

Office of Personnel Management

Policy

Policy Title: Educational Differential	Policy Number: 20.05.03
Citation: Arkansas Code Annotated § 21-5-221	Forms: None

Purpose

Arkansas law allows for agencies and institutions to request educational differentials when the employee attains additional education that relates directly to the job functions and duties they are performing.

Specific Provisions

If an agency or institution can demonstrate a need for a educational differential, they may submit a plan of the terms and conditions for eligibility for the educational differential they are requesting. The plan must be approved annually by the Office of Personnel Management (OPM) after review by the Personnel Committee of the Legislative Council.

The agency or institution may request authorization for educational differential pay for individual positions or for specific classifications of up to six percent (6%) for job-related additional education attained by an employee.

The additional education must be from an accredited institution of higher education, documented by official transcript, certificate, or degree award, and the education must be directly related to the predominant job duties and functions of the position or classification.

The employee may not receive an educational differential if the education to be compensated is included in the special or minimum qualifications established for the classification.

January 13, 2011