

**REPORT OF CONFERENCE COMMITTEE**

**MR. PRESIDENT AND MR. SPEAKER:**

**We, the undersigned conferees, have had under consideration the amendments to the following entitled BILL:**

S.B. No. 2508: Salary supplement for school counselors who obtain national certification; authorize.

**We, therefore, respectfully submit the following report and recommendation:**

**1. That the House recede from its Amendment No. 1.**

**2. That the Senate and House adopt the following amendment:**

**Amend by striking all after the enacting clause and inserting in lieu thereof the following:**

16 SECTION 1. Section 37-19-7, Mississippi Code of 1972, is  
17 amended as follows:

18 37-19-7. (1) The allowance in the minimum education program  
19 for teachers' salaries in each county and separate school district  
20 shall be determined and paid in accordance with the scale for  
21 teachers' salaries as provided in this subsection for the number  
22 of teachers employed not in excess of the number of teacher units  
23 allotted. For teachers holding the following types of licenses or  
24 the equivalent as determined by the State Board of Education, and  
25 the following number of years of teaching experience, the scale  
26 shall be as follows:

**1999-2000 School Year**

**and School Years Thereafter**

**Less Than 25 Years of Teaching Experience**

30	AAAA.....	\$24,445.00
31	AAA.....	23,595.00
32	AA.....	22,745.00
33	A.....	21,695.00

**25 or More Years of Teaching Experience**

35	AAAA.....	\$25,445.00
36	AAA.....	24,595.00
37	AA.....	23,745.00
38	A.....	22,695.00

39           It is the intent of the Legislature that any state funds made  
40 available for salaries of licensed personnel in excess of the  
41 funds paid for such salaries for the 1986-1987 school year shall  
42 be paid to licensed personnel pursuant to a personnel appraisal  
43 and compensation system implemented by the State Board of  
44 Education. The State Board of Education shall have the authority  
45 to adopt and amend rules and regulations as are necessary to  
46 establish, administer and maintain the system.

47           All teachers employed on a full-time basis shall be paid a  
48 minimum salary in accordance with the above scale. However, no  
49 school district shall receive any funds under this section for any  
50 school year during which the local supplement paid to any  
51 individual teacher shall have been reduced to a sum less than that  
52 paid to that individual teacher for performing the same duties  
53 from local supplement during the immediately preceding school  
54 year. The amount actually spent for the purposes of group health  
55 and/or life insurance shall be considered as a part of the  
56 aggregate amount of local supplement but shall not be considered  
57 a part of the amount of individual local supplement.

58           For teachers holding a Class AAAA license, the minimum base  
59 pay specified in this subsection shall be increased by the sum of  
60 Six Hundred Fifty-five Dollars (\$655.00) for each year of teaching  
61 experience possessed by the person holding such license until such  
62 person shall have twenty-five (25) years of teaching experience.

63           For teachers holding a Class AAA license, the minimum base  
64 pay specified in this subsection shall be increased by the sum of  
65 Five Hundred Ninety Dollars (\$590.00) for each year of teaching  
66 experience possessed by the person holding such license until such  
67 person shall have twenty-five (25) years of teaching experience.

68           For teachers holding a Class AA license, the minimum base pay  
69 specified in this subsection shall be increased by the sum of Five  
70 Hundred Twenty Dollars (\$520.00) for each year of teaching  
71 experience possessed by the person holding such license until such  
72 person shall have twenty-five (25) years of teaching experience.

73           For teachers holding a Class A license, the minimum base pay

74 specified in this subsection shall be increased by the sum of Four  
75 Hundred Twenty-five Dollars (\$425.00) for each year of teaching  
76 experience possessed by the person holding such license until such  
77 person shall have twenty-one (21) years of teaching experience.

78 The level of professional training of each teacher to be used  
79 in establishing the salary allotment for the teachers for each  
80 year shall be determined by the type of valid teacher's license  
81 issued to those teachers on or before October 1 of the current  
82 school year.

83 (2) (a) The following employees shall receive an annual  
84 salary supplement in the amount of Six Thousand Dollars  
85 (\$6,000.00), plus fringe benefits, in addition to any other  
86 compensation to which the employee may be entitled:

87 (i) \* \* \* Any licensed teacher who has met the  
88 requirements and acquired a Master Teacher certificate from the  
89 National Board for Professional Teaching Standards and who is  
90 employed by a local school board or the State Board of Education  
91 as a teacher and not as an administrator \* \* \*. \* \* \* In the  
92 1999-2000 and 2000-2001 school year, such teacher shall submit  
93 documentation to the State Department of Education that the  
94 certificate was received prior to April 15 in order to be eligible  
95 for the full salary supplement in the current school year. In the  
96 2001-2002 school year and in school years thereafter, such teacher  
97 shall submit documentation to the State Department of Education  
98 that the certificate was received prior to October 15 in order to  
99 be eligible for the full salary supplement in the current school  
100 year, or the teacher shall submit such documentation to the State  
101 Department of Education prior to February 15 in order to be  
102 eligible for a prorated salary supplement beginning with the  
103 second term of the school year.

104 (ii) From and after July 1, 1999, any licensed  
105 school counselor who has met the requirements and acquired a  
106 National Certified School Counselor (NCSC) endorsement from the  
107 National Board of Certified Counselors and who is employed by a  
108 local school board or the State Board of Education as a counselor

109 and not as an administrator. Such licensed school counselor  
110 shall submit documentation to the State Department of Education  
111 that the endorsement was received prior to October 15 in order to  
112 be eligible for the full salary supplement in the current school  
113 year, or the licensed school counselor shall submit such  
114 documentation to the State Department of Education prior to  
115 February 15 in order to be eligible for a prorated salary  
116 supplement beginning with the second term of the school year.  
117 However, the salary supplement authorized under this item shall be  
118 discontinued two (2) years after the date on which the National  
119 Board for Professional Teaching Standards offers a certification  
120 process for a Master Teacher certificate for school counselors,  
121 and any school counselor receiving the salary supplement will be  
122 required to complete the Master Teacher certificate process under  
123 item (i) of this paragraph in order to continue receiving such  
124 salary supplement.

