklahoma Department of Education in July of 2018, Oklahoma enacted a new minimum salary schedule for 2019 which resulted in increases for teachers at all levels of preparation - bachelor degree prepared, National Board Certified Teachers, master degree prepared, etc. The state minimum required salary for a bachelor degree prepared teacher with zero years of experience increased \$5,001 to \$36,601 and increased \$7,724 to \$50,049 for a bachelor degree prepared teacher with 25+ years of experience.³

SREB States' NEA Average Salary Ranking -- 2018 and 2019					
States	2018 NEA Average Salary	2018 Rank	States	2019 NEA Average Salary	2019 Rank
Maryland	69,627	1	Maryland	70,463	1
Delaware	62,422	2	Delaware	63,662	2
Georgia	56,329	3	Georgia	57,095	3
Texas	53,334	4	Texas	54,121	4
Virginia	53,091	5	North Carolina	53,940	5
Kentucky	52,952	6	Kentucky	53,434	6
North Carolina	51,234	7	Virginia	53,267	7
Tennessee	50,958	8	Oklahoma	52,397	8
Alabama	50,568	9	Alabama	52,009	9
Louisiana	50,359	10	Tennessee	51,349	10
South Carolina	50,182	11	South Carolina	50,882	11
Arkansas	49,096	12	Louisiana	50,288	12
Florida	48,168	13	Arkansas	49,438	13
Oklahoma	46,300	14	Florida	48,314	14
West Virginia	45,642	15	West Virginia	47,681	15
Mississippi	44,926	16	Mississippi	45,105	16

Source: National Education Association's (NEA) Rankings of the States 2019 and Estimates of School Statistics 2020, May 2020, Table B-6 Average Salaries of Public School Teachers.

Oklahoma’s 2019 NEA average salary had the highest actual dollar increase, with an increase of \$6,097 and also the highest percentage increase, 13.2%, over 2018. Arkansas’s 2019 NEA average salary increased \$342 or .7% over 2018. The average percentage increase in salaries in 2019 among all of the SREB states was 2.3% with 4 states increasing salaries one half of one percent (.5%) or less. Louisiana’s average teacher salary actually decreased in 2019 by -\$71 or -.1%.

³ Correspondence to School District Administrators from Joy Hofmeister. Oklahoma State Superintendent of Public Instruction, July 8, 2018, <https://sde.ok.gov/newsblog/2018-06-22/updated-teacher-pay-raise-referendum-retirement-faqs>.

SREB States' NEA Average Salary Change -- 2018 to 2019				
SREB States	2018 NEA Avg Salary	2019 NEA Avg Salary	Amount of Change	% Change
Oklahoma	\$46,300	\$52,397	\$6,097	13.2%
North Carolina	\$51,234	\$53,940	\$2,706	5.3%
West Virginia	\$45,642	\$47,681	\$2,039	4.5%
Alabama	\$50,568	\$52,009	\$1,441	2.8%
Delaware	\$62,422	\$63,662	\$1,240	2.0%
Maryland	\$69,627	\$70,463	\$836	1.2%
Texas	\$53,334	\$54,121	\$787	1.5%
Georgia	\$56,329	\$57,095	\$766	1.4%
South Carolina	\$50,182	\$50,882	\$700	1.4%
Kentucky	\$52,952	\$53,434	\$482	0.9%
Tennessee	\$50,958	\$51,349	\$391	0.8%
Arkansas	\$49,096	\$49,438	\$342	0.7%
Mississippi	\$44,926	\$45,105	\$179	0.4%
Virginia	\$53,091	\$53,267	\$176	0.3%
Florida	\$48,168	\$48,314	\$146	0.3%
Louisiana	\$50,359	\$50,288	-\$71	-0.1%
SREB States	\$52,199	\$53,340	\$1,141	2.3%
US	\$60,768	\$62,304	\$1,536	2.5%

Source of Average Teacher Salaries: *National Education Association's (NEA) Rankings of the States 2019 and Estimates of School Statistics 2020, May 2020, Table B-6 Average Salaries of Teachers.*

The table below shows the impact the cost of living has on the value of Arkansas's and SREB states' salaries by providing the cost of living adjusted NEA average salaries for the SREB states for both 2018 and 2019. The adjusted salaries for Georgia and Delaware ranked 1st and 2nd, respectively, for 2018, and Georgia's and Oklahoma's adjusted salaries ranked 1st and 2nd, respectively, for 2019. Arkansas's 2018 COLA adjusted average salary rank was 7th among the SREB states, but fell to 9th in 2019.

SREB States' NEA COLA Adjusted Average Salary Ranking -- 2018 and 2019					
States	2018 COLA Adj. Salary	COLA ADJUSTED RANK	States	2019 COLA Adj. Salary	COLA ADJUSTED RANK
Georgia	\$54,600	1	Georgia	\$55,751	1
Delaware	\$52,058	2	Oklahoma	\$52,760	2
Texas	\$51,640	3	Delaware	\$51,390	3
Kentucky	\$50,991	4	Texas	\$51,294	4
Tennessee	\$50,332	5	Alabama	\$50,785	5
Alabama	\$49,946	6	Tennessee	\$50,480	6
Arkansas	\$49,096	7	Kentucky	\$49,990	7
North Carolina	\$48,182	8	North Carolina	\$49,454	8
Louisiana	\$47,561	9	Arkansas	\$49,438	9
Maryland	\$46,878	10	Maryland	\$48,098	10
Oklahoma	\$46,458	11	Louisiana	\$47,047	11
Mississippi	\$46,341	12	Mississippi	\$46,328	12
Virginia	\$46,012	13	South Carolina	\$45,926	13

SREB States' NEA COLA Adjusted Average Salary Ranking -- 2018 and 2019					
States	2018 COLA Adj. Salary	COLA ADJUSTED RANK	States	2019 COLA Adj. Salary	COLA ADJUSTED RANK
South Carolina	\$45,128	14	Virginia	\$45,755	14
Florida	\$43,054	15	West Virginia	\$45,688	15
West Virginia	\$42,606	16	Florida	\$42,853	16

Sources:
 National Education Association's (NEA) Rankings of the States 2019 and Estimates of School Statistics 2020, May 2020, Table B-6 Average Salaries of Teachers.
 Missouri Cost of Living Data Series Index, Missouri Economic Research and Information Center, 2018 and 2019, 2018 received by email from MERIC staff, and 2019 found at <https://meric.mo.gov/data/cost-living-data-series>.

Surrounding States

Among the surrounding states, the average salary for Texas ranks 1st for both 2018 and 2019. Arkansas's 2019 average salary ranks 6th, which is a decline from the 2018 average salary ranking of 5th, and 2017 ranking of 4th. Oklahoma's ranking improves from 6th to 2nd with the 2019 teacher salary increases that were implemented.

Surrounding States' NEA Average Salary Ranking -- 2018 and 2019					
States	2018 NEA Average Salary	Rank	States	2019 NEA Average Salary	2019 Rank
Texas	\$53,334	1	Texas	\$54,121	1
Tennessee	\$50,958	2	Oklahoma	\$52,397	2
Louisiana	\$50,359	3	Tennessee	\$51,349	3
Missouri	\$49,304	4	Louisiana	\$50,288	4
Arkansas	\$49,096	5	Missouri	\$50,019	5
Oklahoma	\$46,300	6	Arkansas	\$49,438	6
Mississippi	\$44,926	7	Mississippi	\$45,105	7

Source of Average Teacher Salaries: *National Education Association's (NEA) Rankings of the States 2019 and Estimates of School Statistics 2020, May 2020, Table B-6 Average Salaries of Teachers.*

Oklahoma had the highest actual dollar increase, with an increase of \$6,097 and also the highest percentage increase, 13.2%, over 2018. Arkansas's actual dollar increase in 2019 was \$342 or .7% over 2018. The average of all surrounding states' average salaries for 2018 and 2019, \$49,182 and \$50,388, respectively, have seen the same percentage growth, 2.5%, as the average U.S. salary between 2018 and 2019.

Surrounding States' NEA Average Salary Change -- 2018 to 2019

States	2018 NEA Average Salary	2019 NEA Average Salary	Amount of Change	% Change
Oklahoma	\$46,300	\$52,397	\$6,097	13.2%
Texas	\$53,334	\$54,121	\$787	1.5%
Missouri	\$49,304	\$50,019	\$715	1.5%
Tennessee	\$50,958	\$51,349	\$391	0.8%
Arkansas	\$49,096	\$49,438	\$342	0.7%
Mississippi	\$44,926	\$45,105	\$179	0.4%
Louisiana	\$50,359	\$50,288	-\$71	-0.1%
Average Surrounding States	\$49,182	\$50,388	\$1,206	2.5%
US	\$60,768	\$62,304	\$1,536	2.5%

Source of Average Teacher Salaries: *National Education Association's (NEA) Rankings of the States 2019 and Estimates of School Statistics 2020*, May 2020, Table B-6 Average Salaries of Teachers.

To show the impact of cost of living on the value of surrounding states' average salaries, the table below provides the cost of living adjusted NEA average salaries for the surrounding states for both 2018 and 2019. In 2018, Texas and Tennessee ranked 1st and 2nd, respectively, among the surrounding states but both states decline one place in the rankings as Oklahoma assumed the ranking of 1st in 2019. Arkansas's COLA adjusted average teacher salary falls from a ranking of 3rd in 2018 to a ranking of 4th in 2019.

Surrounding States' NEA COLA Adjusted Average Salary Ranking -- 2018 and 2019

States	2018 COLA Adj. Salary	2018 COLA ADJUSTED RANK	States	2019 COLA Adj. Salary	2019 COLA ADJUSTED RANK
Texas	\$51,640	1	Oklahoma	\$52,760	1
Tennessee	\$50,332	2	Texas	\$51,294	2
Arkansas	\$49,096	3	Tennessee	\$50,480	3
Missouri	\$49,082	4	Arkansas	\$49,438	4
Louisiana	\$47,561	5	Missouri	\$49,228	5
Oklahoma	\$46,458	6	Louisiana	\$47,047	6
Mississippi	\$46,341	7	Mississippi	\$46,328	7

Sources:

National Education Association's (NEA) Rankings of the States 2019 and Estimates of School Statistics 2020, May 2020, Table B-6 Average Salaries of Teachers.

Missouri Cost of Living Data Series Index, Missouri Economic Research and Information Center, 2018 and 2019, 2018 received by email from MERIC staff, and 2019 found at <https://meric.mo.gov/data/cost-living-data-series>.

SREB States Minimum Teacher Salaries -- 2019 and 2020

The following tables provide the minimum teacher salary levels for bachelor degree prepared teachers with zero years of experience when available for the SREB states and the respective ranking for each. Maryland, Delaware, and Alabama's minimum salaries rank 1st, 2nd, and 3rd, respectively, for both 2019 and 2020, and Arkansas's minimum salary amounts of \$31,800 and \$32,800 rank 12th and 14th, respectively. Arkansas's minimum salary rank in 2019 and 2020 declined from a ranking of 9th in 2018.

After applying the COLA adjustment to the SREB states' minimum salaries, Arkansas's rank improves to 9th for both 2019 and 2020. Arkansas's COLA adjusted minimum salary rank in 2018 was 7th, so even with the COLA adjustment, Arkansas's minimum salary rank still declined relative to the other SREB states.

SREB States' Minimum Salary Rankings -- 2019 and 2020					
SREB State	2019 Minimum Salary	2019 Rank	SREB State	2020 Minimum Salary	2020 Rank
Maryland ¹	\$42,370	1	Maryland ¹	\$43,531	1
Delaware	\$41,829	2	Delaware	\$42,666	2
Alabama	\$39,301	3	Alabama	\$40,873	3
Oklahoma	\$36,601	4	Georgia	\$37,092	4
Kentucky	\$36,558	5	Oklahoma	\$36,601	5
North Carolina	\$35,000	6	Kentucky	\$36,558	6
Tennessee	\$35,000	6	Tennessee	\$36,000	7
Mississippi	\$34,390	8	Mississippi	\$35,890	8
Georgia	\$34,092	9	North Carolina	\$35,000	9
West Virginia	\$32,335	10	West Virginia	\$34,455	10
Florida ¹	\$31,900	11	Texas	\$33,660	11
Arkansas	\$31,800	12	Louisiana ²	\$33,450	12
Virginia ¹	\$31,700	13	Virginia ¹	\$32,823	13
South Carolina	\$28,190	14	Arkansas	\$32,800	14
Texas	\$28,080	15	Florida ¹	\$32,237	15
Louisiana ²			South Carolina	\$28,190	16
SREB States' COLA Adjusted Minimum Salary Rankings -- 2019 and 2020					
SREB State	2019 Minimum Salary COLA Adjusted	2019 Rank	SREB State	2020 Minimum Salary COLA Adjusted	2020 Rank
Alabama	\$38,818	1	Alabama	\$39,911	1
Oklahoma	\$36,726	2	Mississippi	\$36,863	2
Mississippi	\$35,473	3	Oklahoma	\$36,855	3
Kentucky	\$35,204	4	Georgia	\$36,219	4
Delaware	\$34,883	5	Tennessee	\$35,391	5
Tennessee	\$34,570	6	Delaware	\$34,441	6
Georgia	\$33,045	7	Kentucky	\$34,202	7
North Carolina	\$32,915	8	West Virginia	\$33,015	8
Arkansas	\$31,800	9	Arkansas	\$32,800	9
West Virginia	\$30,184	10	North Carolina	\$32,089	10
Maryland ¹	\$28,526	11	Texas	\$31,902	11
Florida ¹	\$28,513	12	Louisiana ²	\$31,294	12
Virginia ¹	\$27,473	13	Maryland ¹	\$29,714	13
Texas	\$27,188	14	Florida ¹	\$28,593	14
South Carolina	\$25,351	15	Virginia ¹	\$28,194	15
Louisiana ²			South Carolina	\$25,444	16

¹The state does not mandate a minimum salary amount. This minimum is the lowest minimum established by the state's school districts.

² The state does not mandate a minimum salary amount. After numerous attempts, we could only obtain 45 of the 69 minimum salary amounts for Louisiana's school districts, and only for 2019-20. The amount shown above is the lowest minimum salary of the sample to which we had access.

Sources: Various Department of Education websites and email and phone exchanges with relevant staff at various Departments of Education and Louisiana Legislative Staff.

Surrounding States Minimum Teacher Salaries -- 2019 and 2020

The following table provides the minimum salary amounts for the states surrounding Arkansas for 2019 and 2020. Arkansas’s minimum ranks 4th among the surrounding states in 2019 and 6th in 2020. Arkansas’s 2018 rank among the surrounding states was also 4th, so Arkansas did experience a decline in its ranking in 2020. Oklahoma, Tennessee, and Mississippi hold the rank of 1st, 2nd and 3rd, respectively, for both years. Oklahoma had placed third among the surrounding states in 2018.

After applying a COLA adjustment to the surrounding states’ minimum salaries, Arkansas’s rank remains the same, 4th, for 2019, but rises to 4th for 2020. Arkansas’s 2018 COLA adjusted minimum salary ranked 3rd, so Arkansas did experience a slight decline in ranking among the surrounding states.

Surrounding States' Minimum Salary Rankings 2019 and 2020					
State	2019 Minimum Salary	2019 Rank	State	2020 Minimum Salary	2020 Rank
Oklahoma	\$36,601	1	Oklahoma	\$36,601	1
Tennessee	\$35,000	2	Tennessee	\$36,000	2
Mississippi	\$34,390	3	Mississippi	\$35,890	3
Arkansas	\$31,800	4	Texas	\$33,660	4
Texas	\$28,080	5	Louisiana ¹	\$33,450	5
Missouri	\$25,000	6	Arkansas	\$32,800	6
Louisiana ¹			Missouri	\$25,000	7

Surrounding States' COLA Adjusted Minimum Salary Rankings 2019 and 2020					
State	2019 Minimum Salary COLA Adjusted	2019 Rank	State	2020 Minimum Salary COLA Adjusted	2020 Rank
Oklahoma	\$36,726	1	Mississippi	\$36,863	1
Mississippi	\$35,473	2	Oklahoma	\$36,855	2
Tennessee	\$34,570	3	Tennessee	\$35,391	3
Arkansas	\$31,800	4	Arkansas	\$32,800	4
Texas	\$27,188	5	Texas	\$31,902	5
Missouri	\$24,887	6	Louisiana ¹	\$31,294	6
Louisiana ¹			Missouri	\$24,605	7

¹The state does not mandate a minimum salary amount. After numerous attempts, we could only obtain 45 of the 69 minimum salary amounts for Louisiana’s school districts, and only for 2019-20. The amount shown above is the lowest minimum salary of the sample to which we had access.
Sources: Various Department of Education websites and email and phone exchanges with relevant staff at various Departments of Education and Louisiana Legislative Staff.

TEACHER SALARY DISPARITY WITHIN ARKANSAS

To assist in the evaluation of whether there is disparity in teacher salaries in Arkansas, the following sections present information regarding the state’s minimum teacher salary requirements and district level minimum teacher salaries. In addition, the report presents information regarding the state-level average teacher salaries and average teacher salaries by district.

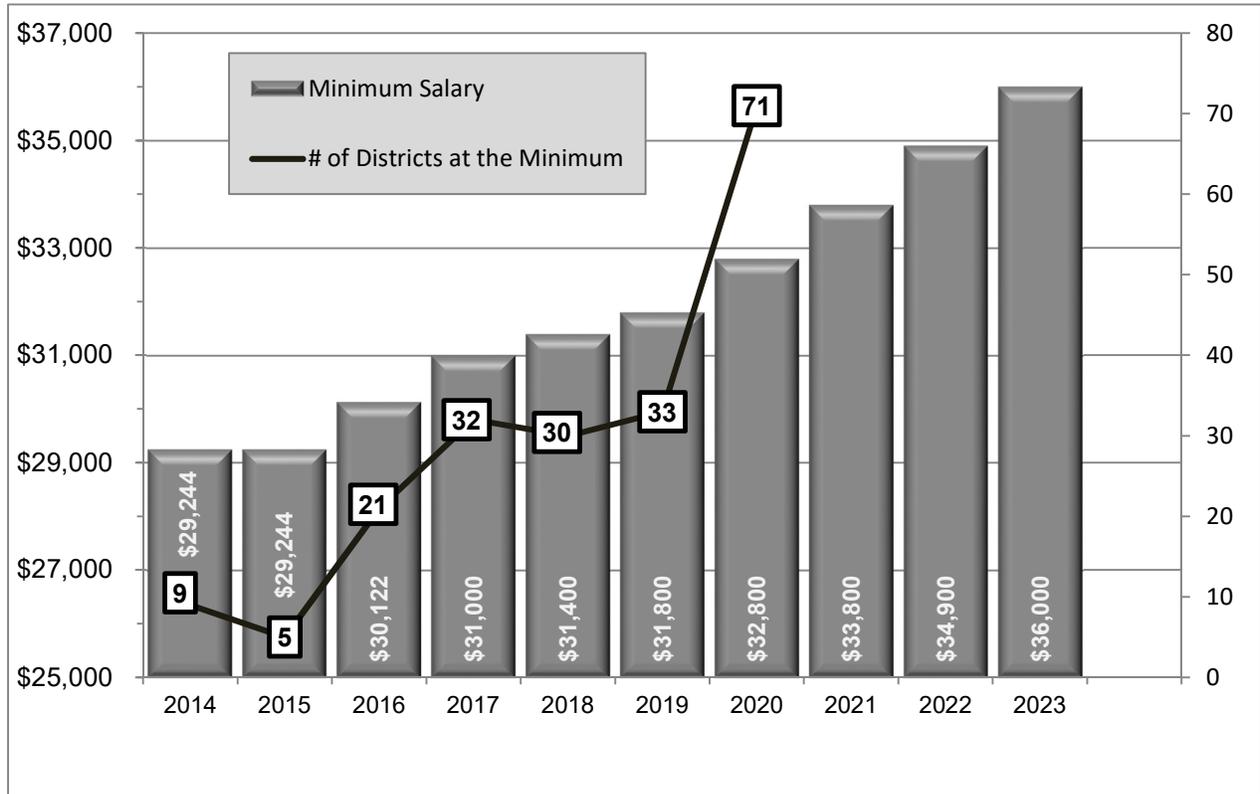
State-Mandated Minimum Teacher Salary History

Arkansas’s state-mandated minimum teacher compensation schedule or minimum salary schedule is established in Ark. Code Ann. § 6-17-2403. The following chart provides the state-mandated minimum teacher salary amounts for bachelor degree prepared teachers with zero years of experience for the period 2014 through 2023. The state-mandated minimum salary amount

established by law remained at \$29,244 in 2014 and 2015 and began to increase in 2016 and is scheduled to continue to increase through 2023 with a minimum salary amount of \$36,000.

Districts can and often do adopt individual district salary schedules that exceed the state-mandated minimum salary amounts. In 2014, nine districts' minimum salaries were at the statutory minimum, but by 2015 the number at the minimum had decreased to five: Augusta, Deer/Mount Judea, Mineral Springs, Mulberry, and Nevada County. With the consistent raising of the state-mandated minimum salary beginning in 2016, the number of districts at the minimum salary began to rise, culminating with 71 districts at the minimum salary of \$32,800 in 2020.

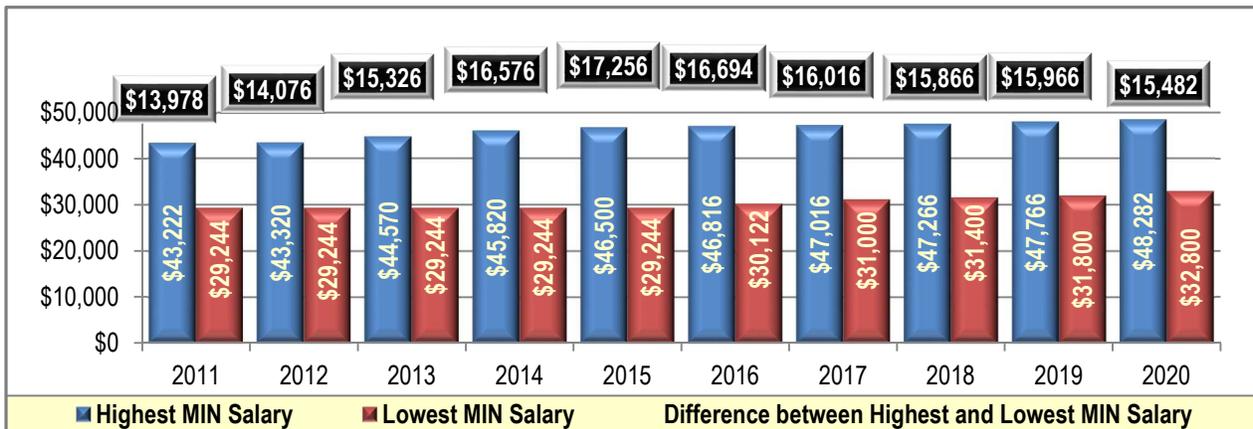
Chart: Minimum Teacher Compensation for BA Prepared Teachers 2014 to 2023



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

Districts schedules can exceed the state minimum levels but cannot fall below the state minimum. The chart below illustrates the highest and lowest individual district minimum salaries for the period 2011 through 2020, and the gap between the highest and lowest (the gap is recorded in the **black boxes**). The gap between the highest and lowest district minimum salaries has remained above \$15,000 between 2013 and 2020. The gap declined from its highest point in 2015 at \$17,256 to \$15,482 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

The next table illustrates the number of years districts have increased their minimum salary amounts during the period 2011 through 2020. Springdale was the only district that increased its minimum salary each of the 10 years. The three districts not having an increase over the 10-year period are Earle, Forrest City, and Watson Chapel, whose minimum salary amounts are \$33,000, \$36,832, and \$36,500, respectively. Bearden, Green Forrest, Valley View, Brookland, and Dardanelle increased their minimum salary nine of the 10 years. One hundred sixty-two (162), or 69%, of the districts, increased their minimum salary 5 or fewer times in the last ten years. In some cases, school districts provide bonuses to teachers in lieu of increasing their minimum salary schedule. The table below also provides the number of districts with bonus expenditures in 2019, and it shows that 70% of those districts with bonus expenditures increased their minimum salaries 5 or fewer times.

