



STATE OF ARKANSAS
**Department of Finance
and Administration**

OFFICE OF PERSONNEL MANAGEMENT
Administrator's Office
1509 West Seventh Street, Suite 201
Post Office Box 3278
Little Rock, Arkansas 72203-3278
Phone: (501) 682-1823
www.dfa.arkansas.gov

June 8, 2012

Senator Michael Lamoureux, Co-Chair
Representative Bryan King, Co-Chair
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Gentlemen:

The Office of Personnel Management (OPM) submits a request from the Arkansas Department of Education (ADE) for your review.

The Arkansas Department of Education has requested continuation into next fiscal year for its existing salary administration grid previously established by ACA 21-5-222 (a) of Act 688 of 2009 which states:

- (1) *A state agency or institution may request that a salary administration grid be approved for specific classifications of positions assigned to the career service compensation plan if the:*
 - (A) *State agency or institution has documented the need for a salary administration grid for specified positions or classifications;*
 - (B) *Terms and conditions of the grid proposed by the agency or institution address the needs of the targeted positions;*
 - (C) *Cost of implementing and maintaining a salary administration grid is within the agency's or institution's existing appropriation and implementation does not use funds specifically set aside for other programs within the agency or institution; and*
 - (D) *Salary administration grid has been approved by the Chief Fiscal Officer of the State after review by the Personnel Committee.*
- (2)
 - (A) *Special salary rates may be authorized up to the maximum pay level authorized for the grade assigned to the classification of a career service position for specific classifications only.*
 - (B) *An approved salary administration grid shall be used for establishing a starting salary for an employee in an individual position.*
 - (C) *A person hired above the entry pay level shall meet or exceed the minimum qualifications for the job classification.*
 - (D) *Subsequent salary determinations within a salary administration grid shall be based on the employee's qualifications, relevant competitive compensation rates, professional or education achievements, and internal equity within the agency or institution.*
 - (E) *A plan of implementation and salary progression must be approved by the office on a biennial basis.*

- (3) *An approved grid may be amended only upon approval by the office after review by the Personnel Committee.*
- (4) *Compensation differentials that are included in an agency or institution's grid plan may not exceed rates provided in 21-5-221.*

This salary administration grid pertains to certain positions requiring an Arkansas Teaching License. The currently utilized classifications for Fiscal Year 2011 – 2012 as well as the requested classifications for Fiscal Year 2012 – 2013 are listed below:

CLASSIFICATIONS UTILIZED / REQUESTED:

<u>TITLE</u>	<u>CLASS CODE</u>	<u>PAY GRADE</u>
ADE Special Education Division Manager	G006C	C129
ADE Assistant to Director	G012C	C129
Public School Program Manager	E006C	C126
ADE OERZ Director	E007C	C126
ADE Program Administrator	G075C	C124
Public School Program Coordinator	E016C	C123
Public School Program Advisor	E019C	C122
ADE OERZ Technical Assistant Specialist	E020C	C122

JUSTIFICATION:

The Arkansas Department of Education requests continuation of this existing salary administration grid in order to compete with the state's public school for the abovementioned classifications. Instead of routinely using the entry level of the classification's pay grade, salary determinations are based on education, experience, achievements, and competitive compensation rates.

The Office of Personnel Management has reviewed this request and recommends continuation of this salary administration grid for the Arkansas Department of Education into Fiscal Year 2012 – 2013. Your consideration of this request is greatly appreciated.

Sincerely,



Kay Barnhill Terry
State Personnel Administrator



Chief Fiscal Officer of the State

MAY 30 2012

Date



ARKANSAS DEPARTMENT OF EDUCATION

Dr. Tom W. Kimbrell
Commissioner

May 8, 2012

**State Board
of Education**

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Little Rock

Ms. Kay Barnhill-Terry, Administrator
Department of Finance and Administration
Office of Personnel Management (OPM)
1509 West 7th Street
Little Rock, AR 72203

Dear Ms. Terry:

The Arkansas Department of Education (ADE) is requesting to continue the agency's career service salary grids for positions requiring a valid Arkansas Teaching License for the following classifications for FY 2012-2013:

