



2025-2026

SCHOOL FINANCE UPDATE

(FROM THE SCHOOL BUSINESS OFFICE)

APRIL 15, 2025

Presented by Charles Warren, CFO



Option 1 – Certified Salary Schedule FY26

Year of Service	BACHELOR	BACHELOR +12 HRs	BACHELOR +24 HRs	BACHELOR +36 HRs	MASTER	MASTER +15 HRs	MASTER +30 HRs	DOCTOR
1	\$50,200	\$50,400	\$50,600	\$52,900	\$52,900	\$55,200	\$57,500	\$59,800
2	50,350	50,550	51,275	53,575	53,575	55,875	58,175	60,475
3	50,500	50,700	51,950	54,250	54,250	56,550	58,850	61,150
4	50,650	50,850	52,625	54,925	54,925	57,225	59,525	61,825
5	50,800	51,000	53,300	55,600	55,600	57,900	60,200	62,500
6	50,950	51,675	53,975	56,275	56,275	58,575	60,875	63,175
7	51,100	52,350	54,650	56,950	56,950	59,250	61,550	63,850
8	51,250	53,025	55,325	57,625	57,625	59,925	62,225	64,525
9	51,400	53,700	56,000	58,300	58,300	60,600	62,900	65,200
10	52,075	54,375	56,675	58,975	58,975	61,275	63,575	65,875
11	52,750	55,050	57,350	59,650	59,650	61,950	64,250	66,550
12	53,425	55,725	58,025	60,325	60,325	62,625	64,925	67,225
13	54,100	56,400	58,700	61,000	61,000	63,300	65,600	67,900
14	54,775	57,075	59,375	61,675	61,675	63,975	66,275	68,575
15	55,450	57,750	60,050	62,350	62,350	64,650	66,950	69,250
16	56,125	58,425	60,725	63,025	63,025	65,325	67,625	69,925
17	56,800	59,100	61,400	63,700	63,700	66,000	68,300	70,600
18	57,475	59,775	62,075	64,375	64,375	66,675	68,975	71,275
19	58,150	60,450	62,750	65,050	65,050	67,350	69,650	71,950
20	58,825	61,125	63,425	65,725	65,725	68,025	70,325	72,625
21	59,500	61,800	64,100	66,400	66,400	68,700	71,000	73,300
22	60,175	62,475	64,775	67,075	67,075	69,375	71,675	73,975
23	60,850	63,150	65,450	67,750	67,750	70,050	72,350	74,650
24	61,525	63,825	66,425	68,425	68,425	70,725	73,025	75,325
25	\$62,200	\$64,500	\$66,800	\$69,100	\$69,100	\$71,400	\$73,700	\$76,000

Option 1 – FSPS Goal for FY26

Non-Recurring Payment (NRP)

Veteran Full-time Staff

Cost of \$ 475,000

(Step 25 for FY25)

- *\$1,000 for certified staff;*
- *\$750 for classified staff and administrators*

All Full-time Staff

Cost of \$3,075,000

(in addition to the NRP above)

- *\$1,250 for all full-time staff*

More Unknowns

Teacher Minimum Salary Raise (TMSR) Fund

- *Will it continue to fund FSPS salary & benefits?*

This appears to be safe for now.

Full implementation of voucher system in Arkansas

- *What's the impact to student enrollment?*

Still unknown.

Citizen's Committee Report

- *Will we continue our path of right-sizing the District?*

Still unknown.

The Four Factors of Funding

School Year	Millage	Assessment	Foundation Funding	Student Count	Teacher Base	Increase in Base	Teacher New Base
2021-22	42.058 mills	1.87%	2.34%	-341.43	\$38,500	none	\$38,500
2022-23	42.058 mills	3.42%	2.33%	+68.09	\$38,500	\$5,500	\$44,000
2023-24	42.058 mills	3.93%	2.77%	-59.47	\$44,000	\$6,200	\$50,200
2024-25	42.058 mills	3.16%	2.01%	-230.13	\$50,200	none	\$50,200
2025-26	42.058 mills	3.57%	5.03%	+29.12			

New Sources of Funds for 2025-2026

Sources	Amount
Local New Revenue	\$ 3,369,000
State New Revenue	\$ 3,985,000
Available Sources	\$ 7,354,000