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.

State Minimum Teacher Compensation Schedule – Recent Enactments

Act 170 of 2019 – Teacher Salary Enhancement Act

The Arkansas General Assembly enacted the Teacher Salary Enhancement Act through the passage of Act 170 of 2019. The Teacher Salary Enhancement Act increased minimum teacher salary schedules for school years 2019-20 through 2022-23. The salary schedules establish minimum salaries for teachers based on years of experience (0-15 years) and on the type of degree earned by the teacher, with one schedule for bachelor (BA) degree prepared teachers and one for master (MA) degree prepared teachers. The table below provides the minimum salary schedule established for BA degree prepared and MA degree prepared teachers for 2020.

2020 Minimum Teacher Salary Schedule (Ark. Code Ann. §6-17-2403 (b)(1))		
Years of Experience	BA Degree Salary	MA Degree Salary
0	\$32,800	\$37,450
1	\$33,250	\$37,950
2	\$33,700	\$38,450
3	\$34,150	\$38,950
4	\$34,600	\$39,450
5	\$35,050	\$39,950
6	\$35,500	\$40,450
7	\$35,950	\$40,950
8	\$36,400	\$41,450
9	\$36,850	\$41,950
10	\$37,300	\$42,450
11	\$37,750	\$42,950
12	\$38,200	\$43,450
13	\$38,650	\$43,950
14	\$39,100	\$44,450
15	\$39,550	\$44,950

The minimum salary for 2019-20 for a bachelor degree prepared teacher with zero years of experience was raised to \$32,800, an increase of \$1,000. The minimum salary for a master degree prepared teacher with zero years of experience was also increased to \$37,450, also an increase of \$1,000. The minimum salary schedules enacted in Act 170 retain the \$450 increase for each succeeding year of experience through year 15 for bachelor degree prepared teachers and a \$500 increase for each additional year of experience for master degree prepared teachers. The table below shows the beginning salary rates (zero years of experience) enacted for each school year, 2019-20 (2020) through 2022-23 (2023).

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

Act 877 of 2019 – Appropriation Authorization and Funding Allocation

Act 877 of 2019 provided appropriation and funding from the Educational Adequacy Fund in the amount of \$60 million for the Educator Compensation Reform Program (ECRP) to provide additional funding to school districts below the statutory minimum salary levels in 2018-19 and to help districts ensure that all educators receive a minimum annual salary of \$36,000 by July 1, 2023. A total of 167 school districts qualified for funding through ECRP and **Appendix A** provides the Schedule of Funding prepared by DESE that shows the amount of funding each qualifying district is eligible to receive.⁴

2020 District Minimum Teacher Salary Level Analysis

As noted before, while the Arkansas General Assembly has established statewide teacher salary minimums for school districts, each district also establishes its own teacher salary schedules. District schedules can exceed the state minimum levels but cannot fall below the state minimum levels. For 2020, the five top minimum salaries established by school districts ranged from \$43,530 to \$48,282 and the lowest five minimum salaries ranged from \$32,800 to \$32,865. This illustrates a concentration of districts at the lowest end of district minimum salaries, and fewer districts at the highest end of the minimums.

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)

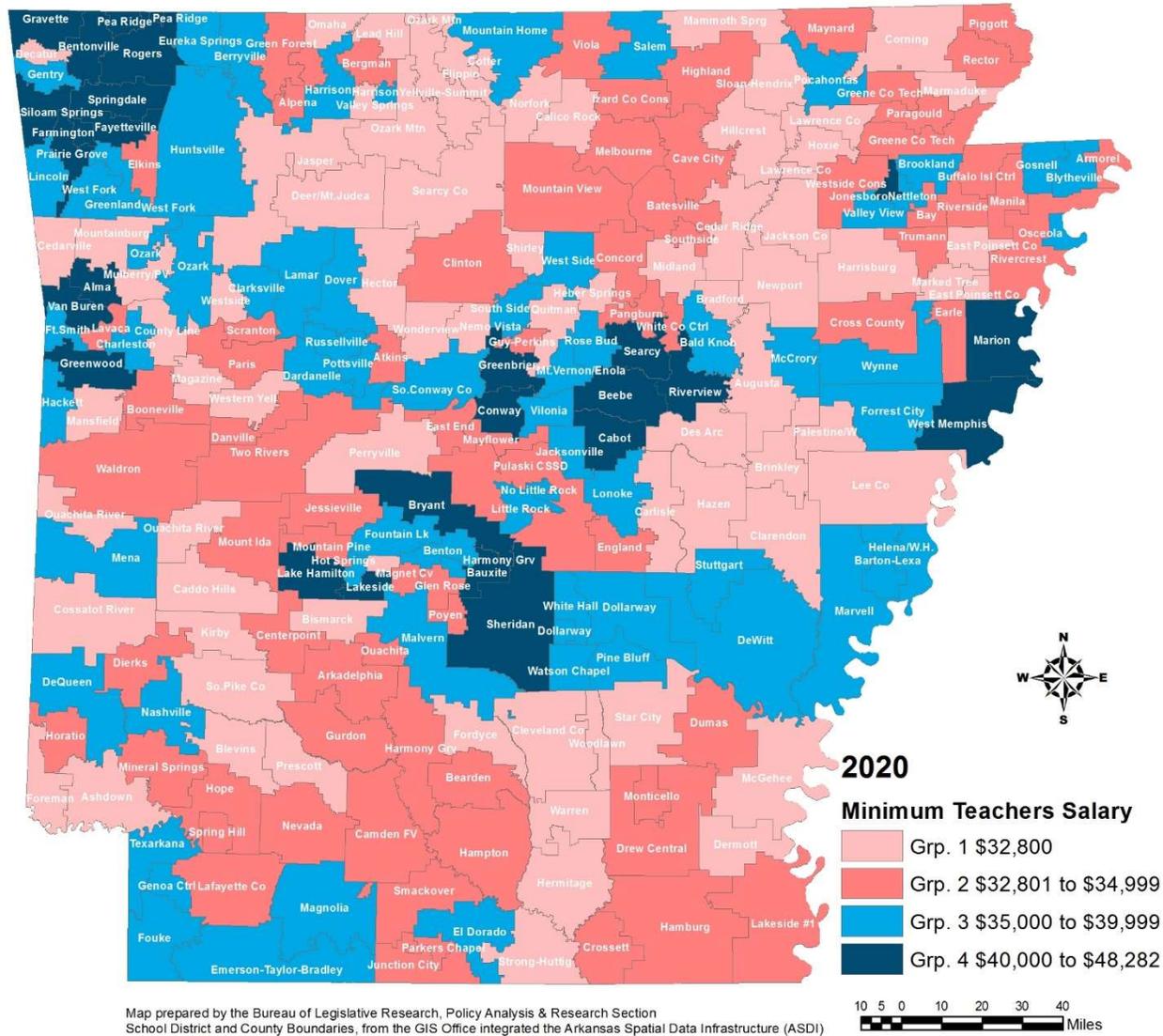
The map on the following page illustrates the minimum salaries adopted by all school districts with each district being assigned to one of four minimum salary groups. It was not possible to divide the districts into quartiles with equal numbers of districts based on minimum salaries in the same way we divide districts into quartiles based on the districts' average salaries due to the significant number of districts with minimum salaries near the state mandated minimum salary.

The BLR divided the districts into the four groups shown below for the purpose of analysis. As illustrated earlier in this report, the gap between the lowest and highest minimum is \$15,482, and there is a concentration of a large number of districts at the lowest end of district minimum salaries, and fewer districts at the highest end of the minimums. There were 71 districts adopting the 2020 state mandated minimum of \$32,800, and an additional 74 districts with minimum salaries between \$32,805 and \$34,950. There were 90 districts with district minimum salaries at \$35,000 or above. See **Appendix B** for 2020 individual district minimum teacher salaries sorted by rank and sorted in alphabetical order.

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

⁴ Arkansas Department of Education - Division of Elementary and Secondary Education - Fiscal and Administrative Services, <http://dese.ade.arkansas.gov/divisions/fiscal-and-administrative-services/educator-compensation-reform-program>.

2020 Minimum Teacher Salary – Map



2020 District Minimum Teacher Salaries and Selected Characteristics

In addition to providing the actual minimum salaries by district, this report also examines districts' minimum salary amounts' relationship to average number of 2019 teacher full-time equivalents (FTEs), 2019 student/FTE ratios, 2019 school district size or Average Daily Membership (ADM), the percentage of students eligible for free and reduced price lunches (FRPL) in 2019, and 2019 student achievement. For student achievement, the percentages represent the percent of students who scored "Ready" or "Exceeding" in English language arts and mathematics on the ACT Aspire assessment. Each district's percentage of "Ready" or "Exceeding" on English language arts (ELA) assessments and on math assessments were averaged for one single proficiency percentage. The proficiency percentages were calculated using data obtained from the Office of Innovation for Education at the University of Arkansas. The FRPL percentage used for each district was derived from the percentages compiled by the ADE - Child Nutrition Unit.

The table below provides selected characteristics for each of the 2020 minimum salary groups. Those districts in Group 1, districts with the lowest minimum salary amounts, had the lowest

average salary, number of FTEs, student to FTE ratio, ADM, and percentage of student achievement. In addition, Group 1 also has the highest average percentage of students eligible for free or reduced price lunches. Upon further research, the BLR found statistically significant **positive** correlations (ranging from .27 to .86) between minimum salary levels and average salary, district FTEs, Student to FTE ratio, ADM, and student achievement, that is, as minimum salaries increase so do FTEs, Student to FTE ratios, ADM, and percentages scoring “Ready” or “Exceeding” on student assessments. In addition, BLR found a statistically significant **negative** correlation of $-.46$ between minimum salary levels and FRPL percentages, that is, as average minimum salary levels increase the FRPL percentages decline.

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:							
<ul style="list-style-type: none"> - 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. 							

2020 District Minimum Teacher Salaries and Teacher Experience/Preparation

This report also examines the level of teacher preparation and average years of experience for each of the 2020 minimum salary groups. One of the measures of the level of a districts’ teacher preparation is the percentage of its total FTEs that have received the National Board Certification (NBT). According to DESE’s – Educator Effectiveness Educator Division, an NBT teacher “has demonstrated standards-based evidence of accomplished practice based on the five core propositions of the National Board for Professional Teaching Standards (NBPTS). These propositions are as follows:

- (1) Commitment to students and their learning
- (2) Knowledge of the subject taught and how to teach the subject
- (3) Managing and monitoring student learning
- (4) Systematic reflection and learning from the experience
- (5) Being members of learning communities is one who has received a certification from the National Board for Professional Teaching Standards, after he/she has “demonstrated their understanding of national, rigorous teaching standards, as well as their ability to implement educational practices that are research-based.”

The DESE further indicates that based on the provisions in Act 937 of 2017 (Ark. Code Ann. § 6-17-413), “The number of years a bonus may be received is ten (10) years or five (5) years. The number of years is determined by:

- The year in which the NBCT certification process began and/or the year of certification, and
- The poverty status of the school and/or district.”⁵

The patterns for districts in the lowest minimum salary quartile, Group 1, are not as consistent as they were in the previous table examining district characteristics. The districts in Group 1 generally had a lower percentage of FTEs with NBCT, a higher average percentage of bachelor degree prepared teachers, and a lower average percentage of teachers with advanced degrees than the other minimum salary groups. Group 1’s average years of experience, 13 years, actually exceeded two of the other three Groups, including the highest minimum salary group, Group 4. Group 3’s average years of experience, 13.7 years, exceeded all of the other minimum salary groups. Upon further research, the BLR found a statistically significant **positive** correlation of .27 between average minimum salary levels and the percentage of FTEs that are National Board Certified Teachers, that is, as average minimum salary levels increase so does the number of teachers that are National Board Certified. There was also a **negative** correlation between average minimum salaries and the percentage of teachers with a BA degree, and a **positive** correlation with the percentage of teachers with an advanced degree, but the correlations were not as strong. As minimum salaries increase, the percentage of teachers with a BA degree declines and the percentage with an advanced degree increases.

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 (BA) 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.

2020 District Minimum Teacher Salaries and District NCES Locale

In an effort to better understand if any discernible differences exist for minimum salaries between rural and urban school districts, BLR found that the National Center for Education Statistics (NCES) assigned locale classifications to school districts, which groups them as either rural, towns, suburbs or cities in school year 2019. The table below provides the average of districts’ 2020 minimum salaries by each of these locale classifications to help see the minimum salary differences that exist.

⁵ Arkansas Department of Education, Division of Elementary and Secondary Education – Educator Effectiveness - Educator Support & Development, Frequently Asked Questions, created 2/20/19, http://dese.ade.arkansas.gov/public/userfiles/Educator_Effectiveness/Educator_Support_and_Development/NBCT/NBCT_Frequently_Asked_Questions.pdf

One hundred forty-nine (149) of all Arkansas school districts fall into the NCES classification of rural, and those districts classified as “rural” have lower average minimum salaries than the other three NCES locale classifications, and less than the overall average minimum salary.

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.		

District Minimum Teacher Salary Comparison -- 2019 and 2020

In 2020, 60 districts raised their minimum salaries for bachelor degree prepared teachers with zero years of experience by 3% or more over their 2019 minimum salaries. Pine Bluff and Lonoke school districts had the highest increases with increases of \$2,606 and \$2,500, respectively. Sixty-four percent of Arkansas’s districts increased their minimum salaries in 2020, and conversely, 36%, or 84 districts made no change to their minimum salary rates for bachelor degree prepared teachers with zero years of experience.

Districts with 3% or Greater Minimum Salary Increases in 2020 over 2019									
District	2019 Min. Sal. BA: 0 Years	2020 Min. Sal. BA: 0 Years	Amt of Chg 2019 to 2020	% Chg 2019 to 2020	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%	HERMITAGE	\$31,800	\$32,800	\$1,000	3.1%
LONOKE	\$34,200	\$36,700	\$2,500	7.3%	LEAD HILL	\$31,800	\$32,800	\$1,000	3.1%
EAST END	\$31,942	\$34,000	\$2,058	6.4%	HAZEN	\$31,800	\$32,800	\$1,000	3.1%
BATESVILLE	\$32,018	\$34,000	\$1,982	6.2%	MULBERRY	\$31,800	\$32,800	\$1,000	3.1%
SOUTH SIDE	\$33,500	\$35,000	\$1,500	4.5%	JASPER	\$31,800	\$32,800	\$1,000	3.1%
MOUNTAIN PINE	\$32,000	\$33,400	\$1,400	4.4%	FORDYCE	\$31,800	\$32,800	\$1,000	3.1%
VAN BUREN	\$38,728	\$40,278	\$1,550	4.0%	LAWRENCE COUNTY	\$31,800	\$32,800	\$1,000	3.1%
PARKERS CHAPEL	\$32,704	\$34,000	\$1,296	4.0%	NORFORK	\$31,800	\$32,800	\$1,000	3.1%
MT VERNON-ENOLA	\$34,700	\$36,000	\$1,300	3.7%	WESTERN YELL CO	\$31,800	\$32,800	\$1,000	3.1%
GENOA CENTRAL	\$33,775	\$35,000	\$1,225	3.6%	SEARCY COUNTY	\$31,800	\$32,800	\$1,000	3.1%
PIGGOTT	\$32,675	\$33,800	\$1,125	3.4%	VALLEY SPRINGS	\$31,800	\$32,800	\$1,000	3.1%

Districts with 3% or Greater Minimum Salary Increases in 2020 over 2019

District	2019 Min. Sal. BA: 0 Years	2020 Min. Sal. BA: 0 Years	Amt of Chg 2019 to 2020	% Chg 2019 to 2020	District	2019 Min Sal. BA: 0 Years	2020 Min. Sal. BA: 0 Years	Amt of Chg 2019 to 2020	% Chg 2019 to 2020
MAYNARD	\$31,800	\$32,850	\$1,050	3.3%	HARRISBURG	\$31,800	\$32,800	\$1,000	3.1%
BEARDEN	\$32,050	\$33,100	\$1,050	3.3%	CLARENDON	\$31,800	\$32,800	\$1,000	3.1%
LITTLE ROCK	\$34,865	\$36,000	\$1,135	3.3%	OMAHA	\$31,800	\$32,800	\$1,000	3.1%
KIRBY	\$31,800	\$32,800	\$1,000	3.1%	BRINKLEY	\$31,800	\$32,800	\$1,000	3.1%
COSSATOT RIVER	\$31,800	\$32,800	\$1,000	3.1%	DECATUR	\$31,800	\$32,800	\$1,000	3.1%
CADDO HILLS	\$31,800	\$32,800	\$1,000	3.1%	WESTSIDE	\$31,802	\$32,800	\$998	3.1%
MIDLAND	\$31,800	\$32,800	\$1,000	3.1%	CONCORD	\$32,000	\$33,000	\$1,000	3.1%
SOUTH PIKE COUNTY	\$31,800	\$32,800	\$1,000	3.1%	TWO RIVERS	\$32,000	\$33,000	\$1,000	3.1%
DERMOTT	\$31,800	\$32,800	\$1,000	3.1%	VIOLA	\$32,000	\$33,000	\$1,000	3.1%
OZARK MOUNTAIN	\$31,800	\$32,800	\$1,000	3.1%	CENTERPOINT	\$32,900	\$33,900	\$1,000	3.0%
SHIRLEY	\$31,800	\$32,800	\$1,000	3.1%	ENGLAND	\$33,000	\$34,000	\$1,000	3.0%
COTTER	\$31,800	\$32,800	\$1,000	3.1%	JUNCTION CITY	\$33,000	\$34,000	\$1,000	3.0%
CALICO ROCK	\$31,800	\$32,800	\$1,000	3.1%	SMACKOVER-NORPHLET	\$33,250	\$34,250	\$1,000	3.0%
DEER/MOUNT JUDGE	\$31,800	\$32,800	\$1,000	3.1%	FOREMAN	\$31,844	\$32,800	\$956	3.0%
AUGUSTA	\$31,800	\$32,800	\$1,000	3.1%	HOT SPRINGS	\$38,749	\$39,911	\$1,162	3.0%
STRONG-HUTTIG	\$31,800	\$32,800	\$1,000	3.1%	BERGMAN	\$33,411	\$34,411	\$1,000	3.0%
BLEVINS	\$31,800	\$32,800	\$1,000	3.1%	IZARD COUNTY	\$33,500	\$34,500	\$1,000	3.0%
OUACHITA RIVER	\$31,800	\$32,800	\$1,000	3.1%	LAFAYETTE COUNTY	\$33,500	\$34,500	\$1,000	3.0%
DES ARC	\$31,800	\$32,800	\$1,000	3.1%	WONDERVIEW	\$31,850	\$32,800	\$950	3.0%

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.

2020 Local District Salary Schedule Analysis

School districts can and often do adopt **salary levels** in addition to the 16 levels (0 to 15 years) mandated by state law for bachelor degree (BA) degree prepared teachers. In 2020, school districts adopted a wide array of **salary levels** in their district-level minimum salary schedules. The table below provides the number of minimum **salary levels** adopted by the districts for their BA degree prepared teachers. Nineteen (19) districts adopted the minimum number of **salary levels** required by law (16 salary levels). The most often adopted maximum number of **salary levels** for BA prepared teachers was 21 **salary levels** with 44 districts, or 18.7% adopting 21 **salary levels**, followed by 26 salary levels, adopted by 21 districts, and 29 salary levels adopted by 20 districts. Alma has the highest number of salary levels available to BA degree prepared teachers with 53 levels, followed by Greenwood with 38 levels, Heber Springs with 36, and Marion with 33 salary levels. Greenwood, Marion, and Alma, have the 1st, 2nd, and 3rd, highest minimum salaries for both BA prepared 0 years of experience and BA prepared with 15 years of experience, respectively. These three districts also have the top three salary levels for the top salary level for BA prepared teachers, and for the highest average teacher salaries, although not in the same order as shown above. Alma has the highest salary level in the top **salary level** category and Greenwood has the highest 2019 average salary amount.

Although Heber Springs has 36 salary levels on their minimum salary schedule, their 2020 minimum salary is the minimum amount allowed by law for BA prepared teachers with zero years of experience, or \$32,800, and the lowest allowed by law for BA prepared teachers with 15 years

of experience, or \$39,550. Heber Springs, does not, however, have the lowest salary amount for their top salary level or for their 2019 average salary.

Generally, those districts with fewer salary levels also generally have lower average minimum salary amounts for all three BA prepared teacher salary levels shown below. Those districts with the lowest number of salary levels, 16 levels, have the 4th lowest average 2020 minimum salary amount for BA prepared teachers with 0 years of experience, the 5th lowest salary amount for BA prepared teachers with 15 years of experience, and the lowest salary amount for the top salary level for BA prepared teachers, \$42,012. In addition, the districts with 16 minimum salary levels also have the lowest average 2019 average annual salary, \$45,296.

Conversely, the district with the highest number of salary levels, tends to have higher minimum salary levels for all three BA prepared teacher salary levels. The district with the highest number of salary levels, Alma, with 53 levels, has the 3rd highest minimum salary level for BA prepared teachers with 0 years of experience, the 3rd highest salary level for BA prepared teachers with 15 years of experience, and the highest salary level for the top salary level for BA prepared teachers, \$64,640. Alma also has the 2nd highest 2019 average salary amount, \$52,146.

2020 Minimum Salary Analysis for Bachelor Degree Prepared Teachers (Sorted Highest to Lowest by # of Salary Levels)						
Max # of Salary Levels	# of Districts	% of Total	2020 Avg Min. Salary BA-0 Yrs	2020 Avg Min. Salary BA-15 Yrs	2020 Avg Min. Salary BA Top Level	2019 Avg Annual Salary
53	1	0.4%	\$40,200	\$47,250	\$64,640	\$52,146
38	1	0.4%	\$42,000	\$49,500	\$60,500	\$54,091
36	1	0.4%	\$32,800	\$39,550	\$48,550	\$48,232
33	1	0.4%	\$40,805	\$48,005	\$56,165	\$50,045
31	13	5.5%	\$37,414	\$44,979	\$52,369	\$48,659
30	5	2.1%	\$33,970	\$40,960	\$46,846	\$45,828
29	20	8.5%	\$36,688	\$44,430	\$50,829	\$47,969
28	7	3.0%	\$34,448	\$41,906	\$47,366	\$47,112
27	4	1.7%	\$37,575	\$45,113	\$50,615	\$47,455
26	21	8.9%	\$34,499	\$42,130	\$46,434	\$45,694
25	8	3.4%	\$35,541	\$43,504	\$48,225	\$47,565
24	8	3.4%	\$35,370	\$42,800	\$46,421	\$47,325
23	16	6.8%	\$35,338	\$43,372	\$47,378	\$46,684
22	14	6.0%	\$34,641	\$42,437	\$45,591	\$46,427
21	44	18.7%	\$34,121	\$42,007	\$44,604	\$45,822
20	12	5.1%	\$35,533	\$44,455	\$46,914	\$47,550
19	17	7.2%	\$35,105	\$43,676	\$45,401	\$46,769
18	15	6.4%	\$35,415	\$43,514	\$44,635	\$47,630
17	8	3.4%	\$36,245	\$46,266	\$47,088	\$49,621
16	19	8.1%	\$34,175	\$42,012	\$42,012	\$45,296
Overall Total / Average	235	100.0%	\$35,210	\$43,169	\$46,663	\$46,871
Sources:						
- Arkansas Department of Education – Division of Elementary and Secondary Education Teacher Salary Analysis Report.						
- District Minimum Salary Schedules posted to their district websites.						
- BLR Analysis of APSCN Data.						

The table below provides the average percentage of total FTEs that are National Board Certified Teachers (NBCT), the average years of experience, and degree type for each category of maximum number of salary levels. Alma School District has the highest number of salary levels (53), the highest percentage of FTEs with National Board Certification (12.9%), the longest number of years of experience (15.0), and the highest percentage of teachers with a bachelor degree (72.7%). There does not, however, appear to be a consistent pattern among the districts in the other maximum number of salary level categories for NBCT % of FTEs, average years of experience, and degree types (BA vs advanced degree prepared teachers).

