



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
Fax: (501) 682-5104

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

Dear Gentlemen:

The Arkansas School for the Blind and Arkansas School for the Deaf are requesting continuation of special entry rates in accordance with the special language as approved in the agencies' appropriation acts. The special language of in Act 180 and Act 170 of the 88th General Assembly Fiscal Session 2012 states the following:

SECTION 15. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. SPECIAL RATES OF PAY. Due to the need to meet the minimum compensation schedule as established by Act 74 of the 2nd Extraordinary Session of the 84th General Assembly, or its successor, for public school teachers, counselors, and librarians and other education professionals as listed in subsection (a) below, the Arkansas School for the Blind and Arkansas School for the Deaf is authorized to adjust current or new employees to at least the minimum level of compensation for public school employees.

For current or new employees in the positions listed in the subsection (a) below, the Arkansas School for the Blind and Arkansas School for the Deaf may implement salary adjustments to maintain equity between their teacher salaries and those of Central Arkansas Public School Systems only after a plan for determining and implementing those adjustments has been reviewed by the Office of Personnel Management and by the Personnel Committee of the Arkansas Legislative Council and approved by the Chief Fiscal Officer of the State.

For purposes of implementing the plan, the Arkansas School for the Blind and Arkansas School for the Deaf are authorized special rates of pay up to the maximum of the assigned grade for classifications listed in the subsection (a) below.

(a) <u>TITLE</u>	<u>GRADE</u>
Certified Bachelors Teacher	C117
Certified Masters Teacher	C119
Certified Masters Degree Librarian	C119
Education Counselor	C119
School Speech Pathologist	C119
Teacher Supervisor	C120
Educational Specialist	C120
Assistant Principal	C123
School Principal	C126

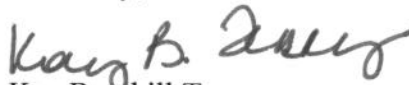
Funding for the minimum compensation provided for in this section that is supported in whole or in part from general revenues, shall, if required, be provided by a transfer from the Merit Adjustment Fund to the proper fund or fund account and in such amounts as determined by the Chief Fiscal Officer of the State. The Arkansas School for the Blind and Arkansas School for the Deaf shall, in addition to the funds provided in this Act for Annual Career Service Recognition Payments from the Merit Adjustment Fund, make available any funding generated from agency salary savings for such purposes from the funds or fund accounts as provided by law. The provisions of this section shall be in effect only from July 1, 2012 through June 30, 2013.

The agencies' request is based on the need to maintain equity between teacher salaries and those of Central Arkansas Public School Systems. The attachments reflect the pay scale that the schools are requesting to continue.

The Office of Personnel Management recommends approval of this request.

Your consideration of this request is appreciated.

Sincerely,



Kay Barnhill Terry
State Personnel Administrator



Chief Fiscal Officer of the State

MAY 31 2012

Date



ASD

Arkansas School for the Deaf

2400 West Markham • Little Rock, Arkansas 72205 • (501) 324-9506 Voice/TTY • (501) 324-9553 Fax
Mike Phillips, Superintendent

May 3, 2012

Kay Terry, Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
P.O. Box 3278
Little Rock, AR 72203-3278

The Arkansas School for the Deaf is requesting continuation of special entry rates for teachers, counselors, librarians and other educational professionals in accordance with the special language as approved in the agency's appropriation act. The following special language of Act 180 of the 88th General Assembly of Fiscal Session 2012 states the following:

SECTION 15. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. SPECIAL RATES OF PAY. Due to the need to meet the minimum compensation schedule as established by Act 74 of the 2nd Extraordinary Session of the 84th General Assembly, or its successor, for public school teachers, counselors, and librarians and other education professionals as listed in subsection (a) below, the Arkansas School for the Deaf authorized to adjust current or new employees to at least the minimum level of compensation for public school employees.

For purposes of implementing the plan, the Arkansas School for the Deaf is authorized special rates of pay up to maximum on the new Career Service Pay Plan.

