

**ARKANSAS EDUCATION REPORT**  
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**COMPREHENSIVE ANALYSIS OF ARKANSAS TEACHER SALARIES:  
STATE, REGION, AND DISTRICT**

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## Executive Summary

Measures of teacher quality and student achievement are employed to assess the success of schools, however, an analysis of teacher salary can be used to assess whether or not teachers are adequately paid. We use multiple measures of the value of a dollar, including the cost of living index and median income, to make comparisons within and between states. Our research questions and a summary of our findings are below:

### *How do Arkansas Teacher Salaries Compare to Teacher Salaries in Other States?*

In our state comparison of 2015-16 raw average teacher salaries, Arkansas ranks 40<sup>th</sup> in the country, and 11<sup>th</sup> among the 16 Southern Regional Education Board States (SREB)<sup>1</sup>. This simple comparison, however, does not take into account differences in the cost of living in each state. For example, we would expect teacher salaries to be lower in Little Rock, Arkansas compared to those in New York City, New York, because most goods, services, and household costs associated with day-to-day living are more expensive in New York than in Little Rock. Thus, the more appropriate state-level teacher salary comparisons are those that account for the state-by-state differences in cost of living. After making these adjustments, we found that the Arkansas teacher salary rank moved up to 22<sup>nd</sup> in the nation, and sixth of 16 among the SREB states. Furthermore, when we examine the average salaries for teachers in each state relative to the median household income of the state, we find that Arkansas teachers are paid relatively well. Indeed, the Arkansas salary to median income ratio ranks 7<sup>th</sup> in the nation, 2<sup>nd</sup> among the SREB states and 1<sup>st</sup> when compared to states that border Arkansas. Table *i* below summarizes our findings from this section.

Of the three teacher salary figures analyzed for the states, the cost adjusted measure is perhaps the most meaningful, as it captures the “value” of the teacher salary. By this measure, the average annual teacher salary for Arkansas is \$54,733, which is above the average of the

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<sup>1</sup> Southern Regional Education Board States include Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

bordering states, the SREB states, and just below the national average. Overall, the data suggest that Arkansas teacher salaries compare reasonably well with teacher salaries in other states.

Table i: *Summary Teacher Salary Values and Rankings, Arkansas and Comparison Groups, 2015-16*<sup>2</sup>

	Raw Average Teacher Salary, 2015-16	Cost of Living Adjusted Average Teacher Salary, 2015-16	Ratio of Teacher Salary to Median Household Income <sup>3</sup>
Arkansas Average	\$48,220	\$54,733	117%
US Average <i>AR rank of 51 US states</i>	\$58,064 40	\$58,064 22	108% 7
SREB Average <i>AR rank of 16 SREB states</i>	\$50,425 11	\$53,137 6	104% 2
Border States Average <i>AR rank of 7 border states</i>	\$47,276 3	\$53,063 2	104% 1

### Comparison to Previous Report

The Office for Education Policy at the University of Arkansas conducted a similar analysis of teacher salaries in 2010 ([Comprehensive Analysis of Arkansas Teacher Salaries: State, Region and District](#)), which addressed the teacher salaries paid in Arkansas relative to those in other states and also examined the within-state variation in salaries. This report serves to update the prior report, and assess the current state of teacher salary variations throughout the state.

Comparing raw average teacher salaries, the Arkansas teacher salary rank is down four spots nationally from the 2010 analysis, in which Arkansas was ranked 36<sup>th</sup>. Arkansas maintained consistency, however, when compared to the SREB states, as Arkansas currently ranks 11<sup>th</sup> compared to the 16 SREB states, which is the same as in 2008-09. Arkansas is also down one ranking compared to the Border States when compared to the 2008-09 school year.

<sup>2</sup> Figures from Table i are from Tables 4 and 5 located in the main body of this report. State averages and district level data come from the 2015-16 school year.

<sup>3</sup> Index was calculated by taking the average teacher salary and dividing it by the median income of the state, then multiplying by 100. An index lower than 100 indicates that teachers earn less than the median income, an index over 100 indicates that teachers earn more than the median income.

Perhaps more importantly, this downward trend is maintained when assessing the cost of living adjusted measure. Arkansas has moved down in all three rankings when comparing the 2015-16 cost of living adjusted salary to that of 2008-09. Nationally, Arkansas moved from 12<sup>th</sup> to 22<sup>nd</sup>, while compared to the SREB states and Border States, Arkansas only slipped by one, going from fifth to sixth and first to second, respectively.

Arkansas fared better in the rankings of salaries relative to the median household income of the state. Nationally, Arkansas maintained a rank of seventh when compared to all other states. When compared to SREB and Border States, Arkansas improved from fourth to second and from third to first, respectively.

#### *Comparison of Teacher Salaries Between and Within the Five Regions of Arkansas*

We examined 2015-16 teacher salaries across the five geographic regions in Arkansas and between each of 234 school districts in Arkansas in numerous ways. We first looked at the raw average teacher salaries for the 2015-16 school year and estimated the average teacher salary for each region, weighted by the number of teachers in each school district. This weighting ensures a more accurate estimation of the average regional salary as it takes into account the number of teachers within each district, therefore putting more weight on larger districts, and less weight on districts with fewer classroom teachers. For example, a district employing 1,000 teachers should have a larger impact on the average salary of the region compared to a district employing 100 teachers. It is important to note that charter schools are excluded from the analysis because they are primarily concentrated in one region (Central). Additionally, charter schools operate differently than traditional school districts and therefore do not display the same salary trends. Calculations including charter school information (when available) can be found in the appendix. Table *ii* summarizes the results from this section.

Table ii: Average Teacher Salaries by Region, Excluding Charter Schools 2015-16<sup>4</sup>

Region	Average District Enrollment	Average Salary (Weighted by FTE)	Minimum Average Salary	Maximum Average Salary	Standard Deviation	Median Income (2014) <sup>5</sup>
Northwest	2,314	\$50,877	\$35,460	\$59,143	\$5,171	\$41,014
Northeast	1,434	\$45,650	\$33,409	\$52,555	\$3,742	\$37,202
Central	3,767	\$52,230	\$39,105	\$57,265	\$5,341	\$45,201
Southwest	1,209	\$44,198	\$35,523	\$50,625	\$3,040	\$37,168
Southeast	1,047	\$42,578	\$36,593	\$55,819	\$4,129	\$34,022
Overall State Value	1,979	\$48,976	\$33,409	\$59,143	\$4,692	\$39,253

Several themes emerged from these analyses. First, teacher salaries were generally higher in the Northwest and Central regions compared to the rest of the state. Teachers in Central Arkansas earned almost \$10,000 more than their peers in Southeast Arkansas. The variation between districts in each region was greatest in Northwest Arkansas, where the average salary in the highest paying district was almost \$24,000 more than the average salary in the lowest paying district. The between-district variation was about \$19,000 in both the Northeast and Southeast regions, and was lowest in the Central and Southwest Arkansas regions, however the variation is quite substantial across the state.

Second, the data presented in this report also illustrate that there are disparities between regions and between districts in Arkansas, as there are in most states. When comparing average teacher salaries, we see that the within-region differences are greater than the between-region differences. This variation cannot be explained away by differences in teacher composition within district, or by the relative wealth of the surrounding area, as measured by median household income. Additionally, these differences cannot be explained by poverty or minority characteristics of each district.

<sup>4</sup> Arkansas district data comes from the 2015-16 school year

<sup>5</sup> Median Income for each region was calculated by taking an average of the median incomes of each county in the region, weighted by the number of school districts.

Finally, we found that student-teacher ratios, district enrollment and per-pupil expenditures are the strongest positive drivers of variations in average teacher salary in districts across Arkansas. Specifically, districts with a larger student-teacher ratio have substantially higher average teacher salaries compared to districts with low student-teacher ratios. Similarly, larger school districts have higher average teacher salaries, and as per-pupil expenditures increase, so too does the average teacher salary in a district. We did not find that differences in race were major drivers in differences in average teacher salaries across Arkansas. but, the percentage of students eligible for free and reduced price lunch has a significantly negative impact on average teacher salary.

Simply put, larger districts and larger student-teacher ratios can increase salary substantially. Our analysis also showed that district enrollment and student-teacher ratios are significantly and positively correlated. Therefore, we conclude that larger districts also tend to be the districts that have higher student-teacher ratios, and pay their teachers higher salaries on average. While school district leaders cannot control the number of students who enroll in the district, they do have control over the number of teachers they hire, and therefore the number of students for whom each teacher is responsible. In an effort for smaller districts to recruit high quality teachers with a competitive salary, they would do well to increase class sizes within their districts, to the extent possible given grade-level considerations and other constraints. While there is evidence that smaller class sizes are associated with increased student performance as measured by test scores, the overall student-teacher ratio within the state of Arkansas is well below that threshold, especially in the small districts.

We conclude that the strongest drivers of within-region salary differences are student-teacher ratios, district enrollment, per-pupil expenditures, and the percentage of students who are eligible for free and reduced price lunch (FRL). We show that increasing student-teacher ratios by one standard deviation (1.6 students), results in increasing teacher salary by approximately \$2,900, all else equal. Likewise, increasing district enrollment and per-pupil expenditure by one standard deviation (3,078 students and \$1,427) results in increasing average teacher salary by \$1,632 and \$1,458, respectfully. However, increasing the percentage of students eligible for free and reduced price lunch by one standard deviation results in an estimated \$1,420 decrease in average teacher salary. Our analysis shows that district and class size are positively correlated, with the larger

districts also having the largest class sizes. Because increases in both district and class size are associated with pretty substantial salary increases, it should come as no surprise that larger districts tend to pay the highest salaries. Therefore, if smaller districts want to attract and recruit high quality teachers with a competitive salary, they should begin by increasing student-teacher ratio where possible, and offering a higher salary to the teachers they employ.

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## I. Introduction

School funding has been an area of contention in the courts of nearly every state. Many of these court cases have challenged the constitutionality of state funding formulas, arguing the funding system was inadequate or inequitable because poor urban or rural districts often faced a disadvantage in garnering tax dollars for education. Specific to Arkansas, in the 1983 decision *Dupree v. Alma School District*, the Arkansas Supreme Court declared the state's funding system was not meeting its constitutional requirements.<sup>6</sup>

Additionally, following a series of court cases from 1992 to 2007 involving the Lake View School District, the state of Arkansas again altered its funding system in an attempt to meet constitutional requirements, this time impacting both school funding in general and teacher pay in particular. One such change was an amendment to the Arkansas Constitution in 1996. Amendment 74 required a uniform tax rate of 25 mills to cover the maintenance and operation of schools.<sup>7</sup> Judge Kilgore, of the Lake View court cases, noted that the disparities in teacher salaries were a violation of the constitution because they “act to destabilize local districts that cannot or will not pay competitive salaries and are unable to hire and retain quality teachers” (p.33). Partially as a result of this ruling, Arkansas's legislators have passed bills increasing the required minimum base salary of teachers with the intention of reconciling some of these disparities. One such piece of legislation, the *Public School Funding Act of 2003*, increased the state mandated minimum salary schedule for the 2004-05 school year, and required districts to pay at least \$27,500 to first year teachers with a bachelor's degree, and at least \$31,625 to those with a master's degree. Additionally, the law mandated step raises for each additional year of experience up to 15 years. Subsequent legislation raised these minimum salaries each year. The minimum salary for the 2015-16 school year was \$31,122 for a teacher with a bachelor's degree and no years of experience, and \$34,640 for a teacher with a master's degree.

The base teacher salaries in Arkansas are calculated using the Arkansas K-12 education funding formula, more commonly referred to as a “matrix”. The funding matrix is based on a district with a 500 student enrollment school, and provides per-pupil funding to each local district based on what was determined to be necessary for an “adequate” education. Within each school district, the local school board has the authority to determine how the state money is allocated and spent. While the state has set a minimum salary for all teachers in Arkansas, the local districts have the flexibility to set its own salary schedule above the state mandated minimum. This local discretion is reflected in variations in teacher salaries at the average and higher ends of the teacher salary distribution.

Critics still argue that teacher salaries are not adequate or equitable because discrepancies in salaries remain between districts. A 2010 analysis conducted by the Office for Education Policy (OEP) at the University of Arkansas, however, suggests that differences in teacher salaries exist because of differences in the school districts, specifically student-teacher ratios and the number of students enrolled in the school district. The Office for Education Policy's 2010 Teacher Salary

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<sup>6</sup> *Dupree v. Alma School District No. 30*, 651 S.W.2d 90.  
*Lake View Sch. Dist. No. 25 v. Huckabee*, 355 Ark. 617, 142 S.W.3d 643

<sup>7</sup> <http://www.arkleg.state.ar.us/assembly/Summary/ArkansasConstitution1874.pdf>

Report ([Comprehensive Analysis of Arkansas Teacher Salaries: State, Region and District](#)) compares teacher salaries to median household income levels of the community they serve and adjusts average salaries to account for the cost of living, providing a more useful representation of the value of each dollar included in teacher salary. The analysis shows that while the highest salaries in the 2008-09 school year are in the Northwest and Central regions of Arkansas, so are the highest median income levels, and while teachers in the Southwest region earn lower salaries compared to the rest of the state, the cost of living is also lower and therefore the salaries are fairly equitable across the state. We make a similar comparison here.

We begin our report with a description of the multiple methods and analytic strategies used, which are described in the next section (Section III). We then begin to conduct our analysis by presenting state level comparisons of average salaries in Section IV. We then examine teacher salaries in Arkansas in greater detail in Section V by comparing average teacher salaries between regions and districts. Finally, in Section VI we explore the ways that various district characteristics (such as district size, percentage of minority students, percentage of students eligible for free and reduced lunch, total millage rates, student-teacher ratios, etc.) are related to teacher pay. The analyses presented in this report exclude charter schools in the state of Arkansas, and instead focus specifically on traditional public school districts. Charter schools, by construction, are not uniform and therefore cannot be expected to follow any consistent pattern regarding teacher salaries. Additionally, charter schools are primarily concentrated in the Central region, and in the lowest teacher salary quintile, and therefore were excluded to avoid any biases in the analysis. However, because Charter schools do, however, compete with traditional public schools for students and teachers, so are included in the analysis tables presented in the in the appendix of the report.

We hope to provide information that will help policymakers and other educational constituents consider a few fundamental questions about teacher salaries in Arkansas including “How does the teacher pay in Arkansas compare to that in other states, around the nation, and particularly in this region?”, “Do discrepancies in teacher salaries exist within Arkansas?”, “If so, what factors contribute to these discrepancies and are these discrepancies significant?”

It is difficult for us to provide conclusive answers about the equity and adequacy of teacher salaries in Arkansas, as both of these terms are subjective and can be viewed in numerous ways. It is our hope, however, that the information presented in this report will be useful to policymakers, stakeholders, and district leaders in future discussions about the current state of Arkansas’s teacher salaries.

## II. Analytic Strategy and Description of Data

In our analysis of Arkansas teacher salaries, we use several different methods explained in this section to assess whether or not Arkansas's teacher salaries are adequate and equitable. We aim to provide a clear description of how and why we chose certain variables and methodologies so the reader will better understand our analyses.

### *Methodology*

#### ***State Level Analysis – How do Arkansas teacher salaries compare to teacher salaries in other states?***

To assess the adequacy of teacher salaries within their own state, observers often compare the state's average teacher salary with the average teacher salary of other states. This type of comparison is imperfect due to state variations in the cost of living and average. For example, in one state, a teacher's salary may be very competitive and above the median household income, while in another state, the salary could be well below the median household income. To put it more simply, an annual salary of \$50,000 is worth far more in Little Rock, Arkansas than it is in New York City, New York. Thus in our state-level comparisons (Section IV), we present three indicators of teacher salary:

1. Raw Average Salary
2. Cost of Living Adjusted Average Teacher Salary
3. Regional Median Household Income Teacher Salary Index

The raw average teacher salary comparison sums the average salaries for each district and then divides by the total number of districts in the state. It is, however, weighted by the number of teachers within a school district, therefore counting a district with 100 teachers as having more of an impact on the overall salary than a district with 50 teachers. While this is useful initial comparison, it does not take into account the cost of living of the area, and therefore assumes that the value of the dollar is consistent across the country. However, as we previously noted, a \$40,000 salary affords a teacher a different lifestyle depending on whether they live in Little Rock, Arkansas or New York City, New York. To account for differences in how much purchasing power a particular salary will provide for a teacher in various states, we adjust each state's salary according to cost of living and median household income.

The cost of living adjustment takes into account characteristics such as the cost of grocery items, housing, utilities, transportation, health care costs, and various other services.<sup>8</sup> This cost of living adjusted salary allowed us to make a more appropriate comparison of average teacher salaries between states.<sup>9</sup>

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<sup>8</sup> 2<sup>th</sup> Quarter 2016 Cost of Living Figures: [http://www.missourieconomy.org/indicators/cost\\_of\\_living/index.stm](http://www.missourieconomy.org/indicators/cost_of_living/index.stm)

<sup>9</sup> To adjust the average teacher salary in each state to reflect the cost of living, we multiply the raw average salary by 100, and then divide that product by the cost of living index. For example, the national cost of living index is a neutral 100, therefore multiplying the raw salary by 100 and then dividing that value by 100 does not change the raw national average salary. For states with a lower cost of living index, such as Arkansas, dividing that product by a number smaller than 100 results in an increase in the average teacher salary, as the value of the dollar increases in those states.

Additionally, comparing teacher salaries to the state median income allows us to calculate how well teachers are compensated compared to the average worker in a given state.<sup>10</sup> It is important to know how teachers' salaries compare to those of non-teachers within each state because schools are in competition with all other employers to attract the best and brightest workers.

We compare Arkansas's teacher cost of living adjusted salaries and median income index scores to all 51 states in the nation, to the 16 states that are members of the Southern Regional Education Board (SREB), and to the six states that border Arkansas.

### **Regional Level Analysis - How do average teacher salaries compare within and between the five regions of Arkansas?**

In Section V, we answer this question by comparing the teacher salaries in each of Arkansas's school districts and five geographic regions.<sup>11</sup> The data used are 2015-16 average district teacher salaries and 2015-16 base teacher salary schedules obtained from the Arkansas Department of Education website.<sup>12</sup> We consider three indicators of teacher salary:

1. Raw Average Salary
2. "Generosity" of Salary Scale
3. Regional Median Household Income Teacher Salary Index

First, we compare each district's raw average teacher salary in 2015-16 and examine the differences between the highest and lowest paying districts in each region and throughout the state. Additionally, we calculate each region's average teacher salary. In this section, the regional average was weighted by the number of full time equivalent teachers (FTE) employed in each district within the region, which allowed us to calculate what the average teacher in each region was paid.

There are other factors beyond simple differences in the pay scale of each district contributing to between-district differences in teacher salaries. For example, teacher salaries are based on years of teaching experience as well as the degrees obtained by teachers in the workforce. As a result, two districts with identical pay scales could have large differences in their average teacher salaries simply as a result of differences in the characteristics of teachers within the districts. One school district could have a higher concentration of first-year teachers, or teachers without an advanced degree, resulting in that district having a lower raw average salary, despite the fact that the generosity of the district pay scales are identical. Thus, when comparisons of teacher salary are made between districts, it certainly seems important to consider characteristics of the teaching force that are directly influencing these salaries.

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<sup>10</sup> To compare average salary to median income, we compute a teacher salary index by dividing the raw average salary of each state by the state median household income, and multiply by 100. An index score greater than 100 would indicate teacher salaries are greater than the median household income of that state. Conversely, index scores less than 100 indicate teacher salaries are lower than the median household income in the state.

<sup>11</sup> The regions have been recognized by the Arkansas Department of Education as: Northwest, Northeast, Central, Southwest, and Southeast.

<sup>12</sup> See appendix for a complete list of base teacher salaries in all Arkansas school districts.