**2020 Maximum # of Salary Levels Compared to NBCT % of FTEs, Average Years of Experience, and Degree Type
(Sorted Highest to Lowest # of Salary Levels)**

Max # of Salary Levels	# of Districts	% of Total	Avg of 2019 NBCT % of Total FTEs	Avg of 2019 Avg Years of Experience	Avg 2019 % of Teachers with a Bachelor Degree	Avg 2019 % of Teachers with an Advanced Degree
53	1	0.4%	12.9%	15.0	72.7%	27.3%
38	1	0.4%	4.7%	13.5	65.0%	35.0%
36	1	0.4%	4.2%	12.2	49.5%	50.5%
33	1	0.4%	2.4%	11.5	58.8%	41.2%
31	13	5.5%	5.1%	11.7	57.9%	41.6%
30	5	2.1%	4.1%	13.4	52.7%	46.5%
29	20	8.5%	4.9%	13.1	56.0%	43.6%
28	7	3.0%	7.6%	14.5	56.7%	42.5%
27	4	1.7%	8.1%	12.2	64.5%	35.5%
26	21	8.9%	6.2%	12.9	58.5%	41.3%
25	8	3.4%	7.2%	13.7	62.2%	37.8%
24	8	3.4%	6.4%	14.1	50.9%	48.7%
23	16	6.8%	3.9%	13.1	56.7%	43.6%
22	14	6.0%	3.9%	13.3	51.1%	48.5%
21	44	18.7%	6.6%	13.0	59.8%	39.9%
20	12	5.1%	6.9%	13.2	60.0%	40.0%
19	17	7.2%	4.7%	12.5	57.5%	42.3%
18	15	6.4%	5.3%	14.4	57.2%	42.6%
17	8	3.4%	5.9%	13.9	50.1%	49.7%
16	19	8.1%	6.2%	12.9	56.8%	42.9%
	235	100.0%	5.6%	13.1	57.3%	42.5%

Sources:

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

Charter Minimum Teacher Salary -- 2019 and 2020

While 21 of the 24 open enrollment public charter schools operating in 2020, have received a waiver from the minimum teacher compensation schedule requirements found in Ark. Code Ann. § 6-17-2403, the charters did have minimum teacher salary amounts available for comparison.

In 2020, there were 24 charter schools operating, and their minimum salaries for teachers ranged from \$32,000 at ScholarMade Achievement Place and Exalt Academy of Southwest Little Rock to \$43,000 for Haas Hall Academy - Fayetteville and Haas Hall Academy - Bentonville. Eleven of the charters' minimum salary levels increased in 2020, with Pine Bluff Lighthouse Charter School having the greatest increase of \$6,000, followed by a \$4,000 minimum salary increase at Arkansas Arts Academy and Little Rock Preparatory Academy.

Open Enrollment Public Charter Schools Minimum Teacher Salaries 2019 and 2020				
District	2018-19 BA 0 Years	2019-20 BA 0 Years	Change 2019 to 2020	% Change
Academics Plus	\$37,638.00	\$38,391.00	\$753.00	2.0%
Arkansas Arts Academy	\$33,000.00	\$37,000.00	\$4,000.00	12.1%
Arkansas Connections Academy	\$36,000.00	\$36,000.00	\$0.00	0.0%
Arkansas Virtual Academy	\$34,000.00	\$34,000.00	\$0.00	0.0%
Capital City Lighthouse Academy	\$32,000.00	\$35,500.00	\$3,500.00	10.9%
eStem Public Charter Schools	\$35,136.00	\$35,136.00	\$0.00	0.0%
Exalt Academy of Southwest Little Rock	\$32,000.00	\$32,000.00	\$0.00	0.0%
Friendship Aspire Academy at Pine Bluff	\$37,500.00	\$37,500.00	\$0.00	0.0%
Friendship Aspire Little Rock ¹ (replaced Covenant Keepers Feb 2019)	\$37,500.00	\$37,500.00	\$0.00	0.0%
Future School of Fort Smith	\$35,000.00	\$35,000.00	\$0.00	0.0%
Graduate Arkansas as of 5/14/2019 (formerly SIATech Little Rock)	\$33,281.74	\$33,281.74	\$0.00	0.0%
Haas Hall Academy (Bentonville) ²	\$42,000.00	\$43,000.00	\$1,000.00	2.4%
Haas Hall Academy (Fayetteville) ²	\$42,000.00	\$43,000.00	\$1,000.00	2.4%
Imboden Area Charter School	\$31,800.00	\$32,800.00	\$1,000.00	3.1%
Jacksonville Lighthouse Academy	\$32,000.00	\$33,000.00	\$1,000.00	3.1%
KIPP Delta Public Schools	\$36,246.00	\$36,246.00	\$0.00	0.0%
LISA Academy	\$41,000.00	\$41,000.00	\$0.00	0.0%
Little Rock Preparatory Academy	\$30,000.00	\$34,000.00	\$4,000.00	13.3%
Northwest Arkansas Classical Academy	\$35,000.00	\$36,000.00	\$1,000.00	2.9%
Ozark Montessori Academy-Springdale ³	\$33,000.00			
Pine Bluff Lighthouse Charter School	\$32,000.00	\$38,000.00	\$6,000.00	18.8%
Resp. Ed Solutions Premier High School of Little Rock	\$35,000.00	\$36,000.00	\$1,000.00	2.9%
Responsive Ed Solutions Premier High School of North Little Rock	Not in operation	\$36,000.00		
Responsive Ed Solutions Quest Academy of West Little Rock ⁴	\$35,000.00			0.0%
ScholarMade Achievement Place	\$32,000.00	\$32,000.00	\$0.00	0.0%
Southeast Arkansas Preparatory High School	\$33,000.00	\$33,000.00	\$0.00	0.0%

¹Scheduled to open in August 2019 for grades K-1 but received waiver to expand into grade levels 6-8 and open immediately on 2/14/2019 to serve Covenant Keepers students as a result of the revocation of their charter.

²Haas Hall Academy and Haas Hall Bentonville reported to the BLR that they have a minimum salary of \$42,000 in 2019 and \$43,000 in 2020, however, they publish a minimum salary schedule on their website that indicates the minimum salary for a BA prepared certified staff person with zero years of experience is \$32,500 each year.

Source: Websites for Various Open Enrollment Public Charter Schools, emails and phone calls with relevant Charter School Personnel.

³Relinquished their charter at the end of SY 2018-19. Lisa Academy expanded their charter to include this school site beginning July 1, 2019.

⁴Relinquished charter at the end of 2018-19 school year, and merged school into Northwest Arkansas Classical Academy Charter.

Sources: Websites for various open enrollment public charter schools, emails and phone calls with relevant charter school personnel. Emails and phone calls with Division of Elementary and Secondary Education (DESE) Coordinator of Monitoring, Systems Support & Charter Schools, Ms. Tracy Webb.

2020 Charters’ Minimum Teacher Salaries and Selected Characteristics

In addition to providing the actual minimum salaries for each charter, this report also examines charters’ minimum salary amounts’ relationship to the average of their 2019 average salaries, FTEs, school size, percentages of students eligible for FRPL, and student achievement. Similar to traditional public schools, the charters in the lowest minimum salary quartile have the lowest average 2019 average annual salaries, the lowest average 2019 student to FTE ratio, the highest percentage of students eligible for FRPL, and the lowest percentage of students scoring “Ready” or “Exceeding” on English language arts and mathematics assessments. There does not appear to be a consistent pattern for either the average total 2019 FTEs or average 2019 ADM.

Although the number of schools in the analysis of charter schools’ minimum salaries is very small, upon further research, the BLR found statistically significant **positive** correlations (ranging from .64 to .71) between charter schools’ minimum salaries and their average salaries and student achievement. Specifically, these positive correlations indicate that as the minimum salaries increase the average salary and percentage of students scoring “Ready” and “Exceeding” on student assessments also increases. In addition, there was a statistically significant **negative** correlation between charter schools’ minimum salaries and the percentage of students eligible for FRPL, that is, as the minimum salaries increase, the percentage of students eligible for FRPL decreases.

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 SIA 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.

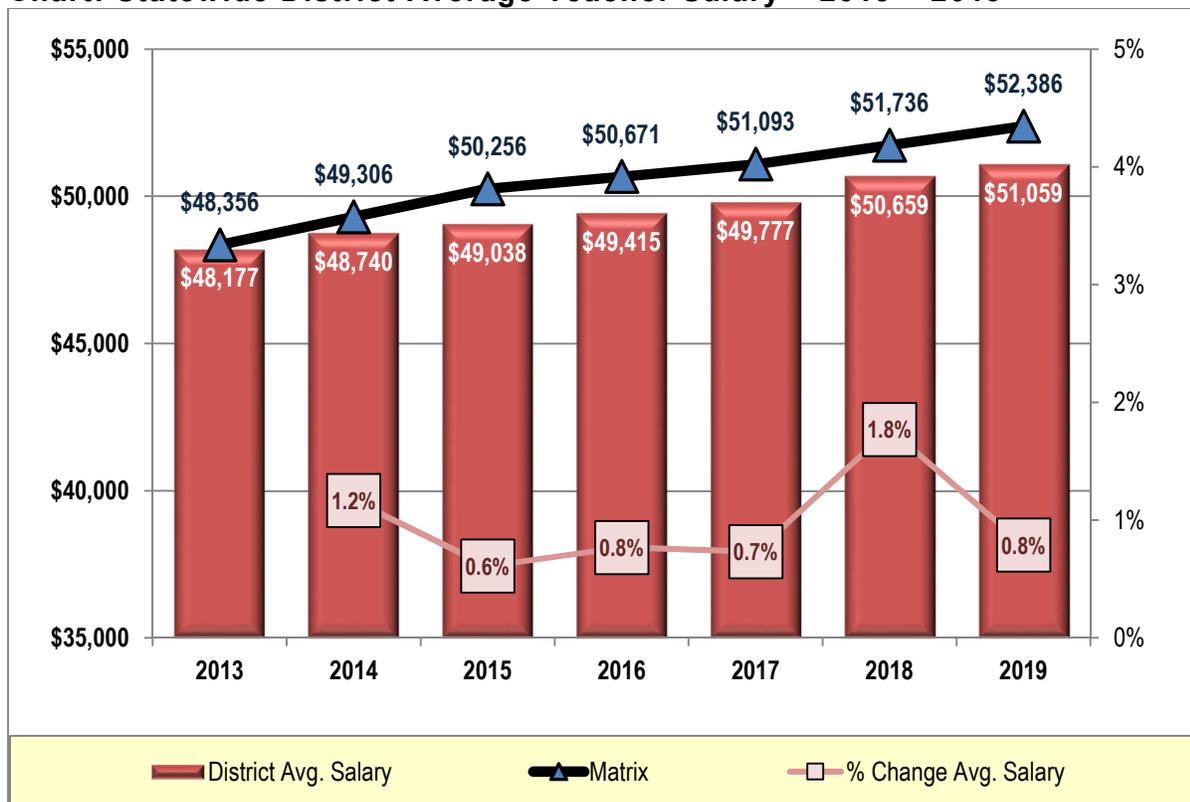
State Average Salary – School Districts

The NEA average salary amounts used earlier in this report to compare average salaries among states are not available at the school district level, and therefore cannot be used for the analysis of district-level average salary amounts. Prior to the 2018 Adequacy Study, the Bureau used the “Average Salary – Non-Federal Licensed Classroom FTEs’ from the Division of Elementary and

Secondary Education’s Annual Statistical Report (ASR) in its analysis of average teacher salary by school district. During that period of time, the Bureau developed its own methodology of calculating average teacher salaries as a way of testing the reasonableness of the ASR data and as a way of producing a detailed report of the salary and FTE amounts for each teacher entering into the district average salary computation. Over the course of several years, material errors have been found in a limited number of districts in each Annual Statistical Report reviewed by the Bureau. These errors have not had a significant impact on the overall state average, but have posed problems for our analysis. Beginning with the 2018 Adequacy Study, the Bureau began using the average salaries from its own methodology for the Adequacy Study analysis, rather than using the salaries reported in the ASR. The average classroom teacher salaries for the 2019 year and for all years showing a trend analysis presented in this report are from the Bureau’s methodology. This methodology is described in more detail in **Appendix C**.

The state average teacher salary increased from 2013 through 2019. The average salary increased \$2,882 between 2013 and 2019, or a 6% increase, and the teacher salary amount in the matrix increased \$4,030, or an 8.3% increase over the same time period. The average annual salary percentage increase over this period was 1% and the average matrix salary increase was 1.3%. The districts’ average salary was consistently below the salary amount provided in the matrix from 2013 through 2019, and the variance is growing, from \$179 in 2013 to \$1,327 in 2019.

Chart: Statewide District Average Teacher Salary – 2013 – 2019



Data Source: BLR Analysis of ADE – APSCN Data

The table below illustrates the highest and lowest district average salary amounts for 2013 through 2019, and provides the amount of difference between the highest and lowest average salary amounts each year, and the amount of change for highest and lowest salary amounts from the previous year. Springdale School District had the highest average salary level for 2013 through 2018, and Fayetteville had the highest average in 2019, followed by Springdale. Various districts have had the lowest average salary over the last seven years, but both

Mulberry/Pleasant View Bi-County and Lead Hill districts have had the lowest average salary two years in a row. While the highest average salary increased each year from 2013 through 2019, the lowest average salary amounts have fluctuated and actually declined in 2015 and 2016. The gap between the highest and lowest average salaries ranges from a high of \$22,810 in 2016 to a low of \$20,956 in 2014, and the gap declined \$123 in 2019, with an increase in the lowest average salary of \$1,095. While there continues to be a significant difference between the highest and lowest average salary amounts, the amount of increase from the prior year for the districts with the lowest average salary have been greater than the amount of increase for those districts with the highest average salary for the last three years, 2017 through 2019.

Regular School District Average Salaries - Highest and Lowest								
	Highest			Lowest			Gap Between	
	Average Salary		District	Average Salary		Change from Prior Year	Highest and Lowest	
Year	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	\$847	\$20,956	(\$362)
2015	\$58,982	\$362	SPRINGDALE	\$36,617	MULBERRY/PLEASANT VIEW BI-COUNTY	(\$1,048)	\$22,366	\$1,410
2016	\$59,176	\$194	SPRINGDALE	\$36,367	MULBERRY/PLEASANT VIEW BI-COUNTY	(\$250)	\$22,810	\$444
2017	\$59,814	\$638	SPRINGDALE	\$37,965	BRADFORD	\$1,598	\$21,850	(\$960)
2018	\$59,991	\$177	SPRINGDALE	\$38,484	LEAD HILL	\$519	\$21,508	(\$342)
2019	\$60,963	\$972	FAYETTEVILLE	\$39,578	LEAD HILL	\$1,095	\$21,385	(\$123)

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

District-Level Average Salary Analysis - 2018 and 2019

In 2019, the highest average salary amount of \$60,963 was paid by the Fayetteville School District, and the lowest average salary amount of \$39,578 was paid by Lead Hill School District for a difference of \$21,385. One hundred sixty-two (162) districts' 2019 **average** salaries are below the district with the state's highest 2019 **minimum**. Springdale had the highest 2019 **minimum** salary of \$47,766 for a bachelor degree prepared teacher with zero years of experience.

One hundred sixty-seven (167) school districts' average salaries increased in 2019 over their 2018 average salaries. Of these 167 districts, 32 districts' average salary increased 3% or greater (see table below), and eight districts had an increase of less than \$100. Heber Springs School District had the greatest average salary increase of \$4,430, or 10.1%. Upon further research, it was determined that 26 of the 32 districts with average salary increases of 3% or greater in 2019 provided bonus payments. Therefore, the increase in average salary could be due in part to the payment of bonuses. In addition, 21 of the 32 districts also had an increase in total expenditures for bonus payments in 2019 over their expenditures for bonuses in 2018. Further, 18 of the 32 districts spent more on average per teacher bonuses in 2019 than the average per teacher bonuses in 2018.

Districts with 3% or Greater Average Salary Increases 2018 to 2019					
District	Increase in Average Salary 2018 to 2019	% Increase 2018 to 2019	District	Increase in Average Salary 2018 to 2019	% Increase 2018 to 2019
HEBER SPRINGS	\$4,430	10.1%	CLINTON	\$1,790	4.2%
DEER/MT. JUDEA	\$4,059	10.0%	MIDLAND	\$1,627	4.0%
WESTERN YELL CO.	\$3,664	8.8%	ALPENA	\$1,710	3.9%
LAKESIDE (CHICOT)	\$3,098	6.9%	HACKETT	\$1,808	3.9%
OZARK MOUNTAIN	\$2,665	6.7%	CEDARVILLE	\$1,604	3.7%
FOUKE	\$3,121	6.7%	JACKSON CO.	\$1,559	3.6%
BRINKLEY	\$2,844	6.5%	LEE COUNTY	\$1,598	3.6%
CLEVELAND COUNTY	\$2,400	5.5%	BRYANT	\$1,947	3.5%
MCGEHEE	\$2,386	5.5%	MOUNTAIN VIEW	\$1,505	3.2%
MARVELL-ELAINE	\$2,491	5.2%	CALICO ROCK	\$1,288	3.2%
AUGUSTA	\$2,071	4.9%	MONTICELLO	\$1,419	3.2%
STRONG-HUTTIG	\$2,159	4.7%	DANVILLE	\$1,347	3.2%
DOLLARWAY	\$2,083	4.6%	MAYFLOWER	\$1,437	3.1%
BLYTHEVILLE	\$1,954	4.5%	EUREKA SPRINGS	\$1,407	3.1%
LAFAYETTE COUNTY	\$1,959	4.4%	TRUMANN	\$1,281	3.1%
CENTERPOINT	\$1,874	4.3%	GREENLAND	\$1,304	3.0%

Source: BLR Analysis of ADE - APSCN data.

Sixty-eight (68) school districts' average salaries declined in 2019 from their 2018 average salaries, ranging from a 7.4% decrease in Nemo Vista School District to 0.1% decrease in Jasper, Poyen, and Hampton School Districts. Nemo Vista School District had the largest average salary **decrease** with a reduction of \$3,250, or a 7.4% decrease. The table below illustrates there were 10 districts whose 2019 average salary declined -3% or more from their 2018 average salary. Upon further research, it was determined that nine of these ten districts also had decreases in the amount expended for bonuses and in the amount of average per teacher bonuses paid in 2019. The reduction in the amount of average salary paid could be due in part to the decline of expenditures for bonuses in 2019.

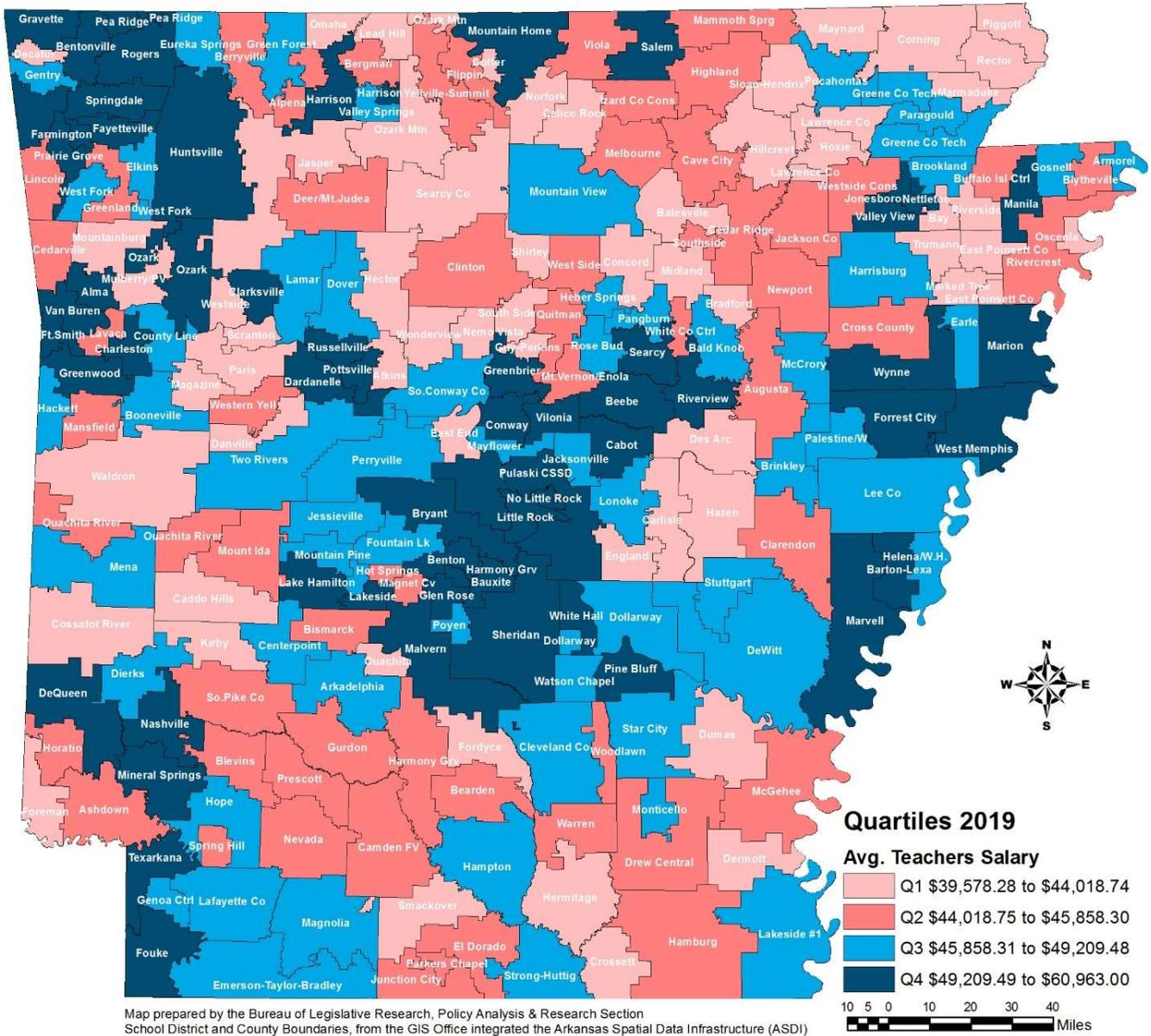
Districts with 3% or Greater Average Salary Decreases 2018 to 2019		
District	Increase in Average Salary 2018 to 2019	% Increase 2018 to 2019
NEMO VISTA	-\$3,250	-7.4%
CADDO HILLS	-\$2,856	-6.5%
PINE BLUFF	-\$2,775	-5.3%
MAGAZINE	-\$2,364	-5.2%
NORFORK	-\$2,181	-4.9%
SOUTH SIDE (VAN BUREN)	-\$1,963	-4.4%
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.

The map on the following page illustrates the 2019 average salaries of all school districts divided into average salary quartiles as shown below. The total range between the lowest and highest average salary is \$21,385. The salary range for districts' whose average salaries fall within Quartiles 1 through 3 (upper range for Quartile 3 minus lowest range for Quartile 1) is \$9,631, which is less than half the total range of average salaries for all districts, \$21,385, which illustrates a compression of a large number of districts in the lower average salary ranges. The salary range for Quartile 4 alone, \$11,754, well exceeds the total range of the first three quartiles. See **Appendix D** for 2019 individual district average teacher salaries sorted by rank and in alphabetical order.

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

2019 Average Teacher Salary – Map



2019 District Average Teacher Salaries and Selected Characteristics

In addition to providing the actual average salaries for 2019 by district, this report also examines districts’ average salary amounts’ relationship to the average number of teacher FTEs, student/FTE ratios, school district size, the percentage of students eligible for free and reduced-price lunches (FRPL), and student achievement. Districts in the highest salary quartile (\$49,209.49-\$60,963.00) have the highest average number of FTEs, highest average student/FTE ratio, the highest average and total ADM, and the highest average percentage of students with scores of “Ready” or “Exceeding” on English language arts and mathematics assessments. Further, the districts in the highest salary quartile had the lowest percentage of students eligible for free and reduced-price lunches. Those districts in the lowest average salary quartile (\$39,578.28-\$44,018.74) had the lowest number of FTEs, lowest average student/FTE ratio, lowest average and total ADM and the lowest average percentage of students with scores of “Ready” or “Exceeding” in English language arts and mathematics. In addition, the districts in this lowest quartile had the highest average percentage of students qualifying for free and reduced-price lunches.