Pay Grade C122, E019C, Public School Program Advisor
Pay Grade C123, E016C, Public School Program Coordinator
Pay Grade C124, G075C, ADE Program Administrator
Pay Grade C125, None at this time
Pay Grade C126, E006C, Public School Program Manager
Pay Grade C127, None at this time
Pay Grade C128, None at this time
Pay Grade C129, G006C, ADE Special Education Division Mgr.
Pay Grade C129, G012C, ADE Assistant to Commissioner
Pay Grade C130, None at this time
Pay Grade C126, E007C, ADE OERZ Director
Pay Grade C122, E020C, ADE OERZ Technical Assist Specialist

Rationale:

OPM approved ADE's salary grids for specific classifications assigned to the career service compensation plan for the following reasons:

- ADE documented the need for salary grids for specified classifications;
- The market conditions for the classifications supported the establishment of these pay grids;
- ADE's specific grids were established to meet unique employment conditions and to be competitive with the relevant labor market of Arkansas Public Schools;
- The cost of implementing and maintaining the grids are within the ADE's existing appropriation and implementation does not use funds specifically set aside for other programs within the agency;
- The salary grids have been approved by the Chief Fiscal Officer of the State after review by the Personnel Committee;
- The approved salary grids will be used for establishing eligibility for the salary of newly hired candidates with valid teacher licenses;
- ADE is responsible for the administration of the grids. Subsequent salary determinations utilizing the grids shall be based on the candidate's qualifications, relevant competitive compensation rates and professional and education achievements;

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Ms. Kay Barnhill-Terry
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- ADE's approved grids may be amended only upon approval by OPM after review by the Personnel Committee;
- ADE's salary grids will only effect the above-mentioned classifications;
- ADE must report any salary adjustments utilizing the approved salary grids to Personnel Committee and OPM monthly.

If you have any questions regarding this matter, please contact Clemetta Hood, at 682.4210.

Sincerely,

A handwritten signature in cursive script that reads "Karen Cushman".

Karen Cushman, Ed.D.
Assistant Commissioner Human Resources

KC:ch

Attachments

2009-2010 Approved Salary Schedule *
Grade C130

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
 The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$63,950	\$71,609	\$75,189
1	\$64,472	\$72,165	\$75,773
2	\$64,994	\$72,721	\$76,357
3	\$65,516	\$73,277	\$76,941
4	\$66,038	\$73,833	\$77,525
5	\$66,560	\$74,389	\$78,108
6	\$67,082	\$74,945	\$78,692
7	\$67,604	\$75,501	\$79,276
8	\$68,126	\$76,057	\$79,860
9	\$68,648	\$76,613	\$80,444
10	\$69,170	\$77,169	\$81,027
11	\$69,692	\$77,725	\$81,611
12	\$70,214	\$78,281	\$82,195
13	\$70,736	\$78,837	\$82,779
14	\$71,258	\$79,393	\$83,363
15	\$71,780	\$79,949	\$83,946
16	\$72,302	\$80,505	\$84,530
17	\$72,824	\$81,061	\$85,114
18	\$73,346	\$81,617	\$85,698
19	\$73,868	\$82,173	\$86,282
20	\$74,390	\$82,729	\$86,865
21	\$74,912	\$83,285	\$87,449
22	\$75,434	\$83,841	\$88,033
23	\$75,956	\$84,397	\$88,617
24	\$76,478	\$84,953	\$89,201
25	\$77,000	\$85,509	\$89,784