To control for these differences and analyze the “generosity” of the district’s teacher salary scale, we gathered the salary schedules for each district throughout the state. The scales provide salaries for six groups of teachers. These categories, and the approximate percentage of teachers statewide that fit into each category<sup>13</sup>, are presented here:

1. Teachers with a BA and 0 years of experience -- *34% of Arkansas teachers*
2. Teachers with a BA and 15 years of experience -- *12% of Arkansas teachers*
3. Teachers at the top of the BA pay scale -- *7% of Arkansas teachers*
4. Teachers with a MA and 0 years of experience -- *24% of Arkansas teachers*
5. Teachers with a MA and 15 years of experience -- *14% of Arkansas teachers*
6. Teachers at the top of the MA pay scale -- *10% of Arkansas teachers*

Using these estimates, we compute a measure of salary scale “generosity” for each district, assuming that the composition of each district’s faculty was similar to the composition of teachers across the state. That is, we compute the average salary for each district if the districts were to have 34% of the teachers with a BA with 0 years of experience, 12% with a BA and 15 years of experience, and so on for each of the six categories described above. This estimate allows us to discern how much of the difference in teacher salaries is directly related to the “generosity” of the pay scale of each district, rather than the characteristics of the teachers in the district.

The comparisons described thus far provide us with information about differences within and between districts, but do little to inform us if these differences are affected by the cost of living in various parts of the state. Unfortunately, the cost-of-living indicator used in our national analysis described above is not provided at the level of school district. Therefore, to account in some way for cost of living, we create an index of teacher salaries divided by the median household income of the county in which the district is located, in a manner similar to the national comparison we describe in the previous section. Here again, an index score of 100 would indicate the average teacher salary was identical to the median county income, an index score lower than 100 would indicate the average teacher salary is lower than the median county income, and an index score greater than 100 would indicate the average teacher salary is greater than the median county income.

### **Factors of Variation in Teacher Salaries- *What factors are driving the differences in teacher salaries across districts in Arkansas?***

In Section VI, we explore the relationships between district characteristics and average teacher salaries. The district variables we include are student enrollment, percentage of low-income students (as measured by free and reduced lunch status), percentage of minority students, per-pupil net-current expenditures, median household income, student-teacher ratios, and total millage rate. We determine to what extent each of these factors impact teacher salary. To initially examine the relationship of each aforementioned district characteristic, we divide districts into five quintiles of equal numbers of districts based on the average teacher salaries in

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<sup>13</sup> Using data from the Arkansas Department of Education, we were able to determine the approximate numbers of teachers in 2015-16 who fell into the each of the six categories.

these districts. We then report the average of each district-level variable by teacher salary quintile. In this way, we can identify differences in district-level characteristics that may be related to teacher salaries.

We conclude this section with a multiple regression model constructed to help explain some of the variance in teacher salaries. Multiple regression analyses allow us to “predict” how teachers are paid in each district, based on the factors that may impact average teacher salaries (such as the number of students in the district, or the racial and economic demographics characteristics). In this way, we are able to isolate the specific factors that have the strongest relationship with teacher salaries, which may help explain some of the observed differences in average teacher salaries across districts

### III. Comparison of Arkansas's Average Teacher Salary to Other States

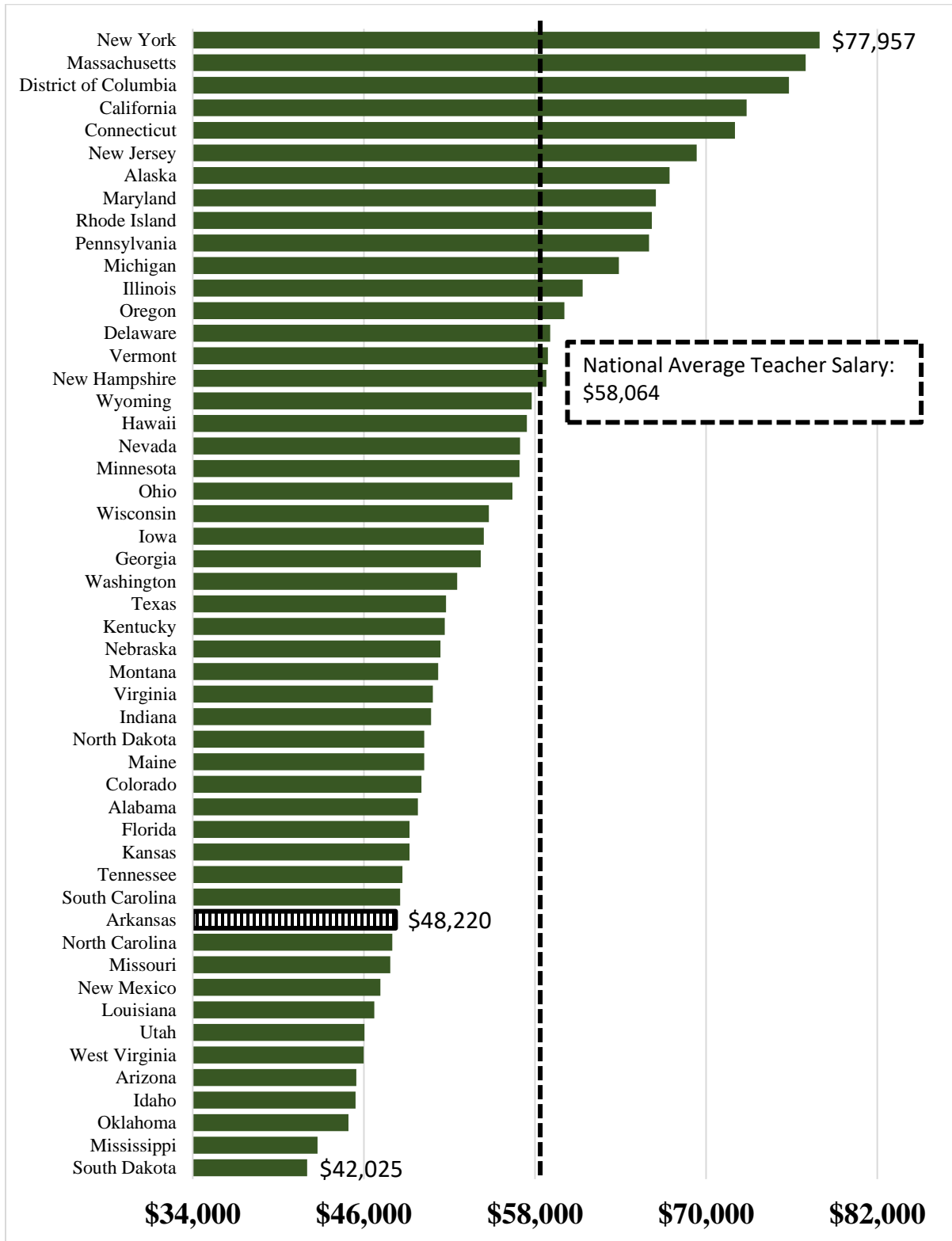
#### *State Comparison of Raw Average Salary*

A comparison of raw average teacher salaries shows that the unadjusted average teacher salaries paid in Arkansas are lower than teacher salaries in other states across the nation. Arkansas's teachers, on average, are paid \$48,220, placing Arkansas's teachers below the national average (\$58,064), and below the Southern Regional Education Board<sup>14</sup> states' average (\$50,425), but above the average salary in states that border Arkansas (\$47,276). Arkansas's raw average teacher salary ranks 40<sup>th</sup> in the nation, 11<sup>th</sup> among the 16 SREB states, and third among the seven Arkansas Border States (see Figure 1 and Tables 1 and 2).

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<sup>14</sup> Southern Regional Education Board (SREB) states include Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia.

Figure 1: *Raw Average Teacher Salary by State, 2015-16*





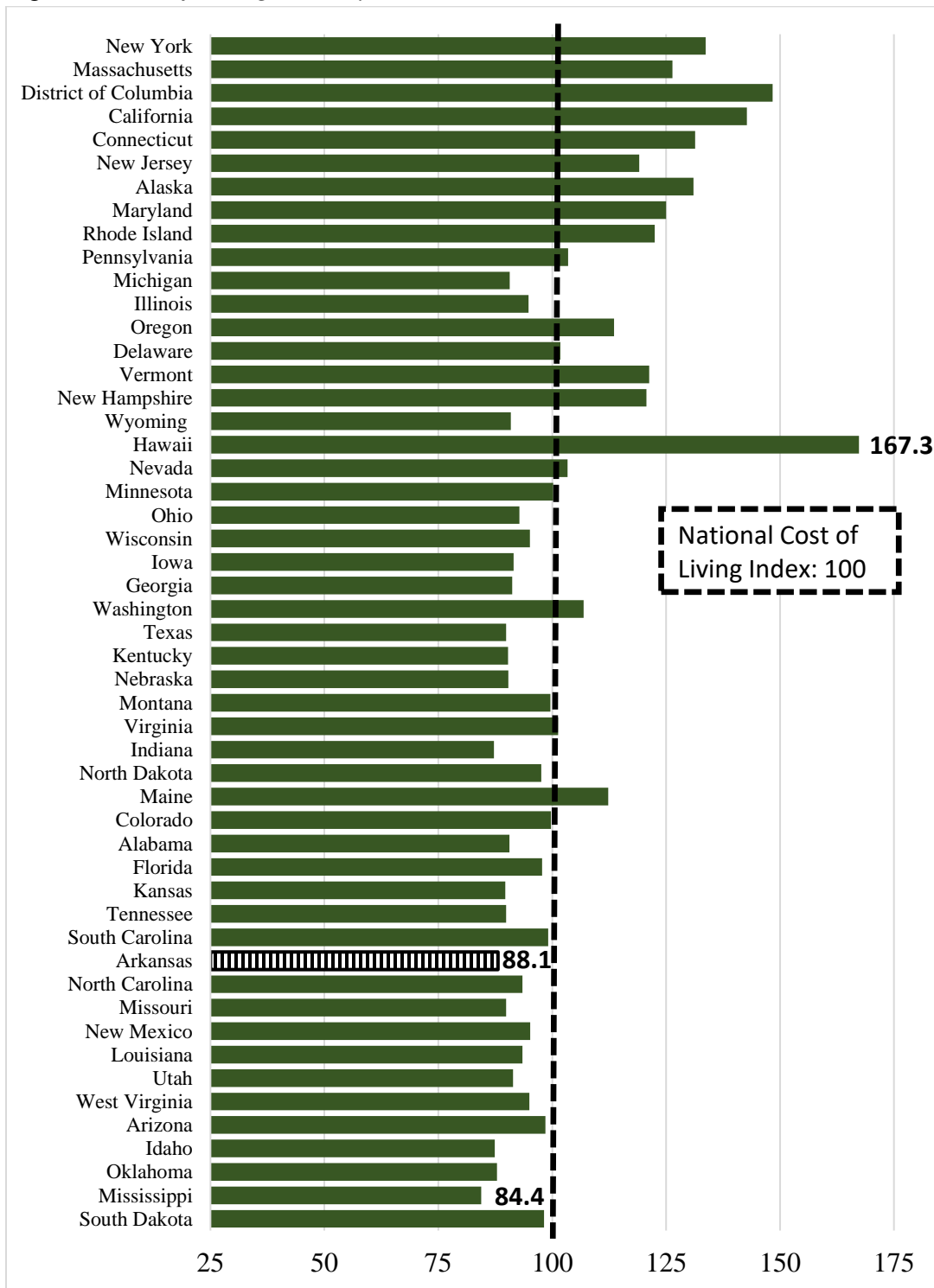
## *State Comparison of Cost of Living Adjusted Average Salary*

As we previously noted, the unadjusted salary figures may not provide the most accurate basis for comparison across states because the actual “value” of a dollar varies from one state to another. One method for obtaining a more accurate comparison of average teacher salaries across the country is to consider differences in the cost of living that exist between states. The 2016 second quarter cost of living in Arkansas is 88.1% of the national average, ranking 47<sup>th</sup> in the country<sup>15</sup> (see Figure 2). It follows that when adjusted for cost of living, Arkansas moves up in all three teacher salary rankings. To adjust the average teacher salary in each state to reflect the cost of living, we multiply the raw average salary by 100, and then divide that number by the cost of living index. For example, the national cost of living index is 100, therefore multiplying the raw salary by 100 and then dividing that value by 100 does not change the national average salary. For states with a lower cost of living index, such as Arkansas, dividing that product by a number smaller than 100 results in an increase in the average teacher salary, as the value of the dollar increases in those states. After adjusting for Arkansas’s relatively low cost of living, the raw average teacher salary of \$48,220 becomes an adjusted salary of \$54,733 (see Figure 3). In cost of living adjusted salary, Arkansas’s average teacher salary (\$54,733) is still below the national average (\$58,064), but above the adjusted average of both SREB states (\$53,137) and Border States (\$53,063). This places Arkansas’s cost adjusted salary 22<sup>nd</sup> highest in the country, sixth highest in SREB states, and second among Border States.

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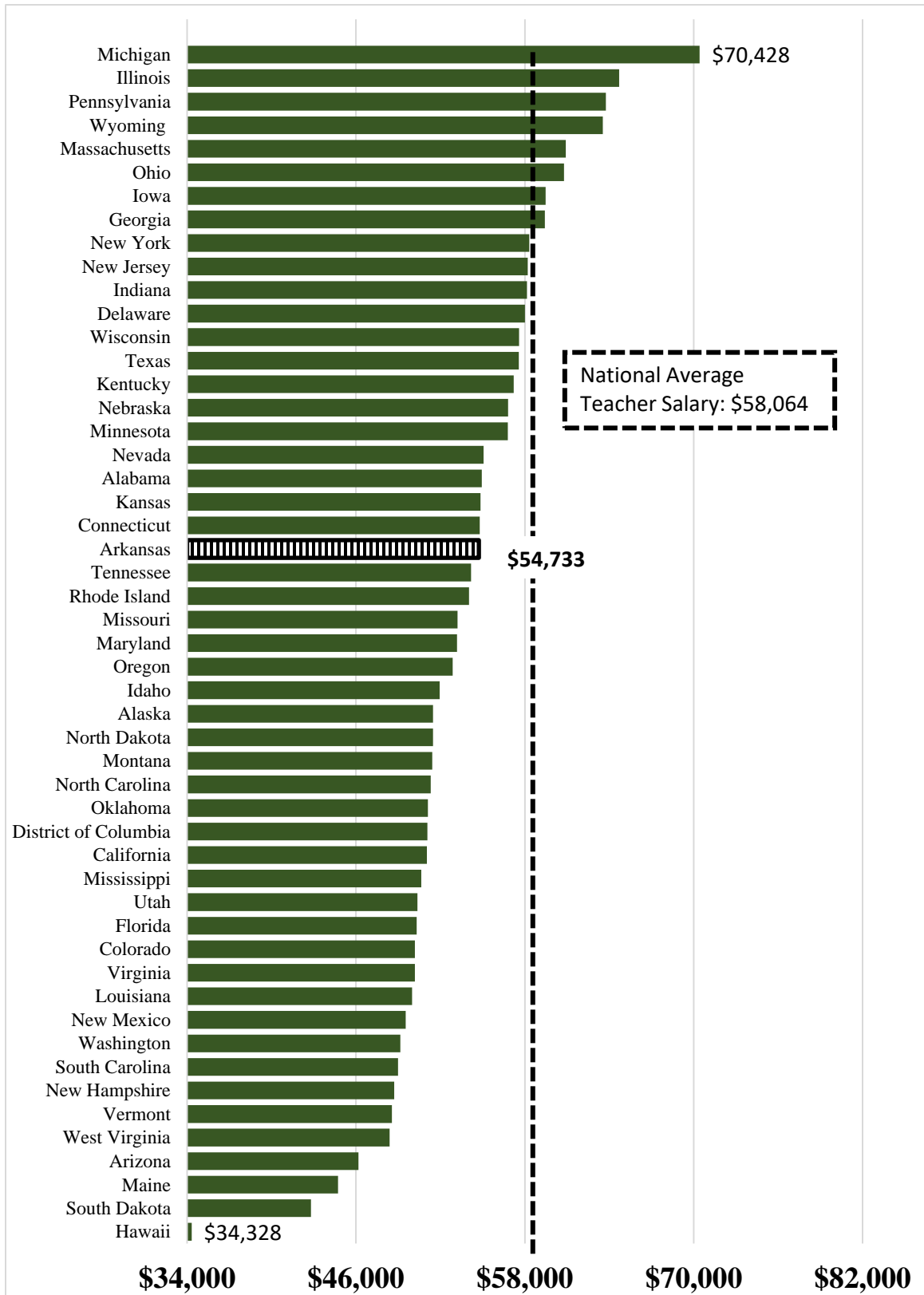
<sup>15</sup>2016 second quarter cost of living information was retrieved from [https://www.missourieconomy.org/indicators/cost\\_of\\_living/index.stm](https://www.missourieconomy.org/indicators/cost_of_living/index.stm). Information is updated throughout the year, however the trend remains the same.

Figure 2: *Cost of Living Index by State. 2<sup>nd</sup> Quarter 2016*<sup>16</sup>



<sup>16</sup> The Cost of Living figure is presented in the same order as the “Raw Average Salary” figure to demonstrate the differences in COI as compared to average salary.

Figure 3: Average Teacher Salary by State, Adjusted for Cost of Living, 2015-16



### State Comparison of Salary Using Median Household Income

A second method for obtaining a more accurate (or at least more contextual) comparison of average teacher salaries across the country is to compare the average teacher salary to the median household income in each state. By constructing a teacher salary index, we represent the percentage of the median household income earned by the average teacher in the state. Simply put, we compare the average income of teachers to the average income of the population in the state. The median household income in Arkansas is \$41,371, ranking 50<sup>th</sup> in the country<sup>17</sup> (see Table 3). In Arkansas, teachers earn 117 percent of the median household income. Although the unadjusted average teacher salary in Arkansas is below the national, SREB and Border States average, the 2015 median household income in Arkansas (\$41,371) is also below the national figure (\$53,889), the SREB average (\$49,378), and Border State (\$45,652) average. Like the cost of living adjustment, the median income adjustment moves Arkansas upward in the salary rankings. Arkansas’s median household income index ranks teacher salaries seventh highest in the country, second in the SREB states, and first among Border States.