Upon further research, the BLR found statistically significant positive correlations (ranging from .24 to .7) between districts' 2019 average salaries and districts' 2019 average FTEs, average student-to-FTE ratios, ADM, average percentage eligible for FRPL, and average percentage scoring "Ready" or "Exceeding" on English language arts and mathematics assessments.

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.

2019 District Average Teacher Salaries and Teacher Experience/Preparation

In addition to district characteristics, this report also examines the level of teacher experience and preparation by each of the 2019 average salary quartiles, including average percentage of each salary quartile's FTEs that are National Board Certified (NBCT), average years of experience, and average percentage bachelor degree and advanced degree prepared teachers. The methodology for determining the years of the experience and the degree type percentages is found in **Appendix C**. Overall, as the district average salary amounts increase, the percentage of FTEs that are NBCT prepared, the average years of experience, and the average percentage of FTEs with advanced degrees also increase. Those districts in the lowest 2019 average salary quartile have the lowest percentage of total FTEs with National Board Certification, lowest average years of experience, and lowest average percentage of master degree prepared teachers. Those districts in the lowest quartile also have the highest percentage of teachers with bachelor degrees. Conversely, the districts in the upper quartile have the highest average percentage of FTEs with National Board Certification, highest average years of experience, lowest average percentage of bachelor degree prepared teachers, and highest 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.

2019 District Average Teacher Salaries and District NCES Locale

As noted in the analysis of 2020 minimum salaries, this report also provides the average of districts’ 2019 average teacher salaries by each of the NCES locale classifications to highlight differences that exist. Those districts classified as rural have the lowest average teacher salary of all of the four classifications.

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)

High-Priority District Incentive Bonus Program

The High-Priority District Incentive Program is designed to enhance teacher salaries for small and high-poverty districts. Originally enacted in 2003, Arkansas’s high-priority district incentive program provides grants to districts to pay for teacher bonuses. Districts are eligible for the funding if they:

- Have at least 80% of students qualifying for free or reduced price lunch and
- A total of 1,000 or fewer students.

Classroom teachers (including guidance counselors and librarians) working the full school year in the eligible districts receive bonuses. Ark. Code Ann. § 6-7-811 authorizes bonuses for the program in the following amounts:

- A one-time signing bonus of \$5,000 to newly hired teachers for the first full year of teaching in a high priority district
- \$4,000 for teachers in their second and third years of teaching in the same high priority district
- \$3,000 for teachers in who are:
 - 1) Teaching a fourth or subsequent year in the same high-priority district;
 - 2) Taught in one high-priority district but begins employment in another high-priority district; or
 - 3) Teaching in a high-priority district but do not meet the previous requirements.

If the appropriation and funding available for this program is not enough to pay eligible teachers these bonus amounts, ADE calculates the three bonus rates on a pro rata basis.

An appropriation was first authorized for high priority district bonuses for the 2004-05 school year at \$2.1 million, and has remained at this amount through 2018-19. The DESE has allocated \$2.1 million for this program each of these years, and roughly the full amount as well. Based on the number of districts qualifying for the funding and the number of eligible teachers in those districts, the funding level has not been sufficient, at least in recent years, to pay the bonus amounts envisioned in the statute. Instead, a pro rata amount has been calculated each year. The payment amounts are provided in the table below.

Year of Teaching in High Priority District	Bonus Specified in Statute	Actual Payment Amount						
		2013	2014	2015	2016	2017	2018	2019
1 st	\$5,000	\$3,931	\$4,504	\$4,673	\$4,291	\$3,948	\$4,380	\$3,944
2 nd and 3 rd	\$4,000	\$2,931	\$3,504	\$3,673	\$3,291	\$2,948	\$3,380	\$2,944
4 th and beyond	\$3,000	\$1,931	\$2,504	\$2,673	\$2,291	\$1,948	\$2,380	\$1,944
# of Districts Receiving Grants		20	17	16	18	21	20	21
# of Teachers Receiving Bonuses		889	701	640	772	909	746	905

Source: DESE - Office of Educator Effectiveness/Licensure

A total of 32 districts have received bonus payments at least one of the years shown below. However, this grant program is not a consistent source of funding for all eligible districts. Eleven districts, or 34% of recipient districts received the funding all seven years shown below, but approximately, 47%, or 15, of the 32 districts received a grant 3 years or less.

Districts Receiving High-Priority Bonus Incentive Payments -- 2013 - 2019							
District	2013	2014	2015	2016	2017	2018	2019
Augusta	\$86,429	\$107,146	\$114,893	\$104,917	\$89,472	\$112,108	\$93,064
Barton Lexa				\$154,377	\$131,903	\$166,176	\$136,626
Blevins	\$88,876	\$116,172	\$121,586	\$109,814	\$92,909	\$117,887	\$95,898
Bradley	\$85,742	Consolidated					
Brinkley							\$66,891
Caddo Hills	\$97,734	\$124,197				\$119,857.36	
Clarendon	\$103,186	\$150,531	\$146,177	\$111,230	\$99,935	\$101,298	\$79,009
Decatur	\$107,582	\$130,428	\$133,643	\$136,564			
Deer Mount Judea							\$74,313
Dermott	\$84,010	\$120,217	\$131,117	\$95,334	\$58,813	\$64,238	\$58,673
Dollarway							\$118,903
Earle	\$130,248	\$134,197	\$149,973	\$122,543	\$90,987	\$92,538	\$76,397
Hermitage			\$115,220	\$93,910			
Hughes	\$80,707	\$78,226	\$96,283	Consolidated			
Izard County Consolidated				\$103,866	\$85,163		
Lafayette County	\$130,831	\$163,826	\$157,140	\$151,120	\$124,776	\$145,522	\$108,511
Lakeside Chicot							\$183,726
Lead Hill		\$88,003					
Lee County	\$151,975	\$200,436	\$173,033	\$139,002	\$143,058	\$159,277	\$119,346
Magazine					\$85,661	\$113,951	
Marked Tree					\$99,884		
Marvell	\$104,012	\$125,172	\$109,230	\$81,347	\$87,292	\$82,563	\$56,479
Mineral Springs	\$116,595	\$117,449	\$118,259	\$101,376	\$90,715	\$110,164	\$96,920
Mountain Pine					\$105,082	\$120,198	\$113,622
Norfolk	\$102,304	\$113,120	\$113,389	\$105,372	\$93,371	\$106,983	
Ozark Mountain	\$126,901				\$137,773		\$140,737
Palestine- Wheatley	\$113,650	\$133,992	\$155,497	\$155,752	\$131,493	\$150,728	\$120,124
Shirley	\$93,325			\$92,801	\$78,090	\$98,181	\$80,175
Stephens	\$66,560	\$81,733	Consolidated				
Strong-Huttig	\$95,568	\$115,155	\$101,526	\$83,751	\$78,189	\$76,667	\$62,479
Two Rivers	\$133,762		\$160,359	\$156,919	\$132,109	\$161,657	\$147,681
Western Yell					\$63,322		\$70,424
	\$2,099,997	\$2,100,000	\$2,097,325	\$2,099,995	\$2,099,997	\$2,099,993	\$2,099,997

Source: DESE - Office of Educator Effectiveness/Licensure

Comparable Wage Index for Teachers (CWIFT) Adjusted Average Salaries

The 2019 average salary for each school district has been adjusted by the Comparable Wage Index for Teachers (CWIFT) created and published by the National Center for Education Statistics as a way to observe cost of living differences that exist between districts. The CWIFT is an experimental index that estimates cost of living differences and may not be exact. Due to the wages paid to teachers comprising the largest costs for school districts, the CWIFT is

focused on measuring the variation in labor costs by geographic location, and each CWIFT value has been “normalized to the national average wage.”⁶ The CWIFT is “designed to identify geographic variation in wages for college-educated workers outside of the education field after controlling for job-related and demographic characteristics.”⁷

The map on the following page illustrates the 2019 CWIFT adjusted average salaries of all school districts divided into average salary quartiles as shown in the table below. The total range between the lowest and highest adjusted average salary is \$36,242. The salary range for districts’ whose average salaries fall within Quartiles 1 through 3 (upper range for Quartile 3 minus lowest range for Quartile 1), is \$23,670, which is almost two-thirds of the total range of CWIFT adjusted average salaries for all districts, \$36,242, and almost double the range for the highest salary quartile, Quartile 4 - \$12,572. The CWIFT adjusted salaries are more widely dispersed than the 2019 non-adjusted average salaries, and therefore the CWIFT adjusted salaries are not as compressed in the lower salary quartiles as the non-adjusted average salaries. See **Appendix E** for 2019 individual district CWIFT adjusted average teacher salaries sorted by rank and in alphabetical order with the corresponding 2019 non-adjusted average salary amount for comparison.

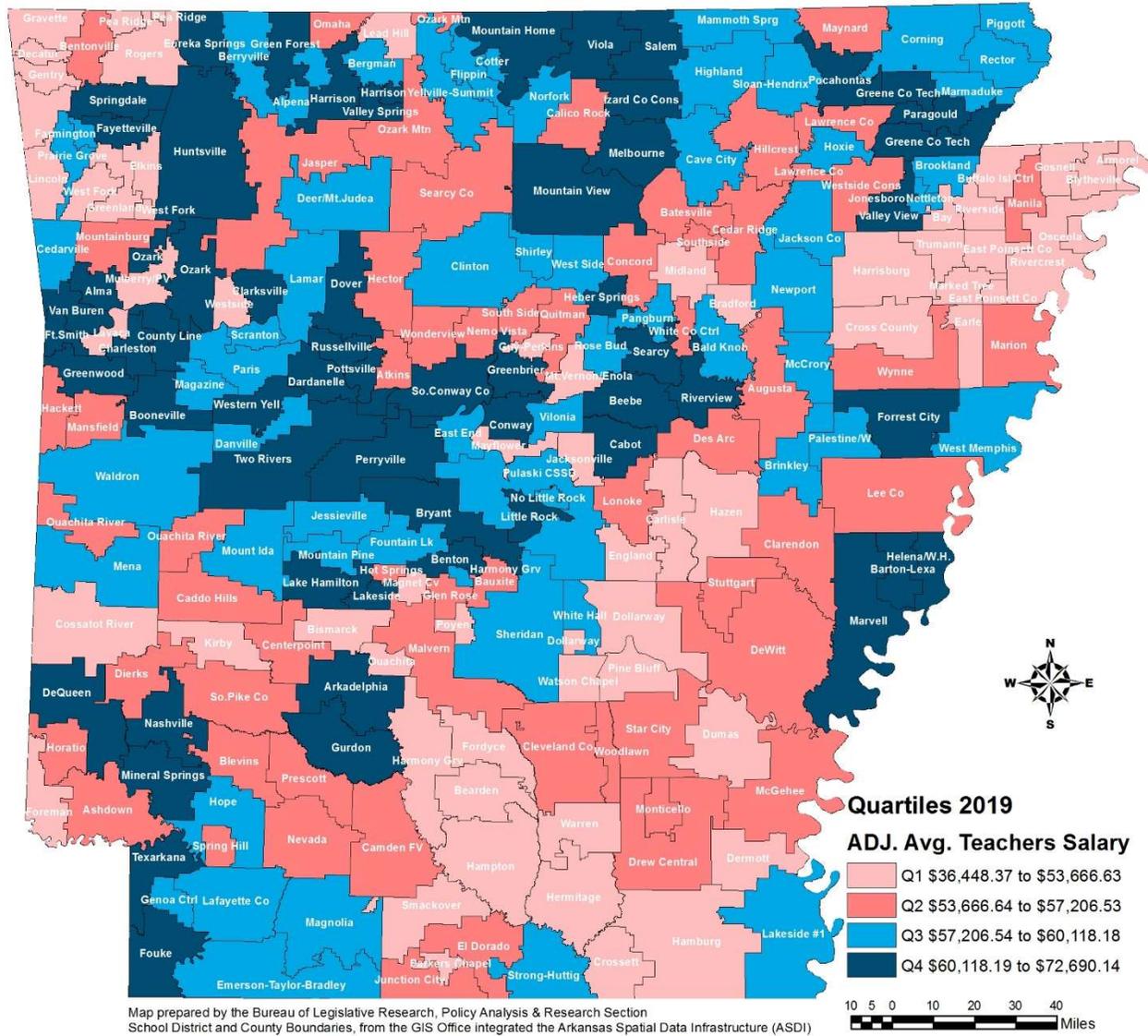
2019 CWIFT Adjusted Average Teacher Salary Quartiles				
Quartile	Lower Range	Upper Range	Range of Each Quartile	# of Districts
1 (\$36,448.37-\$53,666.63)	\$36,448.37	\$53,666.63	\$17,218.26	59
2 (\$53,666.64-\$57,206.53)	\$53,666.64	\$57,206.53	\$3,539.89	58
3 (\$57,206.54-\$60,118.18)	\$57,206.54	\$60,118.18	\$2,911.64	59
4 (\$60,118.19-\$72,690.14)	\$60,118.19	\$72,690.14	\$12,571.95	59

⁶ Cornman, S.Q., Nixon, L.C., Spence, M.J., and Taylor, L.L., Gevert, D.E. (2019). Education Demographic and Geographic Estimates (EDGE) Program: American Community Survey Comparable Wage Index for Teachers (ACS-CWIFT) (NCES 2018-130). U.S. Department of Education. Washington, DC: National Center for Education Statistics. Retrieved May, 2020 from <https://nces.ed.gov/programs/edge/Economic/TeacherWage>

Data file: Education Demographic and Geographic Estimates (EDGE) Program. American Community Survey Comparable Wage Index for Teachers (ACS-CWIFT), 2017. Washington, DC: U.S. Department of Education, National Center for Education Statistics. Data retrieved May 2020. https://nces.ed.gov/programs/edge/data/EDGE_ACS_CWIFT_2017.zip. ACS Data used: 2015-2017. According to the NCES CWIFT Report, “The goal of any geographic cost index is to measure uncontrollable differences in the purchasing power of school districts so that comparisons among districts or across time can be based on real educational resources. Where costs are high, districts are unable to purchase as many real resources for each dollar of expenditure; where costs are low, districts have greater purchasing power and are able to provide more real resources for similar levels of spending. In other words, school districts in high cost environments must spend more than school districts in low cost environments just to provide the same level of educational services. A geographic cost index attempts to describe how much more. The cost of labor, in particular the wages paid to teachers, is one of the largest costs for school districts. For this reason, NCES has focused on measuring the variation in labor costs by geographic location. The CWIFT is designed to identify geographic variation in wages for college-educated workers outside of the education field after controlling for job-related and demographic characteristics.” (pages 1-2)

⁷ Id.

2019 CWIFT Adjusted Average Teacher Salary – Map



The table below shows the changes in districts' average salary quartile assignments after applying the CWIFT to their 2019 average salary amounts. Seventy districts' salary quartile assignment changed from a lower to a higher average salary quartile. Twenty of those districts' adjusted average salary moved two salary quartiles higher, and fifty districts' average adjusted salary moved one salary quartile higher. One hundred and five districts' salary quartile assignment remained the same. Sixty districts' average salary was adjusted to a lower salary quartile as a result of applying the CWIFT to their 2019 average salary. Five of these 60 districts' average salary moved three quartiles lower, 20 moved 2 quartiles lower, and 35 moved 1 quartile lower.

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

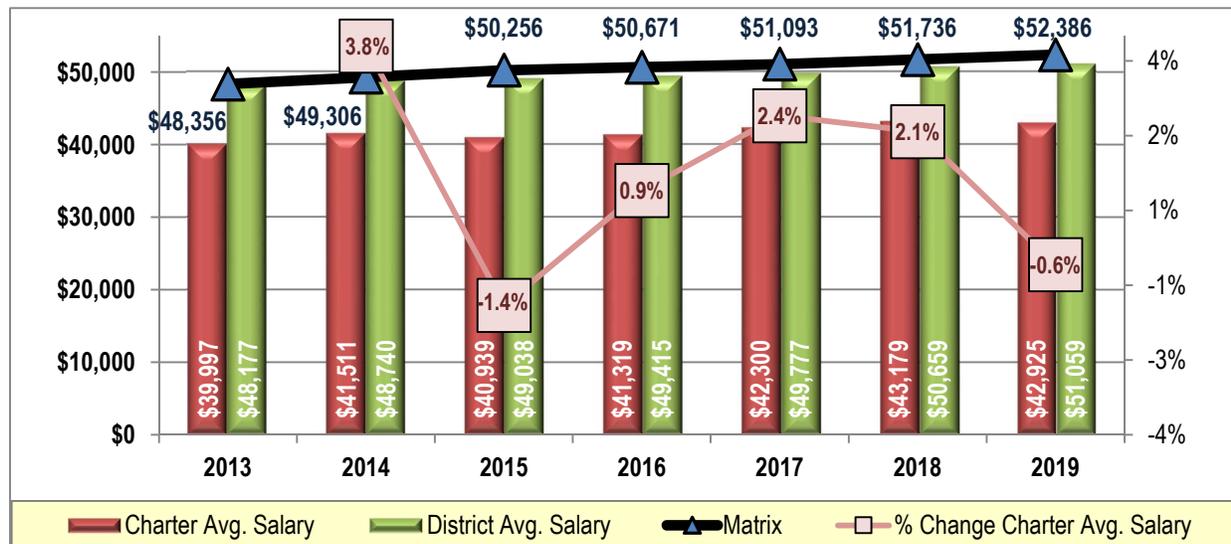
CWIFT Adjusted Salary Change in Salary Quartile	# of Districts
2	20
1	50
0	105
-1	35
-2	20
-3	5

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>.

Charters’ Average Teacher Salary – 2013 - 2019

The average teacher salary amount for charters has increased from \$39,997 in 2013 to \$42,925 in 2019, which is an increase of \$2,928 or 7.3%. While the average salaries for open enrollment public charters increased from 2015 through 2018, in 2019 there was a slight **decline** of \$254, or .6%. The charter average salaries are consistently below the salary amount provided through the foundation funding matrix, and below the average regular districts’ average salary.

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



Source: BLR analysis of APSCN data.

The table below provides the average salary amounts for each charter for both 2018 and 2019. The 2019 average salary for Arkansas’s charter schools range from \$51,869 for Haas Hall Academy to \$36,374 for Capital City Lighthouse Academy, which is a difference of \$15,495. Haas Hall Academy – Bentonville’s 2018 average salary of \$50,992 was the highest average salary for 2018, and Ozark Montessori had the lowest 2018 average salary of \$28,361, a difference of \$22,631. The highest average salary increased \$1,366, or 2.7%, in 2019 from 2018. The amount of difference or gap between the highest and lowest average salaries also **declined** by \$7,136 in 2019 from \$22,631 in 2018 to \$15,495 in 2019.

Ozark Montessori Academy Springdale had the largest average salary increase in 2019 of \$8,604, or 30.3%, but even with the increase, the salary for Ozark Montessori was next to the lowest of all the charter schools' 2019 average salaries. Ten of the charters' average salary declined in 2019 from the 2018 salary level, with Capital City Lighthouse Academy having the largest, a **decline** of \$5,851, or 13.9%. In 2018, the average salary for Ozark Montessori fell below the state mandated minimum salary level of \$31,400. This could be in part due to Ozark Montessori being one of the charters that is exempt from the state-mandated minimum salary requirements.

2018 and 2019 Charter School Average Salaries

District	2018 Average Salary	2019 Average Salary	Change (2018 to 2019)	% Change
Academics Plus Public Charter Schools	\$43,313	\$44,367	\$1,054	2.4%
Arkansas Arts Academy	\$41,174	\$40,533	-\$641	-1.6%
Arkansas Connections Academy	\$44,411	\$44,740	\$329	0.7%
Arkansas Virtual Academy	\$42,921	\$40,184	-\$2,738	-6.4%
Capital City Lighthouse Academy	\$42,225	\$36,374	-\$5,851	-13.9%
Covenant Keepers/Friendship Aspire Little Rock (Friendship LR 2019 Avg Sal = \$40,431.00)	\$36,611	\$38,248	\$1,637	4.5%
eStem	\$43,131	\$42,062	-\$1,069	-2.5%
Exalt Academy	\$38,651	\$41,481	\$2,830	7.3%
Friendship Aspire Pine Bluff ¹		\$44,494		
Future School of Fort Smith	\$43,057	\$46,164	\$3,107	7.2%
Haas Hall Academy	\$50,503	\$51,869	\$1,366	2.7%
Haas Hall Bentonville	\$50,992	\$50,820	-\$171	-0.3%
Imboden Charter School District	\$40,053	\$42,321	\$2,268	5.7%
Jacksonville Lighthouse Charter	\$44,575	\$41,735	-\$2,839	-6.4%
Kipp Delta Public Schools	\$47,451	\$44,135	-\$3,315	-7.0%
LISA Academy	\$42,205	\$43,416	\$1,210	2.9%
Little Rock Preparatory Academy	\$37,795	\$43,796	\$6,001	15.9%
Ozark Montessori Academy Springdale	\$28,361	\$36,964	\$8,604	30.3%
Pine Bluff Lighthouse Academy	\$44,078	\$42,299	-\$1,779	-4.0%
Resp. Ed Solutions NW AR Classical Acad	\$42,173	\$42,646	\$474	1.1%
Resp. Ed Solutions Premier High-LR	\$41,868	\$40,269	-\$1,600	-3.8%
Resp. Ed Solutions Quest Middle-LR	\$41,841	\$40,247	-\$1,593	-3.8%
Responsive Ed Solutions Quest Middle-Pine Bluff ²	\$39,211			
Rockbridge Montessori ²	\$39,784			
ScholarMade Achievement Place ¹		\$39,471		
SIA Tech Little Rock Charter (Graduate Arkansas as of 5/14/2019)	\$46,505	\$51,430	\$4,925	10.6%
Southeast AR Preparatory High School ¹		\$41,141		
Overall Average	\$43,179	\$42,925	-\$254	-0.6%
Difference between Highest and Lowest Average Salary	\$22,631	\$15,495	-\$7,136	-31.5%

¹ Not in operation in 2018.

² Not in operation in 2019.

Source: BLR Analysis of DESE APSCN data.

2019 Charter Schools' Average Teacher Salaries and Selected Characteristics

The table below also examines the charters' average salary amounts' relationship to average teacher FTEs, student/FTE ratio, ADM, % FRPL and student achievement. The patterns for charter schools' average salary quartiles are different from those that emerged for traditional school district average salary quartiles. There are a few similarities in the relationships shown below to the relationships that emerged for regular districts. For example, charter schools with average salaries in the lowest quartile have the highest percentage of students qualifying for free and reduced-price lunches, and they also have the lowest percentage of students scoring "Ready" or "Exceeding" on English language arts and mathematics assessments. In addition, the student achievement percentages follow a consistent upward pattern as the average salary quartiles increase. The other categories shown below do not show consistent patterns similar to what we see with regular districts, such as the average ADM increasing as the average salary quartiles increase.

Upon further research, the BLR found only one statistically significant correlation for charters', and it was between charters' average salaries and average student achievement with a **positive** correlation of .44. As charter schools average salaries increase, so do their percentages of students scoring "Ready" or "Exceeding" on English language arts and mathematics 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.

AVERAGE PAY FOR OTHER PROFESSIONS

The U.S. Bureau of Labor Statistics (BLS) publishes Occupational Employment and Wage Estimates for major occupational groups in Arkansas and the United States. According to BLS, these occupational employment and wage estimates "are calculated with data collected from employers in all industry sectors in metropolitan and nonmetropolitan areas in every state and the District of Columbia." The following table provides the annual mean wage or salary for occupations that require bachelor degree preparation for both Arkansas and the United States. In addition, it provides a rank for each occupation's annual mean salary. The annual mean salary in Arkansas for secondary, middle, and elementary teachers ranks 12th, 14th, and 16th, respectively, with electrical and civil engineers ranking 1st and 2nd, respectively.