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

**2009-2010 Approved Salary Schedule *
Grade C129**

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$60,905	\$68,199	\$71,609
1	\$61,427	\$68,755	\$72,193
2	\$61,949	\$69,311	\$72,777
3	\$62,471	\$69,867	\$73,360
4	\$62,993	\$70,423	\$73,944
5	\$63,515	\$70,979	\$74,528
6	\$64,037	\$71,535	\$75,112
7	\$64,559	\$72,091	\$75,696
8	\$65,081	\$72,647	\$76,279
9	\$65,603	\$73,203	\$76,863
10	\$66,125	\$73,759	\$77,447
11	\$66,647	\$74,315	\$78,031
12	\$67,169	\$74,871	\$78,615
13	\$67,691	\$75,427	\$79,198
14	\$68,213	\$75,983	\$79,782
15	\$68,735	\$76,539	\$80,366
16	\$69,257	\$77,095	\$80,950
17	\$69,779	\$77,651	\$81,534
18	\$70,301	\$78,207	\$82,117
19	\$70,823	\$78,763	\$82,701
20	\$71,345	\$79,319	\$83,285
21	\$71,867	\$79,875	\$83,869
22	\$72,389	\$80,431	\$84,453
23	\$72,911	\$80,987	\$85,036
24	\$73,433	\$81,543	\$85,620
25	\$73,955	\$82,099	\$86,204

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

2009-2010 Approved Salary Schedule *
Grade C128

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
 The average increments were :

Bachelors Masters Masters+ 5%
\$522 \$556 \$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$58,005	\$64,952	\$68,200
1	\$58,527	\$65,508	\$68,783
2	\$59,049	\$66,064	\$69,367
3	\$59,571	\$66,620	\$69,951
4	\$60,093	\$67,176	\$70,535
5	\$60,615	\$67,732	\$71,119
6	\$61,137	\$68,288	\$71,702
7	\$61,659	\$68,844	\$72,286
8	\$62,181	\$69,400	\$72,870
9	\$62,703	\$69,956	\$73,454
10	\$63,225	\$70,512	\$74,038
11	\$63,747	\$71,068	\$74,621
12	\$64,269	\$71,624	\$75,205
13	\$64,791	\$72,180	\$75,789
14	\$65,313	\$72,736	\$76,373
15	\$65,835	\$73,292	\$76,957
16	\$66,357	\$73,848	\$77,540
17	\$66,879	\$74,404	\$78,124
18	\$67,401	\$74,960	\$78,708
19	\$67,923	\$75,516	\$79,292
20	\$68,445	\$76,072	\$79,876
21	\$68,967	\$76,628	\$80,459
22	\$69,489	\$77,184	\$81,043
23	\$70,011	\$77,740	\$81,627
24	\$70,533	\$78,296	\$82,211
25	\$71,055	\$78,852	\$82,795

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

**2009-2010 Approved Salary Schedule *
Grade C127**

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$55,243	\$61,859	\$64,952
1	\$55,765	\$62,415	\$65,536
2	\$56,287	\$62,971	\$66,120
3	\$56,809	\$63,527	\$66,703
4	\$57,331	\$64,083	\$67,287
5	\$57,853	\$64,639	\$67,871
6	\$58,375	\$65,195	\$68,455
7	\$58,897	\$65,751	\$69,039
8	\$59,419	\$66,307	\$69,622
9	\$59,941	\$66,863	\$70,206
10	\$60,463	\$67,419	\$70,790
11	\$60,985	\$67,975	\$71,374
12	\$61,507	\$68,531	\$71,958
13	\$62,029	\$69,087	\$72,541
14	\$62,551	\$69,643	\$73,125
15	\$63,073	\$70,199	\$73,709
16	\$63,595	\$70,755	\$74,293
17	\$64,117	\$71,311	\$74,877
18	\$64,639	\$71,867	\$75,460
19	\$65,161	\$72,423	\$76,044
20	\$65,683	\$72,979	\$76,628
21	\$66,205	\$73,535	\$77,212
22	\$66,727	\$74,091	\$77,796
23	\$67,249	\$74,647	\$78,379
24	\$67,771	\$75,203	\$78,963
25	\$68,293	\$75,759	\$79,547