Figure 4: Comparison of Raw Average Teacher Salary to Median Income in SREB States

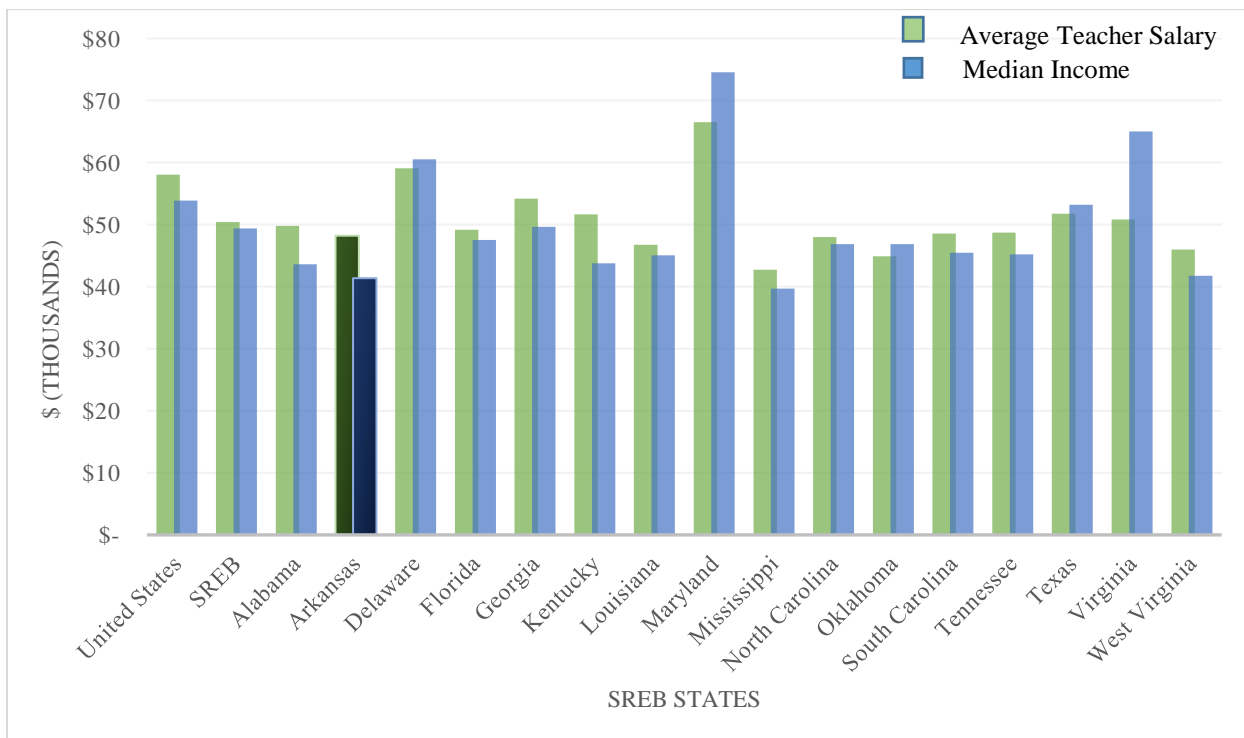


Figure 4 shows the raw average teacher salary figures compared to the median household income of the United States overall and for each SREB state. On average, and in the majority of SREB states, the raw average teacher salary is above the median household income, indicating that

<sup>17</sup>2016 second quarter cost of living information was retrieved from [https://www.missourieconomy.org/indicators/cost\\_of\\_living/index.stm](https://www.missourieconomy.org/indicators/cost_of_living/index.stm). Information is updated throughout the year, however the trend remains the same.

teachers are paid relatively well compared to other professions. The exceptions are in Delaware, Maryland, Texas, and Virginia.

Although Arkansas's raw average teacher salary looks low in comparison to other states, the cost of living adjusted salary and the comparison to the median household income indicate that teachers in Arkansas, on average, are paid well in comparison to teachers in other states and to non-teachers in Arkansas.

Table 1: Comparison of SREB States' Average Teacher Salaries (2015-16)

States	Average Teacher Salary (2015-16) <sup>18</sup>	National Rank (SREB Rank) <sup>19</sup>	Cost of Living Index Q2 2016 <sup>20</sup>	Cost of Living Adjusted Average Salary <sup>21</sup>	National Rank (SREB Rank)	Median Income (2015) <sup>22</sup>	National Rank (SREB Rank)	Index of Average Teacher Salary to Median Income <sup>23</sup>	National Rank (SREB Rank)
United States	\$58,064		100.0	\$58,064		\$53,889		108	
SREB <sup>24</sup>	\$50,425		94.9	\$53,137		\$49,378		104	
Alabama	\$49,781	35 (7)	90.6	\$54,946	19 (5)	\$43,623	48 (13)	114	10 (3)
Arkansas	\$48,220	40 (11)	88.1	\$54,733	22 (6)	\$41,371	50 (15)	117	7 (2)
Delaware	\$59,058	14 (2)	101.8	\$58,014	12 (2)	\$60,509	15 (3)	98	33 (12)
Florida	\$49,199	36 (8)	97.8	\$50,306	38 (12)	\$47,507	39 (6)	104	24 (10)
Georgia	\$54,190	24 (3)	91.2	\$59,419	8 (1)	\$49,620	32 (5)	109	14 (5)
Kentucky	\$51,666	27 (5)	90.3	\$57,216	15 (4)	\$43,740	47 (12)	118	4 (1)
Louisiana	\$46,733	44 (13)	93.5	\$49,982	41 (14)	\$45,047	45 (11)	104	23 (9)
Maryland	\$66,482	8 (1)	125.0	\$53,186	26 (8)	\$74,551	1 (1)	89	43 (15)
Mississippi	\$42,744	50 (16)	84.4	\$50,645	36 (11)	\$39,665	51 (16)	108	16 (6)
North Carolina	\$47,985	41 (12)	93.5	\$51,321	32 (9)	\$46,868	42 (8)	102	28 (11)
Oklahoma	\$44,921	49 (15)	87.9	\$51,105	33 (10)	\$46,879	41 (7)	96	37 (14)
South Carolina	\$48,542	39 (10)	99.1	\$48,983	44 (15)	\$45,483	43 (9)	107	20 (8)
Tennessee	\$48,708	38 (9)	89.9	\$54,180	23 (7)	\$45,219	44 (10)	108	17 (7)
Texas	\$51,758	26 (4)	89.9	\$57,573	14 (3)	\$53,207	24 (4)	97	34 (13)
Virginia	\$50,834	30 (6)	101.3	\$50,182	40 (13)	\$65,015	9 (2)	78	50 (16)
West Virginia	\$45,977	46 (14)	95.0	\$48,397	47 (16)	\$41,751	49 (14)	110	12 (4)

<sup>18</sup> Average Teacher Salary 2015-16 is unadjusted and was obtained from the National Education Association ([http://www.nea.org/assets/docs/2016\\_NEA\\_Rankings\\_And\\_Estimates.pdf](http://www.nea.org/assets/docs/2016_NEA_Rankings_And_Estimates.pdf)). Summary table G: Estimated Average Annual Salaries of Total Instructional Staff of Classroom Teachers, 2015-16 – Column 9 (All Teachers)

<sup>19</sup> For this and all other rankings in this Table, the highest value is 1 and the lowest value is 51 (we include the District of Columbia in our rankings).

<sup>20</sup> 2<sup>nd</sup> Quarter 2016 Cost of Living Figures: [https://www.missourieconomy.org/indicators/cost\\_of\\_living/index.stm](https://www.missourieconomy.org/indicators/cost_of_living/index.stm)

<sup>21</sup> 2015-16 Cost-Adjusted Average Teacher Salaries were computed by multiplying the unadjusted teacher salary by 100, then dividing that number by the Cost of Living Index figure from 2016 for each state.

<sup>22</sup> U.S Census Bureau, Quick Facts: <http://www.census.gov/quickfacts/table/INC110214/00>

<sup>23</sup> Index of Teacher Salary to Median Household Income is the quotient of the Average Teacher Salary (unadjusted) divided by the Census Median Household Income. Multiplied by 100.

<sup>24</sup> SREB: Southern Regional Education Board. We do not weight the SREB by the number of teachers

Table 2: Comparison of Arkansas Border States' Average Teacher Salaries 2015-16

States	Average Teacher Salary (2015-16) <sup>25</sup>	National Rank (Border Rank) <sup>26</sup>	Cost of Living Index Q2 2016 <sup>27</sup>	Cost of Living Adjusted Average Salary <sup>28</sup>	National Rank (Border Rank)	Median Household Income (2015) <sup>29</sup>	National Rank (Border Rank)	Index of Average Teacher Salary to Median Income <sup>30</sup>	National Rank (Border Rank)
United States	\$58,064		100	\$58,064		\$53,889		108	
Border States <sup>31</sup>	\$47,276		89.1	\$53,063		\$45,652		104	
Arkansas	\$48,220	40 (3)	88.1	\$54,733	22 (2)	\$41,371	50 (6)	117	7 (1)
Louisiana	\$46,733	44 (5)	93.5	\$49,982	41 (7)	\$45,047	45 (5)	104	23 (4)
Mississippi	\$42,744	50 (7)	84.4	\$50,645	36 (6)	\$39,665	51 (7)	108	16 (2)
Missouri	\$47,849	42 (4)	89.9	\$53,225	25 (4)	\$48,173	37 (2)	99	31 (5)
Oklahoma	\$44,921	49 (6)	87.9	\$51,105	33 (5)	\$46,879	41 (3)	96	37 (7)
Tennessee	\$48,708	38 (2)	89.9	\$54,180	23 (3)	\$45,219	44 (4)	108	17 (3)
Texas	\$51,758	26 (1)	89.9	\$57,573	14 (1)	\$53,207	24 (1)	97	34 (6)

<sup>25</sup> Average Teacher Salary 2015-16 is unadjusted and was obtained from the National Education Association ([http://www.nea.org/assets/docs/2016\\_NEA\\_Rankings\\_And\\_Estimates.pdf](http://www.nea.org/assets/docs/2016_NEA_Rankings_And_Estimates.pdf)). Summary table G: Estimated Average Annual Salaries of Total Instructional Staff of Classroom Teachers, 2015-16 – Column 9 (All Teachers)

<sup>26</sup> For this and all other rankings in this Table, the highest value is 1 and the lowest value is 51 (we include the District of Columbia in our rankings).

<sup>27</sup> 2<sup>nd</sup> Quarter 2016 Cost of Living Figures: [https://www.missourieconomy.org/indicators/cost\\_of\\_living/index.stm](https://www.missourieconomy.org/indicators/cost_of_living/index.stm)

<sup>28</sup> 2015-16 Cost-Adjusted Average Teacher Salaries were computed by multiplying the unadjusted teacher salary by 100, then dividing that number by the Cost of Living Index figure from 2016 for each state.

<sup>29</sup> U.S Census Bureau, Quick Facts: <http://www.census.gov/quickfacts/table/INC110214/00>

<sup>30</sup> Index of Teacher Salary to Median Household Income is the quotient of the Average Teacher Salary (unadjusted) divided by the Census Median Household Income. Multiplied by 100

<sup>31</sup> We do not weight the Border States average by the number of teachers

## *Comparison of Salaries Along the Arkansas Border*

One reason policy makers are interested in cross-state comparisons is the concern that the most talented teachers may choose to commute across state lines to work because of the opportunity to earn higher wages. Districts along Arkansas’s border directly compete for teachers with districts near the border of surrounding states. In these instances, the district salary, not the state average, is the important factor in attracting teachers to a district. To investigate this possibility, we select eight districts along the Arkansas border and compare the raw starting salary for a teacher with a bachelor’s degree and no teaching experience (the first step on the salary scale) to a nearby district on the other side of the border.

Table 3: *Comparison of Starting Salaries in Selected Arkansas Border Cities with Districts across the Border 2015-16*

Arkansas District	Starting Teacher Salary	Competing non-AR District	Starting Teacher Salary	AR Salary Difference
Fort Smith	\$37,500	Sallisaw, OK	\$33,600	+\$3,900
DeQueen	\$38,200	Broken Bow, OK	\$31,600	+\$6,600
Texarkana	\$35,958	Texarkana, TX	\$39,000	-\$3,042
West Memphis	\$41,500	Memphis, TN	\$42,343	-\$843
Piggott	\$31,910	Poplar Bluff, MO	\$32,000	-\$90
Bentonville	\$44,708	McDonald Co, MO	\$34,523	+\$10,185
Emerson-Taylor	\$34,000	Haynesville, LA <sup>32</sup>	\$35,783	-\$1,783
Lakeside	\$34,244	Greenville, MS	\$36,030	-\$1,786

Table 3 provides an informative snapshot of how starting teacher salaries in Arkansas border districts compare to those in nearby districts in border states. In some instances, Arkansas school districts have a more generous starting salary, while in other instances the bordering city has a higher starting salary. This finding is consistent with the 2010 Teacher Salary Report, as the districts in Arkansas that had the higher salary then still pay their teachers more than those across the border, and the districts that paid a lower salary compared to those across the border in 2009 still pay their teachers less, however the magnitude of the difference varies slightly. The biggest change from the 2010 analysis in this comparison is between Piggot, Arkansas, and Poplar Bluff, Missouri. In the 2008-09 school year, Piggot first year teachers were paid about \$3,000 more than the competing district, however in the 2015-16 school year, Poplar Bluff pays first year teachers \$90 more than the Arkansas district. This change is due to a modest increase in base salary for the Arkansas district, while the Missouri district has seen a more substantial increase over the years.

<sup>32</sup> Starting salary is \$32,478 in Haynesville; however, teachers receive an additional lump sum in May of \$3,305 ([Claiborne Parish School salary schedule, 2015-16](#))



Overall, the analyses presented in this section indicate Arkansas teacher salaries are competitive with those of bordering states and peer states in the SREB. When considering the relatively low median household income in Arkansas, it becomes apparent that Arkansas teachers are reasonably well-compensated compared to non-teachers, as teachers in Arkansas typically earn at or above the median income in the state.

While comparing teacher salaries in Arkansas to those of other states is a valuable analysis to determine how Arkansas fits nationally, it does little to tell us about within-state differences at the regional and district level. In the next section, we analyze how Arkansas teacher salaries compare between each of the five geographic regions and the 234 traditional public districts in Arkansas.

## IV. Comparison of Arkansas Teacher Salaries Between And Within Regions

The analyses conducted thus far have revealed that raw teacher salaries in Arkansas are lower than the national average, the average of the SREB states, and of Border States. However, when cost of living and median household incomes are considered, Arkansas teachers are paid, on average, relatively well compared to teachers in most other regional states. However, knowing how salaries compare between states *on average* does little to tell us how equitable teacher salaries are *within* Arkansas. Teacher salaries are set by local school boards and may vary between regions of the state and between school districts.

In this section, then, we explore variations in average teacher salary across Arkansas by displaying the highest and lowest average salaries in each region, as well as our scale salary “generosity” measure and the median household income comparison index score by region. While we would have preferred to compare cost-of-living adjusted teacher salary, that information is not available at the district level. However, the measures we have available allow us to assess the magnitude of any disparities within and between geographic regions in Arkansas. We will begin with descriptive statistics below.

## Descriptive Statistics

In Table 4 we present 2015-16 state averages for district teacher salaries, as well as corresponding variables that may be related to teacher salaries. In Table 4, these variables are weighted by the number of full-time equivalent teachers (FTEs) in the district, allowing us to describe the demographics of the school for the average teacher in Arkansas. In the table we present the number of teachers (our weighting unit), average teacher salary, the standard deviation, as well as the minimum and maximum value for each variable. These numbers provide an overview of the demographic characteristics for districts in Arkansas.

Table 4: *Descriptive Statistics of Variables of Interest 2015-16, Excluding Charter Schools (Weighted by FTE)*<sup>33</sup>

Variable	Average (Weighted by FTE)	Standard Deviation	Min	Max
Avg. Teacher Salary	\$48,976	\$5,153	\$30,943	\$59,142
“Generosity” Scale Average Teacher Salary <sup>34</sup>	\$44,023	\$3,697	\$35,674	\$55,343
Median Household Income 2014	\$39,253	\$6,915	\$28,006	\$57,408
% Minority	29%	28%	2%	99%
% FRL	65%	16%	25%	100%
Enrollment	1,979	3,078	313	23,164
Student-teacher Ratio	13.2	1.6	8.6	16.6
Total Millage Rate	38	4	27	49
Per-pupil Expenditure	\$9,708	\$1,427	\$7,682	\$16,056

Arkansas districts are divided into five geographic regions by the Arkansas Department of Education. Table 5 presents an overview of each region. As can be seen in Table 5 below, the Northwest region is the largest region in terms of the number of districts and the number of students. However, the Central region tops the Northwest in average district enrollment. In other words, the Northwest region has the most students, but the Central region has the largest districts. The Northeast region has the lowest percentage of minority students, while the Northwest and Central regions have the lowest percentage of students eligible for free or reduced price lunches (FRL). The Southeast region however, spends the most per pupil, has the highest percentage of minority students, and the highest percentage of students eligible for free or reduced price lunches.

<sup>33</sup> Number of teachers is 33,587

<sup>34</sup> When calculating “Generosity” scale salary, we used salary schedule information from the Arkansas Department of Education. Additionally we used information about the distribution of the number of teachers within each “bucket” of the salary schedule. This information accounts for differences in districts with a high population of veteran teachers (teachers who are making more money), compared to districts with a high population of novice teachers (those at the bottom of the salary schedule).

Table 5: *Comparison of Regional Descriptive Statistics, Excluding Charter Schools 2015-16 (Simple and Weighted by Number of Students)*

Region	Number of Districts	Total Students	Average District Enrollment	Weighted Average Per-Pupil Expenditure	Weighted Average % Minority	Weighted Average % FRL
Northwest	72	166,626	2,314	\$9,385	32%	58%
Northeast	66	94,643	1,434	\$9,459	29%	65%
Central	35	131,859	3,767	\$10,199	45%	58%
Southwest	38	45,940	1,209	\$9,753	45%	69%
Southeast	23	24,086	1,047	\$10,145	51%	72%
Arkansas	234	463,154	1,979	\$9,708	36%	60%

*Regional Comparison of Raw Average Teacher Salaries in Arkansas*

Our first within-state comparison of average teacher salaries is based on each district’s 2015-16 raw average salary. To begin, we simply present the raw average teacher salaries for each region, as well as the standard deviation of the average district salary for districts located in the region. Finally, we compute the range of the highest average salary and the lowest average salary to highlight the differences between districts in each of the five regions.

We then choose to use a weighted average teacher salary to account for the differences in district size. When weighting by the number of full time classroom employees (FTE), larger districts are represented in a manner consistent with the number of teachers in the district, and therefore the average salary for the region is reported accurately. For example, in the Central region, weighting the average salary by the number of teachers in the district puts more weight on the Little Rock School District, which employs nearly 2,000 teachers, and less weight on Pine Bluff, which employs fewer than 50 teachers. Although we were not able to weight average teacher salaries by the number of teachers in the state to state comparison due to a lack of consistent data for other states, data are available for Arkansas, and we believe this presents a more accurate representation of the average salary throughout the state.

Table 6: Comparison of 2015-16 Average Teacher Salaries by Region, Excluding Charter Schools

Region	Simple Average Salary <sup>35</sup>	Standard Deviation	Average Salary (Weighted by FTE)	Lowest Average Salary	Highest Average Salary	Range	Range as % of Average Salary (Weighed by FTE)
Northwest	\$45,243	\$5,171	\$50,877	\$35,460	\$59,143	\$23,682	47%
Northeast	\$43,795	\$3,742	\$45,650	\$33,409	\$52,555	\$19,146	42%
Central	\$47,854	\$5,341	\$52,230	\$39,105	\$57,265	\$18,161	35%
Southwest	\$43,192	\$3,040	\$44,198	\$35,523	\$50,625	\$15,102	34%
Southeast	\$42,349	\$4,129	\$42,578	\$36,593	\$55,819	\$19,227	45%
Arkansas	\$44,608	\$4,692	\$48,976	\$33,409	\$59,143	\$25,733	53%

As we show in Table 6, the Central region has the highest raw average teacher salary in the state (\$47,854), and the Southeast region has the lowest raw average teacher salary (\$42,349). When salaries are weighted by the number of teachers in the district, the Central region maintains the top spot in the state with a salary of \$52,230 and the Southeast again comes in at the bottom with a salary of \$42,578. There is less variation in the lowest average teacher salaries within regions than in the highest teacher salaries. The lowest average teacher salaries in each of the five regions vary by only \$5,696, while the highest average teacher salaries vary by \$8,518. The difference in variation is likely a result of the required minimum teacher salary and the lack of a cap on the maximum salary a district can pay its teachers.<sup>36</sup>

The region with the greatest difference in average teacher salaries is the Northwest region, with a range of \$23,682 between districts with the highest and lowest average teacher salaries. The Southwest region has the smallest variation between districts, with a range of \$15,102.

The differences in the average teacher salaries between regions are much less pronounced than the differences within each region, indicating that there are high and low paying districts within each region. For example, in 2015-16, teachers in every region had an average salary above \$42,000. The difference between the highest average (Central - \$52,230) and lowest (Southeast - \$42,578) regional average teacher salary was \$9,652. When looking at overall state variation, we see that average teacher salaries range by over \$25,000, reinforcing the fact that there are some high and low paying districts within the state of Arkansas.

<sup>35</sup> The simple average salary was calculated by taking the average regional salary using each district reported average. It does not take into consideration differences between small and large districts.