**2019 Annual Mean Salaries for Selected Occupations Requiring
a Bachelor Degree
Arkansas and the United States**

Profession	Arkansas	Rank	United States	Rank	Difference (AR - US)
Electrical engineers	\$84,400	1	\$103,480	1	-\$19,080
Civil engineers	\$78,520	2	\$94,360	2	-\$15,840
Loan officers	\$71,970	3	\$76,200	6	-\$4,230
Interior designers	\$70,020	4	\$60,990	17	\$9,030
Buyers and purchasing agents	\$69,450	5	\$69,680	8	-\$230
Market research analysts and marketing specialists	\$68,770	6	\$71,570	7	-\$2,800
Accountants and auditors	\$66,450	7	\$79,520	3	-\$13,070
Insurance underwriters	\$65,470	8	\$77,640	4	-\$12,170
Registered nurses	\$61,330	9	\$77,460	5	-\$16,130
Human resources specialists	\$57,740	10	\$67,760	10	-\$10,020
Foresters	\$55,720	11	\$63,270	15	-\$7,550
Secondary school teachers, except special and career/technical education	\$51,870	12	\$65,930	11	-\$14,060
Surveyors	\$51,360	13	\$67,920	9	-\$16,560
Middle school teachers, except special and career/technical education	\$50,720	14	\$63,550	14	-\$12,830
Social workers, all other	\$49,730	15	\$61,750	16	-\$12,020
Elementary school teachers, except special education	\$48,800	16	\$63,930	12	-\$15,130
Graphic designers	\$44,750	17	\$56,510	18	-\$11,760
Property Appraisers and Assessors	\$43,470	18	\$63,610	13	-\$20,140
Child, family, and school social workers	\$40,620	19	\$51,030	19	-\$10,410

Sources: U.S. Bureau of Labor Statistics (BLS), May 2019 National Occupational Employment and Wage Estimates, https://data.bls.gov/cgi-bin/print.pl/oes/current/oes_nat.htm.

- BLS - May 2019 Arkansas Occupational Employment and Wage Estimates, https://data.bls.gov/cgi-bin/print.pl/oes/current/oes_ar.htm

- BLS 2018 Education and Training by Occupation,

<https://www.bls.gov/emp/tables/education-and-training-by-occupation.htm>.

ADEQUACY SURVEYS - COMMENTS ON COMPENSATION

As part of the 2020 Adequacy Study, the BLR conducted online surveys of superintendents and principals in Arkansas. The BLR also visited a randomly selected, representative sample of 74 schools and interviewed their principals. Teachers in the 74 randomly selected schools were also invited to complete an online survey. The online surveys allowed the BLR to collect specific, quantitative data from districts, while the principal interviews asked more open-ended qualitative questions. This report provides the questions and responses related to teacher salaries. The principal survey did not have questions that related to teacher salaries. Responses to other survey questions have been or will be presented in other reports throughout the Adequacy Study process.

To elicit the most candid responses, district and school staff were assured their answers would not be individually identified; therefore, responses are provided only in aggregate.

2020 Arkansas Teacher Adequacy Survey

For the BLR's online teacher survey, only certified teachers in the 74 randomly selected schools were invited to respond. Each principal was asked to provide the name of a teacher or staff member who would distribute the teacher survey instructions to his/her colleagues. Generally, only certified teachers assigned to teach a class were invited to complete the survey (i.e., not administrators), but the survey pool also included guidance counselors, English as a second language teachers, alternative education teachers, library/media specialists, and instructional facilitators, regardless of whether they were assigned to teach a class. Teachers accessed the survey online using an individual code that was distributed to them by the teacher representative assigned by the principal. A total of 2,482 surveys were distributed, and 1,288 teachers responded by January 15, 2020, for a response rate of nearly 52%.

As reported in the BLR's Teacher Recruitment and Retention report in May, 2020, teacher salary is viewed as one of the top barriers in recruiting and retaining teachers in the views of principals and superintendents, but only 22.1% of teachers responding to the Teacher Adequacy Survey said salary is the reason they chose to work at their current school. Higher salary was cited by 47% of the respondents as a possible reason for relocating to a high-poverty or remote rural area, and 44% said they were considering transferring to another school or district for higher pay. Last, 40% of respondents said they are considering quitting the teaching profession and K-12 education due to salary.

Teachers were asked if they had any additional comments both for the section of the questionnaire seeking teachers' perspectives about working conditions and the section of the report seeking information on whether teachers plan to spend their entire career in K-12 education. Overall, approximately 9% of the total 402 additional comments provided for these two sections, shared a concern about teacher pay. The following are a sample of these comments:

"Low pay, long hours, but overall a very rewarding job."

" I enjoy teaching. I enjoy working with students. However, the salary is not at the level that I would desire for my family. We sacrifice in areas that I feel like we should not have to being an individual with a Masters degree. I also drive a bus and work another job in order to support my family. There are no real opportunities for advancement. No matter how hard I work or how good a job I do, the pay is only going to increase a minimal 'step' each year. Like I said, I very much enjoy education. I like my job. But why do families of teachers have to struggle financially?"

" Teachers have got to be valued more and paid more!! I was told many years ago that 'good teachers cost a lot but bad teacher cost more'. If the state wants to keep good teachers they are going to need to pay them more! Otherwise they are are going to be in desperate need to hire anyone and the students will pay! Please pay teachers!! We all have second jobs! We are tired because of this!! How effective could teachers be if they didn't have to leave school each day and

go to another job just to help pay the bills and buy things for their classroom! It is really a sad situation we are in as educators!"

"I feel like I am over worked and underpaid. I still feel like teaching/coaching is rewarding profession despite the low pay, however I feel more is being asked or expected. It is frustrating to have many unrealistic expectations (often set by non-educators) with lack of funding to help reach those expectations. I also feel like the teaching profession is increasingly becoming less respected by parents and community."

". . . . I know that we are presently in the process of raising starting salary and subsequently all teacher salaries but this has been met by the shrinking of local pay scales. The result of the 'raise' has not been a positive one for veteran teachers due to loss of cost of living raises and a continuous increase in the cost of health insurance."

"Biggest problem with teaching career is (and will probably always be) the pay and lack of opportunity to make extra money within the career. In other words, you pretty much have to have a second job and work longer than 28 years to get retirement amount up enough to live on. As much as I enjoy my job, I don't want my own children to do it because I don't want them to struggle financially and don't see that improving in their lifetime."

"I can retired in 6 years and be fully funded through Arkansas teacher retirement. However, my husband is in education too and we are both thinking about taking a penalty and retiring early. We have reached the point where we are out of increases on the salary scale and we cannot go another 6 years without a raise in our pay. We are looking to find employment in an industry that values our masters degrees."

2020 Arkansas School District Adequacy Survey

As part of the 2020 Adequacy Study, the BLR conducted online surveys of superintendents. The superintendent survey was distributed beginning July 23, 2019, and the last district responded November 21, 2019. The BLR received responses from all 235 school districts and 24 of the 25 open enrollment charter schools. Superintendents were asked to rank resources from the state foundation funding matrix in terms of where their district most needs additional funding with 1 = MOST in need of additional funding and 17 = LEAST in need of additional funding. The BLR calculated an average ranking value for each of the 17 matrix resources based on the responses of the 259 superintendents responding to the survey, and then ranked the calculated average ranking values to determine which matrix resource superintendents thought were most in need of additional funding. The table below provides the ranking of each of these average ranking values and shows that "Classroom teachers" and "Special Education Teachers" were ranked 1st and 2nd respectively as the resource most in need of additional funding.

Ranking of Average Ranking Values for Matrix Resources by Superintendents (both districts and charters)			
Matrix Resource	Rank	Matrix Resource	Rank
Classroom teachers	1	Other student support staff	10
Special education teachers	2	Nurse	11
Operations & maintenance	3	Substitutes	12
Transportation	4	Supervisory aides	13
Instructional facilitators/tech. assist./assist. principal	5	Central office	14
Technology (excluding technology staff)	6	School secretary	15
Instructional materials	7	Librarian/media specialist	16
Guidance counselor	8	Extra duty funds	17
Principal	9		

2020 Principal On-Line Survey

In the BLR report on teacher recruitment and retention, BLR reported that principals were asked to rank the most significant barriers to recruiting and retaining teachers, and they, like the superintendents, also responded that “difficulty in offering competitive salaries” was the most significant barrier to both recruiting and retaining teachers.

2020 Site Visit Adequacy Survey

The school visits and principal interviews began October 29, 2019, with the final visits on December 18, 2019. The BLR visited a total of 74 schools and interviewed the principals of those schools. Some schools invited other staff members to the interviews, and some included their superintendents in the conversation. When asked what were their most significant staffing challenges for classroom teachers, approximately 27% of the principals mentioned teacher pay or salary as an issue. The primary concern mentioned is that teachers can go to nearby schools and earn more money. In addition, some mentioned their school serves as a training ground for higher paying districts, and new teachers teach in their district a few years to gain experience and then move to the higher paying districts. One principal also mentioned the concern about teachers having to hold other jobs in order to supplement their pay as teachers during the school year.

APPENDIX A – Educator Compensation Reform Program Schedule Of Funding

Educator Compensation Reform Program (ECRP) Schedule of Funding										
LEA	ECRP Eligible District Name	District Proj. Salary 2019-20	District Proj. Salary 2020-21	District Proj. Salary 2021-22	District Proj. Salary 2022-23	2019-20 Funding Amounts	2020-21 Funding Amounts	2021-22 Funding Amounts	2022-23 Funding Amounts	Total All Four Years ECRP Funding
0201000	CROSSETT	\$33,000	\$33,800	\$34,900	\$36,000	\$0.00	\$133,636.88	\$183,750.71	\$183,750.71	\$501,138.30
0203000	HAMBURG	\$32,800	\$33,800	\$34,900	\$36,000	\$0.00	\$141,718.72	\$194,863.24	\$194,863.24	\$531,445.20
0302000	COTTER	\$32,800	\$33,800	\$34,900	\$36,000	\$73,754.20	\$73,754.20	\$81,129.62	\$81,129.62	\$309,767.64
0304000	NORFORK	\$32,800	\$33,800	\$34,900	\$36,000	\$53,722.50	\$53,722.50	\$59,094.75	\$59,094.75	\$225,634.50
0402000	DECATUR	\$32,800	\$33,800	\$34,900	\$36,000	\$71,321.25	\$71,321.25	\$78,453.38	\$78,453.38	\$299,549.26
0403000	GENTRY	\$35,000	\$36,000	\$36,000	\$36,000	\$0.00	\$146,582.15	\$0.00	\$0.00	\$146,582.15
0501000	ALPENA	\$33,000	\$33,800	\$34,900	\$36,000	\$0.00	\$44,766.28	\$61,553.64	\$61,553.64	\$167,873.56
0502000	BERGMAN	\$34,411	\$35,000	\$35,500	\$36,000	\$132,552.55	\$78,073.45	\$66,276.28	\$66,276.28	\$343,178.56
0503000	HARRISON	\$35,374	\$36,081	\$36,081	\$36,442	\$176,611.97	\$159,307.05	\$0.00	\$0.00	\$335,919.02
0504000	OMAHA	\$32,800	\$33,800	\$34,900	\$36,000	\$50,079.25	\$50,079.25	\$55,087.18	\$55,087.18	\$210,332.86
0505000	VALLEY SPRINGS	\$32,800	\$33,800	\$34,900	\$36,000	\$100,689.55	\$100,689.55	\$110,758.51	\$110,758.51	\$422,896.12
0506000	LEAD HILL	\$32,800	\$33,800	\$34,900	\$36,000	\$40,594.45	\$40,594.45	\$44,653.90	\$44,653.90	\$170,496.70
0601000	HERMITAGE	\$32,800	\$33,800	\$34,900	\$36,000	\$47,880.95	\$47,880.95	\$52,669.05	\$52,669.05	\$201,100.00
0602000	WARREN	\$32,800	\$33,800	\$34,900	\$36,000	\$29,498.99	\$165,724.65	\$182,297.12	\$182,297.12	\$559,817.88
0701000	HAMPTON	\$33,300	\$34,300	\$35,400	\$36,500	\$28,831.08	\$57,662.15	\$63,428.37	\$34,597.29	\$184,518.89
0801000	BERRYVILLE	\$35,100	\$35,600	\$36,100	\$36,100	\$0.00	\$100,028.83	\$80,023.06	\$0.00	\$180,051.89
0803000	GREEN FOREST	\$34,550	\$35,050	\$35,550	\$36,000	\$70,487.63	\$70,487.63	\$70,487.63	\$63,438.86	\$274,901.75
0901000	DERMOTT	\$32,800	\$33,800	\$34,900	\$36,000	\$56,797.65	\$56,797.65	\$62,477.42	\$62,477.42	\$238,550.14
0903000	LAKESIDE	\$32,800	\$33,800	\$34,900	\$36,000	\$0.00	\$0.00	\$76,244.16	\$127,848.44	\$204,092.60
1002000	ARKADELPHIA	\$34,204	\$34,528	\$35,634	\$36,000	\$0.00	\$67,715.69	\$231,152.95	\$76,493.65	\$375,362.29
1003000	GURDON	\$33,121	\$33,800	\$34,900	\$36,000	\$0.00	\$51,831.70	\$83,968.89	\$83,968.89	\$219,769.48
1101000	CORNING	\$32,800	\$33,800	\$34,900	\$36,000	\$72,934.16	\$91,167.70	\$100,284.47	\$100,284.47	\$364,670.80
1104000	PIGGOTT	\$33,800	\$33,800	\$34,900	\$36,000	\$103,425.08	\$0.00	\$101,126.74	\$101,126.74	\$305,678.56
1106000	RECTOR	\$32,805	\$33,800	\$34,900	\$36,000	\$0.00	\$60,691.67	\$67,096.32	\$67,096.32	\$194,884.31
1201000	CONCORD	\$33,000	\$34,000	\$35,000	\$36,000	\$50,486.80	\$50,486.80	\$50,486.80	\$50,486.80	\$201,947.20
1202000	HEBER SPRINGS	\$32,800	\$33,800	\$34,900	\$36,000	\$141,443.32	\$166,403.90	\$183,044.29	\$183,044.29	\$673,935.80
1203000	QUITMAN	\$32,800	\$33,800	\$34,900	\$36,000	\$21,640.91	\$72,136.35	\$79,349.99	\$79,349.99	\$252,477.24
1204000	WEST SIDE	\$35,000	\$36,000	\$36,000	\$36,000	\$57,118.75	\$57,118.75	\$0.00	\$0.00	\$114,237.50
1304000	WOODLAWN	\$32,800	\$33,800	\$34,900	\$36,000	\$44,460.00	\$55,575.00	\$61,132.50	\$61,132.50	\$222,300.00
1305000	CLEVELAND COUNTY	\$32,800	\$33,800	\$34,900	\$36,000	\$15,346.46	\$93,575.95	\$102,933.55	\$102,933.55	\$314,789.51
1503000	NEMO VISTA	\$32,800	\$33,800	\$34,900	\$36,000	\$50,260.30	\$61,293.05	\$67,422.36	\$67,422.36	\$246,398.07
1505000	WONDERVIEW	\$32,800	\$33,800	\$34,900	\$36,000	\$57,195.94	\$60,206.25	\$66,226.88	\$66,226.88	\$249,855.95
1507000	SO CONWAY COUNTY	\$36,000	\$36,000	\$36,000	\$36,000	\$160,663.62	\$0.00	\$0.00	\$0.00	\$160,663.62

Educator Compensation Reform Program (ECRP) Schedule of Funding

LEA	ECRP Eligible District Name	District Proj. Salary 2019-20	District Proj. Salary 2020-21	District Proj. Salary 2021-22	District Proj. Salary 2022-23	2019-20 Funding Amounts	2020-21 Funding Amounts	2021-22 Funding Amounts	2022-23 Funding Amounts	Total All Four Years ECRP Funding
1601000	BAY	\$34,600	\$35,000	\$35,500	\$36,000	\$20,408.33	\$23,593.44	\$29,491.80	\$29,491.80	\$102,985.37
1602000	WESTSIDE CONSOLIDATED	\$32,962	\$33,800	\$34,900	\$36,000	\$0.00	\$135,606.88	\$178,004.26	\$178,004.26	\$491,615.40
1605000	BUFFALO ISLAND CENTRAL	\$34,350	\$34,350	\$34,900	\$36,000	\$0.00	\$0.00	\$45,007.11	\$90,014.21	\$135,021.32
1613000	RIVERSIDE	\$33,250	\$33,800	\$34,900	\$36,000	\$29,586.75	\$46,895.42	\$93,790.84	\$93,790.84	\$264,063.85
1702000	CEDARVILLE	\$32,800	\$33,800	\$34,900	\$36,000	\$26,672.30	\$88,907.65	\$97,798.42	\$97,798.42	\$311,176.79
1703000	MOUNTAINBURG	\$32,800	\$33,800	\$34,900	\$36,000	\$30,346.42	\$75,866.05	\$83,452.66	\$83,452.66	\$273,117.79
1704000	MULBERRY/PLEASANT VIEW BI-COUNTY	\$32,800	\$33,800	\$34,900	\$36,000	\$49,733.45	\$49,733.45	\$54,706.80	\$54,706.80	\$208,880.50
1802000	EARLE	\$33,000	\$33,800	\$34,900	\$36,000	\$0.00	\$51,830.48	\$71,266.91	\$71,266.91	\$194,364.30
1901000	CROSS COUNTY	\$33,000	\$34,000	\$34,900	\$36,000	\$38,761.71	\$64,602.85	\$58,142.57	\$71,063.14	\$232,570.27
2002000	FORDYCE	\$32,800	\$33,800	\$34,900	\$36,000	\$91,538.20	\$91,538.20	\$100,692.02	\$100,692.02	\$384,460.44
2104000	DUMAS	\$33,000	\$33,800	\$34,900	\$36,000	\$0.00	\$126,552.92	\$174,010.27	\$174,010.27	\$474,573.46
2105000	MCGEHEE	\$32,800	\$33,800	\$34,900	\$36,000	\$22,604.51	\$129,168.65	\$142,085.52	\$142,085.52	\$435,944.20
2202000	DREW CENTRAL	\$33,000	\$33,800	\$34,900	\$36,000	\$0.00	\$76,342.76	\$104,971.30	\$104,971.30	\$286,285.36
2203000	MONTICELLO	\$33,000	\$33,800	\$34,900	\$36,000	\$0.00	\$168,523.16	\$231,719.35	\$231,719.35	\$631,961.86
2304000	GUY-PERKINS	\$33,000	\$34,000	\$35,100	\$36,200	\$22,581.98	\$45,163.95	\$49,680.35	\$40,647.56	\$158,073.84
2305000	MAYFLOWER	\$34,271	\$34,271	\$34,900	\$36,000	\$0.00	\$0.00	\$67,458.61	\$117,972.14	\$185,430.75
2306000	MOUNT VERNON/ENOLA	\$36,000	\$36,000	\$36,000	\$36,000	\$70,706.22	\$0.00	\$0.00	\$0.00	\$70,706.22
2403000	COUNTY LINE	\$32,800	\$33,800	\$34,900	\$36,000	\$2,515.70	\$50,313.90	\$55,345.29	\$55,345.29	\$163,520.18
2501000	MAMMOTH SPRING	\$32,800	\$33,800	\$34,900	\$36,000	\$48,628.13	\$54,031.25	\$59,434.38	\$59,434.38	\$221,528.14
2503000	VIOLA	\$33,000	\$34,000	\$35,000	\$36,000	\$45,744.40	\$45,744.40	\$45,744.40	\$45,744.40	\$182,977.60
2601000	CUTTER-MORNING STAR	\$32,800	\$33,800	\$34,900	\$36,000	\$48,619.48	\$60,774.35	\$66,851.79	\$66,851.79	\$243,097.41
2604000	JESSIEVILLE	\$34,054	\$34,054	\$34,900	\$36,000	\$0.00	\$0.00	\$73,220.28	\$95,203.68	\$168,423.96
2607000	MOUNTAIN PINE	\$33,400	\$33,800	\$34,900	\$36,000	\$81,539.64	\$23,297.04	\$64,066.86	\$64,066.86	\$232,970.40
2703000	POYEN	\$34,000	\$34,750	\$35,500	\$36,000	\$28,460.58	\$42,690.86	\$42,690.86	\$28,460.58	\$142,302.88
2803000	MARMADUKE	\$32,800	\$33,800	\$34,900	\$36,000	\$0.00	\$74,507.55	\$81,958.31	\$81,958.31	\$238,424.17
2807000	GREENE COUNTY TECH	\$33,450	\$33,800	\$34,900	\$36,000	\$103,127.40	\$257,562.33	\$244,693.66	\$244,693.66	\$850,077.05
2808000	PARAGOULD	\$33,400	\$33,800	\$34,900	\$36,000	\$0.00	\$116,218.44	\$319,600.71	\$319,600.71	\$755,419.86
2901000	BLEVINS	\$32,800	\$33,800	\$34,900	\$36,000	\$56,995.25	\$56,995.25	\$62,694.78	\$62,694.78	\$239,380.06
2903000	HOPE	\$34,275	\$34,275	\$34,900	\$36,000	\$0.00	\$0.00	\$176,288.53	\$310,267.82	\$486,556.35