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

**2009-2010 Approved Salary Schedule *
Grade C126**

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$52,612	\$58,913	\$61,859
1	\$53,134	\$59,469	\$62,442
2	\$53,656	\$60,025	\$63,026
3	\$54,178	\$60,581	\$63,610
4	\$54,700	\$61,137	\$64,194
5	\$55,222	\$61,693	\$64,778
6	\$55,744	\$62,249	\$65,361
7	\$56,266	\$62,805	\$65,945
8	\$56,788	\$63,361	\$66,529
9	\$57,310	\$63,917	\$67,113
10	\$57,832	\$64,473	\$67,697
11	\$58,354	\$65,029	\$68,280
12	\$58,876	\$65,585	\$68,864
13	\$59,398	\$66,141	\$69,448
14	\$59,920	\$66,697	\$70,032
15	\$60,442	\$67,253	\$70,616
16	\$60,964	\$67,809	\$71,199
17	\$61,486	\$68,365	\$71,783
18	\$62,008	\$68,921	\$72,367
19	\$62,530	\$69,477	\$72,951
20	\$63,052	\$70,033	\$73,535
21	\$63,574	\$70,589	\$74,118
22	\$64,096	\$71,145	\$74,702
23	\$64,618	\$71,701	\$75,286
24	\$65,140	\$72,257	\$75,870
25	\$65,662	\$72,813	\$76,454

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

**2009-2010 Approved Salary Schedule *
Grade C125**

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

**Bachelors Masters Masters+ 5%
\$522 \$556 \$584**

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$50,107	\$56,108	\$58,913
1	\$50,629	\$56,664	\$59,497
2	\$51,151	\$57,220	\$60,081
3	\$51,673	\$57,776	\$60,665
4	\$52,195	\$58,332	\$61,249
5	\$52,717	\$58,888	\$61,832
6	\$53,239	\$59,444	\$62,416
7	\$53,761	\$60,000	\$63,000
8	\$54,283	\$60,556	\$63,584
9	\$54,805	\$61,112	\$64,168
10	\$55,327	\$61,668	\$64,751
11	\$55,849	\$62,224	\$65,335
12	\$56,371	\$62,780	\$65,919
13	\$56,893	\$63,336	\$66,503
14	\$57,415	\$63,892	\$67,087
15	\$57,937	\$64,448	\$67,670
16	\$58,459	\$65,004	\$68,254
17	\$58,981	\$65,560	\$68,838
18	\$59,503	\$66,116	\$69,422
19	\$60,025	\$66,672	\$70,006
20	\$60,547	\$67,228	\$70,589
21	\$61,069	\$67,784	\$71,173
22	\$61,591	\$68,340	\$71,757
23	\$62,113	\$68,896	\$72,341
24	\$62,635	\$69,452	\$72,925
25	\$63,157	\$70,008	\$73,508

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

**2009-2010 Approved Salary Schedule *
Grade C124**

Whose Positions Require that they hold a Valid AR Teaching License

This Salary Schedule is based on the Average Salaries calculated from the two hundred forty-five Salary Schedules submitted to the Arkansas Department of Education from Local School Districts on 11/12/08 and revised with the pay grades pursuant to Act 688 in 2009

The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$47,721	\$53,436	\$56,108
1	\$48,243	\$53,992	\$56,692
2	\$48,765	\$54,548	\$57,275
3	\$49,287	\$55,104	\$57,859
4	\$49,809	\$55,660	\$58,443
5	\$50,331	\$56,216	\$59,027
6	\$50,853	\$56,772	\$59,611
7	\$51,375	\$57,328	\$60,194
8	\$51,897	\$57,884	\$60,778
9	\$52,419	\$58,440	\$61,362
10	\$52,941	\$58,996	\$61,946
11	\$53,463	\$59,552	\$62,530
12	\$53,985	\$60,108	\$63,113
13	\$54,507	\$60,664	\$63,697
14	\$55,029	\$61,220	\$64,281
15	\$55,551	\$61,776	\$64,865
16	\$56,073	\$62,332	\$65,449
17	\$56,595	\$62,888	\$66,032
18	\$57,117	\$63,444	\$66,616
19	\$57,639	\$64,000	\$67,200
20	\$58,161	\$64,556	\$67,784
21	\$58,683	\$65,112	\$68,368
22	\$59,205	\$65,668	\$68,951
23	\$59,727	\$66,224	\$69,535
24	\$60,249	\$66,780	\$70,119
25	\$60,771	\$67,336	\$70,703

