



STATE OF ARKANSAS
**Department of Finance
and Administration**

OFFICE OF PERSONNEL MANAGEMENT
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June 13, 2017

Senator John Cooper, Co-Chairperson
Representative Les Eaves, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Arkansas Legislative Council
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Co-Chairs;

The Office of Personnel Management submits a request from the Arkansas School for the Deaf (ASD) to continue its currently active certification differentials and education differentials.

The Arkansas School for the Deaf requests to continue its certification differentials of 6% and second language differentials of up to 10%. ASD paid compensation differentials to 97 incumbents in 2017. The amount paid for certification differential was \$19,384; the amount paid for second language differential was \$298,183. The second language differential is used for American Sign Language based upon proficiency level. These differentials are used to recruit and retain individuals who attain certifications and educational degrees which are relevant to ASD's specialized learning environment.

The Office of Personnel Management has reviewed this request from the Arkansas School for the Deaf and recommends approval to continue its certification differentials and education differentials through Fiscal Year 2018.

Your consideration of this request is appreciated.

Sincerely,

A large, stylized handwritten signature in black ink, appearing to read "Kay Barnhill". To the right of the signature, the initials "For KB" are written in a smaller, cursive hand.

Kay Barnhill
State Personnel Administrator

A handwritten signature in blue ink that reads "Carla Haugen".

Chief Fiscal Officer of the State

JUN 02 2017

Date



ASD

Arkansas School for the Deaf

2400 West Markham • Little Rock, AR 72205 • (501) 324-9506 • (501) 324-9553 Fax
Dr. Janet Dickinson, Superintendent

Kay Barnhill
DFA Office of Personnel Management
1509 West 7th Street, Suite 200
Little Rock, AR 72201

Dear Ms. Barnhill,

The Arkansas School for the Deaf (ASD) is requesting a Second Language and Deaf Certification Differentials and be made available to all positions. The differential pay levels be up to 10% Second Language and up to 6% Deaf Certification.

ASD has made it a job requirement for all staff to know American Sign Language (ASL) to help communicate with staff and students. The Second Language Differential would help with this new requirement. It also helps keep ASD competitive with other public schools and deaf schools. This will be used for recruiting and retaining staff.

The Arkansas School for the Deaf uses Deaf Certification Differentials for recruiting and retaining staff. This will also encourage current staff to go and better their selves to help educate students.

Thank you for your assistance.

Sincerely,

A handwritten signature in black ink, appearing to read "Janet Dickinson".

Dr. Janet Dickinson
Superintendent

MISSION STATEMENT

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