

eStem Charter School

LEARNS Act Financial Impact

Arkansas Code § 6-17-2403 is amended to read as follows:
6-17-2403. Minimum teacher compensation schedule — Definition.

(a)(1) The board of directors in each school district in the state shall pay classroom teachers upon a minimum base salary of fifty thousand dollars (\$50,000)... to require that each teacher in the public school district is employed at least one hundred ninety (190) school days each year;

(b)(1) For the 2023-2024 school year, each teacher shall be paid a salary that is at least two thousand dollars (\$2,000) greater than his or her current salary as of September 1, 2022.

d) For purposes of the salary requirements described in this section, a "teacher" means an individual employed by a public school in the State of Arkansas in a full-time position that requires a valid Arkansas teaching license, including without limitation a principal or assistant principal, unless the public school has been issued a waiver by the State Board of Education.

eStem Public Charter Schools (eStem) is requesting to rescind our waiver for Personnel Policies – Minimum Teacher Compensation Schedule to be able to fully comply with LEARNS Act requirements and to receive the funding for said requirements.

- eStem teachers are contracted for 195 school days, so we have pro-rated the \$50,000 base to properly compensate for the additional days

\$50,000 for 190 days = \$51,300 for 195 days

- For current employees returning for the 2023-2024 School Year, compensation will be:

Returning Teacher/School Admin Compensation	
2023-2024 SY Only	
Bachelor's Degree	Master's Degree
\$51,300	\$53,800
<p>\$2,000 increase for certified school employees making less than \$51,300 or \$53,800 in accordance with their degree status in education</p>	

- For teachers that are new to eStem for the 2023-2024 School Year, compensation will be:

New Hire Teacher/School Admin Compensation	
2023-2024 SY Only	
Bachelor's Degree	Master's Degree
\$51,300	\$52,300

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4. Compensation for returning staff was prioritized to encourage staff retention for the 2023-2024 SY

5. The Financial Impact Analysis calculated below on the assumption that all current staff return for 2023-2024 SY, which is also the most expensive scenario. While ideal, we have completed the process for Intent to Return letters and know of several employees who will not return for next school year. We can definitively say that the cost of these salary increases will come in below the following estimates.

	Salary	Benefits	
Operating	1,403,867	322,889	1,726,756
Federal	84,874	19,521	104,395
		GRAND TOTAL	1,831,151

*Estimated Revenue from Learns Act \$1,534,485 (1,247,549 salary 286,936 benefits)

**We will be conducting a review of all salary classifications by fund before year-end to confirm coding is correct and to ensure we are receiving the maximum amount possible to cover these increases.

The eStem District Leadership team has reviewed these options and determined that they are financially feasible and beneficial to our staff. We respectfully request the Charter Authorizing Panel's approval of our Minimum Teacher Compensation waiver so we can proceed with our compensation plan in compliance with the Learns Act.

Best regards,



Angela Miller, CFO
eStem Public Charter Schools