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

**2009-2010 Approved Salary Schedule *
Grade C123**

Whose Positions Require that they hold a Valid AR Teaching License

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The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters+ 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$45,448	\$50,891	\$53,436
1	\$45,970	\$51,447	\$54,019
2	\$46,492	\$52,003	\$54,603
3	\$47,014	\$52,559	\$55,187
4	\$47,536	\$53,115	\$55,771
5	\$48,058	\$53,671	\$56,355
6	\$48,580	\$54,227	\$56,938
7	\$49,102	\$54,783	\$57,522
8	\$49,624	\$55,339	\$58,106
9	\$50,146	\$55,895	\$58,690
10	\$50,668	\$56,451	\$59,274
11	\$51,190	\$57,007	\$59,857
12	\$51,712	\$57,563	\$60,441
13	\$52,234	\$58,119	\$61,025
14	\$52,756	\$58,675	\$61,609
15	\$53,278	\$59,231	\$62,193
16	\$53,800	\$59,787	\$62,776
17	\$54,322	\$60,343	\$63,360
18	\$54,844	\$60,899	\$63,944
19	\$55,366	\$61,455	\$64,528
20	\$55,888	\$62,011	\$65,112
21	\$56,410	\$62,567	\$65,695
22	\$56,932	\$63,123	\$66,279
23	\$57,454	\$63,679	\$66,863
24	\$57,976	\$64,235	\$67,447
25	\$58,498	\$64,791	\$68,031

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

**2009-2010 Approved Salary Schedule *
Grade C122**

Whose Positions Require that they hold a Valid AR Teaching License

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The zero years of experience is the average computed for a 260 day contract
The average increments were :

Bachelors	Masters	Masters + 5%
\$522	\$556	\$584

Years of Experience**	BA	MA	Ed.D.or Ph.D.
0	\$43,284	\$48,468	\$50,891
1	\$43,806	\$49,024	\$51,475
2	\$44,328	\$49,580	\$52,059
3	\$44,850	\$50,136	\$52,643
4	\$45,372	\$50,692	\$53,227
5	\$45,894	\$51,248	\$53,810
6	\$46,416	\$51,804	\$54,394
7	\$46,938	\$52,360	\$54,978
8	\$47,460	\$52,916	\$55,562
9	\$47,982	\$53,472	\$56,146
10	\$48,504	\$54,028	\$56,729
11	\$49,026	\$54,584	\$57,313
12	\$49,548	\$55,140	\$57,897
13	\$50,070	\$55,696	\$58,481
14	\$50,592	\$56,252	\$59,065
15	\$51,114	\$56,808	\$59,648
16	\$51,636	\$57,364	\$60,232
17	\$52,158	\$57,920	\$60,816
18	\$52,680	\$58,476	\$61,400
19	\$53,202	\$59,032	\$61,984
20	\$53,724	\$59,588	\$62,567
21	\$54,246	\$60,144	\$63,151
22	\$54,768	\$60,700	\$63,735
23	\$55,290	\$61,256	\$64,319
24	\$55,812	\$61,812	\$64,903
25	\$56,334	\$62,368	\$65,486

* The Department requests the ability to adjust this salary schedule as adjustments are made Legislatively to the Minimum Teacher Salary each year.

** The Department will not utilize lanes 0-2 when the job description requires a minimum of three years of experience.

BEGINNING SALARIES PROPOSED FOR EACH SALARY SCHEDULE/GRID
Arkansas Department of Education 2009-2010

Grades	BA	MA	Ed.D or Ph.D.
C122	\$43,284	\$48,468	\$50,891
C123	\$45,448	\$50,891	\$53,436
C124	\$47,721	\$53,436	\$56,108
C125	\$50,107	\$56,108	\$58,913
C126	\$52,612	\$58,913	\$61,859
C127	\$55,243	\$61,859	\$64,952
C128	\$58,005	\$64,952	\$68,199
C129	\$60,905	\$68,199	\$71,609
C130	\$63,950	\$71,609	\$75,190

Entry salaries for C122 were configured from the average AR teacher salary for the 2008-09 school year for both entry level Bachelors and Masters level teachers. Those salaries are then prorated from 190 day contract to 260 work day for state government.

Grades C123- C130 are adjusted 5.0% above the salary amount of the preceeding grade.

Ed.D or Ph.D is from the Master's column plus 5.0%.