Educator Compensation Reform Program (ECRP) Schedule of Funding

LEA	ECRP Eligible District Name	District Proj. Salary 2019-20	District Proj. Salary 2020-21	District Proj. Salary 2021-22	District Proj. Salary 2022-23	2019-20 Funding Amounts	2020-21 Funding Amounts	2021-22 Funding Amounts	2022-23 Funding Amounts	Total All Four Years ECRP Funding
2906000	SPRING HILL	\$33,150	\$33,800	\$34,900	\$36,000	\$8,866.07	\$38,419.62	\$65,017.81	\$65,017.81	\$177,321.31
3001000	BISMARCK	\$32,800	\$33,800	\$34,900	\$36,000	\$36,017.05	\$100,047.35	\$110,052.09	\$110,052.09	\$356,168.58
3002000	GLEN ROSE	\$34,820	\$34,820	\$34,900	\$36,000	\$0.00	\$0.00	\$7,468.29	\$102,689.02	\$110,157.31
3003000	MAGNET COVE	\$34,001	\$34,800	\$35,500	\$36,000	\$33,409.47	\$63,557.53	\$55,682.45	\$39,773.18	\$192,422.63
3005000	OUACHITA	\$33,750	\$34,500	\$35,250	\$36,000	\$36,133.01	\$36,133.01	\$36,133.01	\$36,133.01	\$144,532.04
3102000	DIERKS	\$33,725	\$34,475	\$35,225	\$36,000	\$0.00	\$47,136.86	\$47,136.86	\$48,708.09	\$142,981.81
3104000	MINERAL SPRINGS	\$34,127	\$34,127	\$34,900	\$36,000	\$0.00	\$0.00	\$52,439.20	\$74,622.41	\$127,061.61
3201000	BATESVILLE	\$34,000	\$35,000	\$36,000	\$36,000	\$591,748.40	\$298,561.25	\$298,561.25	\$0.00	\$1,188,870.90
3209000	SOUTHSIDE	\$33,525	\$34,350	\$35,175	\$36,000	\$132,178.65	\$132,178.65	\$132,178.65	\$132,178.65	\$528,714.60
3211000	MIDLAND	\$32,800	\$33,800	\$34,900	\$36,000	\$53,080.30	\$53,080.30	\$58,388.33	\$58,388.33	\$222,937.26
3212000	CEDAR RIDGE	\$32,800	\$33,800	\$34,900	\$36,000	\$26,520.39	\$88,401.30	\$97,241.43	\$97,241.43	\$309,404.55
3301000	CALICO ROCK	\$32,800	\$33,800	\$34,900	\$36,000	\$48,572.55	\$48,572.55	\$53,429.81	\$53,429.81	\$204,004.72
3302000	MELBOURNE	\$33,800	\$33,800	\$34,900	\$36,000	\$0.00	\$0.00	\$93,831.60	\$93,831.60	\$187,663.20
3306000	IZARD COUNTY CONSOLIDATED	\$34,500	\$35,250	\$36,000	\$36,000	\$50,239.80	\$37,679.85	\$37,679.85	\$0.00	\$125,599.50
3403000	NEWPORT	\$32,800	\$33,800	\$34,900	\$36,000	\$36,090.41	\$120,301.35	\$132,331.49	\$132,331.49	\$421,054.74
3405000	JACKSON COUNTY	\$32,800	\$33,800	\$34,900	\$36,000	\$42,854.50	\$85,709.00	\$94,279.90	\$94,279.90	\$317,123.30
3502000	DOLLARWAY	\$35,500	\$35,500	\$35,750	\$36,000	\$0.00	\$0.00	\$24,928.48	\$24,928.48	\$49,856.96
3505000	PINE BLUFF	\$36,000	\$36,000	\$36,000	\$36,000	\$958,989.63	\$0.00	\$0.00	\$0.00	\$958,989.63
3606000	WESTSIDE	\$32,800	\$33,800	\$34,900	\$36,000	\$68,356.11	\$68,493.10	\$75,342.41	\$75,342.41	\$287,534.03
3704000	LAFAYETTE COUNTY	\$34,500	\$35,500	\$36,000	\$36,000	\$73,062.60	\$73,062.60	\$36,531.30	\$0.00	\$182,656.50
3804000	HOXIE	\$32,800	\$33,800	\$34,900	\$36,000	\$70,076.37	\$100,109.10	\$110,120.01	\$110,120.01	\$390,425.49
3806000	SLOAN-HENDRIX	\$32,800	\$33,800	\$34,900	\$36,000	\$18,952.19	\$65,578.50	\$72,136.35	\$72,136.35	\$228,803.39
3809000	HILLCREST	\$32,800	\$33,800	\$34,900	\$36,000	\$14,571.77	\$48,572.55	\$53,429.81	\$53,429.81	\$170,003.94
3810000	LAWRENCE COUNTY	\$32,800	\$33,800	\$34,900	\$36,000	\$95,737.20	\$95,737.20	\$105,310.92	\$105,310.92	\$402,096.24
3904000	LEE COUNTY	\$32,800	\$33,800	\$34,900	\$36,000	\$11,058.68	\$78,990.60	\$86,889.66	\$86,889.66	\$263,828.60
4003000	STAR CITY	\$32,800	\$33,800	\$34,900	\$36,000	\$114,233.15	\$145,334.80	\$159,868.28	\$159,868.28	\$579,304.51
4101000	ASHDOWN	\$32,800	\$33,800	\$34,900	\$36,000	\$84,919.84	\$154,399.70	\$169,839.67	\$169,839.67	\$578,998.88
4102000	FOREMAN	\$32,800	\$33,800	\$34,900	\$36,000	\$50,473.22	\$52,796.25	\$58,075.88	\$58,075.88	\$219,421.23
4201000	BOONEVILLE	\$33,975	\$33,975	\$34,900	\$36,000	\$24,206.00	\$45,000.00	\$85,351.00	\$85,351.94	\$239,908.94
4202000	MAGAZINE	\$32,800	\$33,800	\$34,900	\$36,000	\$42,568.62	\$61,515.35	\$67,666.89	\$67,666.89	\$239,417.75
4203000	PARIS	\$33,700	\$33,800	\$34,900	\$36,000	\$43,348.60	\$55,451.40	\$84,742.61	\$84,742.62	\$268,285.23
4204000	SCRANTON	\$33,000	\$33,800	\$34,900	\$36,000	\$15,720.93	\$35,933.56	\$49,408.65	\$49,408.65	\$150,471.79
4301000	LONOKE	\$36,700	\$37,700	\$38,700	\$39,700	\$329,782.05	\$0.00	\$0.00	\$0.00	\$329,782.05
4302000	ENGLAND	\$34,000	\$35,000	\$35,500	\$36,000	\$81,868.15	\$81,868.15	\$40,934.08	\$40,934.08	\$245,604.46

Educator Compensation Reform Program (ECRP) Schedule of Funding

LEA	ECRP Eligible District Name	District Proj. Salary 2019-20	District Proj. Salary 2020-21	District Proj. Salary 2021-22	District Proj. Salary 2022-23	2019-20 Funding Amounts	2020-21 Funding Amounts	2021-22 Funding Amounts	2022-23 Funding Amounts	Total All Four Years ECRP Funding
4303000	CARLISLE	\$32,800	\$33,800	\$34,900	\$36,000	\$22,611.62	\$75,372.05	\$82,909.26	\$82,909.26	\$263,802.19
4501000	FLIPPIN	\$32,800	\$33,800	\$34,900	\$36,000	\$42,051.75	\$84,103.50	\$92,513.85	\$92,513.85	\$311,182.95
4502000	YELLVILLE-SUMMIT	\$32,800	\$33,800	\$34,900	\$36,000	\$51,117.89	\$73,025.55	\$80,328.11	\$80,328.11	\$284,799.66
4602000	GENOA CENTRAL	\$35,000	\$36,000	\$36,000	\$36,000	\$134,782.03	\$110,026.15	\$0.00	\$0.00	\$244,808.18
4603000	FOUKE	\$35,500	\$35,500	\$35,500	\$36,000	\$0.00	\$0.00	\$0.00	\$51,351.30	\$51,351.30
4701000	ARMOREL	\$34,500	\$35,000	\$35,500	\$36,000	\$27,707.23	\$27,707.23	\$27,707.23	\$27,707.23	\$110,828.92
4702000	BLYTHEVILLE	\$35,000	\$35,000	\$35,000	\$36,000	\$0.00	\$0.00	\$0.00	\$260,659.10	\$260,659.10
4706000	RIVERCREST	\$34,950	\$35,300	\$35,650	\$36,000	\$39,347.72	\$39,347.72	\$39,347.72	\$39,347.72	\$157,390.88
4712000	MANILA	\$34,514	\$34,514	\$34,900	\$36,000	\$51,913.23	\$0.00	\$40,077.01	\$114,209.10	\$206,199.34
4713000	OSCEOLA	\$32,250	\$35,750	\$36,250	\$36,750	\$83,900.00	\$83,921.06	\$0.00	\$0.00	\$167,821.06
4801000	BRINKLEY	\$32,800	\$33,800	\$34,900	\$36,000	\$67,986.75	\$67,986.75	\$74,785.43	\$74,785.43	\$285,544.36
4802000	CLARENDON	\$32,800	\$33,800	\$34,900	\$36,000	\$64,553.45	\$64,553.45	\$71,008.80	\$71,008.80	\$271,124.50
4901000	CADDO HILLS	\$32,800	\$33,800	\$34,900	\$36,000	\$73,408.40	\$73,408.40	\$80,749.24	\$80,749.24	\$308,315.28
4902000	MOUNT IDA	\$33,250	\$34,000	\$35,000	\$36,100	\$43,691.21	\$43,691.21	\$58,254.95	\$58,254.95	\$203,892.32
5006000	PRESCOTT	\$32,800	\$33,800	\$34,900	\$36,000	\$26,956.96	\$107,827.85	\$118,610.64	\$118,610.64	\$372,006.09
5008000	NEVADA	\$33,600	\$34,600	\$35,600	\$36,600	\$31,188.69	\$51,981.15	\$51,981.15	\$20,792.46	\$155,943.45
5102000	JASPER	\$32,800	\$33,800	\$34,900	\$36,000	\$108,408.30	\$108,408.30	\$119,249.13	\$119,249.13	\$455,314.86
5106000	DEER/MT. JUDEA	\$32,800	\$33,800	\$34,900	\$36,000	\$41,249.00	\$41,249.00	\$45,373.90	\$45,373.90	\$173,245.80
5201000	BEARDEN	\$33,100	\$34,000	\$35,000	\$36,000	\$56,551.27	\$48,472.52	\$53,858.35	\$53,858.35	\$212,740.49
5204000	CAMDEN-FAIRVIEW	\$34,622	\$35,222	\$35,822	\$36,000	\$150,645.30	\$150,645.30	\$150,645.30	\$44,691.44	\$496,627.34
5205000	HARMONY GROVE	\$33,800	\$33,800	\$34,900	\$36,000	\$0.00	\$0.00	\$112,673.99	\$112,673.99	\$225,347.98
5301000	EAST END	\$32,800	\$33,800	\$34,900	\$36,000	\$146,677.47	\$71,271.85	\$35,635.93	\$35,635.93	\$289,221.18
5303000	PERRYVILLE	\$32,800	\$33,800	\$34,900	\$36,000	\$73,415.32	\$97,626.75	\$107,389.43	\$107,389.43	\$385,820.93
5502000	CENTERPOINT	\$33,900	\$33,900	\$34,900	\$36,000	\$103,320.10	\$94,099.59	\$63,474.06	\$59,398.56	\$320,292.31
5503000	KIRBY	\$32,800	\$33,800	\$34,900	\$36,000	\$47,806.85	\$47,806.85	\$52,587.54	\$52,587.54	\$200,788.78
5504000	SOUTH PIKE COUNTY	\$32,800	\$33,800	\$34,900	\$36,000	\$86,437.65	\$86,437.65	\$95,081.42	\$95,081.42	\$363,038.14
5602000	HARRISBURG	\$32,800	\$33,800	\$34,900	\$36,000	\$138,048.30	\$138,048.30	\$151,853.13	\$151,853.13	\$579,802.86
5604000	MARKED TREE	\$32,800	\$33,800	\$34,900	\$36,000	\$46,584.20	\$58,230.25	\$64,053.28	\$64,053.28	\$232,921.01
5605000	TRUMANN	\$33,188	\$34,300	\$35,400	\$36,000	\$0.00	\$175,482.83	\$173,589.13	\$94,684.98	\$443,756.94
5608000	EAST POINSETT COUNTY	\$32,800	\$33,800	\$34,900	\$36,000	\$23,382.26	\$77,940.85	\$85,734.94	\$85,734.94	\$272,792.99
5703000	MENA	\$35,100	\$35,100	\$35,100	\$36,000	\$0.00	\$0.00	\$0.00	\$149,852.43	\$149,852.43
5706000	OUACHITA RIVER	\$32,800	\$33,800	\$34,900	\$36,000	\$71,975.80	\$71,975.80	\$79,173.38	\$79,173.38	\$302,298.36
5707000	COSSATOT RIVER	\$32,800	\$33,800	\$34,900	\$36,000	\$119,930.85	\$119,930.85	\$131,923.94	\$131,923.94	\$503,709.58

Educator Compensation Reform Program (ECRP) Schedule of Funding

LEA	ECRP Eligible District Name	District Proj. Salary 2019-20	District Proj. Salary 2020-21	District Proj. Salary 2021-22	District Proj. Salary 2022-23	2019-20 Funding Amounts	2020-21 Funding Amounts	2021-22 Funding Amounts	2022-23 Funding Amounts	Total All Four Years ECRP Funding
5801000	ATKINS	\$32,836	\$33,800	\$34,900	\$36,000	\$0.00	\$103,243.63	\$117,809.12	\$117,809.12	\$338,861.87
5802000	DOVER	\$35,129	\$35,129	\$35,129	\$36,000	\$0.00	\$0.00	\$0.00	\$112,280.00	\$112,280.00
5803000	HECTOR	\$32,800	\$33,800	\$34,900	\$36,000	\$37,346.40	\$62,244.00	\$68,468.40	\$68,468.40	\$236,527.20
5901000	DES ARC	\$32,800	\$33,800	\$34,900	\$36,000	\$58,761.30	\$58,761.30	\$64,637.43	\$64,637.43	\$246,797.46
5903000	HAZEN	\$32,800	\$33,800	\$34,900	\$36,000	\$71,815.25	\$71,815.25	\$78,996.78	\$78,996.78	\$301,624.06
6001000	LITTLE ROCK	\$36,000	\$36,000	\$36,000	\$36,000	\$2,651,040.44	\$0.00	\$0.00	\$0.00	\$2,651,040.44
6002000	NORTH LITTLE ROCK	\$35,028	\$37,000	\$37,000	\$37,000	\$0.00	\$770,502.83	\$0.00	\$0.00	\$770,502.83
6003000	PULASKI COUNTY	\$34,618	\$34,618	\$34,900	\$36,000	\$598,509.85	\$0.00	\$329,648.00	\$1,285,861.01	\$2,214,018.86
6102000	MAYNARD	\$32,850	\$33,900	\$34,950	\$36,000	\$52,181.22	\$52,181.22	\$52,181.22	\$52,181.22	\$208,724.88
6205000	PALESTINE-WHEATLEY	\$32,800	\$33,800	\$34,900	\$36,000	\$20,093.85	\$76,113.05	\$83,724.36	\$83,724.36	\$263,655.62
6401000	WALDRON	\$34,550	\$34,550	\$34,900	\$36,000	\$0.00	\$0.00	\$60,281.59	\$189,456.41	\$249,738.00
6502000	SEARCY COUNTY	\$32,800	\$33,800	\$34,900	\$36,000	\$100,158.50	\$100,158.50	\$110,174.35	\$110,174.35	\$420,665.70
6505000	OZARK MOUNTAIN	\$32,800	\$33,800	\$34,900	\$36,000	\$81,695.25	\$81,695.25	\$89,864.78	\$89,864.78	\$343,120.06
6603000	HACKETT	\$36,950	\$36,000	\$36,000	\$36,000	\$4,620.14	\$0.00	\$0.00	\$0.00	\$4,620.14
6605000	LAVACA	\$32,800	\$33,800	\$34,900	\$36,000	\$0.00	\$0.00	\$79,910.06	\$92,527.44	\$172,437.50
6606000	MANSFIELD	\$32,800	\$33,800	\$34,900	\$36,000	\$25,316.94	\$85,820.15	\$94,402.17	\$94,402.17	\$299,941.43
6703000	HORATIO	\$33,500	\$33,800	\$34,900	\$36,000	\$0.00	\$28,513.68	\$104,550.16	\$104,550.16	\$237,614.00
6802000	CAVE CITY	\$32,865	\$33,800	\$34,900	\$36,000	\$0.00	\$116,742.70	\$137,344.35	\$137,344.35	\$391,431.40
6804000	HIGHLAND MOUNTAIN VIEW	\$33,000	\$33,800	\$34,900	\$36,000	\$27,200.00	\$121,049.76	\$166,443.42	\$139,243.42	\$453,936.60
6901000	JUNCTION CITY	\$33,026	\$33,800	\$34,900	\$36,000	\$0.00	\$132,457.68	\$188,247.35	\$188,247.35	\$508,952.38
7003000	PARKERS CHAPEL	\$34,000	\$34,000	\$34,900	\$36,000	\$62,985.00	\$0.00	\$56,686.50	\$69,283.50	\$188,955.00
7007000	SMACKOVER-NORPHLET	\$34,000	\$35,000	\$36,000	\$37,000	\$101,955.67	\$78,669.50	\$78,669.50	\$0.00	\$259,294.67
7008000	STRONG-HUTTIG	\$34,250	\$35,250	\$36,250	\$37,250	\$128,032.45	\$128,032.45	\$96,024.34	\$0.00	\$352,089.24
7009000	CLINTON	\$32,800	\$33,800	\$34,900	\$36,000	\$48,337.90	\$48,337.90	\$53,171.69	\$53,171.69	\$203,019.18
7102000	SHIRLEY	\$32,994	\$33,800	\$34,900	\$36,000	\$0.00	\$121,240.94	\$165,465.30	\$165,465.30	\$452,171.54
7104000	SOUTH SIDE	\$32,800	\$33,800	\$34,900	\$36,000	\$44,460.00	\$44,460.00	\$48,906.00	\$48,906.00	\$186,732.00
7105000	ELKINS	\$35,000	\$35,000	\$36,500	\$36,500	\$106,963.35	\$0.00	\$71,308.90	\$0.00	\$178,272.25
7201000	GREENLAND	\$34,712	\$35,128	\$35,549	\$36,000	\$47,357.68	\$47,933.81	\$48,509.94	\$51,966.70	\$195,768.13
7204000	WEST FORK	\$35,000	\$35,500	\$36,000	\$36,000	\$43,875.41	\$45,046.63	\$45,046.63	\$0.00	\$133,968.67
7208000	BRADFORD	\$35,007	\$35,007	\$35,007	\$36,000	\$0.00	\$0.00	\$0.00	\$96,771.67	\$96,771.67
7303000	WHITE COUNTY CENTRAL	\$32,800	\$33,800	\$34,900	\$36,000	\$16,427.97	\$54,759.90	\$60,235.89	\$60,235.89	\$191,659.65
7304000		\$34,500	\$34,500	\$34,900	\$36,000	\$0.00	\$0.00	\$30,628.00	\$84,227.00	\$114,855.00

Educator Compensation Reform Program (ECRP) Schedule of Funding

LEA	ECRP Eligible District Name	District Proj. Salary 2019-20	District Proj. Salary 2020-21	District Proj. Salary 2021-22	District Proj. Salary 2022-23	2019-20 Funding Amounts	2020-21 Funding Amounts	2021-22 Funding Amounts	2022-23 Funding Amounts	Total All Four Years ECRP Funding
7309000	PANGBURN	\$34,000	\$34,000	\$34,900	\$36,000	\$0.00	\$12,350.00	\$59,664.09	\$88,017.22	\$160,031.31
7310000	ROSE BUD	\$36,000	\$36,000	\$36,000	\$36,000	\$28,429.08	\$0.00	\$0.00	\$0.00	\$28,429.08
7401000	AUGUSTA	\$32,800	\$33,800	\$34,900	\$36,000	\$48,621.95	\$48,621.95	\$53,484.15	\$53,484.15	\$204,212.20
7503000	DANVILLE	\$33,000	\$33,800	\$34,900	\$36,000	\$0.00	\$77,528.36	\$106,601.50	\$106,601.50	\$290,731.36
7509000	WESTERN YELL COUNTY	\$32,800	\$33,800	\$34,900	\$36,000	\$39,655.85	\$39,655.85	\$43,621.44	\$43,621.44	\$166,554.58
7510000	TWO RIVERS	\$33,000	\$33,800	\$34,900	\$36,000	\$0.00	\$72,697.04	\$99,958.43	\$99,958.43	\$272,613.90
						\$12,141,494.57	\$11,721,325.20	\$13,530,006.50	\$14,685,169.96	\$52,077,996.23
	<i>Districts not listed are not eligible for the ECRP funds.</i>									

Source: Arkansas Department of Education, Division of Elementary and Secondary Education - Fiscal and Administrative Services, <http://dese.ade.arkansas.gov/divisions/fiscal-and-administrative-services/educator-compensation-reform-program>.

APPENDIX B – 2020 Minimum Salary Information By District

2020 District Minimum Teacher Salary by Rank

Rank	Min.	District	Rank	Min.	District	Rank	Min.	District	Rank	Min.	District
1	\$48,282	Springdale	48	\$36,600	Eureka Springs	82	\$34,000	Parkers Chapel	110	\$32,800	Corning
2	\$46,450	Fayetteville	48	\$36,600	McCrory	82	\$34,000	Poyen	110	\$32,800	Cossatot River
3	\$46,171	Bentonville	49	\$36,565	Huntsville	83	\$33,975	Booneville	110	\$32,800	Cotter
4	\$45,750	Rogers	50	\$36,500	El Dorado	84	\$33,950	Lavaca	110	\$32,800	County Line
5	\$43,530	Lakeside Garland	50	\$36,500	Marvell-Elaine	85	\$33,900	Centerpoint	110	\$32,800	Cutter-MS
6	\$42,600	Searcy	50	\$36,500	Salem	86	\$33,800	Harmony Grove Oua	110	\$32,800	Decatur
7	\$42,400	Jonesboro	50	\$36,500	Watson Chapel	86	\$33,800	Melbourne	110	\$32,800	Deer/Mt. Judea
8	\$42,300	Gravette	51	\$36,391	Lamar	86	\$33,800	Piggott	110	\$32,800	Dermott
8	\$42,300	West Memphis	52	\$36,000	Lincoln	87	\$33,750	Ouachita	110	\$32,800	Des Arc
9	\$42,000	Cabot	52	\$36,000	Little Rock	88	\$33,725	Dierks	110	\$32,800	East Poinsett Co.
9	\$42,000	Greenwood	52	\$36,000	Mt. Vernon/ Enola	89	\$33,700	Paris	110	\$32,800	Flippin
10	\$41,750	Beebe	52	\$36,000	Pine Bluff	90	\$33,600	Nevada	110	\$32,800	Fordyce
11	\$41,650	Greenbrier	52	\$36,000	Pocahontas	91	\$33,525	Southside Ind	110	\$32,800	Foreman
12	\$41,200	Farmington	52	\$36,000	Rose Bud	92	\$33,500	Horatio	110	\$32,800	Harrisburg
13	\$41,080	Bryant	53	\$35,950	Hackett	93	\$33,450	Greene Co. Tech	110	\$32,800	Hazen
14	\$41,050	Lake Hamilton	54	\$35,760	South Conway Co.	94	\$33,400	Mountain Pine	110	\$32,800	Heber Springs
15	\$41,000	Pea Ridge	55	\$35,500	Dollarway	94	\$33,400	Paragould	110	\$32,800	Hector
16	\$40,841	Conway	55	\$35,500	Fouke	95	\$33,300	Hampton	110	\$32,800	Hermitage
17	\$40,805	Marion	56	\$35,374	Harrison	96	\$33,250	Mount Ida	110	\$32,800	Hillcrest
18	\$40,278	Van Buren	57	\$35,250	Osceola	97	\$33,250	Riverside	110	\$32,800	Hoxie
19	\$40,250	Riverview	58	\$35,129	Dover	98	\$33,188	Trumann	110	\$32,800	Jackson Co.
19	\$40,250	Sheridan	59	\$35,100	Berryville	99	\$33,150	Spring Hill	110	\$32,800	Jasper
20	\$40,200	Alma	59	\$35,100	Mena	100	\$33,121	Gurdon	110	\$32,800	Kirby
21	\$40,000	Bauxite	60	\$35,028	North Little Rock	101	\$33,100	Bearden	110	\$32,800	Lawrence County
21	\$40,000	Prairie Grove	61	\$35,007	West Fork	102	\$33,026	Mountain View	110	\$32,800	Lead Hill
21	\$40,000	Siloam Springs	62	\$35,000	Blytheville	103	\$33,000	Alpena	110	\$32,800	Lee County
22	\$39,911	Hot Springs	62	\$35,000	Genoa Central	103	\$33,000	Concord	110	\$32,800	Magazine
23	\$39,000	Harmony Grove Sal	62	\$35,000	Gentry	103	\$33,000	Cross County	110	\$32,800	Mammoth Spring
23	\$39,000	White Hall	62	\$35,000	Greenland	103	\$33,000	Crossett	110	\$32,800	Mansfield
24	\$38,899	Dardanelle	62	\$35,000	South Side VB	103	\$33,000	Danville	110	\$32,800	Marked Tree
25	\$38,755	Fountain Lake	62	\$35,000	West Side Cleb	103	\$33,000	Drew Central	110	\$32,800	Marmaduke
26	\$38,622	Ozark	63	\$34,950	Rivercrest	103	\$33,000	Dumas	110	\$32,800	McGehee
27	\$38,600	Brookland	64	\$34,820	Glen Rose	103	\$33,000	Earle	110	\$32,800	Midland
28	\$38,550	Russellville	65	\$34,712	Elkins	103	\$33,000	Guy-Perkins	110	\$32,800	Mountainburg
29	\$38,500	Charleston	66	\$34,622	Camden Fairview	103	\$33,000	Hamburg	110	\$32,800	Mulberry/P View
29	\$38,500	Fort Smith	67	\$34,600	Bay	103	\$33,000	Highland	110	\$32,800	Nemo Vista
29	\$38,500	Jacksonville N. Pul.	68	\$34,550	Green Forest	103	\$33,000	Monticello	110	\$32,800	Newport
29	\$38,500	Nashville	68	\$34,550	Waldron	103	\$33,000	Scranton	110	\$32,800	Norfolk
30	\$38,246	Barton-Lexa	69	\$34,514	Manila	103	\$33,000	Two Rivers	110	\$32,800	Omaha
31	\$38,245	Vilonia	70	\$34,500	Armorel	103	\$33,000	Viola	110	\$32,800	Ouachita River
32	\$38,200	Dequeen	70	\$34,500	Izard County Con.	104	\$32,994	Clinton	110	\$32,800	Ozark Mountain
32	\$38,200	Valley View	70	\$34,500	Lafayette County	105	\$32,962	Westside Cons	110	\$32,800	Palestine-Wheatley
33	\$38,024	Nettleton	70	\$34,500	White Co. Central	106	\$32,865	Cave City	110	\$32,800	Perryville
37	\$38,000	Clarksville	71	\$34,411	Bergman	107	\$32,850	Maynard	110	\$32,800	Prescott
35	\$37,700	Magnolia	72	\$34,350	Buffalo Is. Ctrl	108	\$32,836	Atkins	110	\$32,800	Quitman
36	\$37,675	Benton	73	\$34,275	Hope	109	\$32,805	Rector	110	\$32,800	Searcy County
37	\$37,600	Bald Knob	74	\$34,271	Mayflower	110	\$32,800	Ashdown	110	\$32,800	Shirley
38	\$37,592	Pottsville	75	\$34,250	Smackover-Norphlet	110	\$32,800	Augusta	110	\$32,800	Sloan-Hendrix
39	\$37,537	Texarkana	76	\$34,244	Lakeside Chicot	110	\$32,800	Bismarck	110	\$32,800	South Pike Co.
40	\$37,477	Gosnell	77	\$34,204	Arkadelphia	110	\$32,800	Blevins	110	\$32,800	Star City
41	\$37,040	Stuttgart	78	\$34,127	Mineral Springs	110	\$32,800	Bradford	110	\$32,800	Strong-Huttig
42	\$37,035	Dewitt	79	\$34,106	Pulaski CSSD	110	\$32,800	Brinkley	110	\$32,800	Valley Springs
43	\$37,000	Emerson-Taylor-Bradley	80	\$34,054	Jessieville	110	\$32,800	Caddo Hills	110	\$32,800	Warren
43	\$37,000	Wynne	81	\$34,001	Magnet Cove	110	\$32,800	Calico Rock	110	\$32,800	Western Yell Co.
43	\$36,959	Malvern	82	\$34,000	Batesville	110	\$32,800	Carlisle	110	\$32,800	Westside Johnson
44	\$36,864	Mountain Home	82	\$34,000	East End	110	\$32,800	Cedar Ridge	110	\$32,800	Wonderview
45	\$36,832	Forrest City	82	\$34,000	England	110	\$32,800	Cedarville	110	\$32,800	Woodlawn
46	\$36,746	Helena/ WH	82	\$34,000	Junction City	110	\$32,800	Clarendon	110	\$32,800	Yellville-Summit
47	\$36,700	Lonoke	82	\$34,000	Pangburn	110	\$32,800	Cleveland County			

* Districts with the same minimum salary are assigned the same rank, and the highest rank is the total number of salary levels, not the number of school districts.