<sup>36</sup> To determine if variation within and between districts was simply a result of districts with extreme salaries (either high or low), we also ran these and all subsequent analyses after removing these extreme (outlier) districts. However, even after removing these districts from our analyses, all of the patterns that we present in our Tables persist, with only small changes in the overall variation.

## Regional Comparison of Scale Salaries in Arkansas

Comparing the raw and weighted average teacher salaries of Arkansas districts and regions, however, ignores the impact on salary of the experience and education level of the teachers employed in the district. Average teacher salary figures are influenced by the experience and education level of the teachers employed by the district, as teachers receive salary increases for the number of years in teaching and whether the teacher holds a bachelor’s or master’s degree. To control for these differences, we compute a salary scale “generosity” measure for each district. The generosity measure reflects what each district’s average teacher salary would be if each district had a corps of teachers with identical years of experience and levels of education. (See Section III to see how we calculated the scale average salary). The results of this analysis are presented in Table 7.

Table 7: Comparison of 2015-16 Scale Average Teacher Salaries by Region, Excluding Charter Schools (Raw and Weighted by FTE)

Region	Average Scale Salary	Standard Deviation	Average Scale Salary (Weighted by FTE)	Lowest Scale Salary	Highest Scale Salary	Scale Salary Range	Average Salary Range (from Table 6)
Northwest	\$41,038	\$4,378	\$46,419	\$35,892	\$55,343	\$19,451	\$23,682
Northeast	\$39,751	\$2,945	\$41,405	\$35,674	\$47,569	\$11,895	\$19,146
Central	\$42,790	\$3,872	\$45,717	\$37,218	\$49,723	\$12,505	\$18,161
Southwest	\$38,432	\$2,182	\$39,537	\$35,756	\$43,842	\$8,086	\$15,102
Southeast	\$38,796	\$2,263	\$38,946	\$35,997	\$43,911	\$7,914	\$19,227
Arkansas	\$40,293	\$3,697	\$44,023	\$35,674	\$55,343	\$19,669	\$25,733

Our comparison of the “generosity” of teacher scale salaries shows that, in all five regions, the difference between the highest and lowest scale salaries is smaller than the differences in the raw average teacher salary. The within-region differences in scale salaries range from \$7,914 to \$19,451, compared to the differences in raw average salaries, which range from \$15,102 to \$23,682. The reduction in overall range of salary indicates that some of the existing variation in average teacher salaries is due to differences in experience and education level of the faculty in each school district. Still, there remains considerable variation reflective of more and less generous pay scales. This is most apparent in the Northwest region, where, for example, the Springdale School District’s scale salary is \$19,451 more than the Lead Hill School District’s scale salary.

It is important to note that the lowest scale salary in each region varies by only \$1,544. In fact, four regions have nearly the same average teacher scale salary, indicating that the four lowest paying districts have similar pay scales. In contrast, the highest scale salaries vary by \$11,511. After controlling for teacher experience and education variation at the low end of the pay scale is limited due to the state minimum salary, meaning that because the state has a minimum

requirement for salary, it should follow that at the lower end, there is not much variance in salaries for teacher who have the same experience and degree. However, there is substantial variation at the upper end of the pay scale distribution, as there is no limit to how much teachers can be paid by the district, therefore if the district is paying more than the state required minimum, we should expect there to be more variation in salaries, even among teachers with similar levels of experience and degrees.

As in the analysis of raw salaries, the differences between regions was smaller than the differences within regions. When we equalize teacher experience and education level, the difference between regions declines slightly to just over \$4,000, with the highest average scale salary being \$42,790 (Central) and the lowest being \$38,432 (Southwest). When weighing the scale salary by the number of teachers in each district, the difference between regions increases to about \$7,000, with the highest weighted scale salary being \$46,419 (Northwest) and the lowest being \$38,946 (Southeast).

### *Comparison of Teacher Salary to Median Household Income Index*

Thus far, we have demonstrated that there are differences in Arkansas's raw average teacher salaries and salary scales within and between each region of the state. One potential explanation for differences in teacher salary involves differences in cost of living or standard wages paid in an area. That is, in areas with higher costs of living or higher average salaries for non-teachers, districts may pay more to attract quality teachers. Cost of living measures were not available at the district level, but the median household income of the county for which the district is located was available. The median income of the surrounding county is therefore used as a proxy for the economic conditions of the area. In this section, we apply the same methods for adjusting teacher salary to the economic context that we used earlier to compare salaries across states: as such, we compare teacher salaries to the median household income of the district's county.<sup>37</sup>

Comparing average teacher salaries to the median income in the county in which the teacher is employed demonstrates how teachers are compensated compared to the typical person in the same county. For this comparison, we compute an index score for each school district, which indicates how teacher salaries compare to the median household income of the county in which the district is located. To compute the index scores, we divide the average teacher salary of the district by the median income of the county in which the district is located, and multiply the resulting value by 100. Index values below 100 indicate an average teacher in the district earns less than the median income of the community, while an index score above 100 reflects that the average teacher in the district earns more than the median income of the community.

The high, low, and average index score in each region is displayed in Table 8. While each region has a low index score below 100, indicating that in at least one district, the average teacher salary is below the median income of the community, all regions have a high index well above 100, indicating that in at least one district, the average teacher earns more than the median income of the community. All regions have an average index score above 100, demonstrating that on

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<sup>37</sup> Median Household Income obtained from, <https://www.census.gov/did/www/saipe/data/statecounty/data/2015.html>

average, teachers across all regions in Arkansas earn more than the median income within the community in which they teach.

Table 8: *Comparison of Regional Teacher Salary to Median Income Index, Excluding Charter Schools (Salaries Weighted by FTE)*

Region	Low Index <sup>38</sup>	High Index	Average Index	Median Household Income 2014 <sup>39</sup>	2015-16 Raw Average Teacher Salary (Weighted by FTE)
Northwest	71	147	112	\$41,014	\$50,877
Northeast	94	172	119	\$37,202	\$45,650
Central	72	137	108	\$45,201	\$52,230
Southwest	74	138	117	\$37,168	\$44,198
Southeast	95	198	127	\$34,022	\$42,578
Arkansas	71	198	116	\$39,253	\$48,976

It is interesting to note that the two regions with the highest raw average teacher salaries, the Northwest and the Central, also have the two lowest average median household income index scores. Average teachers in these two regions have high raw salaries compared to other regions, but, lower salaries when compared to the median household income of those living in the county where they teach. On the other end of the spectrum, teachers in the Southeast earn relatively low wages compared to teachers across the state, but they earn the highest pay compared to the median income in their towns. Specifically, teachers in the Southeast region are almost guaranteed to earn more than the median income of the area, as the low index is 95, and the high index is 198, meaning that, in the Marvell-Elaine School District, the average teacher earns almost double the median income of the community, with an average salary of \$55,819 and a median income of \$28,171. This is also reflected in the average index score for the Southeast region. With an average index of 127, teachers in the Southeast region earn about 27% more than the median household income of the area.

<sup>38</sup> Index was calculated by taking the average teacher salary (weighted by FTE) and dividing it by the median income of the region, then multiplying by 100. An index lower than 100 indicates that teachers earn less than the median income, an index over 100 indicates that teachers earn more than the median income.

<sup>39</sup>The regional median income value was calculated by computing the average value of the median incomes of each county that makes up each region. Median Household Income obtained from, <https://www.census.gov/did/www/saipe/data/statecounty/data/2015.html>



## *Discussion of Between Region Comparisons of Teacher Salaries in Arkansas*

In the raw average salary comparison, pay-scale (“generosity”) adjusted salary comparison and the average salary to median household income comparison of average teacher salaries in Arkansas, we found differences both within and between regions. When comparing regions, the teachers in the Central region have the highest raw salary, while Southwest and Southeast regions have the lowest raw average teacher salaries, and this pattern persists when the raw average is weighted by FTE. When the raw average teacher salary is adjusted to reflect the scale salaries equalizing the years of experience and level of degree for teachers, however, the Northwest region has the highest average scale salary, while the Southwest and Southeast remain the lowest. A comparison of the raw average teacher salaries in Arkansas demonstrates that regional salaries differ by nearly \$6,000, the average scale salary comparison indicates that this variation is reduced to about \$4,000. The “generosity” of the salary scale demonstrates differences in salaries across the state would lessen if all districts had teachers with identical education levels and years of experience indicating that some of the variation in average teacher salary is simply due to differences in teacher characteristics within a district.

Although the Central and Northwest regions of Arkansas typically have the highest average teacher salaries, by both raw and scale salary adjusted comparisons, the Northeast, Southeast, and Southwest have the highest average salary to median income indices. The Southeast region, which has the lowest raw and weighted average teacher salary has the highest index of average teacher salary to median household income. Our analysis indicates that an average teacher in the Southeast region earns about 27% more than the other employees of the same region. A summary of salary measures by region is presented in Table 9.

Table 9: *Comparison of 2015-16 Regional Salary Measures, Excluding Charter Schools (Weighted by FTE)*

Region	Average Teacher Salary (Weighted by FTE)	Average Scale Salary ("Generosity")	Average Scale Salary (Weighted by FTE)	Average Salary to Median Income Index	Median Household Income 2014
Northwest	\$50,877	\$41,038	\$46,419	112	\$41,014
Northeast	\$45,650	\$39,751	\$41,405	119	\$37,202
Central	\$52,230	\$42,790	\$45,717	108	\$45,201
Southwest	\$44,198	\$38,432	\$39,537	117	\$37,168
Southeast	\$42,578	\$38,796	\$38,946	127	\$34,022
Arkansas	\$48,976	\$40,293	\$44,023	116	\$39,253

The within-region disparities appear much larger than the between-region disparities. In the Northwest region, there was a \$23,682 difference between the highest and lowest paying districts (see Table 6), making it the region with the largest differences between districts. The lowest paying district in the Northwest paid teachers 30% below the regional average teacher salary weighted by FTE. The Southwest region had the smallest range in teacher salaries with a difference of \$15,102 (see Table 6).

In all of our comparisons, the Central and Northwest regions were the two largest and highest paid regions, and the salary disparities are greatest within the Northwest region. As we can see in Table 10, the average teacher salary in districts in the 75<sup>th</sup> percentile is \$50,041 in the Northwest region, but only \$48,037 in the Central region. However, the average teacher salary in districts the 25<sup>th</sup> percentile is \$37,051 in the Northwest region, and \$37,960 in the Central region. We conclude that the salary variations in the Northwest region comes from the average salary being “top-heavy,” or there being a larger concentration of high paying districts in the Northwest, compared to other regions.

Table 10: *Comparison of 2015-16 Regional Salary Measures by Percentiles, Excluding Charter Schools (Weighted by FTE)*

Region	25th Percentile	75th Percentile	Difference in 25 <sup>th</sup> and 75 <sup>th</sup> Percentiles	Standard Deviation
Northwest	\$37,051	\$50,041	\$12,990	\$4,378
Northeast	\$37,042	\$44,964	\$7,922	\$2,945
Central	\$37,960	\$48,037	\$10,077	\$3,872
Southeast	\$36,225	\$41,887	\$5,663	\$2,182
Southwest	\$36,412	\$41,744	\$5,332	\$2,263
Arkansas	\$36,922	\$47,522	\$10,600	\$3,697

Other district characteristics may be impacting teacher salary. Five of the 10 largest school districts in Arkansas are in the Northwest region (Springdale, Rogers, Bentonville, Fayetteville, and Fort Smith); however, the Northwest region also includes some very small, rural districts. School district enrollment might not come to mind as a driving difference in teacher salary, but teachers in larger districts typically teach more students, as the student-teacher ratio is greater in the larger districts than in the smaller districts. For a region like the Northwest, the disparities in teacher salaries may be partially driven by class size. For example, the student-teacher ratio is about 16 to 1 in the Springdale School District, with a total enrollment of over 21,000 students, and the student-teacher ratio is about 9 to 1 in the Wonderview School District, with a total enrollment of about 400 students,<sup>40</sup> these two districts differ in raw average salary by over \$20,000. We will explore the relationship between district characteristics, including student-teacher ratios, and teacher salaries in more detail in Section VI.

<sup>40</sup> The raw average salary in Springdale is \$59,143 and the raw average salary in Wonderview is \$37,616.

Concerns regarding equity for low-income students may be raised if higher-paying districts are able to attract better teachers by paying higher salaries; however, it is important to consider the cost of living in these districts to determine the actual “competitiveness” of a teacher’s salary. For instance, the three regions with the lowest average teacher salaries had higher index scores than the two highest paying regions. Although teachers in the Northeast, Southeast, and Southwest regions are paid less, on average, than teachers in the Northwest and Central regions, they earn more relative to non-teachers in their region. Given that teachers live in the surrounding communities, the lower raw salaries may actually be more attractive to local eligible workers than those in higher paying districts.

## V. Variables Related to Differences in Teacher Salary

As stated above, differences in teacher salaries exist in every region throughout the state. The differences between regions may be justified because of the variation in cost of living in each region. Moreover, differences between regional averages are not as pronounced as the differences found within each region. This implies the variation in teacher salaries is not simply a result of regional differences, but instead suggests that there are district-level differences within each region that are driving the heterogeneous nature of average salaries. In order to better understand the forces influencing the variations, we will examine the relationship between specific district characteristics and teacher salaries.

As an initial investigation of the relationship between each of these variables and teacher salary, we conducted a simple correlation analysis among all of the key variables. To illustrate the patterns in a more visible manner, we divide the state’s districts into five quintiles based on the raw average teacher salary paid within each district. The 47 lowest-paying districts in the state are in the first quintile, while the 47 highest-paying districts in the state are in the fifth quintile. After grouping the districts in this way, we computed the average characteristics, such as percent minority and percent of students who are eligible for free and reduced price lunch, for each quintile, weighted by the number of students. The district variables we examined include: percentage of minority students, percentage of students eligible for free or reduced price lunches, total student enrollment, median household income, total millage rate, and the student-teacher ratio. Finally, we conclude this section by conducting a multiple regression analysis in which we use d the key district characteristics listed above to predict the average salary within the districts. Using this analytic strategy, we are able to better understand the relationships between district characteristics and teacher salary, and thus understand which variables are the strongest predictors of district-level differences in teacher pay.

## A Correlation Between District Characteristics and Teacher Salary

The results of correlation analysis between district characteristics and raw teacher salary are presented in Table 11. The shaded column is the most relevant in the table, as it shows how each district characteristic correlates with average teacher salaries. We find the two variables most strongly related to teacher salaries are total student enrollment ( $r=.656$ ) and student-teacher ratio ( $r=.689$ ). In other words, as enrollment and student-teacher ratios get larger, teacher salaries also tend to become larger. District enrollment and student-teacher ratios are significantly and positively correlated ( $r = .432$ ) indicating that there is a relationship between enrollment and class size. In other words, larger districts also tend to have larger class sizes. The correlation between salary, enrollment and class size indicates that teachers working in these larger districts also have larger classes and are therefore are paid more as a result. Thus, larger districts can provide larger salaries to the teachers who, on average, work with a greater number of students. These relationships will be explored in more detail in the sections that follow.

Table 11: *Correlation Table of Variables Related to 2015-16 Average Teacher Salaries, Excluding Charter Schools*

	Raw Average Teacher Salary	Per-Pupil Exp.	Total Millage Rate	District Enrollment	Median Household Income (2014)	Student - Teacher Ratio	Percent FRL	Percent Minority
Avg. Teacher Salary	1.000							
Per-Pupil Expenditure	-0.211**	1.000						
Total Millage Rate	0.155*	-0.110	1.000					
District Enrollment	0.656**	-0.052	0.200**	1.000				
Median Household Income (2014)	0.343**	-0.287**	-0.389**	0.350**	1.000			
Student-Teacher Ratio	0.689**	-0.590**	-0.147*	0.432**	0.288**	1.000		
Percent FRL	-0.406**	0.602**	-0.319**	-0.227**	-0.518**	-0.450**	1.000	
Percent Minority	0.134*	0.483**	-0.084	0.283**	-0.186**	0.005	0.513**	1.000

234 Observations

\*Results are significant at the 0.05 level, \*\*Results are significant at the 0.01 level

### *Average District Characteristics Based on Raw Average Teacher Salary*

To more closely examine the relationship of teacher salary to district characteristics, we placed districts into five groups based on average teacher salary. The 47 districts with the lowest salary were placed in quintile 1, while the 47 districts with the highest salary were placed in quintile 5. Table 12 presents the average of several district characteristics for each quintile and several patterns are revealed by the data.

1. Districts in the highest salary quintile (Q5) serve the highest percentage of minority students (44%), although the percentage does not increase consistently across the lower paying quintiles.
2. Districts in the highest salary quintile (Q5) enroll, on average, the lowest percentage of students who qualify for free and reduced price lunch (FRL), and the percentage consistently increases across the lower paying quintiles.
3. Districts in the highest salary quintile (Q5) enroll, on average, a greater number of students than the other quintiles and the average enrollment consistently decreases across the lower paying quintiles.
4. Districts in the highest salary quintile (Q5) have, on average, higher total millage rates and the rate consistently decreases across the lower paying quintiles.
5. Districts in the highest salary quintile (Q5) are in counties, on average, with higher median income, but differences between the lower paying quintiles are small.
6. Districts in the highest salary quintile (Q5) have, on average, larger student-teacher ratios and the ratio consistently decreases across the lower paying quintiles.

Table 12: *Average District Characteristics by 2015-16 Average Teacher Salary Quintiles<sup>41</sup>, Excluding Charter Schools*

Average Salary Quintile	Average Salary	Number of Districts	Average Percent Minority	Average Percent FRL	Average Enrollment	Median Income (2014)	Average Total Millage Rate	Average Student-Teacher Ratio
1- Lowest	\$39,049	47	30%	74%	567	\$37,813	36.8	11.7
2	\$42,014	47	31%	70%	972	\$37,412	37.2	12.7
3	\$43,768	46	27%	65%	1,213	\$38,072	37.8	13.0
4	\$46,633	47	29%	65%	1,592	\$38,898	38.0	13.6
5- Highest	\$53,685	47	44%	57%	5,536	\$44,039	38.7	15.0
Difference Q5- Q1	\$14,636		14%	-17%	4,969	\$6,226	1.9	3.3

<sup>41</sup> Each column provided the average for each quintile weighted by FTE or the number of students, where appropriate.

## *Multiple Regression Analysis of District Characteristics on Average Teacher Salary*

Thus far, we have examined the extent to which various district-level characteristics are related to teacher salary. Each district-level characteristics examined in the salary quintile analysis appears to be related to teacher salary, but many of the characteristics are related, so it is difficult to identify which characteristics are driving the differences in teacher salary. To better understand the relationships between district characteristics and teacher salary, we conduct a multiple regression analysis, which, very simply, allows us to estimate the individual influence of each characteristic on teacher salary. In other words, we can determine how differences in district characteristics are related to the variation in salaries we observe throughout the state.

Overall, total district enrollment and student-teacher ratios had the most significant, positive impact on teacher salary, with per-pupil expenditure having a significant, but modestly positive impact on salary. As each of these variables increased, the average teacher salary of the school district also increased. In contrast, the percent of students who are eligible for free and reduced price lunch (FRL) had a significant, negative impact on teacher salary. As FRL is generally used as a proxy for poverty, this can be interpreted to mean that as poverty increases in a district, teacher salaries decrease, on average.

Total district enrollment, for example, was related to average teacher salary in both of our previous tables, and is highly predictive of teacher salaries in our regression model (significant at the .01 level, see Table 13). The coefficient for district size, 53.016 represents how much individual district size impacts average teacher salary. To quantify this impact, one could multiply the increase in size of a district by this coefficient, and the resulting value would be the predicted monetary increase in teacher salary. For instance, as district enrollment was measured in hundreds, an increase in district enrollment of 100 students would raise average teacher salary by an estimated \$53.02, whereas an increase of 1,000 students would result in an estimated increase of \$530 dollars ( $53.016 \times 10$ ). Finally, a one standard deviation increase in enrollment (3,078 students) is associated with a \$1,632 ( $53.016 \times 30.78$ ) increase in average salary in a district, holding all other district characteristics constant.