<u>TITLE</u>	<u>GRADE</u>
Certified Bachelors Teacher	C117
Certified Masters Teacher	C119
Certified Masters Degree Librarian	C119
Education Counselor	C119
School Speech Pathologist	C119
School Principal	C126
Assistant Principal	C123
Teacher Supervisor	C120
Educational Specialist	C120

MISSION STATEMENT

Working Together to Create Learning Opportunities for Academic Excellence and Personal Independence

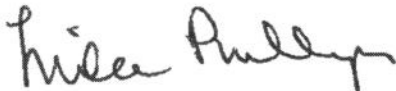
Kay Terry, Personnel Administrator
Arkansas Department of Finance and Administration
May 3, 2012
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The agencies' request is based on the need to maintain equity between teacher salaries and those of Central Arkansas Public School Systems. The attachments reflect the pay scale that the schools are requesting to implement and also reflect salary levels for various educational levels and years of experience.

Your consideration of this request is appreciated

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Phillips". The signature is written in a cursive, somewhat stylized font.

Mike Phillips, Superintendent
Arkansas School for the Deaf



ARKANSAS SCHOOL FOR THE BLIND

[ESTABLISHED 1868]

2600 WEST MARKHAM – P.O. BOX 668

LITTLE ROCK, ARKANSAS 72203

1-800-382-4451 – (501) 296-1810

FACSIMILE: (501) 683-3536 – TTY/TDD: (501) 296-1833

JIM HILL
SUPERINTENDENT

May 3, 2012

Kay Terry, Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
P.O. Box 3278
Little Rock, AR 72203-3278

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For current or new employees in the positions listed in the section below, the Arkansas School for the Blind may implement salary adjustments to maintain equity between their teacher salaries and those of Central Arkansas Public School Systems, after a plan for determining and implementing those adjustments has been reviewed by the Office of Personnel Management and by the Personnel Committee of the Arkansas Legislative Council and approved by the Chief Fiscal Officer of the State.

For purposes of implementing the plan, the Arkansas School for the Blind is authorized special rates of pay up to maximum on the new Career Service Pay Plan.

Kay Terry, Personnel Administrator
Arkansas Department of Finance and Administration
May 3, 2012
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<u>TITLE</u>	<u>GRADE</u>
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Your consideration of this request is appreciated.

Sincerely,



Jim Hill, Superintendent
Arkansas School for the Blind

Certified Bachelors Teacher

Certified Bachelors Teacher

Years of Experience	C117		BA + Certification 33,386 Base +450
	BA 33,386 Base +450	BA + Certification 33,386 Base +450	
0	33,386		35,389
1	33,836		35,839
2	34,286		36,289
3	34,736		36,739
4	35,186		37,189
5	35,636		37,639
6	36,086		38,089
7	36,536		38,539
8	36,986		38,989
9	37,436		39,439
10	37,886		39,889
11	38,336		40,339
12	38,786		40,789
13	39,236		41,239
14	39,686		41,689
15	40,136		42,139
16	40,586		42,589
17	41,036		43,039

Years of Experience	C119			
	Certified Masters Teacher Certified Masters Degree Librarian Education Counselor School Speech Pathologist	Certified Masters Teacher Certified Masters Degree Librarian Education Counselor School Speech Pathologist	Certified Masters Teacher Certified Masters Degree Librarian Education Counselor School Speech Pathologist	Certified Masters Teacher Certified Masters Degree Librarian Education Counselor School Speech Pathologist
	MA Only 37,430 Base	MA + Certification 37,430 Base	MA + Certification + 30 hrs 37,430 Base	
	+500	+500	+500	+500
0	37,430	39,676	42,056	42,056
1	37,930	40,176	42,556	42,556
2	38,430	40,676	43,056	43,056
3	38,930	41,176	43,556	43,556
4	39,430	41,676	44,056	44,056
5	39,930	42,176	44,556	44,556
6	40,430	42,676	45,056	45,056
7	40,930	43,176	45,556	45,556
8	41,430	43,676	46,056	46,056
9	41,930	44,176	46,556	46,556
10	42,430	44,676	47,056	47,056
11	42,930	45,176	47,556	47,556
12	43,430	45,676	48,056	48,056
13	43,930	46,176	48,556	48,556
14	44,430	46,676	49,056	49,056
15	44,930	47,176	49,556	49,556
16	45,430	47,676	50,056	50,056
17	45,930	48,176	50,556	50,556
18	46,430	48,676	51,056	51,056