Grp 1 (\$32,800-\$38,000)	Grp 2 (\$32,801-\$34,999)	Grp 3 (\$35,000-\$39,999)	Grp 4 (\$40,000-\$48,282)
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2020 District Minimum Teacher Salary Rank Sorted in Alphabetical Order

Rank	Min.	District	Rank	Min.	District	Rank	Min.	District	Rank	Min.	District
20	\$40,200	Alma	55	\$35,500	Dollarway	110	\$32,800	Kirby	110	\$32,800	Perryville
103	\$33,000	Alpena	58	\$35,129	Dover	70	\$34,500	Lafayette County	86	\$33,800	Piggott
77	\$34,204	Arkadelphia	103	\$33,000	Drew Central	14	\$41,050	Lake Hamilton	52	\$36,000	Pine Bluff
70	\$34,500	Armored	103	\$33,000	Dumas	76	\$34,244	Lakeside Chicot	52	\$36,000	Pocahontas
110	\$32,800	Ashdown	103	\$33,000	Earle	5	\$43,530	Lakeside Garland	38	\$37,592	Pottsville
108	\$32,836	Atkins	82	\$34,000	East End	51	\$36,391	Lamar	82	\$34,000	Poyen
110	\$32,800	Augusta	110	\$32,800	East Poinsett Co.	84	\$33,950	Lavaca	21	\$40,000	Prairie Grove
37	\$37,600	Bald Knob	50	\$36,500	El Dorado	110	\$32,800	Lawrence County	110	\$32,800	Prescott
30	\$38,246	Barton-Lexa	65	\$34,712	Elkins	110	\$32,800	Lead Hill	79	\$34,106	Pulaski CSSD
82	\$34,000	Batesville	43	\$37,000	Emerson-Taylor-Bradley	110	\$32,800	Lee County	110	\$32,800	Quitman
21	\$40,000	Bauxite	82	\$34,000	England	52	\$36,000	Lincoln	109	\$32,805	Rector
67	\$34,600	Bay	48	\$36,600	Eureka Springs	52	\$36,000	Little Rock	63	\$34,950	Rivercrest
101	\$33,100	Bearden	12	\$41,200	Farmington	47	\$36,700	Lonoke	97	\$33,250	Riverside
10	\$41,750	Beebe	2	\$46,450	Fayetteville	110	\$32,800	Magazine	19	\$40,250	Riverview
36	\$37,675	Benton	110	\$32,800	Flippin	81	\$34,001	Magnet Cove	4	\$45,750	Rogers
3	\$46,171	Bentonville	110	\$32,800	Fordyce	35	\$37,700	Magnolia	52	\$36,000	Rose Bud
71	\$34,411	Bergman	110	\$32,800	Foreman	43	\$36,959	Malvern	28	\$38,550	Russellville
59	\$35,100	Berryville	45	\$36,832	Forrest City	110	\$32,800	Mammoth Spring	50	\$36,500	Salem
110	\$32,800	Bismarck	29	\$38,500	Fort Smith	69	\$34,514	Manila	103	\$33,000	Scranton
110	\$32,800	Blevins	55	\$35,500	Fouke	110	\$32,800	Mansfield	6	\$42,600	Searcy
62	\$35,000	Blytheville	25	\$38,755	Fountain Lake	17	\$40,805	Marion	110	\$32,800	Searcy County
83	\$33,975	Booneville	62	\$35,000	Genoa Central	110	\$32,800	Marked Tree	19	\$40,250	Sheridan
110	\$32,800	Bradford	62	\$35,000	Gentry	110	\$32,800	Marmaduke	110	\$32,800	Shirley
110	\$32,800	Brinkley	64	\$34,820	Glen Rose	50	\$36,500	Marvell-Elaine	21	\$40,000	Siloam Springs
27	\$38,600	Brookland	40	\$37,477	Gosnell	74	\$34,271	Mayflower	110	\$32,800	Sloan-Hendrix
13	\$41,080	Bryant	8	\$42,300	Gravette	107	\$32,850	Maynard	75	\$34,250	Smackover-Norphlet
72	\$34,350	Buffalo Is. Ctrl	68	\$34,550	Green Forest	48	\$36,600	McCrory	54	\$35,760	South Conway Co.
9	\$42,000	Cabot	11	\$41,650	Greenbrier	110	\$32,800	McGehee	110	\$32,800	South Pike Co.
110	\$32,800	Caddo Hills	93	\$33,450	Greene Co. Tech	86	\$33,800	Melbourne	62	\$35,000	South Side VB
110	\$32,800	Calico Rock	62	\$35,000	Greenland	59	\$35,100	Mena	91	\$33,525	Southside Ind
66	\$34,622	Camden Fairview	9	\$42,000	Greenwood	110	\$32,800	Midland	99	\$33,150	Spring Hill
110	\$32,800	Carlisle	100	\$33,121	Gurdon	78	\$34,127	Mineral Springs	1	\$48,282	Springdale
106	\$32,865	Cave City	103	\$33,000	Guy-Perkins	103	\$33,000	Monticello	110	\$32,800	Star City
110	\$32,800	Cedar Ridge	53	\$35,950	Hackett	96	\$33,250	Mount Ida	110	\$32,800	Strong-Huttig
110	\$32,800	Cedarville	103	\$33,000	Hamburg	44	\$36,864	Mountain Home	41	\$37,040	Stuttgart
85	\$33,900	Centerpoint	95	\$33,300	Hampton	94	\$33,400	Mountain Pine	39	\$37,537	Texarkana
29	\$38,500	Charleston	86	\$33,800	Harmony Grove Oua	102	\$33,026	Mountain View	98	\$33,188	Trumann
110	\$32,800	Clarendon	23	\$39,000	Harmony Grove Sal	110	\$32,800	Mountainburg	103	\$33,000	Two Rivers
37	\$38,000	Clarksville	110	\$32,800	Harrisburg	52	\$36,000	Mt. Vernon/Enola	110	\$32,800	Valley Springs
110	\$32,800	Cleveland Co	56	\$35,374	Harrison	110	\$32,800	Mulberry/P View	32	\$38,200	Valley View
104	\$32,994	Clinton	110	\$32,800	Hazen	29	\$38,500	Nashville	18	\$40,278	Van Buren
103	\$33,000	Concord	110	\$32,800	Heber Springs	110	\$32,800	Nemo Vista	31	\$38,245	Vilonia
16	\$40,841	Conway	110	\$32,800	Hector	33	\$38,024	Nettleton	103	\$33,000	Viola
110	\$32,800	Corning	46	\$36,746	Helena/ WH	90	\$33,600	Nevada	68	\$34,550	Waldron
110	\$32,800	Cossatot River	110	\$32,800	Hermitage	110	\$32,800	Newport	110	\$32,800	Warren
110	\$32,800	Cotter	103	\$33,000	Highland	110	\$32,800	Norfolk	50	\$36,500	Watson Chapel
110	\$32,800	County Line	110	\$32,800	Hillcrest	60	\$35,028	North Little Rock	61	\$35,007	West Fork
103	\$33,000	Cross County	73	\$34,275	Hope	110	\$32,800	Omaha	8	\$42,300	West Memphis
103	\$33,000	Crossett	92	\$33,500	Horatio	57	\$35,250	Osceola	62	\$35,000	West Side Cleb
110	\$32,800	Cutter-MS	22	\$39,911	Hot Springs	87	\$33,750	Ouachita	110	\$32,800	Western Yell Co.
103	\$33,000	Danville	110	\$32,800	Hoxie	110	\$32,800	Ouachita River	110	\$32,800	Westside Johnson
24	\$38,899	Dardanelle	49	\$36,565	Huntsville	26	\$38,622	Ozark	105	\$32,962	Westside Cons
110	\$32,800	Decatur	70	\$34,500	Izard County Con.	110	\$32,800	Ozark Mountain	70	\$34,500	White Co. Central
110	\$32,800	Deer/Mt. Judea	110	\$32,800	Jackson Co.	110	\$32,800	Palestine-Wheatley	23	\$39,000	White Hall
32	\$38,200	Dequeen	29	\$38,500	Jacksonville N. Pul.	82	\$34,000	Pangburn	110	\$32,800	Wonderview
110	\$32,800	Dermott	110	\$32,800	Jasper	94	\$33,400	Paragould	110	\$32,800	Woodlawn
110	\$32,800	Des Arc	80	\$34,054	Jessieville	89	\$33,700	Paris	43	\$37,000	Wynne
42	\$37,035	Dewitt	7	\$42,400	Jonesboro	82	\$34,000	Parkers Chapel	110	\$32,800	Yellville-Summit
88	\$33,725	Dierks	82	\$34,000	Junction City	15	\$41,000	Pea Ridge			

* Districts with the same minimum salary are assigned the same rank, and the highest rank is the total number of salary levels, not the number of school districts.

Grp 1 (\$32,800-\$38,000)	Grp 2 (\$32,801-\$34,999)	Grp 3 (\$35,000-\$39,999)	Grp 4 (\$40,000-\$48,282)
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APPENDIX C – Methodology

This report uses two data sources for comparing average teacher salaries: the National Education Association (NEA) and Bureau of Legislative Research (BLR) Reports generated from Arkansas Public School Computer Network (APSCN) data maintained by the Division of Elementary and Secondary Education (DESE). The portion of the report that compares the average salary of the Southern Regional Education Board (SREB) states as well as the states that surround Arkansas used the NEA data. When, however, this report compares the average salary of individual Arkansas school districts, the BLR reports are used. Both calculations are described below.

National Education Association Average Teacher Salary Calculation

According to instructions provided by the National Education Association (NEA) to the Arkansas Department of Education, the average teacher salary is the arithmetic mean of the total amount regularly paid or stipulated to be paid to an individual before deductions for Social Security, health insurance, and the like. According to DESE, the amount of salary reported to NEA is based on what is actually paid, not “what is stipulated to be paid”. It includes regular salaries for full-time and part-time employees considered to be in positions of a permanent nature, including substitutes, and does not include annual salaries for “extra pay for extra duty” or payments for teaching summer school (with the exception of 12-month employees). The salary and FTE amounts reported include the salaries paid for all elementary and secondary classroom teachers.

Bureau of Legislative Research FTE and Average Teacher Salary Calculation

The Bureau has historically used the non-federal classroom teacher average salary from line 84 of the Annual Statistical Report (ASR) published by the DESE. The Annual Statistical Report calculation of the average non-federal classroom teacher salary is dependent upon the accuracy of data submitted by the districts to the State Information System as part of the cycle reporting process. The basic program to calculate the average teacher salary used in the ASR was written by the Research and Technology Section of DESE using business logic developed by staff of the Arkansas Public School Computer Network (APSCN). The program allows districts to look at the calculation inputs and results and to make corrections if necessary. Corrections by the districts are particularly relevant when teachers work less than full time or their time is charged less than full time to a particular budget unit.

Several years ago, the Bureau developed a methodology to test the reasonableness of the calculated ASR non-federal classroom teacher average salaries using data available to the Bureau from APSCN. A second important reason for the development of a Bureau methodology was to be able to produce a detail listing by teacher of the FTE and salary amounts. Over that period of time, the Bureau has consistently found 10 or more districts each year having significant differences between the Bureau calculation and the ADE calculation (using data reported and adjusted when necessary by the school districts). Generally, the problems have primarily concerned the FTE counts in smaller or medium size districts. While the effects can be very significant in these districts and can skew certain types of district level analysis, they have not caused a major distortion of statewide teacher salary averages.

The key features of the Bureau’s methodology are as follows:

- Details of actual salaries paid for each non-federal classroom teacher from the payroll distribution in APSCN are selected using the same parameters as used in the Annual Statistical Report.
- Matching records from the base salary record (initial budgeted) incorporating the planned percentage distribution between budget units (i.e. funding source or function) are compared to actual salaries.
- Adjustments to percentages are made based upon the relationships found between actual salaries paid and the base and annual salary (initial budgeted) of the base salary record to derive an FTE for each teacher.
- Base salary records were not found for approximately 2.5% of the total salaries. An FTE was calculated in these instances by dividing the actual salary paid by the statewide ASR median salary.

The calculated average classroom teacher salaries for the 2019 school year and trend data for previous years presented in this report are based upon the program developed by the Bureau of Legislative Research using available data from APSCN. The Bureau believes that using its own program to analyze

APSCN data provides a more consistent method of deriving the FTE data and thereby results in a more reliable calculation of the average teacher salary.

BLR Years of Experience and Degree Type Methodology

As part of the analysis of Arkansas's districts' and charters' teacher salaries, the Bureau of Legislative Research calculated average years of years of experience and the percentage of classroom teachers with a bachelor and with an advanced degree to further describe the attributes of teachers that are providing classroom instruction in Arkansas. The BLR chose to include only those teachers used in the calculation of average teacher salaries who were assigned classroom teacher responsibilities in APSCN.

APPENDIX D – Average Salary Information By District

2019 District Average Teacher Salary Sorted by Rank

Rank	Avg.	District	Rank	Avg.	District	Rank	Avg.	District	Rank	Avg.	District
1	\$60,963	Fayetteville	60	\$49,209	Bald Knob	119	\$45,858	West Side Cleburne	177	\$44,019	Danville
2	\$60,669	Springdale	61	\$49,078	Hot Springs	120	\$45,849	McGehee	178	\$43,974	Rector
3	\$59,422	Bentonville	62	\$49,039	Dover	121	\$45,832	Spring Hill	179	\$43,969	Batesville
4	\$58,975	Rogers	63	\$48,910	Helena/ WH	122	\$45,712	El Dorado	180	\$43,933	Riverside
5	\$58,806	Lakeside Garland	64	\$48,818	Fountain Lake	123	\$45,693	Bismarck	181	\$43,931	Bay
6	\$58,709	Conway	65	\$48,798	Brookland	124	\$45,674	Mt. Vernon/ Enola	182	\$43,900	Waldron
7	\$58,166	Lake Hamilton	66	\$48,476	South Conway Co.	125	\$45,652	Blytheville	183	\$43,842	Corning
8	\$57,478	Bryant	67	\$48,414	Mountain View	126	\$45,534	Magnet Cove	184	\$43,827	Osceola
9	\$56,968	Little Rock	68	\$48,403	Emerson-Taylor-Bradley	127	\$45,446	Hamburg	185	\$43,791	Marmaduke
10	\$56,648	Fort Smith	69	\$48,388	Gentry	128	\$45,432	Mansfield	186	\$43,778	Piggott
11	\$55,860	Searcy	70	\$48,284	Hackett	129	\$45,414	Quitman	187	\$43,753	East End
12	\$55,410	Greenbrier	71	\$48,232	Heber Springs	130	\$45,362	Alpena	188	\$43,663	Atkins
13	\$55,386	Charleston	72	\$47,880	Magnolia	131	\$45,361	Yellville-Summit	189	\$43,652	Smackover-Norphlet
14	\$54,360	Gravette	73	\$47,832	Strong-Huttig	132	\$45,351	Flippin	190	\$43,645	Paris
15	\$54,091	Greenwood	74	\$47,700	Lakeside (Chicot)	133	\$45,334	South Pike Co.	191	\$43,602	Ouachita
16	\$53,863	Cabot	75	\$47,592	Watson Chapel	134	\$45,326	Gurdon	192	\$43,597	Jasper
17	\$53,292	White Hall	76	\$47,239	Dollarway	135	\$45,317	Melbourne	193	\$43,582	Sloan-Hendrix
18	\$53,147	Beebe	77	\$47,208	Mayflower	136	\$45,305	Cave City	194	\$43,544	Crossett
19	\$53,015	Benton	78	\$47,175	Hampton	137	\$45,303	Western Yell Co.	195	\$43,500	Scranton
20	\$52,962	Sheridan	79	\$47,126	Dewitt	138	\$45,255	Lincoln	196	\$43,495	Des Arc
21	\$52,899	Pulaski CSSD	80	\$47,112	Palestine-Wheatley	139	\$45,220	Horatio	197	\$43,470	Carlisle
22	\$52,837	North Little Rock	81	\$47,107	Eureka Springs	140	\$45,116	Camden Fairview	198	\$43,451	Mountainburg
23	\$52,794	Dardanelle	82	\$47,052	Rose Bud	141	\$45,087	Drew Central	199	\$43,420	Kirby
24	\$52,611	Nashville	83	\$47,052	Lamar	142	\$44,989	Westside Cons. Craig	200	\$43,263	Trumann
25	\$52,417	Farmington	84	\$46,988	West Fork	143	\$44,987	Jackson Co.	201	\$43,239	Searcy County
26	\$52,345	Jonesboro	85	\$46,985	Booneville	144	\$44,976	White Co. Central	202	\$43,226	Hoxie
27	\$52,146	Alma	86	\$46,924	Poyen	145	\$44,912	Cedarville	203	\$42,979	Shirley
28	\$52,050	Vilonia	87	\$46,872	Gosnell	146	\$44,894	Mount Ida	204	\$42,976	Dumas
29	\$52,018	Riverview	88	\$46,870	Mountain Pine	147	\$44,815	Junction City	205	\$42,908	Magazine
30	\$51,740	Huntsville	89	\$46,864	Mena	148	\$44,805	Woodlawn	206	\$42,905	Hillcrest
31	\$51,734	Van Buren	90	\$46,833	Paragould	149	\$44,776	Bergman	207	\$42,855	Hector
32	\$51,727	Ozark	91	\$46,759	Valley Springs	150	\$44,746	Berryville	208	\$42,805	England
33	\$51,540	West Memphis	92	\$46,744	Pangburn	151	\$44,732	Greenland	209	\$42,708	South Side VB
34	\$51,282	Prairie Grove	93	\$46,725	Stuttgart	152	\$44,726	Ouachita River	210	\$42,649	Hazen
35	\$51,281	Forrest City	94	\$46,718	Genoa Central	153	\$44,682	Clinton	211	\$42,601	Foreman
36	\$51,109	Clarksville	95	\$46,627	Lafayette County	154	\$44,654	Deer/Mt. Judea	212	\$42,550	Norfolk
37	\$51,043	Barton-Lexa	96	\$46,626	Elkins	155	\$44,650	Izard County Con.	213	\$42,452	Ozark Mountain
38	\$51,034	Dequeen	97	\$46,543	Brinkley	156	\$44,648	Blevins	214	\$42,393	East Poinsett Co.
39	\$51,008	Mineral Springs	98	\$46,446	Hope	157	\$44,609	Parkers Chapel	215	\$42,376	Lawrence County
40	\$51,007	Valley View	99	\$46,443	Greene Co. Tech	158	\$44,558	Warren	216	\$42,134	Concord
41	\$50,912	Harmony Grove SA	100	\$46,442	Earle	159	\$44,537	Cross County	217	\$42,129	Cotter
42	\$50,887	Siloam Springs	101	\$46,432	Arkadelphia	160	\$44,483	Viola	218	\$42,020	Guy-Perkins
43	\$50,737	Malvern	102	\$46,388	Star City	161	\$44,471	Ashdown	219	\$42,017	Fordyce
44	\$50,725	Pea Ridge	103	\$46,379	County Line	162	\$44,444	Cutter-MS	220	\$41,929	Midland
45	\$50,716	Harrison	104	\$46,336	Mccrory	163	\$44,442	Cedar Ridge	221	\$41,849	Dermott
46	\$50,483	Texarkana	105	\$46,309	Dierks	164	\$44,433	Rivercrest	222	\$41,670	Omaha
47	\$50,482	Russellville	106	\$46,297	Perryville	165	\$44,402	Augusta	223	\$41,584	Marked Tree
48	\$50,459	Wynne	107	\$46,277	Jessieville	166	\$44,377	Clarendon	224	\$41,575	Maynard
49	\$50,082	Mountain Home	108	\$46,232	Green Forest	167	\$44,375	Lavaca	225	\$41,543	Calico Rock
50	\$50,066	Marvell-Elaine	109	\$46,220	Pocahontas	168	\$44,336	Bearden	226	\$41,459	Cossatot River
51	\$50,045	Marion	110	\$46,141	Two Rivers	169	\$44,285	Prescott	227	\$41,411	Hermitage
52	\$50,033	Pottsville	111	\$46,110	Lee County	170	\$44,282	Nevada	228	\$41,185	Caddo Hills
53	\$49,992	Fouke	112	\$46,046	Monticello	171	\$44,265	Highland	229	\$40,948	Mulberry/Pleasant View
54	\$49,963	Glen Rose	113	\$46,037	Lonoke	172	\$44,187	Mammoth Spring	230	\$40,678	Wonderview
55	\$49,689	Bauxite	114	\$46,018	Cleveland County	173	\$44,101	Buffalo Is. Ctrl	231	\$40,567	Westside (Johnson)
56	\$49,651	Manila	115	\$45,955	Jacksonville No. Pul.	174	\$44,095	Southside (Ind)	232	\$40,555	Nemo Vista
57	\$49,454	Pine Bluff	116	\$45,954	Harrisburg	175	\$44,090	Newport	233	\$40,130	Decatur
58	\$49,415	Nettleton	117	\$45,874	Armored	176	\$44,024	Harmony Grove Oua	234	\$39,960	Bradford
59	\$49,347	Salem	118	\$45,866	Centerpoint				235	\$39,578	Lead Hill