Additionally, the student-teacher ratio is highly predictive of teacher salaries in our regression model (significant at the 0.01 level, see Table 13). The coefficient for student-teacher ratio, 1815.223, represents the average predicted increase to teacher salary if every teacher in the district gained one student. For example, in a district that employs 50 teachers, if each teacher's class was increased by one student, the average teacher salary would be expected to increase by about \$1,815, holding all other factors equal. Alternatively, increasing the student-teacher ratio by one standard deviation, or 1.6 students, would result in an increase of average teacher salary by \$2,904 ( $1,815.223 \times 1.6$ ).

Per-pupil expenditure also has a significant and positive impact on teacher salary. As per-pupil expenditure is measured in \$100s then the coefficient should be interpreted as the impact on salary if the per-pupil expenditure is increased by \$100. For example, the coefficient on per-pupil expenditure is 102.17, which is interpreted to mean that increasing per-pupil spending by \$100 is

associated with a \$102 increase to average teacher salary, holding other factors constant. A one standard deviation increase in per-pupil expenditure (\$1,427) is associated with a \$1,458 (102.17 x 14.27) increase in average teacher salary, all else equal.

By putting these numbers into context, we can begin to see the extent to which district size, student-teacher ratios, and per-pupil expenditures are significantly positively related to average teacher salary. Comparing the increases in average teacher salary when each factor is increased by one standard deviation allows us to assess the magnitude of each change. It is clear that student-teacher ratios have the largest impact on teacher salary (a one standard deviation in student-teacher ratio increases teacher salary by approximately \$2,900), followed by district enrollment (\$1,632) and then per-pupil expenditures (\$1,458). Conversely, variables such as median household income do not significantly predict average teacher salary; that is, changes in the median income level in individual districts does not significantly impact how much a teacher is paid (because the coefficient is quite small and non-significant).

Not surprisingly, another characteristic that appears to be a strong predictor of average teacher salary is percent of enrolled students that are eligible for free/reduced lunch (FRL). For example, a one standard deviation increase in FRL moves a district from 65 percent FRL to 81 percent FRL, therefore the average teacher salary would decrease by approximately \$1,420 (16 x - 88.753)<sup>42</sup>. While the analysis revealed that the median income of the surrounding area was not predictive of salary differences, the poverty measure, proxied by FRL status, does influence salary. This is likely due to the degree of variation in the FRL measure, which is collected at the district level as compared to the median income measure, which was only available at the county level. It is reasonable to conceive that some districts within a county would be wealthier than others, which is captured in the district FRL measure, but not the county median income level.

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<sup>42</sup> The FRL measure in the multiple regression analysis is measured in percentage points, meaning it was placed on a 0-100 scale. For example, a district with 70% FRL was coded as having an FRL value of 70 rather than 0.70. Therefore, we multiply the coefficient by a whole number rather than a decimal.

Table 13: *Regression Coefficients and Standard Errors: Impact on 2015-16 Average Teacher Salary*

District Characteristic	Impact on Teacher Salary: Regression Coefficient (S.E.)
% Minority	3.665 (10.592)
% FRL	-88.753** (18.7897)
District Enrollment (in hundreds)	53.016** (7.177)
Median Household Income	0.021 (0.0296)
Student-teacher Ratio	1815.223** (207.4734)
Total Millage Rate	-70.588 (50.5182)
Per-Pupil Expenditure (in \$100s)	102.17** (31.326)
Constant	17217.59 (5599.808)
Adjusted R-squared	0.6875
Number of Districts	234

\*Results are significant at the 0.05 level, \*\*Results are significant at the 0.01 level



## *Overall Trends*

Student-teacher ratio, district enrollment, and per-pupil expenditures are the three characteristics most positively related to average teacher salary, as increasing any of these variables by a standard deviation has a large impact on teacher salary (over \$1,400). Conversely, the impact of increasing FRL by one standard deviation only decreases teacher salary by \$1,420. It appears that school leaders in districts with many students hire a smaller proportion of teachers per student, and therefore, assign more students for each teacher they do hire. Indeed, smaller districts could benefit in the same way, rather than hiring a surplus of teachers to be responsible for a small number of students, school leaders could hire fewer teacher and increase class sizes, as districts cannot control enrollment levels or types. While the first response might be to suggest that smaller classes are in fact better for students, it is important to keep in mind that the average student-teacher ratio in the state of Arkansas is about 13 to 1, which is well below the recommended number of students in a classroom.

Other factors that predict higher teacher salaries are most likely a result of the influence of district size on teacher salary. For example, we find that districts with fewer free/reduced lunch students pay higher average salaries. Additionally, larger districts tend to also enroll more minority students and fewer free/reduced lunch students. Similarly, districts with low median household incomes are generally smaller districts; thus, districts with low median household incomes pay lower salaries to teachers. The true independent impact of each of these variables is a bit unclear because district size has such a strong relationship with teacher salaries (see Tables 11, 12, and 13) as well as many of these other district characteristics.

The results of our multiple regression analysis support these conclusions. As we explained above, student-teacher ratios and total student enrollment are two of the strongest positive predictors of teacher salaries. For example, increasing the student-teacher ratio by one standard deviation (1.6 students) increases teacher salary by approximately \$2,900. Furthermore, increasing total district enrollment by one standard deviation (over 3,000 students) is associated with a \$1,600 increase in teacher salary, while increasing the percentage of students who are considered FRL by one standard deviation decreases salary by \$1,420. While smaller school district leaders cannot control student enrollment, they can control the number of teachers they hire, and by extension the number of students assigned to each teacher. Increasing class size can be a path to increasing teacher salary.

## VI. Conclusion

In the wake of the *Lakeview* lawsuit, policymakers in Arkansas made tremendous strides in channeling additional resources into K-12 education, as can be seen from the 2010 Teacher Salary Report ([Comprehensive Analysis of Arkansas Teacher Salaries: State, Region and District](#)). Much of this has been used to increase teacher salaries across the state - thereby making salaries in Arkansas competitive with salaries in other states - and to reduce disparities in teacher salaries across districts. In this Arkansas Education Report (AER), we compiled the data on teacher salaries in Arkansas and across the nation so that the reader could assess the adequacy and the equity of teacher salaries across the state. This AER serves as an update to the 2010 report.

To address adequacy, we compared teacher salaries to the teacher salaries of other states. In these comparisons, we considered the varying cost of living in different states as well as the median household incomes in each state. To address equity, we compared the actual salaries and the salary scales of districts and regions throughout Arkansas. Here, again, we considered the teacher salaries in relation to median household incomes. We dug a bit deeper into these data and analyzed the numerous district characteristics that were related to average teacher salaries in each district.

Table 14: Average Teacher Salaries Within and Between States, 2009-10 and 2015-16<sup>43</sup>

	Average Teacher Salary, 2009-10	Average Teacher Salary, 2015-16	Cost Adjusted Average Teacher Salary, 2009-10	Cost Adjusted Average Teacher Salary, 2015-16	Ratio of Teacher Salary to Median Household Income <sup>44</sup>	Ratio of Teacher Salary to Median Household Income
Arkansas Average	\$47,472	\$48,220	\$52,747	\$54,733	117%	117%
US Average <i>AR rank of 51 US States</i>	\$51,359 36	\$58,064 40	\$49,558 12	\$58,064 22	100% 7	108% 7
SREB Average <i>AR rank of 16 SREB states</i>	\$49,099 11	\$50,425 11	\$51,174 5	\$53,137 6	106% 4	104% 2
Border States Average <i>AR rank of 7 Border States</i>	\$46,304 2	\$47,276 3	\$50,727 1	\$53,063 2	109% 3	104% 1

So, what did we find concerning the adequacy of salaries in Arkansas compared to those in other states?

In a comparison to other states, Arkansas's 2015-16 average teacher salary of \$48,220 ranked 40<sup>th</sup> in the nation, 11<sup>th</sup> among Southern Regional Educational Board (SREB) states, and third among Arkansas's bordering states. This is down from 2010 report, in which Arkansas ranked 36<sup>th</sup> in the nation, second among Arkansas's bordering states. Arkansas has consistently ranked 11<sup>th</sup> among the SREB states.

After adjusting for the cost of living, however, Arkansas's average teacher salary increased to a ranking of 22<sup>nd</sup> in the nation, sixth among SREB states, and second among Border States. Once again, this is down from the 2010 report, when Arkansas's cost of living adjusted salary ranked 12<sup>th</sup> in the nation, fifth among SREB states and first among the Border States. When average teacher salary was compared to the state median household income, Arkansas ranked seventh, second, and first in the three respective rankings, up from the 2010 report. In 2010, Arkansas ranked 7<sup>th</sup> in the nation, fourth among SREB states and third among the Border States.

<sup>43</sup> Figures from Table *i* are from Tables 4 and 5 located in the main body of this report, state averages come from 2012-13 data, while district data in Arkansas will come from 2014-15 data

<sup>44</sup> Index was calculated by taking the average teacher salary and dividing it by the median income of the state, then multiplying by 100. An index lower than 100 indicates that teachers earn less than the median income, an index over 100 indicates that teachers earn more than the median income.

Of the three teacher salary figures analyzed for the states, the cost adjusted measure is perhaps the most meaningful, as it captures the “value” of the teacher salary. By this measure, the average annual teacher salary for Arkansas is \$54,733 and is above the average of the bordering states, the SREB states, and slightly below the national average. Thus, the data suggest that Arkansas policymakers have done a good job of ensuring that the state's overall teacher salaries compare quite favorably with salaries in other states.

*So, what did we find concerning the equity of salaries between and within regions in Arkansas?*

We examined 2015-16 teacher salaries for each region and district in numerous ways. We looked at raw average salaries for the 2015-16 school year and then estimated the “generosity” of each district’s salary scale. Finally, we compared average salaries of the individual districts compared to the median income of the county that the district resides in. Several themes emerged from these analyses.

First, raw teacher salaries were higher in the Northwest and Central regions than in the rest of the state. On average, teachers in Northwest Arkansas earned over \$13,000 and in Central Arkansas earned over \$9,000 more than their peers in Southeast Arkansas when salary was weighted by Full Time Equivalent classroom personnel (FTE), see Table 6. The variation between districts in each region was greatest in the Northwest, where the average salary in the highest paying district was over \$23,000 more than the average in the lowest paying district. Excluding the Northwest region, the between-district variation ranged from \$15,000 in the Southwest region to \$19,000 in the Southeast and Northeast regions. The most extreme variation across the regions of Arkansas is \$13,000 while the greatest variation within the regions is \$23,000. The data suggest that factors other than geography are driving differences in teacher salaries.

Teacher salaries are determined by the salary schedule set forth by the district, and consider both the degree the teacher holds (BA or MA) and teacher’s years of experience. It stands to reason, therefore, that variations in teacher salary could be due to differences in the composition of the teacher workforce of a given district. To assess the “generosity” of each district’s pay scale, regardless of the composition of the faculty, we computed a simulated average salary reflecting what it would be if a fixed percentage of teachers fit within each pay scale “bucket”. This comparison revealed that Northwest and Central regions still had the highest average salary scales, however the variation between the regions dramatically decreased. Before adjusting for experience and education levels, the Northwest Arkansas teachers were making \$13,000 more than their Southeast Arkansas peers, however adjusting for scale salaries, this difference decreased to just over \$7,000. The reduction of the range of salaries across regions in the state indicates that some of the variation in teacher salary is due to differences in experience and education levels of the teachers. The large range of salaries within each region persisted, however, further indicating that there are both high and low paying districts within each region that cannot be explained by differences in teacher composition.

When comparing average teacher salary of the district to the median household income of the surrounding county, we found that teachers on average make more than their non-teacher peers. Each region had an average salary to median income ratio greater than 100, indicating that average Arkansas teachers are making more than the median income of the area. This is

especially true in the Southeast and Southwest regions where teacher salaries were consistently well above the median income, reaching a ratio peak of 127, meaning teachers in that district were making 27 percent more than their non-teacher peers. The minimum index across regions varied by about 24 and the maximum index varied by 61 across regions, while the average index varied by only 19. However, the within-region variation varied by a minimum of 64 in the Southwest region, and 103 in the Southeast region. Again, the data suggest that the within-region variation is greater than the across-region variation. Salary variation cannot exclusively be contributed to geographical location, differences in teacher composition within a district, or the wealth of the surrounding area, therefore we conclude that differences in district characteristics must be driving salary variation.

To assess the degree to which differences in district characteristics drive salary variation, we ran a multiple linear regression. A linear regression holds other factors constant, while predicting how much a change in a given characteristic increases or decreases the salary of the average teacher in a district. For example, holding all district characteristics constant across the state, we can predict how increasing the district size by 100 students will change the average teacher salary. Using the multiple linear regression method, we found that student-teacher ratios, district enrollment and per-pupil expenditures are the strongest drivers of variations in teacher salary across districts in Arkansas. Because the coefficients in the regression assess the degree to which each factor influences salary based on a different scale, we choose to interpret differences in salary by increasing each factor by one standard deviation, therefore we can interpret each change on a comparable scale. Increasing the student-teacher ratio by one standard deviation (1.6 students per teacher) was associated with a \$2,900 increase in average teacher salary. Additionally, increasing the district enrollment by one standard deviation (3,000 students) was associated with a \$1,600 predicted increase in average teacher salary, holding all other district characteristics constant. Finally, increasing the per-pupil expenditures by one standard deviation (\$1,427) was associated with a \$1,458 increase in average teacher salary. Conversely, increasing the percentage of students eligible for free and reduced price lunch by one standard deviation, results in an estimated average salary decrease by \$1,420.

Simply put, larger districts, larger classes per teacher, and increased spending per student dramatically increases average teacher salary, while increasing the percentage of FRL students decreases average teacher salary. Our analysis also showed that district enrollment and student-teacher ratios are significantly and positively correlated. We conclude that larger districts also tend to be the districts that have higher student-teacher ratios, and therefore pay their teachers higher salaries on average. While school district leaders cannot control the number or type of students who enroll in the district, they do have control over the number of teachers they hire, and therefore the number of students for which each teacher is responsible. In an effort for smaller districts to recruit high quality teachers with a competitive salary, they would do well to increase class sizes within their districts. While there is some research to suggest that smaller class sizes are associated with increased student performance as measured by test scores, the overall student-teacher ratio within the state of Arkansas is well below that threshold, especially in the small districts.

Overall, the data suggests that policymakers have created an adequate and competitive teacher salary when compared to teacher salaries in states across the country. Arkansas salaries are

particularly attractive compared to the salaries paid in our neighboring states. The data presented here illustrate that there are disparities between regions and between districts in Arkansas, as there are in most states. When comparing average teacher salaries, we see that the within-region differences are greater than the between-region differences. This variation cannot be fully explained by differences in teacher composition within district, or by the relative wealth of the surrounding area, as measured by median household income. We conclude that the strongest drivers of within-region salary differences are district size, as measured by student enrollment, and class size, as measured by student-teacher ratios. Our analysis shows that district and class size are positively correlated, with the larger districts also having the largest class sizes. Because increases in both district and class size are associated with pretty substantial salary increases, it should come as no surprise that larger districts tend to pay the highest salary. Therefore, if smaller districts want to offer a more competitive salary, they could work to increase class size, as we found that is the strongest driver of teacher salary differences across districts that is within their control.

Appendices

*Appendix 1: Comparison of All States' Average Teacher Salaries 2015-16*

States	Cost of Living Index 2016	Average Teacher Salary (2015-16)	National Rank	Cost of Living Adjusted Average Salary	National Rank	Median Household Income (2015)	National Rank	Index of Average Teacher Salary to Median Household Income	National Rank
United States	100	\$58,064		\$58,064		\$53,889		108	
Alabama	90.6	\$49,781	35	\$54,946	19	\$43,623	48	114	10
Alaska	131	\$67,443	7	\$51,483	29	\$72,515	2	93	40
Arizona	98.5	\$45,477	47	\$46,170	48	\$50,255	31	90	42
Arkansas	88.1	\$48,220	40	\$54,733	22	\$41,371	50	117	7
California	142.7	\$72,842	4	\$51,046	35	\$61,818	10	118	5
Colorado	99.7	\$50,039	34	\$50,190	39	\$60,629	14	83	28
Connecticut	131.4	\$72,013	5	\$54,804	21	\$70,331	5	102	27
Delaware	101.8	\$59,058	14	\$58,014	12	\$60,509	15	98	33
District of Columbia	148.4	\$75,810	3	\$51,085	34	\$70,848	4	107	18
Florida	97.8	\$49,199	36	\$50,306	38	\$47,507	39	104	24
Georgia	91.2	\$54,190	24	\$59,419	8	\$49,620	32	109	14
Hawaii	167.3	\$57,431	18	\$34,328	51	\$69,515	6	83	47
Idaho	87.4	\$45,409	48	\$51,955	28	\$47,583	38	95	38
Illinois	94.8	\$61,342	12	\$64,707	2	\$57,574	18	107	21

States	Cost of Living Index 2016	Average Teacher Salary (2015-16)	National Rank	Cost of Living Adjusted Average Salary	National Rank	Median Household Income (2015)	National Rank	Index of Average Teacher Salary to Median Household Income	National Rank
Indiana	87.2	\$50,715	31	\$58,159	11	\$49,255	36	103	25
Iowa	91.5	\$54,416	23	\$59,471	7	\$53,183	25	102	29
Kansas	89.7	\$49,197	37	\$54,846	20	\$52,205	27	94	39
Kentucky	90.3	\$51,666	27	\$57,216	15	\$43,740	47	118	4
Louisiana	93.5	\$46,733	44	\$49,982	41	\$45,047	45	104	23
Maine	112.3	\$50,229	33	\$44,728	49	\$49,331	35	102	30
Maryland	125	\$66,482	8	\$53,186	26	\$74,551	1	89	43
Massachusetts	126.4	\$76,981	2	\$60,903	5	\$68,563	7	112	11
Michigan	90.7	\$63,878	11	\$70,428	1	\$49,576	33	129	2
Minnesota	100.2	\$56,910	20	\$56,796	17	\$61,492	11	93	41
Mississippi	84.4	\$42,744	50	\$50,645	36	\$39,665	51	108	16
Missouri	89.9	\$47,849	42	\$53,225	25	\$48,173	37	99	31
Montana	99.6	\$51,215	29	\$51,421	31	\$47,169	40	109	15
Nebraska	90.4	\$51,364	28	\$56,819	16	\$52,997	26	97	35
Nevada	103.4	\$56,943	19	\$55,071	18	\$51,847	28	110	13
New Hampshire	120.7	\$58,802	16	\$48,717	45	\$66,779	8	88	44
New Jersey	119.1	\$69,330	6	\$58,212	10	\$72,093	3	96	36
New Mexico	95.2	\$47,163	43	\$49,541	42	\$44,963	46	105	22
New York	133.7	\$77,957	1	\$58,307	9	\$59,269	16	132	1



