RESOLUTION OF THE BOARD OF EDUCATION
LITTLE ROCK SCHOOL DISTRICT
EMPLOYEE COMPENSATION VALUES AND RIGHT-SIZING
DISTRICT SALARIES RESOLUTION

WHEREAS, the Little Rock School District Board of Education values all Little Rock School District (LRSD) employees as professionals and believes they are deserving of competitive compensation; however, it has been more than 20 years since the District has had an overall review of its classification and compensation systems conducted by an independent third party compensation consulting firm, more than 10 years since non-teaching employees received a pay increase, and two years since all teachers received a pay increase of approximately 3% or not less than $1,135 for each teacher; and,

WHEREAS, one of the LRSD Board of Education’s overarching goals includes outstanding educators and staff where quality staff has been recruited, developed, supported, retained, and celebrated; and,

WHEREAS, the ability to offer competitive compensation is an integral component in right-sizing the district budget for recruiting and retaining highly effective staff; and,

WHEREAS, the LRSD Board of Education is opposed to any compensation plans that lacks employee input and representation of all employee group voices; and,

WHEREAS, the LRSD Board of Education believes that one of the greatest factors that influences students’ cognitive, physical, social, and emotional growth is providing them with outstanding educators and staff.

NOW, THEREFORE, BE IT RESOLVED that the Little Rock School District Board of Education directs the Superintendent to develop a compensation system with updates provided to the Board by the end of September 2021, and during May of subsequent years thereafter through 2024-25 school year, that reflects the following values:

- A predictable compensation schedule for all employee groups that acknowledges experience/longevity, knowledge, and performance (e.g. skills, professional growth, responsibilities, and collaboration) including other areas as derived by employee input processes
- A compensation system that is easily comparable to the highest paying school district in Arkansas and competitive with neighboring states.
- A compensation system that is developed after opportunity for ample feedback and input from employees, regularly and effectively communicated to all staff.
- A compensation system that progressively moves toward a regionally-competitive pay for all employees.
- A compensation system that reflects research and best practices for ensuring equity and employee satisfaction.

In addition, the Board intends for this resolution to lead to the creation of new policies and/or procedures/regulations: staff contracts, compensation and salary schedules that will define the annual practice of adopting said contracts and schedules.

AVAILABILITY OF FUNDS: Availability of funds are not presently available for this resolution. The Superintendent’s obligation under this resolution is contingent upon the availability of appropriated funds. No subsequent proposals resulting from this resolution may arise until funds are made available and the Board receives notice of such availability, to be confirmed in writing by the Superintendent.

BE IT FURTHER RESOLVED, the LRSD Board of Education directs the Superintendent to take action to accomplish the following goals contingent upon funds availability:
• **Increase LRSD’s teacher starting salaries** within a three-year phased-in approach resulting in a starting salary of at least $48,000 by July 1, 2024.

• **Increase LRSD’s non-teaching employee salaries** within a three-year phased-in approach resulting in an equitable percentage increase as compared to teacher salaries by July 1, 2024.

• **Transitioning to a new employee compensation system** in alignment with the implementation plan which resulted from LRSD’s compensation study, recently completed by Management Advisory Group (MAG) as previously charged by the LRSD Board. The Superintendent of Schools may authorize salary line adjustments within policy or procedural guidelines pursuant to supply and demand and staffing needs at the executive compensation level.

• **Provide pandemic pay in an amount up to $2,000** to all full-time employees currently employed with LRSD as of the approved date of this resolution. Employees employed less than full-time will receive a prorated pay amount pursuant to full-time equivalency or FTE. Effective for current employees and payable for the 2020-21 school year subject to availability of funds and funding guidelines.

**NOW BE IT FINAL RESOLVED** that the LRSD Board of Education, in order to advance the competitiveness of the District’s employee compensation system, directs the Superintendent to consider the following when developing the District’s future compensation system for the 2021-22 school year and beyond:

• Compensation Options/Recommendations are aligned to this Resolution regarding employee compensation.

• There is evidence that all individuals who will be impacted by the decision have been offered opportunities for engagement, input, and reaction to the proposed compensation system.

• Options/recommendations are fiscally responsible, sustainable, and allow for multiple year phase-in, with evidence that all avenues/strategies have been considered.

• The recommendations advance and/or protect the Board’s end goal without adverse impact to student learning.

• The recommendations are fully endorsed/supported by the Superintendent.

Adopted this _____ day of April 2021 by a vote of _________________________________.

**LITTLE ROCK SCHOOL DISTRICT BOARD OF EDUCATION**

By _______________________________________

Vicki Hatter  
Board President

**ATTEST:**

_____________________________________

Ali Nolan  
Board Secretary

**WITNESS:**

_____________________________________

Mike Poore  
Superintendent of Schools