125 (iii) From and after July 1, 1999, any licensed  
126 speech-language pathologist and audiologist who has met the  
127 requirements and acquired a Certificate of Clinical Competence  
128 from the American Speech-Language-Hearing Association and who is  
129 employed by a local school board. Such licensed speech-language  
130 pathologist and audiologist shall submit documentation to the  
131 State Department of Education that the certificate or endorsement  
132 was received prior to October 15 in order to be eligible for the  
133 full salary supplement in the current school year, or the licensed  
134 speech-language pathologist and audiologist shall submit such  
135 documentation to the State Department of Education prior to  
136 February 15 in order to be eligible for a prorated salary  
137 supplement beginning with the second term of the school year.  
138 However, the salary supplement authorized under this item shall be  
139 discontinued two (2) years after the date on which the National  
140 Board for Professional Teaching Standards offers a certification  
141 process for a Master Teacher certificate for school speech  
142 pathologists and audiologists, and any school speech pathologists  
143 and audiologist receiving the salary supplement will be required

144 to complete the Master Teacher certificate process under item (i)  
145 of this paragraph in order to continue receiving such salary  
146 supplement.

147 (b) An employee shall be reimbursed one (1) time for  
148 the actual cost of completing the process of acquiring the  
149 certificate or endorsement, excluding any costs incurred for  
150 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)  
151 for a school counselor or speech-language pathologist and  
152 audiologist, regardless of whether or not the process resulted in  
153 the award of the certificate or endorsement. A local school  
154 district or any private individual or entity may pay the cost of  
155 completing the process of acquiring the certificate or endorsement  
156 for any employee of the school district described under paragraph  
157 (a), and the State Department of Education shall reimburse the  
158 school district for such cost, regardless of whether or not the  
159 process resulted in the award of the certificate or endorsement.  
160 If a private individual or entity has paid the cost of completing  
161 the process of acquiring the certificate or endorsement for an  
162 employee, the local school district may agree to directly  
163 reimburse the individual or entity for such cost on behalf of the  
164 employee.

165 (c) All salary supplements, fringe benefits and process  
166 reimbursement authorized under this subsection shall be paid  
167 directly by the State Department of Education to the local school  
168 district and shall be in addition to its minimum education program  
169 allotments and not a part thereof in accordance with regulations  
170 promulgated by the State Board of Education, and subject to  
171 appropriation by the Legislature. Local school districts shall  
172 not reduce the local supplement paid to any employee receiving  
173 such salary supplement, and the employee shall receive any local  
174 supplement to which employees with similar training and experience  
175 otherwise are entitled.

176 (d) The State Department of Education may not pay any  
177 process reimbursement to a school district for an employee who  
178 does not complete the certification or endorsement process

179 required to be eligible for the certificate or endorsement. If an  
180 employee for whom such cost has been paid in full or in part by a  
181 local school district or private individual or entity fails to  
182 complete the certification or endorsement process, the employee  
183 shall be liable to the school district or individual or entity for  
184 all amounts paid by the school district or individual or entity on  
185 behalf of that employee toward his or her certificate or  
186 endorsement.

187 SECTION 2. This act shall take effect and be in force from  
188 and after June 30, 1999.

**Further, amend by striking the title in its entirety and  
inserting in lieu thereof the following:**

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 REQUIRE THE PAYMENT OF AN ANNUAL SALARY SUPPLEMENT AND A ONE-TIME  
3 PROCESS REIMBURSEMENT TO SCHOOL DISTRICT COUNSELORS ACQUIRING THE  
4 NATIONAL BOARD FOR CERTIFIED COUNSELORS' ENDORSEMENT AS A NATIONAL  
5 CERTIFIED SCHOOL COUNSELOR AND TO SPEECH-LANGUAGE PATHOLOGISTS AND  
6 AUDIOLOGISTS ACQUIRING THE CERTIFICATE OF CLINICAL COMPETENCE FROM  
7 THE AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION; TO PROVIDE THAT  
8 THE STATE DEPARTMENT OF EDUCATION SHALL PAY FRINGE BENEFITS ON THE  
9 SALARY SUPPLEMENTS AWARDED UNDER THIS STATUTE, AND TO AUTHORIZE  
10 LOCAL SCHOOL DISTRICTS OR ANY PRIVATE ENTITY TO PAY THE PROCESS  
11 COST FOR ACQUIRING SUCH NATIONAL BOARD CERTIFICATION WHICH SHALL  
12 BE REIMBURSED BY THE STATE DEPARTMENT OF EDUCATION; TO CLARIFY THE  
13 ELIGIBILITY DATE FOR SUCH SALARY SUPPLEMENTS; AND FOR RELATED  
14 PURPOSES.

CONFEREES FOR THE SENATE:

CONFEREES FOR THE HOUSE:

**X** \_\_\_\_\_  
Grey F. Ferris

**X** \_\_\_\_\_  
Leonard Morris

**X** \_\_\_\_\_  
Gray Tollison

**X** \_\_\_\_\_  
V. C. Manning

**X** \_\_\_\_\_  
Dick Hall

**X** \_\_\_\_\_  
William J. McCoy