States	Cost of Living Index 2016	Average Teacher Salary (2015-16)	National Rank	Cost of Living Adjusted Average Salary	National Rank	Median Household Income (2015)	National Rank	Index of Average Teacher Salary to Median Household Income	National Rank
North Carolina	93.5	\$47,985	41	\$51,321	32	\$46,868	42	102	28
North Dakota	97.6	\$50,237	32	\$51,472	30	\$57,181	19	88	45
Ohio	92.8	\$56,410	21	\$60,787	6	\$49,429	34	114	9
Oklahoma	87.9	\$44,921	49	\$51,105	33	\$46,879	41	96	37
Oregon	113.6	\$60,064	13	\$52,873	27	\$51,243	29	117	6
Pennsylvania	103.5	\$65,991	10	\$63,759	3	\$53,599	22	123	3
Rhode Island	122.5	\$66,197	9	\$54,038	24	\$56,852	20	116	8
South Carolina	99.1	\$48,542	39	\$48,983	44	\$45,483	43	107	20
South Dakota	98.2	\$42,025	51	\$42,795	50	\$50,957	30	82	49
Tennessee	89.9	\$48,708	38	\$54,180	23	\$45,219	44	108	17
Texas	89.9	\$51,758	26	\$57,573	14	\$53,207	24	97	34
Utah	91.4	\$46,042	45	\$50,374	37	\$60,727	13	76	51
Vermont	121.3	\$58,901	15	\$48,558	46	\$55,176	21	107	19
Virginia	101.3	\$50,834	30	\$50,182	40	\$65,015	9	78	50
Washington	106.9	\$52,539	25	\$49,148	43	\$61,062	12	86	46
West Virginia	95	\$45,977	46	\$48,397	47	\$41,751	49	110	12
Wisconsin	95.1	\$54,766	22	\$57,588	13	\$53,357	23	103	26
Wyoming	90.9	\$57,761	17	\$63,543	4	\$58,840	17	98	32

Appendix 2: Tables Throughout Report Including Charter Schools in Analysis

Table *ii*a: Average Teacher Salaries by Region, 2015-16

Region	Average District Enrollment	Average Salary (Weighted by FTE)	Minimum Average Salary	Maximum Average Salary	Standard Deviation	Median Income (2014)
Northwest	2,191	\$50,775	\$32,799	\$59,143	\$5,334	\$41,014
Northeast	1,413	\$45,647	\$33,409	\$52,555	\$3,739	\$37,202
Central	2,814	\$51,487	\$30,943	\$57,265	\$7,471	\$45,201
Southwest	1,209	\$44,198	\$35,523	\$50,625	\$3,040	\$37,168
Southeast	1,062	\$42,344	\$36,593	\$55,819	\$4,172	\$34,022
Overall State Value	1,858	\$48,752	\$30,943	\$59,143	\$5,153	\$39,253

Table 5a: Comparison of Regional Descriptive Statistics 2015-16 (Simple and Weighted by Number of Students)

Region	Number of Districts	Total Students	Average District Enrollment	Weighted Average Per-Pupil Expend	Weighted Average %Minority	Weighted Average %FRL
NW	77	168,734	2,191	\$9,375	32%	58%
NE	67	94,687	1,413	\$9,460	29%	65%
CN	50	140,702	2,814	\$10,085	45%	58%
SW	38	45,940	1,209	\$9,753	45%	69%
SE	24	24,497	1,062	\$10,289	53%	73%
State	256	474,560	1,858	\$9,708	38%	61%

Table 6a: Comparison of 2015-16 Average Teacher Salaries by Region

Region	Raw Average Salary	Standard Deviation	Average Salary (Weighted by FTE)	Lowest Average Salary	Highest Average Salary	Range	Range as % of Raw Average Salary	Range as % of Average Salary (Weighted by FTE)
Northwest	\$45,100	\$5,334	\$50,775	\$32,799	\$59,142	\$26,343	58%	52%
Northeast	\$43,741	\$3,739	\$45,647	\$33,409	\$52,555	\$19,146	44%	42%
Central	\$44,291	\$7,471	\$51,487	\$30,943	\$57,265	\$26,322	59%	51%
Southwest	\$43,192	\$3,040	\$44,198	\$35,523	\$50,625	\$15,102	35%	34%
Southeast	\$42,136	\$4,172	\$42,344	\$36,593	\$55,819	\$19,227	46%	45%
Arkansas	\$44,025	\$5,153	\$48,752	\$30,943	\$59,142	\$28,199	64%	58%

Table 8a: Comparison of Regional Teacher Salary Index Scores (Salaries Weighted by FTE)

Region	Low Index	High Index	Average Index	Median Household Income 2014	2015-16 Raw Average Teacher Salary (Weighted by FTE)
Northwest	69	147	110	\$41,014	\$50,775
Northeast	94	172	119	\$37,202	\$45,647
Central	68	137	100	\$45,201	\$51,487
Southwest	74	138	117	\$37,168	\$44,198
Southeast	95	198	127	\$34,022	\$42,344
Arkansas	68	198	114	\$39,253	\$48,752

Table 9a: Comparison of 2015-16 Regional Salary Measures (Weighted by FTE)

Region	Simple Average Teacher Salary	Average Teacher Salary (Weighted by FTE)	Average Scale Salary ("Generosity")	Average Scale Salary (Weighted by FTE)	Average Salary to Median Income Index	Median Household Income 2014
Northwest	\$45,100	\$50,775	\$41,038	\$46,419	110	\$41,014
Northeast	\$43,741	\$45,647	\$39,751	\$41,405	119	\$37,202
Central	\$44,291	\$51,487	\$42,790	\$45,717	100	\$45,201
Southwest	\$43,192	\$44,198	\$38,432	\$39,537	117	\$37,168
Southeast	\$42,136	\$42,344	\$38,796	\$38,946	127	\$34,022
Arkansas	\$44,025	\$48,752	\$40,293	\$44,023	114	\$39,253

Table 12a: Average District Characteristics by Average Teacher Salary Quintiles

Quintile	Average Salary (Weighted by FTE)	Number of Districts	Average Percent Minority (Weighted by Students)	Average Percent FRL (Weighted by Students)	Average Enrollment	Median Income (2014)	Average Total Millage Rate	Average Student-teacher Ratio
1	\$38,029	51	20%	35%	574	\$38,055	37.2	13.6
2	\$41,595	51	17%	36%	824	\$38,572	36.3	12.5
3	\$43,452	52	15%	34%	1,175	\$38,208	38.3	13.6
4	\$46,319	51	15%	33%	1,514	\$38,728	38.0	13.4
5	\$53,580	51	22%	29%	5,215	\$43,852	38.7	15.1
Difference between Quintile 5 and 1	\$15,551		2%	-6%	4,642	\$5,797	1.4	1.5

Appendix 3: Salary Schedules for Arkansas School Districts, 2015-16

<b>District</b>	<b>BA: 0 years</b>	<b>BA: 15 years</b>	<b>Top of Bachelor</b>	<b>MA: 0 years</b>	<b>MA: 15 years</b>	<b>Top of Schedule</b>
Alma	\$38,800	\$45,100	\$59,540	\$40,800	\$47,100	\$63,540
Alpena	\$32,000	\$39,500	\$44,750	\$35,870	\$44,270	\$53,120
Arkadelphia	\$31,204	\$38,074	\$40,822	\$35,329	\$42,949	\$48,013
Armored	\$32,500	\$40,000	\$42,500	\$38,000	\$45,500	\$48,000
Ashdown	\$32,250	\$38,850	\$44,630	\$36,250	\$43,600	\$49,980
Atkins	\$32,236	\$41,236	\$44,736	\$36,636	\$45,636	\$49,136
Augusta	\$30,122	\$36,872	\$36,872	\$34,640	\$42,140	\$42,140
Bald Knob	\$36,900	\$43,920	\$48,540	\$40,150	\$48,106	\$52,600
Barton-Lexa	\$38,246	\$45,622	\$48,080	\$40,868	\$49,063	\$53,899
Batesville	\$31,310	\$40,779	\$43,430	\$36,007	\$45,475	\$48,127
Bauxite	\$40,000	\$47,900	\$54,800	\$41,600	\$49,500	\$58,000
Bay	\$33,254	\$40,124	\$42,414	\$37,453	\$45,088	\$47,633
Bearden	\$31,050	\$38,150	\$43,350	\$35,250	\$42,750	\$47,100
Beebe	\$39,000	\$47,625	\$54,385	\$42,240	\$50,865	\$60,500
Benton	\$36,425	\$49,835	\$56,570	\$39,143	\$52,553	\$61,529
Bentonville	\$44,708	\$55,664	\$57,358	\$47,843	\$59,578	\$71,121
Bergman	\$32,151	\$42,408	\$47,058	\$35,401	\$45,658	\$51,058
Berryville	\$33,750	\$40,500	\$45,750	\$37,875	\$45,375	\$51,375
Bismarck	\$31,940	\$38,690	\$40,940	\$36,274	\$43,774	\$46,274
Blevins	\$30,122	\$36,872	\$39,122	\$34,640	\$42,140	\$44,640
Blytheville	\$32,961	\$40,448	\$48,427	\$35,236	\$43,554	\$51,429
Booneville	\$33,475	\$40,725	\$45,775	\$35,875	\$43,625	\$49,225
Bradford	\$31,750	\$39,400	\$40,000	\$35,875	\$43,525	\$43,525
Brinkley	\$31,200	\$40,575	\$43,700	\$35,325	\$44,700	\$50,825
Brookland	\$36,886	\$46,186	\$51,766	\$39,386	\$48,686	\$57,366
Bryant	\$38,580	\$51,450	\$59,398	\$42,080	\$54,950	\$68,746
Buffalo Island	\$32,850	\$39,600	\$43,744	\$35,637	\$43,137	\$45,637
Cabot	\$40,575	\$50,775	\$59,550	\$43,230	\$53,430	\$61,795
Caddo Hills	\$30,500	\$37,325	\$40,576	\$35,018	\$42,593	\$44,108
Calico Rock	\$31,250	\$38,000	\$43,631	\$35,631	\$43,131	\$43,631
Camden Fairview	\$34,022	\$41,672	\$45,442	\$36,852	\$44,502	\$49,802
Carlisle	\$31,000	\$38,125	\$40,050	\$35,400	\$43,275	\$47,450
Cave City	\$30,740	\$37,490	\$39,740	\$35,126	\$42,626	\$44,876
Cedar Ridge	\$31,000	\$38,800	\$40,250	\$35,400	\$42,900	\$45,100
Cedarville	\$31,800	\$39,300	\$43,850	\$36,025	\$44,275	\$52,625

<b>District</b>	<b>BA: 0 years</b>	<b>BA: 15 years</b>	<b>Top of Bachelor</b>	<b>MA: 0 years</b>	<b>MA: 15 years</b>	<b>Top of Schedule</b>
Centerpoint	\$30,122	\$36,872	\$37,872	\$34,640	\$42,140	\$43,140
Charleston	\$36,650	\$46,223	\$55,797	\$39,841	\$49,414	\$58,988
Clarendon	\$30,760	\$38,260	\$38,260	\$34,885	\$43,135	\$43,135
Clarksville	\$37,500	\$44,550	\$55,145	\$40,500	\$49,575	\$61,710
Cleveland County	\$31,136	\$38,786	\$43,046	\$35,427	\$43,077	\$47,337
Clinton	\$31,494	\$38,244	\$43,587	\$35,880	\$43,380	\$46,880
Concord	\$32,000	\$40,250	\$45,550	\$36,500	\$44,750	\$48,050
Conway	\$39,878	\$52,332	\$56,196	\$45,189	\$57,643	\$70,355
Corning	\$31,000	\$39,445	\$40,571	\$35,650	\$44,016	\$45,142
Cossatot River	\$30,122	\$36,872	\$43,222	\$34,640	\$42,140	\$48,640
Cotter	\$30,983	\$37,969	\$42,930	\$35,336	\$43,082	\$48,037
County Line	\$31,606	\$38,356	\$46,272	\$36,272	\$43,772	\$46,872
Cross County	\$31,500	\$38,250	\$42,000	\$36,000	\$44,250	\$55,600
Crossett	\$31,000	\$37,750	\$40,100	\$35,300	\$42,800	\$48,053
Cutter-Morning Star	\$30,500	\$38,000	\$44,500	\$34,800	\$43,050	\$50,050
Danville	\$32,000	\$38,825	\$42,810	\$36,000	\$43,575	\$47,910
Dardanelle	\$36,650	\$46,192	\$48,533	\$40,649	\$50,440	\$53,260
Decatur	\$31,600	\$38,350	\$43,562	\$35,725	\$43,225	\$48,225
Deer/Mount Judea	\$30,122	\$36,872	\$39,150	\$34,640	\$42,140	\$43,200
DeQueen	\$38,200	\$45,700	\$48,200	\$40,700	\$49,700	\$52,700
Dermott	\$30,122	\$36,872	\$38,872	\$34,640	\$42,140	\$43,965
Des Arc	\$30,122	\$36,872	\$43,868	\$34,640	\$42,140	\$49,140
DeWitt	\$35,535	\$42,660	\$43,135	\$39,784	\$47,284	\$47,784
Dierks	\$31,975	\$38,725	\$40,975	\$36,266	\$43,766	\$46,266
Dollarway	\$32,275	\$39,775	\$44,775	\$36,275	\$43,775	\$46,775
Dover	\$33,705	\$45,360	\$48,468	\$37,830	\$49,485	\$51,039
Drew Central	\$32,000	\$38,750	\$45,330	\$36,500	\$44,000	\$49,880
Dumas	\$30,122	\$37,202	\$39,562	\$34,640	\$42,140	\$46,140
Earle	\$33,000	\$40,304	\$43,283	\$34,982	\$45,953	\$49,732
East End	\$30,122	\$37,622	\$42,381	\$34,640	\$42,140	\$47,640
East Poinsett	\$31,500	\$39,000	\$41,500	\$35,000	\$43,250	\$46,000
El Dorado	\$35,000	\$41,950	\$43,750	\$37,625	\$45,125	\$49,175
Elkins	\$33,301	\$40,051	\$48,751	\$36,301	\$43,801	\$55,876
Emerson-Taylor-Bradley	\$34,000	\$40,750	\$43,900	\$38,500	\$46,000	\$49,500
England	\$30,996	\$38,157	\$43,462	\$35,373	\$43,329	\$48,899
Eureka Springs	\$35,750	\$42,500	\$50,093	\$39,875	\$47,375	\$52,375
Farmington	\$40,200	\$47,910	\$57,120	\$42,700	\$50,410	\$59,120

<b>District</b>	<b>BA: 0 years</b>	<b>BA: 15 years</b>	<b>Top of Bachelor</b>	<b>MA: 0 years</b>	<b>MA: 15 years</b>	<b>Top of Schedule</b>
Fayetteville	\$41,310	\$50,235	\$53,397	\$44,778	\$56,253	\$70,176
Flippin	\$31,500	\$39,300	\$43,400	\$35,500	\$44,000	\$50,200
Fordyce	\$30,500	\$38,000	\$42,300	\$34,725	\$42,225	\$45,425
Foreman	\$31,844	\$38,594	\$40,894	\$36,230	\$43,730	\$45,980
Forrest City	\$36,832	\$46,942	\$53,728	\$41,230	\$51,340	\$62,775
Fort Smith	\$37,500	\$51,850	\$62,350	\$44,250	\$58,600	\$69,100
Fouke	\$31,050	\$40,365	\$46,265	\$35,242	\$44,557	\$50,456
Fountain Lake	\$38,255	\$45,905	\$52,535	\$42,380	\$50,030	\$60,785
Genoa Central	\$33,025	\$42,025	\$46,975	\$36,550	\$45,550	\$51,175
Gentry	\$35,000	\$42,500	\$51,030	\$39,532	\$47,032	\$55,768
Glen Rose	\$32,820	\$43,024	\$44,384	\$37,196	\$47,399	\$50,120
Gosnell	\$35,187	\$42,766	\$49,197	\$35,936	\$44,237	\$51,123
Gravette	\$41,300	\$49,550	\$56,510	\$44,645	\$53,645	\$66,035
Green Forrest	\$32,650	\$39,400	\$44,900	\$36,881	\$44,381	\$50,381
Greenbrier	\$39,650	\$49,025	\$56,502	\$43,513	\$52,888	\$65,353
Greene Co Tech	\$33,450	\$40,950	\$43,450	\$37,000	\$44,950	\$54,250
Greenland	\$33,008	\$39,758	\$46,208	\$36,730	\$44,230	\$51,030
Greenwood	\$40,341	\$47,841	\$59,591	\$43,341	\$50,841	\$63,841
Gurdon	\$32,621	\$40,496	\$42,596	\$37,438	\$46,063	\$48,363
Guy-Perkins	\$32,500	\$41,770	\$42,733	\$37,155	\$47,970	\$48,952
Hackett	\$35,500	\$42,250	\$48,500	\$39,400	\$46,900	\$53,800
Hamburg	\$32,000	\$38,750	\$42,432	\$36,500	\$44,150	\$47,620
Hampton	\$32,049	\$38,799	\$46,179	\$35,174	\$42,839	\$54,177
Harmony Grove (Camden)	\$32,100	\$38,850	\$43,100	\$35,100	\$42,600	\$47,500
Harmony Grove (Benton)	\$38,200	\$46,450	\$54,550	\$40,600	\$48,850	\$58,850
Harrisburg	\$31,400	\$39,350	\$43,850	\$35,740	\$46,565	\$55,865
Harrison	\$33,780	\$43,005	\$48,975	\$37,120	\$46,345	\$51,545
Hazen	\$30,122	\$36,872	\$41,372	\$34,640	\$42,140	\$47,140
Heber Springs	\$31,550	\$39,990	\$46,520	\$35,750	\$44,190	\$52,680
Hector	\$31,250	\$40,250	\$42,850	\$35,550	\$44,550	\$45,150
Helena/ W.Helena	\$36,246	\$45,561	\$47,424	\$39,017	\$48,332	\$50,195
Hermitage	\$30,122	\$36,872	\$41,271	\$34,640	\$42,140	\$47,026
Highland	\$32,750	\$40,250	\$43,250	\$36,775	\$44,275	\$54,325
Hillcrest	\$30,730	\$37,684	\$37,684	\$35,248	\$42,975	\$42,975
Hope	\$32,025	\$39,225	\$43,465	\$36,340	\$44,440	\$53,940
Horatio	\$33,300	\$40,800	\$45,550	\$35,800	\$45,550	\$48,800
Hot Springs	\$38,749	\$46,459	\$51,139	\$40,913	\$46,823	\$56,441

<b>District</b>	<b>BA: 0 years</b>	<b>BA: 15 years</b>	<b>Top of Bachelor</b>	<b>MA: 0 years</b>	<b>MA: 15 years</b>	<b>Top of Schedule</b>
Hoxie	\$31,038	\$38,493	\$42,875	\$35,424	\$43,149	\$48,453
Huntsville	\$35,073	\$49,102	\$53,311	\$38,230	\$52,259	\$56,468
Izard County	\$32,700	\$39,450	\$41,700	\$37,000	\$44,500	\$47,000
Jackson County	\$30,628	\$37,378	\$39,628	\$35,015	\$42,515	\$45,105
Jasper	\$30,415	\$39,440	\$44,200	\$34,928	\$43,953	\$46,962
Jessieville	\$34,054	\$41,554	\$50,754	\$37,054	\$44,554	\$53,054
Jonesboro	\$39,000	\$47,400	\$53,185	\$41,800	\$50,200	\$64,385
Junction City	\$31,470	\$38,970	\$41,470	\$35,970	\$43,470	\$47,970
Kirby	\$30,122	\$36,872	\$37,322	\$34,640	\$42,140	\$42,640
Lafayette County	\$31,500	\$38,250	\$38,700	\$35,625	\$43,125	\$43,625
Lake Hamilton	\$40,050	\$50,550	\$52,800	\$43,150	\$53,650	\$60,250
Lakeside (Lake Village)	\$34,244	\$40,994	\$43,044	\$38,630	\$46,130	\$48,130
Lakeside (Hot Springs)	\$40,813	\$49,629	\$59,003	\$44,473	\$53,288	\$62,663
Lamar	\$34,977	\$42,702	\$46,864	\$39,264	\$46,989	\$53,231
Lavaca	\$33,450	\$40,950	\$46,130	\$37,475	\$44,975	\$51,675
Lawrence County	\$30,900	\$37,650	\$39,550	\$35,225	\$42,875	\$46,425
Lead Hill	\$30,122	\$37,122	\$38,122	\$34,640	\$42,140	\$43,140
Lee County	\$32,660	\$40,910	\$42,660	\$35,260	\$43,510	\$48,240
Lincoln	\$36,000	\$42,750	\$49,500	\$39,000	\$46,500	\$54,000
Little Rock	\$35,232	\$54,202	\$62,231	\$40,550	\$59,521	\$68,634
Lonoke	\$33,966	\$41,016	\$44,856	\$37,154	\$46,104	\$53,484
Magazine	\$31,608	\$38,558	\$42,308	\$35,946	\$43,446	\$47,527
Magnet Cove	\$31,500	\$39,000	\$44,500	\$35,500	\$43,000	\$50,000
Magnolia	\$37,700	\$44,450	\$49,700	\$40,400	\$47,900	\$54,400
Malvern	\$35,199	\$45,004	\$49,579	\$39,382	\$49,186	\$53,761
Mammoth Spring	\$30,516	\$37,266	\$37,266	\$35,018	\$42,518	\$42,518
Manila	\$33,374	\$45,149	\$48,284	\$35,714	\$47,489	\$50,624
Mansfield	\$30,939	\$37,689	\$45,964	\$36,576	\$44,076	\$50,576
Marion	\$39,305	\$46,505	\$54,185	\$41,580	\$48,780	\$61,010
Marked Tree	\$32,000	\$38,750	\$42,450	\$36,000	\$43,500	\$48,500
Marmaduke	\$32,500	\$41,500	\$43,800	\$34,700	\$43,700	\$49,300
Marvell-Elaine	\$36,500	\$43,250	\$44,150	\$40,368	\$48,768	\$55,867
Mayflower	\$33,273	\$42,818	\$47,440	\$37,517	\$47,146	\$53,115
Maynard	\$30,122	\$37,622	\$39,955	\$34,640	\$42,890	\$45,080
McCrary	\$36,200	\$43,700	\$45,700	\$39,500	\$47,000	\$49,000
McGehee	\$32,125	\$39,985	\$45,521	\$36,500	\$44,360	\$49,897
Melbourne	\$33,300	\$40,050	\$41,400	\$37,634	\$45,134	\$46,634