Q1 \$39,578.28 –\$44,018.74	Q2 \$44,018.75 –\$45,858.30	Q3 \$45,858.31 –\$49,209.48	Q4 \$49,209.49 –\$60,963.00
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2019 District Average Teacher Salary Rank Sorted in Alphabetical Order

Rank	Avg.	District	Rank	Avg.	District	Rank	Avg.	District	Rank	Avg.	District
27	\$52,146	Alma	76	\$47,239	Dollarway	199	\$43,420	Kirby	106	\$46,297	Perryville
130	\$45,362	Alpena	62	\$49,039	Dover	95	\$46,627	Lafayette County	186	\$43,778	Piggott
101	\$46,432	Arkadelphia	141	\$45,087	Drew Central	7	\$58,166	Lake Hamilton	57	\$49,454	Pine Bluff
117	\$45,874	Armored	204	\$42,976	Dumas	74	\$47,700	Lakeside (Chicot)	109	\$46,220	Pocahontas
161	\$44,471	Ashdown	100	\$46,442	Earle	5	\$58,806	Lakeside (Garland)	52	\$50,033	Pottsville
188	\$43,663	Atkins	187	\$43,753	East End	83	\$47,052	Lamar	86	\$46,924	Poyen
165	\$44,402	Augusta	214	\$42,393	East Poinsett Co.	167	\$44,375	Lavaca	34	\$51,282	Prairie Grove
60	\$49,209	Bald Knob	122	\$45,712	El Dorado	215	\$42,376	Lawrence County	169	\$44,285	Prescott
37	\$51,043	Barton-Lexa	96	\$46,626	Elkins	235	\$39,578	Lead Hill	21	\$52,899	Pulaski CSSD
179	\$43,969	Batesville	68	\$48,403	EmersonTaylor-Bradley	111	\$46,110	Lee County	129	\$45,414	Quitman
55	\$49,689	Bauxite	208	\$42,805	England	138	\$45,255	Lincoln	178	\$43,974	Rector
181	\$43,931	Bay	81	\$47,107	Eureka Springs	9	\$56,968	Little Rock	164	\$44,433	Rivercrest
168	\$44,336	Bearden	25	\$52,417	Farmington	113	\$46,037	Lonoke	180	\$43,933	Riverside
18	\$53,147	Beebe	1	\$60,963	Fayetteville	205	\$42,908	Magazine	29	\$52,018	Riverview
19	\$53,015	Benton	132	\$45,351	Flippin	126	\$45,534	Magnet Cove	4	\$58,975	Rogers
3	\$59,422	Bentonville	219	\$42,017	Fordyce	72	\$47,880	Magnolia	82	\$47,052	Rose Bud
149	\$44,776	Bergman	211	\$42,601	Foreman	43	\$50,737	Malvern	47	\$50,482	Russellville
150	\$44,746	Berryville	35	\$51,281	Forrest City	172	\$44,187	Mammoth Spring	59	\$49,347	Salem
123	\$45,693	Bismarck	10	\$56,648	Fort Smith	56	\$49,651	Manila	195	\$43,500	Scranton
156	\$44,648	Blevins	53	\$49,992	Fouke	128	\$45,432	Mansfield	11	\$55,860	Searcy
125	\$45,652	Blytheville	64	\$48,818	Fountain Lake	51	\$50,045	Marion	201	\$43,239	Searcy County
85	\$46,985	Booneville	94	\$46,718	Genoa Central	223	\$41,584	Marked Tree	20	\$52,962	Sheridan
234	\$39,960	Bradford	69	\$48,388	Gentry	185	\$43,791	Marmaduke	203	\$42,979	Shirley
97	\$46,543	Brinkley	54	\$49,963	Glen Rose	50	\$50,066	Marvell-Elaine	42	\$50,887	Siloam Springs
65	\$48,798	Brookland	87	\$46,872	Gosnell	77	\$47,208	Mayflower	193	\$43,582	Sloan-Hendrix
8	\$57,478	Bryant	14	\$54,360	Gravette	224	\$41,575	Maynard	189	\$43,652	Smackover-Norphet
173	\$44,101	Buffalo Is. Ctrl	108	\$46,232	Green Forest	104	\$46,336	Mccrory	66	\$48,476	South Conway Co.
16	\$53,863	Cabot	12	\$55,410	Greenbrier	120	\$45,849	Mcgehee	133	\$45,334	South Pike Co.
228	\$41,185	Caddo Hills	99	\$46,443	Greene Co. Tech	135	\$45,317	Melbourne	209	\$42,708	South Side VB
225	\$41,543	Calico Rock	151	\$44,732	Greenland	89	\$46,864	Mena	174	\$44,095	Southside (Ind)
140	\$45,116	Camden Fairview	15	\$54,091	Greenwood	220	\$41,929	Midland	121	\$45,832	Spring Hill
197	\$43,470	Carlisle	134	\$45,326	Gurdon	39	\$51,008	Mineral Springs	2	\$60,669	Springdale
136	\$45,305	Cave City	218	\$42,020	Guy-Perkins	112	\$46,046	Monticello	102	\$46,388	Star City
163	\$44,442	Cedar Ridge	70	\$48,284	Hackett	146	\$44,894	Mount Ida	73	\$47,832	Strong-Huttig
145	\$44,912	Cedarville	127	\$45,446	Hamburg	49	\$50,082	Mountain Home	93	\$46,725	Stuttgart
118	\$45,866	Centerpoint	78	\$47,175	Hampton	88	\$46,870	Mountain Pine	46	\$50,483	Texarkana
13	\$55,386	Charleston	176	\$44,024	Harmony Grove Oua	67	\$48,414	Mountain View	200	\$43,263	Trumann
166	\$44,377	Clarendon	41	\$50,912	Harmony Grove Sal	198	\$43,451	Mountainburg	110	\$46,141	Two Rivers
36	\$51,109	Clarksville	116	\$45,954	Harrisburg	124	\$45,674	Mt. Vernon/ Enola	91	\$46,759	Valley Springs
114	\$46,018	Cleveland Co.	45	\$50,716	Harrison	229	\$40,948	Mulberry/Pleasant View	40	\$51,007	Valley View
153	\$44,682	Clinton	210	\$42,649	Hazen	24	\$52,611	Nashville	31	\$51,734	Van Buren
216	\$42,134	Concord	71	\$48,232	Heber Springs	232	\$40,555	Nemo Vista	28	\$52,050	Vilonia
6	\$58,709	Conway	207	\$42,855	Hector	58	\$49,415	Nettleton	160	\$44,483	Viola
183	\$43,842	Corning	63	\$48,910	Helena/ WH	170	\$44,282	Nevada	182	\$43,900	Waldron
226	\$41,459	Cossatot River	227	\$41,411	Hermitage	175	\$44,090	Newport	158	\$44,558	Warren
217	\$42,129	Cotter	171	\$44,265	Highland	212	\$42,550	Norfolk	75	\$47,592	Watson Chapel
103	\$46,379	County Line	206	\$42,905	Hillcrest	22	\$52,837	North Little Rock	84	\$46,988	West Fork
159	\$44,537	Cross County	98	\$46,446	Hope	222	\$41,670	Omaha	33	\$51,540	West Memphis
194	\$43,544	Crossett	139	\$45,220	Horatio	184	\$43,827	Osceola	119	\$45,858	West Side Cleburne
162	\$44,444	Cutter-MS	61	\$49,078	Hot Springs	191	\$43,602	Ouachita	137	\$45,303	Western Yell Co.
177	\$44,018	Danville	202	\$43,226	Hoxie	152	\$44,726	Ouachita River	231	\$40,567	Westside Johnson
23	\$52,794	Dardanelle	30	\$51,740	Huntsville	32	\$51,727	Ozark	142	\$44,989	Westside Cons.
233	\$40,130	Decatur	155	\$44,650	Izard County Con.	213	\$42,452	Ozark Mountain	144	\$44,976	White Co. Central
154	\$44,654	Deer/Mt.Judea	143	\$44,987	Jackson Co.	80	\$47,112	Palestine-Wheatley	17	\$53,292	White Hall
38	\$51,034	Dequeen	115	\$45,955	Jacksonville No. Pul.	92	\$46,744	Pangburn	230	\$40,678	Wonderview
221	\$41,849	Dermott	192	\$43,597	Jasper	90	\$46,833	Paragould	148	\$44,805	Woodlawn
196	\$43,495	Des Arc	107	\$46,277	Jessieville	190	\$43,645	Paris	48	\$50,459	Wynne
79	\$47,126	Dewitt	26	\$52,345	Jonesboro	157	\$44,609	Parkers Chapel	131	\$45,361	Yellville-Summit
105	\$46,309	Dierks	147	\$44,815	Junction City	44	\$50,725	Pea Ridge			

Q1 \$39,578.28 –\$44,018.74	Q2 \$44,018.75–\$45,858.30	Q3 \$45,858.31–\$49,209.48	Q4 \$49,209.49–\$60,963.00
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APPENDIX E – CWIFT Adjusted Average Salary Information By District

District	2019 Average Salary	Avg Salary Quartile	CWIFT Adj. Avg Salary	CWIFT Adj Salary Quartile	Quartile Change
Alma	\$52,146	4	\$68,343	4	0
Alpena	\$45,362	2	\$59,452	3	1
Arkadelphia	\$46,432	3	\$61,992	4	1
Armored	\$45,874	3	\$51,718	1	-2
Ashdown	\$44,471	2	\$54,902	2	0
Atkins	\$43,663	1	\$55,410	2	1
Augusta	\$44,402	2	\$54,885	2	0
Bald Knob	\$49,209	3	\$59,720	3	0
Barton-Lexa	\$51,043	4	\$63,094	4	0
Batesville	\$43,969	1	\$56,011	2	1
Bauxite	\$49,689	4	\$57,180	2	-2
Bay	\$43,931	1	\$52,675	1	0
Bearden	\$44,336	2	\$52,037	1	-1
Beebe	\$53,147	4	\$64,342	4	0
Benton	\$53,015	4	\$61,218	4	0
Bentonville	\$59,422	4	\$53,971	2	-2
Bergman	\$44,776	2	\$58,684	3	1
Berryville	\$44,746	2	\$58,645	3	1
Bismarck	\$45,693	2	\$49,938	1	-1
Blevins	\$44,648	2	\$55,053	2	0
Blytheville	\$45,652	2	\$51,468	1	-1
Booneville	\$46,985	3	\$62,730	4	1
Bradford	\$39,960	1	\$50,839	1	0
Brinkley	\$46,543	3	\$57,531	3	0
Brookland	\$48,798	3	\$58,511	3	0
Bryant	\$57,478	4	\$66,295	4	0
Buffalo Is.	\$44,101	2	\$51,400	1	-1
Cabot	\$53,863	4	\$64,584	4	0
Caddo Hills	\$41,185	1	\$54,987	2	1
Calico Rock	\$41,543	1	\$56,676	2	1
Camden Fairview	\$45,116	2	\$54,686	2	0
Carlisle	\$43,470	1	\$52,185	1	0
Cave City	\$45,305	2	\$59,612	3	1

District	2019 Average Salary	Avg Salary Quartile	CWIFT Adj. Avg Salary	CWIFT Adj Salary Quartile	Quartile Change
Cedar Ridge	\$44,442	2	\$56,614	2	0
Cedarville	\$44,912	2	\$58,863	3	1
Centerpoint	\$45,866	3	\$57,048	2	-1
Charleston	\$55,386	4	\$70,826	4	0
Clarendon	\$44,377	2	\$54,855	2	0
Clarksville	\$51,109	4	\$64,859	4	0
Cleveland Co.	\$46,018	3	\$55,244	2	-1
Clinton	\$44,682	2	\$59,735	3	1
Concord	\$42,134	1	\$53,949	2	1
Conway	\$58,709	4	\$66,413	4	0
Corning	\$43,842	1	\$58,378	3	2
Cossatot River	\$41,459	1	\$51,121	1	0
Cotter	\$42,129	1	\$57,475	3	2
County Line	\$46,379	3	\$61,266	4	1
Cross Co.	\$44,537	2	\$50,211	1	-1
Crossett	\$43,544	1	\$47,486	1	0
Cutter-Morning Star	\$44,444	2	\$54,936	2	0
Danville	\$44,019	1	\$58,770	3	2
Dardanelle	\$52,794	4	\$70,486	4	0
Decatur	\$40,130	1	\$36,448	1	0
Deer/Mt. Judea	\$44,654	2	\$58,524	3	1
DeQueen	\$51,034	4	\$63,005	4	0
Dermott	\$41,849	1	\$51,729	1	0
Des Arc	\$43,495	1	\$53,830	2	1
Dewitt	\$47,126	3	\$56,304	2	-1
Dierks	\$46,309	3	\$56,200	2	-1
Dollarway	\$47,239	3	\$51,180	1	-2
Dover	\$49,039	3	\$62,232	4	1
Drew Central	\$45,087	2	\$55,732	2	0
Dumas	\$42,976	1	\$52,861	1	0
Earle	\$46,442	3	\$52,358	1	-2
East End	\$43,753	1	\$58,028	3	2
East Poinsett	\$42,393	1	\$47,793	1	0
El Dorado	\$45,712	2	\$54,876	2	0
Elkins	\$46,626	3	\$52,924	1	-2

District	2019 Average Salary	Avg Salary Quartile	CWIFT Adj. Avg Salary	CWIFT Adj Salary Quartile	Quartile Change
Emerson-Taylor-Bradley	\$48,403	3	\$59,100	3	0
England	\$42,805	1	\$51,326	1	0
Eureka Springs	\$47,107	3	\$61,739	4	1
Farmington	\$52,417	4	\$59,497	3	-1
Fayetteville	\$60,963	4	\$69,198	4	0
Flippin	\$45,351	2	\$59,437	3	1
Fordyce	\$42,017	1	\$45,820	1	0
Foreman	\$42,601	1	\$52,594	1	0
Forrest City	\$51,281	4	\$63,388	4	0
Fort Smith	\$56,648	4	\$66,960	4	0
Fouke	\$49,992	4	\$61,719	4	0
Fountain Lake	\$48,818	3	\$59,607	3	0
Genoa Central	\$46,718	3	\$57,677	3	0
Gentry	\$48,388	3	\$43,949	1	-2
Glen Rose	\$49,963	4	\$55,762	2	-2
Gosnell	\$46,872	3	\$52,843	1	-2
Gravette	\$54,360	4	\$49,373	1	-3
Green Forest	\$46,232	3	\$60,593	4	1
Greenbrier	\$55,410	4	\$62,751	4	0
Greene Co. Tech	\$46,443	3	\$61,841	4	1
Greenland	\$44,732	2	\$50,774	1	-1
Greenwood	\$54,091	4	\$63,938	4	0
Gurdon	\$45,326	2	\$60,516	4	2
Guy-Perkins	\$42,020	1	\$47,534	1	0
Hackett	\$48,284	3	\$57,073	2	-1
Hamburg	\$45,446	2	\$49,667	1	-1
Hampton	\$47,175	3	\$51,445	1	-2
Harmony Grove-Ouachita	\$44,024	2	\$52,161	1	-1
Harmony Grove-Saline	\$50,912	4	\$58,722	3	-1
Harrisburg	\$45,954	3	\$51,808	1	-2
Harrison	\$50,716	4	\$66,469	4	0
Hazen	\$42,649	1	\$52,718	1	0
Heber Springs	\$48,232	3	\$61,442	4	1

District	2019 Average Salary	Avg Salary Quartile	CWIFT Adj. Avg Salary	CWIFT Adj Salary Quartile	Quartile Change
Hector	\$42,855	1	\$54,385	2	1
Helena/W Helena	\$48,910	3	\$60,457	4	1
Hermitage	\$41,411	1	\$45,159	1	0
Highland	\$44,265	2	\$59,257	3	1
Hillcrest	\$42,905	1	\$57,207	2	1
Hope	\$46,446	3	\$57,341	3	0
Horatio	\$45,220	2	\$55,827	2	0
Hot Springs	\$49,078	3	\$60,665	4	1
Hoxie	\$43,226	1	\$57,559	3	2
Huntsville	\$51,740	4	\$67,811	4	0
Izard Co. Cons.	\$44,650	2	\$60,914	4	2
Jackson Co.	\$44,987	2	\$59,664	3	1
Jacksonville/N Pulaski	\$45,955	3	\$51,693	1	-2
Jasper	\$43,597	1	\$56,989	2	1
Jessieville	\$46,277	3	\$57,273	3	0
Jonesboro	\$52,345	4	\$62,763	4	0
Junction City	\$44,815	2	\$53,799	2	0
Kirby	\$43,420	1	\$52,630	1	0
Lafayette Co.	\$46,627	3	\$57,635	3	0
Lake Hamilton	\$58,166	4	\$71,899	4	0
Lakeside	\$47,700	3	\$58,816	3	0
Lakeside	\$58,806	4	\$72,690	4	0
Lamar	\$47,052	3	\$59,711	3	0
Lavaca	\$44,375	2	\$52,453	1	-1
Lawrence Co.	\$42,376	1	\$56,426	2	1
Lead Hill	\$39,578	1	\$51,872	1	0
Lee Co.	\$46,110	3	\$56,996	2	-1
Lincoln	\$45,255	2	\$51,368	1	-1
Little Rock	\$56,968	4	\$63,866	4	0
Lonoke	\$46,037	3	\$55,200	2	-1
Magazine	\$42,908	1	\$57,287	3	2
Magnet Cove	\$45,534	2	\$49,873	1	-1
Magnolia	\$47,880	3	\$58,036	3	0
Malvern	\$50,737	4	\$55,329	2	-2

District	2019 Average Salary	Avg Salary Quartile	CWIFT Adj. Avg Salary	CWIFT Adj Salary Quartile	Quartile Change
Mammoth Spring	\$44,187	2	\$60,118	3	1
Manila	\$49,651	4	\$55,976	2	-2
Mansfield	\$45,432	2	\$55,745	2	0
Marion	\$50,045	4	\$56,420	2	-2
Marked Tree	\$41,584	1	\$46,881	1	0
Marmaduke	\$43,791	1	\$58,311	3	2
Marvell-Elaine	\$50,066	4	\$61,887	4	0
Mayflower	\$47,208	3	\$53,403	1	-2
Maynard	\$41,575	1	\$55,360	2	1
McCrary	\$46,336	3	\$57,276	3	0
McGehee	\$45,849	2	\$56,674	2	0
Melbourne	\$45,317	2	\$61,909	4	2
Mena	\$46,864	3	\$57,857	3	0
Midland	\$41,929	1	\$53,008	1	0
Mineral Springs	\$51,008	4	\$62,281	4	0
Monticello	\$46,046	3	\$56,917	2	-1
Mount Ida	\$44,894	2	\$59,858	3	1
Mountain Home	\$50,082	4	\$68,418	4	0
Mountain Pine	\$46,870	3	\$57,935	3	0
Mountainburg	\$43,451	1	\$56,947	2	1
Mt. Vernon/ Enola	\$45,674	2	\$52,438	1	-1
Mtn View	\$48,414	3	\$66,139	4	1
Mulberry/ Pleasant View	\$40,948	1	\$53,667	1	0
N Little Rock	\$52,837	4	\$59,234	3	-1
Nashville	\$52,611	4	\$63,926	4	0
Nemo Vista	\$40,555	1	\$54,146	2	1
Nettleton	\$49,415	4	\$59,251	3	-1
Nevada	\$44,282	2	\$53,676	2	0
Newport	\$44,090	2	\$58,709	3	1
Norfolk	\$42,550	1	\$58,048	3	2
Omaha	\$41,670	1	\$54,614	2	1
Osceola	\$43,827	1	\$49,410	1	0
Ouachita	\$43,602	1	\$47,549	1	0

District	2019 Average Salary	Avg Salary Quartile	CWIFT Adj. Avg Salary	CWIFT Adj Salary Quartile	Quartile Change
Ouachita River	\$44,726	2	\$56,831	2	0
Ozark	\$51,727	4	\$67,883	4	0
Ozark Mtn	\$42,452	1	\$55,638	2	1
Palestine-Wheatley	\$47,112	3	\$58,235	3	0
Pangburn	\$46,744	3	\$57,214	3	0
Paragould	\$46,833	3	\$62,361	4	1
Paris	\$43,645	1	\$58,271	3	2
Parkers Chapel	\$44,609	2	\$53,552	1	-1
Pea Ridge	\$50,725	4	\$46,071	1	-3
Perryville	\$46,297	3	\$61,811	4	1
Piggott	\$43,778	1	\$58,293	3	2
Pine Bluff	\$49,454	4	\$53,579	1	-3
Pocahontas	\$46,220	3	\$61,545	4	1
Pottsville	\$50,033	4	\$63,493	4	0
Poyen	\$46,924	3	\$51,172	1	-2
Prairie Grove	\$51,282	4	\$58,209	3	-1
Prescott	\$44,285	2	\$53,679	2	0
Pulaski Co. Spec.	\$52,899	4	\$59,437	3	-1
Quitman	\$45,414	2	\$55,722	2	0
Rector	\$43,974	1	\$58,554	3	2
Rivercrest	\$44,433	2	\$50,094	1	-1
Riverside	\$43,933	1	\$52,677	1	0
Riverview	\$52,018	4	\$62,899	4	0
Rogers	\$58,975	4	\$53,565	1	-3
Rose Bud	\$47,052	3	\$57,733	3	0
Russellville	\$50,482	4	\$64,063	4	0
Salem	\$49,347	4	\$67,322	4	0
Scranton	\$43,500	1	\$58,077	3	2
Searcy	\$55,860	4	\$67,627	4	0
Searcy Co	\$43,239	1	\$56,818	2	1
Sheridan	\$52,962	4	\$59,176	3	-1
Shirley	\$42,979	1	\$57,458	3	2
Siloam Springs	\$50,887	4	\$46,771	1	-3
Sloan-Hendrix	\$43,582	1	\$58,032	3	2
Smackover-Norphlet	\$43,652	1	\$52,529	1	0

District	2019 Average Salary	Avg Salary Quartile	CWIFT Adj. Avg Salary	CWIFT Adj Salary Quartile	Quartile Change
South Conway Co.	\$48,476	3	\$64,721	4	1
South Pike Co.	\$45,334	2	\$55,218	2	0
South Side-Van Buren	\$42,708	1	\$55,755	2	1
Southside	\$44,095	2	\$56,173	2	0
Spring Hill	\$45,832	2	\$56,582	2	0
Springdale	\$60,669	4	\$66,963	4	0
Star City	\$46,388	3	\$55,621	2	-1
Strong-Huttig	\$47,832	3	\$57,421	3	0
Stuttgart	\$46,725	3	\$56,025	2	-1
Texarkana	\$50,483	4	\$62,325	4	0
Trumann	\$43,263	1	\$48,774	1	0
Two Rivers	\$46,141	3	\$61,603	4	1
Valley Springs	\$46,759	3	\$61,283	4	1
Valley View	\$51,007	4	\$61,159	4	0
Van Buren	\$51,734	4	\$67,804	4	0
Vilonia	\$52,050	4	\$58,880	3	-1
Viola	\$44,483	2	\$60,686	4	2
Waldron	\$43,900	1	\$58,612	3	2
Warren	\$44,558	2	\$48,591	1	-1
Watson Chapel	\$47,592	3	\$51,562	1	-2
West Fork	\$46,988	3	\$53,335	1	-2
West Memphis	\$51,540	4	\$58,569	3	-1
West Side (Cleb)	\$45,858	2	\$58,717	3	1
Western Yell Co	\$45,303	2	\$60,484	4	2
Westside	\$40,567	1	\$51,481	1	0
Westside Cons.(Crgh)	\$44,989	2	\$54,138	2	0
White Co Central	\$44,976	2	\$54,385	2	0
White Hall	\$53,292	4	\$57,738	3	-1
Wonderview	\$40,678	1	\$54,309	2	1
Woodlawn	\$44,805	2	\$53,723	2	0
Wynne	\$50,459	4	\$56,887	2	-2
Yellville-Summit	\$45,361	2	\$59,450	3	1