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## What Happened When Arkansas Let Districts Raise the Minimum Pay for Teachers

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Lawmakers in at least 22 states have proposed bills to increase minimum teacher salaries and offer other incentives to improve recruitment and retention. These are important measures, given documented staffing challenges in certain areas and subjects, the declining prestige of the profession and lower enrollment in traditional preparation programs.

Seven of these bills, including the Arkansas LEARNS Act, have become law.

My research team has been monitoring and documenting the effects of the salary changes introduced by the Arkansas LEARNS Act. As the program completes its first year, one lesson is becoming clear: Successful implementation requires the support and buy-in of school districts. Salary schedules that merely satisfy the minimal requirements of such legislation might not produce the desired results.