<b>District</b>	<b>BA: 0 years</b>	<b>BA: 15 years</b>	<b>Top of Bachelor</b>	<b>MA: 0 years</b>	<b>MA: 15 years</b>	<b>Top of Schedule</b>
Mena	\$33,100	\$39,850	\$46,900	\$35,500	\$43,000	\$53,100
Midland	\$31,000	\$37,750	\$40,000	\$35,500	\$43,000	\$45,500
Mineral Springs	\$33,133	\$40,783	\$43,117	\$38,103	\$46,593	\$49,618
Monticello	\$32,000	\$39,500	\$45,286	\$36,650	\$44,300	\$50,346
Mount Ida	\$30,250	\$37,750	\$41,410	\$34,640	\$42,290	\$45,950
Mountain Home	\$35,780	\$44,180	\$56,285	\$39,455	\$47,855	\$57,545
Mountain Pine	\$31,000	\$38,350	\$43,850	\$36,000	\$44,100	\$49,100
Mountain View	\$30,122	\$40,435	\$48,061	\$35,374	\$45,686	\$51,562
Mountainburg	\$32,400	\$39,960	\$48,588	\$36,552	\$44,112	\$54,816
Mt Vernon-Enola	\$33,500	\$40,250	\$41,600	\$37,650	\$45,900	\$47,550
Mulberry	\$30,132	\$36,972	\$40,164	\$34,640	\$42,380	\$46,772
Nashville	\$36,600	\$45,600	\$47,700	\$41,500	\$50,500	\$52,600
Nemo Vista	\$30,530	\$40,280	\$42,280	\$34,655	\$43,655	\$43,655
Nettleton	\$36,524	\$44,549	\$51,014	\$39,883	\$47,908	\$56,544
Nevada County	\$30,122	\$36,872	\$37,772	\$34,640	\$42,140	\$43,140
Newport	\$32,000	\$41,360	\$46,560	\$36,160	\$45,520	\$51,760
Norfolk	\$30,900	\$37,650	\$44,600	\$35,025	\$42,525	\$48,025
North Little Rock	\$34,510	\$49,887	\$56,038	\$37,687	\$53,064	\$65,873
Omaha	\$31,000	\$37,750	\$40,000	\$35,650	\$43,150	\$44,650
Osceola	\$34,065	\$42,260	\$46,175	\$35,865	\$44,510	\$50,665
Ouachita	\$32,000	\$38,750	\$40,300	\$36,550	\$44,050	\$45,550
Ouachita River	\$30,122	\$36,872	\$43,372	\$34,640	\$42,140	\$47,140
Ozark	\$37,119	\$45,744	\$50,494	\$41,494	\$50,119	\$58,394
Ozark Mountain	\$30,122	\$36,872	\$39,572	\$34,640	\$42,140	\$43,840
Palestine-Wheatley	\$30,951	\$39,951	\$44,151	\$35,089	\$44,089	\$48,289
Pangburn	\$34,000	\$42,250	\$46,500	\$38,200	\$46,450	\$49,200
Paragould	\$32,300	\$39,350	\$42,230	\$36,500	\$44,450	\$54,280
Paris	\$33,200	\$40,100	\$43,440	\$35,950	\$43,600	\$49,050
Parkers Chapel	\$31,704	\$38,574	\$42,964	\$35,904	\$43,539	\$49,234
Pea Ridge	\$40,000	\$47,875	\$57,450	\$42,550	\$50,425	\$60,850
Perryville	\$31,748	\$39,473	\$44,528	\$36,473	\$44,198	\$47,803
Piggott	\$31,910	\$39,110	\$40,845	\$35,685	\$43,635	\$45,455
Pine Bluff	\$33,394	\$46,504	\$50,828	\$36,405	\$49,515	\$55,775
Pocahontas	\$34,600	\$42,535	\$45,585	\$38,584	\$46,519	\$49,569
Pottsville	\$35,623	\$44,623	\$50,023	\$38,023	\$47,023	\$52,423
Poyen	\$33,050	\$40,550	\$48,750	\$37,875	\$45,375	\$52,875
Prairie Grove	\$38,700	\$45,874	\$53,251	\$40,847	\$49,386	\$56,636

<b>District</b>	<b>BA: 0 years</b>	<b>BA: 15 years</b>	<b>Top of Bachelor</b>	<b>MA: 0 years</b>	<b>MA: 15 years</b>	<b>Top of Schedule</b>
Prescott	\$31,550	\$38,300	\$41,225	\$35,884	\$43,384	\$46,634
Pulaski County	\$34,106	\$47,906	\$54,206	\$39,806	\$55,856	\$69,206
Quitman	\$32,000	\$39,500	\$40,305	\$36,535	\$45,535	\$46,341
Rector	\$32,305	\$40,555	\$40,555	\$35,505	\$44,505	\$44,505
Rivercrest	\$32,605	\$40,105	\$42,605	\$36,405	\$43,905	\$48,405
Riverside	\$32,577	\$39,327	\$43,977	\$36,137	\$43,937	\$48,977
Riverview	\$40,250	\$47,750	\$53,450	\$44,375	\$51,875	\$56,875
Rogers	\$44,250	\$56,480	\$67,892	\$46,696	\$58,926	\$73,605
Rose Bud	\$35,250	\$43,500	\$45,150	\$39,375	\$47,625	\$49,275
Russellville	\$37,550	\$45,500	\$53,450	\$40,190	\$48,890	\$66,290
Salem	\$34,500	\$42,000	\$46,000	\$38,500	\$46,000	\$48,000
Scranton	\$31,700	\$39,200	\$41,700	\$35,975	\$43,475	\$45,475
Searcy	\$40,100	\$48,725	\$57,550	\$42,800	\$51,425	\$60,700
Searcy County	\$31,000	\$37,750	\$40,500	\$34,905	\$42,405	\$45,400
Sheridan	\$36,500	\$46,850	\$53,282	\$39,482	\$49,832	\$57,644
Shirley	\$30,122	\$37,081	\$41,101	\$34,640	\$42,364	\$46,690
Siloam Springs	\$39,500	\$46,970	\$52,197	\$41,700	\$49,820	\$58,207
Sloan-Hendrix	\$31,611	\$38,361	\$43,656	\$35,902	\$43,402	\$51,192
Smackover-Norphlet	\$32,000	\$38,750	\$41,900	\$36,500	\$44,000	\$45,000
South Conway Co.	\$33,260	\$42,260	\$47,960	\$37,860	\$48,360	\$52,860
South Pike County	\$30,122	\$37,622	\$40,622	\$34,640	\$42,890	\$46,190
South Side (Van Buren)	\$33,000	\$40,400	\$41,400	\$37,200	\$45,300	\$45,300
Southside (Independence)	\$31,635	\$40,635	\$43,535	\$35,760	\$44,760	\$47,660
Spring Hill	\$31,966	\$39,466	\$45,966	\$36,257	\$44,507	\$51,657
Springdale	\$46,816	\$57,161	\$68,692	\$49,340	\$59,891	\$75,316
Star City	\$32,014	\$42,469	\$51,418	\$36,669	\$47,610	\$56,997
Strong-Huttig	\$30,122	\$36,872	\$39,872	\$34,640	\$42,140	\$44,640
Stuttgart	\$35,320	\$42,670	\$44,274	\$38,657	\$46,877	\$51,811
Texarkana	\$35,958	\$44,736	\$46,842	\$40,639	\$50,295	\$54,391
Trumann	\$32,310	\$39,060	\$45,860	\$36,530	\$44,180	\$51,980
Two Rivers	\$31,600	\$38,350	\$43,860	\$36,020	\$43,520	\$49,330
Valley Springs	\$31,126	\$40,143	\$45,978	\$35,369	\$45,183	\$52,554
Valley View	\$35,910	\$44,385	\$49,305	\$38,910	\$47,385	\$54,405
Van Buren	\$37,600	\$44,620	\$52,876	\$40,272	\$47,292	\$56,784
Vilonia	\$37,245	\$47,595	\$55,875	\$40,005	\$50,355	\$59,985
Viola	\$32,000	\$39,500	\$44,600	\$36,200	\$43,700	\$47,200
Waldron	\$34,550	\$41,675	\$46,450	\$37,950	\$45,825	\$49,450

<b>District</b>	<b>BA: 0 years</b>	<b>BA: 15 years</b>	<b>Top of Bachelor</b>	<b>MA: 0 years</b>	<b>MA: 15 years</b>	<b>Top of Schedule</b>
Warren	\$31,100	\$37,900	\$45,964	\$34,928	\$42,478	\$48,528
Watson Chapel	\$36,500	\$45,125	\$50,875	\$40,300	\$48,925	\$56,775
West Fork	\$35,007	\$43,482	\$52,857	\$37,607	\$46,082	\$54,957
West Memphis	\$42,000	\$48,750	\$54,600	\$44,275	\$51,025	\$58,475
Western Yell Co	\$31,000	\$37,750	\$42,144	\$35,650	\$43,150	\$47,794
Westside (Cleburne)	\$32,000	\$39,500	\$48,000	\$36,000	\$44,250	\$51,400
Westside Consolidated (Jonesboro)	\$31,995	\$40,095	\$46,249	\$36,741	\$44,841	\$59,129
Westside (Johnson)	\$31,440	\$38,190	\$45,050	\$35,565	\$43,815	\$51,775
White Co. Central	\$34,000	\$41,500	\$47,250	\$38,125	\$45,625	\$50,625
White Hall	\$37,500	\$49,487	\$53,844	\$39,299	\$51,286	\$57,901
Wonderview	\$31,050	\$38,550	\$39,580	\$35,700	\$43,950	\$44,435
Woodlawn	\$31,000	\$38,500	\$46,300	\$36,150	\$43,650	\$48,650
Wynne	\$37,000	\$47,200	\$55,400	\$41,200	\$51,400	\$61,100
Yellville-Summitt	\$32,100	\$39,975	\$44,625	\$36,200	\$44,075	\$49,825

*Appendix 4: Comprehensive Salary Comparisons for Arkansas School Districts, 2015-16*

Region	District	Raw Average Teacher Salary (2015-16)	Raw Average Teacher Salary Rank	Scale Salary 2015-16	Scale Salary Rank	Average Salary to Median Income Index	Index Score Rank	Enrollment 2015-16	% Minority 2015-16	% FRL 2015-16	Median Household Income 2014	FTE 2015-16
NW	Alma	\$49,794	35	\$45,512	25	115	120	3,212	11%	55%	\$43,466	215
NW	Alpena	\$40,538	193	\$38,871	123	102	189	500	5%	61%	\$39,779	41
SW	Arkadelphia	\$43,571	120	\$37,329	192	113	128	1,896	46%	56%	\$38,504	152
NE	Armored	\$44,106	107	\$39,115	113	131	41	404	18%	46%	\$33,577	39
SW	Ashdown	\$44,552	100	\$38,553	139	118	101	1,426	38%	70%	\$37,691	105
NW	Atkins	\$44,067	109	\$39,135	112	110	142	1,007	6%	67%	\$39,909	80
NE	Augusta	\$40,934	187	\$35,674	234	137	21	376	64%	87%	\$29,969	32
NE	Bald Knob	\$46,870	66	\$42,845	54	111	135	1,240	14%	65%	\$42,044	89
SE	Barton-Lexa	\$47,719	56	\$43,911	42	169	3	806	40%	86%	\$28,171	65
NE	Batesville	\$42,668	146	\$38,400	142	104	180	2,978	28%	55%	\$41,085	209
CN	Bauxite	\$49,665	36	\$45,898	22	89	222	1,634	8%	46%	\$55,915	100
NE	Bay	\$42,934	139	\$39,155	109	100	196	577	8%	64%	\$42,851	45
SW	Bearden	\$39,910	202	\$37,325	193	114	121	483	45%	75%	\$34,971	41
NE	Beebe	\$50,229	32	\$46,091	21	119	91	3,280	11%	50%	\$42,044	222
CN	Benton	\$52,556	17	\$45,229	30	94	217	5,045	19%	42%	\$55,915	308
NW	Bentonville	\$56,821	4	\$52,831	3	99	200	16,060	25%	25%	\$57,408	1100
NW	Bergman	\$42,455	151	\$39,309	105	107	164	1,079	5%	56%	\$39,779	85
NW	Berryville	\$43,219	129	\$40,118	89	117	109	2,009	32%	67%	\$36,964	155
CN	Bismarck	\$43,898	113	\$37,830	171	116	111	967	11%	68%	\$37,831	74
SW	Blevins	\$40,906	188	\$36,082	225	123	74	480	31%	84%	\$33,136	43
NE	Blytheville	\$42,168	158	\$39,147	111	126	66	2,238	83%	79%	\$33,577	200
NW	Booneville	\$44,842	91	\$39,113	114	123	77	1,229	10%	71%	\$36,391	90
NE	Bradford	\$40,241	195	\$37,379	189	96	212	434	3%	78%	\$42,044	37

Region	District	Raw Average Teacher Salary (2015-16)	Raw Average Teacher Salary Rank	Scale Salary 2015-16	Scale Salary Rank	Average Salary to Median Income Index	Index Score Rank	Enrollment 2015-16	% Minority 2015-16	% FRL 2015-16	Median Household Income 2014	FTE 2015-16
SE	Brinkley	\$36,593	229	\$38,355	147	119	95	537	68%	78%	\$30,682	49
NE	Brookland	\$45,854	75	\$43,712	45	107	163	2,207	7%	38%	\$42,851	154
CN	Bryant	\$54,821	9	\$48,116	9	98	206	8,969	28%	37%	\$55,915	543
NE	Buffalo Is. Central	\$42,041	162	\$38,139	156	98	205	767	20%	59%	\$42,851	66
CN	Cabot	\$53,237	14	\$48,092	10	98	208	10,058	12%	37%	\$54,459	634
SW	Caddo Hills	\$35,523	232	\$36,467	218	103	186	578	20%	79%	\$34,597	51
NE	Calico Rock	\$38,940	218	\$37,192	196	119	98	419	3%	71%	\$32,744	35
SW	Camden Fairview	\$43,104	133	\$39,804	97	123	76	2,554	68%	77%	\$34,971	174
CN	Carlisle	\$40,228	196	\$37,218	195	74	232	670	14%	66%	\$54,459	54
NE	Cave City	\$41,486	176	\$36,618	211	129	48	1,261	5%	77%	\$32,101	92
NE	Cedar Ridge	\$41,762	169	\$37,026	199	102	190	850	9%	68%	\$41,085	67
NW	Cedarville	\$43,335	126	\$38,705	130	100	197	830	17%	72%	\$43,466	68
SW	Centerpoint	\$39,804	204	\$35,844	231	108	156	961	22%	72%	\$36,893	74
NW	Charleston	\$52,307	19	\$44,292	40	129	47	882	11%	50%	\$40,404	59
SE	Clarendon	\$40,224	197	\$36,453	219	131	42	513	65%	92%	\$30,682	49
NW	Clarksville	\$51,225	24	\$44,788	35	147	8	2,682	46%	73%	\$34,923	181
SE	Cleveland County	\$41,058	185	\$37,521	184	95	213	870	30%	63%	\$43,201	67
NW	Clinton	\$42,326	155	\$37,721	177	128	54	1,297	7%	70%	\$32,975	113
NE	Concord	\$39,624	210	\$38,729	129	98	209	435	3%	69%	\$40,555	38
CN	Conway	\$55,907	5	\$49,723	4	109	151	9,734	40%	50%	\$51,436	638
NE	Corning	\$43,572	119	\$37,346	191	129	49	933	5%	72%	\$33,826	69
SW	Cossatot River	\$45,336	83	\$36,769	206	137	19	1,066	37%	76%	\$33,127	82
NW	Cotter	\$41,202	183	\$37,411	186	109	150	680	4%	70%	\$37,873	53
NW	County Line	\$45,094	88	\$38,108	157	112	134	461	10%	70%	\$40,404	34

Region	District	Raw Average Teacher Salary (2015-16)	Raw Average Teacher Salary Rank	Scale Salary 2015-16	Scale Salary Rank	Average Salary to Median Income Index	Index Score Rank	Enrollment 2015-16	% Minority 2015-16	% FRL 2015-16	Median Household Income 2014	FTE 2015-16
NE	Cross County	\$39,633	209	\$38,635	134	103	185	626	11%	73%	\$38,597	49
SE	Crossett	\$41,944	165	\$37,146	197	116	112	1,720	39%	62%	\$36,176	127
CN	Cutter-Morning Star	\$40,009	201	\$37,429	185	98	201	583	24%	75%	\$40,621	46
NW	Danville	\$40,036	200	\$38,067	160	108	154	849	56%	77%	\$37,080	72
NW	Dardanelle	\$49,132	40	\$43,545	49	133	38	2,093	37%	72%	\$37,080	146
NW	Decatur	\$40,589	192	\$37,843	169	71	234	585	46%	79%	\$57,408	49
NW	Deer/Mt. Judea	\$37,990	225	\$35,940	229	106	174	349	8%	72%	\$35,895	40
SW	DeQueen	\$50,256	31	\$43,842	43	136	28	2,431	70%	76%	\$37,014	157
SE	Dermott	\$36,602	228	\$35,997	228	124	72	373	95%	95%	\$29,541	40
SE	Des Arc	\$40,985	186	\$36,864	205	103	184	515	12%	70%	\$39,896	46
SE	DeWitt	\$45,175	86	\$41,167	71	124	70	1,258	21%	66%	\$36,409	94
SW	Dierks	\$42,502	149	\$37,844	168	114	124	553	8%	63%	\$37,336	51
CN	Dollarway	\$41,572	174	\$38,393	143	116	115	1,192	95%	93%	\$35,927	98
NW	Dover	\$47,776	55	\$41,407	69	120	89	1,404	7%	59%	\$39,909	97
SE	Drew Central	\$39,687	208	\$38,611	135	108	157	955	30%	73%	\$36,801	73
SE	Dumas	\$38,756	219	\$36,302	223	117	108	1,358	77%	72%	\$33,028	114
NE	Earle	\$33,409	234	\$38,889	122	94	215	606	99%	95%	\$35,455	51
NW	East End	\$38,495	224	\$36,700	208	95	214	668	16%	60%	\$40,556	53
NE	East Poinsett Co.	\$39,704	207	\$37,350	190	111	138	683	25%	75%	\$35,851	54
SW	El Dorado	\$44,154	106	\$40,262	85	108	152	4,522	62%	64%	\$40,841	314
NW	Elkins	\$46,593	68	\$39,973	92	102	188	1,131	10%	48%	\$45,589	79
SW	Emerson-Taylor-Bradley	\$45,214	85	\$40,153	87	121	87	986	23%	52%	\$37,495	84
CN	England	\$39,105	216	\$37,605	180	72	233	757	45%	76%	\$54,459	61
NW	Eureka Springs	\$44,754	94	\$42,202	60	121	86	625	14%	62%	\$36,964	51