Uses of Funds for 2025-2026

Uses	Amount
Cost of Existing Staff	\$ 900,000
Cost of Assistant Principals	\$ 300,000
Employer Health Care Costs	\$ 1,482,000
Estimated New Costs	\$ 2,682,000

Sources and Uses Summary

Sources of Funds	Amount
Total Available Funds	\$ 7,354,000

Uses of Funds	Amount
Estimated New Costs	\$ 2,682,000

Net Available Funds	Amount
Estimated Before Unknowns	\$ 4,672,000

Summary of a New Option

Allocation approach:

1/3 to Certified Salary Schedule

1/3 to 14 Classified Salary Schedules

1/3 held to meet inflation and economic volatility

- No non-recurring payment recommendations

Certified – Still needed manual overrides (highlighted cells)

Classified – Eliminated manual overrides

Option 1325 - Certified Salary Schedule FY26

Year of Service	BACHELOR	BACHELOR +12 HRs	BACHELOR +24 HRs	BACHELOR +36 HRs	MASTER	MASTER +15 HRs	MASTER +30 HRs	DOCTOR
1	\$50,200	\$50,775	\$51,925	\$54,225	\$54,225	\$56,525	\$58,825	\$61,125
2	51,525	51,725	52,600	54,900	54,900	57,200	59,500	61,800
3	51,675	51,875	53,275	55,575	55,575	57,875	60,175	62,475
4	51,825	52,025	53,950	56,250	56,250	58,550	60,850	63,150
5	51,975	52,325	54,625	56,925	56,925	59,225	61,525	63,825
6	52,125	53,000	55,300	57,600	57,600	59,900	62,200	64,500
7	52,275	53,675	55,975	58,275	58,275	60,575	62,875	65,175
8	52,425	54,350	56,650	58,950	58,950	61,250	63,550	65,850
9	52,725	55,025	57,325	59,625	59,625	61,925	64,225	66,525
10	53,400	55,700	58,000	60,300	60,300	62,600	64,900	67,200
11	54,075	56,375	58,675	60,975	60,975	63,275	65,575	67,875
12	54,750	57,050	59,350	61,650	61,650	63,950	66,250	68,550
13	55,425	57,725	60,025	62,325	62,325	64,625	66,925	69,225
14	56,100	58,400	60,700	63,000	63,000	65,300	67,600	69,900
15	56,775	59,075	61,375	63,675	63,675	65,975	68,275	70,575
16	57,450	59,750	62,050	64,350	64,350	66,650	68,950	71,250
17	58,125	60,425	62,725	65,025	65,025	67,325	69,625	71,925
18	58,800	61,100	63,400	65,700	65,700	68,000	70,300	72,600
19	59,475	61,775	64,075	66,375	66,375	68,675	70,975	73,275
20	60,150	62,450	64,750	67,050	67,050	69,350	71,650	73,950
21	60,825	63,125	65,425	67,725	67,725	70,025	72,325	74,625
22	61,500	63,800	66,100	68,400	68,400	70,700	73,000	75,300
23	62,175	64,475	66,775	69,075	69,075	71,375	73,675	75,975
24	62,850	65,150	67,450	69,750	69,750	72,050	74,350	76,650
25	\$63,525	\$65,825	\$68,125	\$70,425	\$70,425	\$72,725	\$75,025	\$77,325

The Four Factors of Funding

School Year	Millage	Assessment	Foundation Funding	Student Count	Teacher Base	Increase in Base	Teacher New Base
2021-22	42.058 mills	1.87%	2.34%	-341.43	\$38,500	none	\$38,500
2022-23	42.058 mills	3.42%	2.33%	+68.09	\$38,500	\$5,500	\$44,000
2023-24	42.058 mills	3.93%	2.77%	-59.47	\$44,000	\$6,200*	\$46,000 \$50,200*
2024-25	42.058 mills	3.16%	2.01%	-230.13	\$46,000 \$50,200*	none	\$46,000 \$50,200*
2025-26	42.058 mills	3.57%	5.03%	+29.12	\$46,000 \$50,200*	\$1,325	\$47,325 \$50,200*

* - LEARNS Act override

Summary

Certified Salary Schedule Impact

Ranges	Low	High	Average
Percentages	1.74%	3.95%	2.76%
Dollars	\$1,325	\$2,000	\$1,735

Classified Salary Schedule Impact

Ranges	Low	High	Average
Percentages	1.63%	12.90%	4.94%
Dollars	\$600	\$2,880	\$1,423