Region	District	Raw Average Teacher Salary (2015-16)	Raw Average Teacher Salary Rank	Scale Salary 2015-16	Scale Salary Rank	Average Salary to Median Income Index	Index Score Rank	Enrollment 2015-16	% Minority 2015-16	% FRL 2015-16	Median Household Income 2014	FTE 2015-16
NW	Farmington	\$49,863	34	\$46,633	19	109	148	2,366	16%	39%	\$45,589	161
NW	Fayetteville	\$55,653	8	\$49,451	5	122	80	9,652	32%	40%	\$45,589	664
NW	Flippin	\$43,046	134	\$38,164	155	130	45	820	5%	75%	\$33,181	63
SW	Fordyce	\$40,640	190	\$36,679	209	119	92	806	65%	70%	\$34,018	66
SW	Foreman	\$41,421	179	\$37,736	175	110	143	481	26%	68%	\$37,691	39
NE	Forrest City	\$52,555	18	\$45,277	29	172	2	2,478	89%	82%	\$30,489	173
NW	Fort Smith	\$54,253	12	\$49,071	6	136	26	14,383	58%	73%	\$39,907	946
SW	Fouke	\$44,859	90	\$38,381	144	110	144	1,048	3%	62%	\$40,877	73
CN	Fountain Lake	\$49,236	39	\$45,447	26	121	84	1,357	14%	63%	\$40,621	96
SW	Genoa Central	\$44,798	93	\$39,826	95	110	145	1,143	2%	48%	\$40,877	79
NW	Gentry	\$45,887	74	\$42,221	59	80	228	1,446	35%	62%	\$57,408	108
CN	Glen Rose	\$47,606	57	\$40,003	90	126	64	1,008	5%	56%	\$37,831	66
NE	Gosnell	\$45,602	79	\$40,469	80	136	27	1,299	32%	74%	\$33,577	89
NW	Gravette	\$52,675	16	\$48,772	7	92	218	1,809	13%	48%	\$57,408	124
NW	Green Forest	\$44,037	110	\$39,075	115	119	97	1,200	50%	82%	\$36,964	95
CN	Greenbrier	\$54,734	10	\$47,702	12	106	168	3,393	7%	38%	\$51,436	208
NE	Greene County Tech	\$44,605	98	\$39,927	94	105	177	3,619	7%	50%	\$42,572	252
NW	Greenland	\$43,748	118	\$39,339	103	96	211	849	11%	64%	\$45,589	65
NW	Greenwood	\$52,867	15	\$47,532	14	132	39	3,630	12%	35%	\$39,907	225
SW	Gurdon	\$46,142	70	\$39,203	107	120	88	711	47%	76%	\$38,504	59
CN	Guy-Perkins	\$40,214	198	\$39,582	100	78	230	368	13%	41%	\$51,436	35
NW	Hackett	\$44,832	92	\$41,937	62	112	130	861	11%	66%	\$39,907	74
SE	Hamburg	\$42,521	148	\$38,203	154	118	106	1,893	37%	59%	\$36,176	133
SW	Hampton	\$41,808	167	\$38,642	133	106	173	546	30%	72%	\$39,493	41

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CN	Harmony Grove (Saline)	\$47,978	52	\$44,849	34	137	18	1,167	6%	50%	\$34,971	84
SW	Harmony Grove (Ouachita)	\$41,571	175	\$37,731	176	74	231	967	27%	59%	\$55,915	79
NE	Harrisburg	\$45,250	84	\$39,151	110	126	61	1,229	7%	74%	\$35,851	101
NW	Harrison	\$47,468	60	\$40,626	76	119	94	2,668	8%	49%	\$39,779	184
SE	Hazen	\$39,245	215	\$36,489	215	98	202	643	25%	73%	\$39,896	52
NE	Heber Springs	\$43,171	131	\$38,817	126	106	167	1,742	6%	53%	\$40,555	132
NW	Hector	\$42,873	141	\$37,739	174	107	160	576	5%	71%	\$39,909	46
SE	Helena/ W.Helena	\$46,255	69	\$42,261	58	164	4	1,425	96%	96%	\$28,171	107
SE	Hermitage	\$38,589	222	\$36,471	217	118	103	418	51%	76%	\$32,734	36
NE	Highland	\$43,257	127	\$39,450	101	135	32	1,565	5%	68%	\$32,101	114
NE	Hillcrest	\$40,162	199	\$36,382	221	115	118	408	3%	71%	\$34,916	33
SW	Hope	\$42,056	161	\$38,975	119	127	57	2,492	78%	82%	\$33,136	187
SW	Horatio	\$42,826	143	\$39,256	106	116	116	840	27%	74%	\$37,014	64
CN	Hot Springs	\$47,942	53	\$44,348	39	118	102	3,642	62%	79%	\$40,621	280
NE	Hoxie	\$41,156	184	\$37,561	181	118	104	826	6%	75%	\$34,916	73
NW	Huntsville	\$50,269	30	\$43,687	46	128	53	2,286	16%	67%	\$39,158	158
NE	Izard County Consolidated	\$44,720	96	\$38,581	138	137	22	488	5%	81%	\$32,744	38
NE	Jackson Co.	\$42,425	152	\$36,539	213	131	44	875	9%	65%	\$32,427	64
NW	Jasper	\$41,583	173	\$37,400	187	116	113	859	4%	72%	\$35,895	82
CN	Jessieville	\$43,777	117	\$40,554	77	108	158	898	13%	72%	\$40,621	70
NE	Jonesboro	\$48,043	50	\$46,169	20	112	132	5,918	62%	75%	\$42,851	383
SW	Junction City	\$43,125	132	\$37,795	173	106	175	660	40%	67%	\$40,841	44
SW	Kirby	\$37,024	227	\$35,756	233	100	195	329	13%	71%	\$36,893	32
SW	Lafayette County	\$44,092	108	\$36,959	202	137	20	628	67%	84%	\$32,225	52



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CN	Lake Hamilton	\$55,830	6	\$47,271	15	137	17	4,378	21%	55%	\$40,621	263
SE	Lakeside (Chicot)	\$41,833	166	\$40,118	88	142	13	1,060	88%	100%	\$29,541	93
CN	Lakeside (Garland)	\$54,690	11	\$48,362	8	135	33	3,391	25%	50%	\$40,621	209
NW	Lamar	\$45,762	78	\$41,622	67	131	43	1,255	10%	69%	\$34,923	87
NW	Lavaca	\$42,554	147	\$39,974	91	107	165	838	13%	54%	\$39,907	63
NE	Lawrence County	\$41,340	181	\$36,892	204	118	100	970	6%	61%	\$34,916	71
NW	Lead Hill	\$36,187	230	\$35,892	230	91	219	369	10%	78%	\$39,779	27
SE	Lee County	\$40,277	194	\$38,378	145	144	11	781	92%	90%	\$28,006	58
NW	Lincoln	\$48,471	49	\$42,105	61	106	169	1,203	19%	71%	\$45,589	76
CN	Little Rock	\$57,265	2	\$47,768	11	125	69	23,164	82%	74%	\$45,698	1802
CN	Lonoke	\$43,213	130	\$40,330	84	79	229	1,748	33%	65%	\$54,459	139
NW	Magazine	\$41,772	168	\$37,797	172	115	119	546	8%	79%	\$36,391	42
CN	Magnet Cove	\$42,954	138	\$38,045	163	114	125	679	5%	50%	\$37,831	51
SW	Magnolia	\$47,036	64	\$43,473	50	125	67	2,871	60%	70%	\$37,495	205
CN	Malvern	\$47,791	54	\$42,552	56	126	60	2,025	44%	75%	\$37,831	150
NE	Mammoth Spring	\$39,742	206	\$36,065	226	119	96	449	3%	67%	\$33,347	37
NE	Manila	\$47,980	51	\$40,427	83	143	12	1,063	7%	66%	\$33,577	79
NW	Mansfield	\$44,370	102	\$38,266	151	111	136	831	11%	71%	\$39,907	61
NE	Marion	\$49,957	33	\$45,647	23	141	14	4,072	58%	66%	\$35,455	275
NE	Marked Tree	\$39,591	211	\$38,082	159	110	141	564	37%	81%	\$35,851	43
NE	Marmaduke	\$42,926	140	\$38,472	141	101	193	744	5%	62%	\$42,572	54
SE	Marvell-Elaine	\$55,819	7	\$42,793	55	198	1	361	91%	98%	\$28,171	28
CN	Mayflower	\$44,740	95	\$40,688	75	87	223	1,090	16%	63%	\$51,436	82
NE	Maynard	\$38,710	220	\$36,379	222	103	187	444	2%	73%	\$37,761	35

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NE	McCrary	\$47,123	63	\$41,711	66	157	5	603	14%	61%	\$29,969	49
SE	McGehee	\$44,241	104	\$38,867	124	134	35	1,167	52%	76%	\$33,028	91
NE	Melbourne	\$43,810	115	\$39,040	117	134	36	871	4%	59%	\$32,744	67
SW	Mena	\$45,561	82	\$39,169	108	138	16	1,763	8%	68%	\$33,127	133
NE	Midland	\$38,664	221	\$36,960	201	94	216	517	8%	67%	\$41,085	42
SW	Mineral Springs	\$47,245	62	\$39,807	96	127	59	411	78%	90%	\$37,336	46
SE	Monticello	\$43,934	112	\$38,823	125	119	93	2,059	41%	53%	\$36,801	167
SW	Mount Ida	\$40,618	191	\$36,543	212	117	107	474	7%	70%	\$34,597	43
NW	Mountain Home	\$48,512	48	\$43,330	51	128	56	3,919	8%	52%	\$37,873	265
CN	Mountain Pine	\$42,319	156	\$37,936	164	104	179	513	12%	83%	\$40,621	40
NE	Mountain View	\$43,792	116	\$38,500	140	146	9	1,660	4%	68%	\$30,010	129
NW	Mountainburg	\$43,040	135	\$39,642	99	99	199	666	6%	73%	\$43,466	52
CN	Mt. Vernon/Enola	\$41,986	163	\$39,349	102	82	226	512	6%	56%	\$51,436	39
NW	Mulberry	\$35,460	233	\$36,417	220	82	227	359	4%	75%	\$43,466	34
CN	N. Little Rock	\$50,469	27	\$44,704	37	110	140	8,413	69%	71%	\$45,698	545
SW	Nashville	\$50,625	26	\$43,545	48	136	29	1,909	49%	72%	\$37,336	141
NW	Nemo Vista	\$41,588	172	\$36,968	200	98	203	423	15%	61%	\$42,348	44
NE	Nettleton	\$47,539	59	\$43,268	52	111	137	3,306	53%	68%	\$42,851	240
SW	Nevada	\$39,772	205	\$35,837	232	129	52	418	45%	76%	\$30,935	39
NE	Newport	\$41,717	171	\$39,330	104	129	51	1,208	50%	80%	\$32,427	102
NW	Norfolk	\$39,460	213	\$37,308	194	104	178	426	5%	83%	\$37,873	43
NW	Omaha	\$35,936	231	\$36,932	203	90	220	403	8%	79%	\$39,779	37
NE	Osceola	\$43,228	128	\$39,791	98	129	50	1,236	85%	90%	\$33,577	92
SW	Ouachita River	\$41,746	170	\$36,629	210	126	63	718	9%	75%	\$33,127	54

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CN	Ouachita	\$41,326	182	\$37,845	167	109	149	513	7%	50%	\$37,831	35
NW	Ozark Mountain	\$39,367	214	\$36,033	227	124	71	665	5%	80%	\$31,765	61
NW	Ozark	\$49,587	37	\$44,459	38	123	78	1,832	7%	57%	\$40,404	128
NE	Palestine-Wheatley	\$44,164	105	\$37,831	170	145	10	768	18%	86%	\$30,489	52
NE	Pangburn	\$45,147	87	\$40,476	78	107	161	733	4%	58%	\$42,044	62
NE	Paragould	\$45,570	81	\$39,071	116	107	162	3,057	16%	65%	\$42,572	203
NW	Paris	\$42,347	154	\$38,778	127	116	110	1,098	14%	73%	\$36,391	87
SW	Parkers Chapel	\$43,020	137	\$38,052	162	105	176	787	15%	38%	\$40,841	61
NW	Pea Ridge	\$49,101	41	\$46,723	18	86	225	1,930	10%	43%	\$57,408	130
NW	Perryville	\$43,026	136	\$38,370	146	106	171	952	6%	58%	\$40,556	77
NE	Piggott	\$42,678	145	\$37,621	179	126	62	909	4%	53%	\$33,826	67
CN	Pine Bluff	\$48,886	43	\$41,739	65	136	24	4,016	98%	85%	\$35,927	285
NE	Pocahontas	\$45,918	73	\$40,789	73	122	82	1,911	9%	60%	\$37,761	126
NW	Pottsville	\$47,276	61	\$41,919	63	118	99	1,699	10%	45%	\$39,909	124
CN	Poyen	\$47,592	58	\$40,246	86	103	182	568	5%	58%	\$46,067	40
NW	Prairie Grove	\$51,175	25	\$44,771	36	112	131	1,881	9%	44%	\$45,589	124
SW	Prescott	\$42,199	157	\$37,558	182	136	23	999	44%	74%	\$30,935	77
CN	Pulaski County Special	\$51,740	22	\$45,433	27	113	126	16,562	57%	60%	\$45,698	1124
NE	Quitman	\$38,947	217	\$38,219	153	96	210	631	7%	55%	\$40,555	51
NE	Rector	\$42,496	150	\$37,892	165	126	65	611	3%	69%	\$33,826	47
NE	Riverside	\$42,072	160	\$38,596	137	98	204	818	7%	64%	\$42,851	68
NE	Riverview	\$51,236	23	\$46,757	17	122	81	1,345	28%	76%	\$42,044	98
NW	Rogers	\$57,153	3	\$53,392	2	100	198	15,077	52%	61%	\$57,408	965
NE	Rose Bud	\$46,010	71	\$41,411	68	109	147	837	8%	59%	\$42,044	64

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NW	Russellville	\$48,892	42	\$45,088	31	123	79	5,240	36%	58%	\$39,909	396
NE	Salem	\$46,953	65	\$40,470	79	141	15	793	8%	66%	\$33,347	58
NW	Scranton	\$42,142	159	\$37,669	178	116	114	409	6%	53%	\$36,391	31
NW	Searcy County	\$39,808	203	\$36,759	207	125	68	828	5%	71%	\$31,765	71
NE	Searcy	\$51,824	21	\$47,051	16	123	75	4,146	26%	53%	\$42,044	262
CN	Sheridan	\$48,775	46	\$43,978	41	106	172	4,130	9%	47%	\$46,067	271
NW	Shirley	\$44,665	97	\$36,482	216	135	30	383	5%	83%	\$32,975	40
NW	Siloam Springs	\$49,418	38	\$45,524	24	86	224	4,139	42%	57%	\$57,408	265
NE	Sloan-Hendrix	\$42,378	153	\$38,219	152	121	83	718	3%	64%	\$34,916	49
SW	Smackover	\$43,401	125	\$37,883	166	106	170	1,160	25%	53%	\$40,841	88
NE	So. Miss. County	\$42,848	142	\$38,605	136	114	123	1,252	38%	79%	\$-	80
NW	South Conway County	\$45,774	77	\$40,880	72	108	153	2,205	29%	74%	\$42,348	159
SW	South Pike County	\$43,447	124	\$36,537	214	118	105	705	13%	70%	\$36,893	63
NW	South Side (VanBuren)	\$44,602	99	\$38,766	128	135	31	491	4%	59%	\$32,975	49
NE	Southside (Independence)	\$44,346	103	\$38,294	148	108	155	1,726	8%	63%	\$41,085	113
SW	Spring Hill	\$44,008	111	\$38,920	121	133	37	555	13%	51%	\$33,136	41
NW	Springdale	\$59,143	1	\$55,343	1	130	46	21,260	64%	71%	\$45,589	1320
SE	Star City	\$45,580	80	\$40,746	74	121	85	1,562	30%	64%	\$37,644	113
SW	Strong-Huttig	\$41,451	178	\$36,134	224	101	192	313	77%	94%	\$40,841	32
SE	Stuttgart	\$43,558	121	\$41,250	70	120	90	1,634	53%	65%	\$36,409	122
SW	Texarkana	\$45,974	72	\$43,107	53	112	129	4,270	61%	71%	\$40,877	337
NE	Trumann	\$41,405	180	\$39,033	118	115	117	1,614	21%	74%	\$35,851	118
NW	Two Rivers	\$45,839	76	\$38,087	158	124	73	815	15%	81%	\$37,080	57
NW	Valley Springs	\$45,017	89	\$38,688	131	113	127	893	3%	49%	\$39,779	64

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NE	Valley View	\$48,880	44	\$42,400	57	114	122	2,709	10%	27%	\$42,851	191
NW	Van Buren	\$48,634	47	\$43,804	44	112	133	5,818	30%	65%	\$43,466	401
CN	Vilonia	\$50,345	29	\$44,935	32	98	207	3,230	7%	42%	\$51,436	214
NE	Viola	\$43,872	114	\$38,268	150	132	40	410	4%	65%	\$33,347	34
NW	Waldron	\$44,493	101	\$40,468	81	134	34	1,450	22%	73%	\$33,202	124
SE	Warren	\$41,967	164	\$37,522	183	128	55	1,626	58%	72%	\$32,734	117
CN	Watson Chapel	\$48,865	45	\$43,585	47	136	25	2,605	79%	75%	\$35,927	163
NW	West Fork	\$46,836	67	\$41,793	64	103	183	1,088	12%	51%	\$45,589	80
NE	West Memphis	\$52,141	20	\$47,569	13	147	7	5,621	79%	74%	\$35,455	378
NE	West Side (Cleburne)	\$40,868	189	\$38,955	120	101	194	461	2%	70%	\$40,555	42
NW	Western Yell Co.	\$39,489	212	\$37,396	188	106	166	392	31%	81%	\$37,080	34
NE	Westside Cons. (Craighead)	\$43,539	122	\$39,936	93	102	191	1,718	7%	57%	\$42,851	117
NW	Westside (Johnson)	\$38,586	223	\$38,273	149	110	139	665	6%	62%	\$34,923	54
NE	White Co. Central	\$43,462	123	\$40,448	82	103	181	720	16%	71%	\$42,044	55
CN	White Hall	\$53,629	13	\$44,859	33	127	58	2,880	27%	47%	\$42,348	187
NW	Wonderview	\$37,616	226	\$37,118	198	89	221	424	3%	64%	\$42,348	45
SE	Woodlawn	\$41,473	177	\$38,053	161	107	159	552	8%	40%	\$38,597	40
NE	Wynne	\$50,446	28	\$45,316	28	152	6	2,667	35%	60%	\$33,181	188
NW	Yellville-Summit	\$42,763	144	\$38,676	132	109	146	717	5%	73%	\$39,071	55