

By: Cameron

To: Education;  
Appropriations

HOUSE BILL NO. 139

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 CREATE THE WORLD CLASS TEACHERS PROGRAM AND TO PRESCRIBE THE  
3 COMPONENTS OF THE PROGRAM; AND FOR RELATED PURPOSES.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

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

7 37-19-7. (1) The allowance in the minimum education program  
8 for teachers' salaries in each county and separate school district  
9 shall be determined and paid in accordance with the scale for  
10 teachers' salaries as provided in this subsection for the number  
11 of teachers employed not in excess of the number of teacher units  
12 allotted. For teachers holding the following types of licenses or  
13 the equivalent as determined by the State Board of Education, and  
14 the following number of years of teaching experience, the scale  
15 shall be as follows:

16 **1999-2000 School Year**

17 **and School Years Thereafter**

18 **Less Than 25 Years of Teaching Experience**

19	AAAA.....	\$25,790.00
20	AAA.....	24,940.00
21	AA.....	24,090.00

22	A.....	23,040.00
23	<b>25 or More Years of Teaching Experience</b>	
24	AAAA.....	\$26,790.00
25	AAA.....	25,940.00
26	AA.....	25,090.00
27	A.....	24,040.00

28 It is the intent of the Legislature that any state funds made  
29 available for salaries of licensed personnel in excess of the  
30 funds paid for such salaries for the 1986-1987 school year shall  
31 be paid to licensed personnel pursuant to a personnel appraisal  
32 and compensation system implemented by the State Board of  
33 Education. The State Board of Education shall have the authority  
34 to adopt and amend rules and regulations as are necessary to  
35 establish, administer and maintain the system.

36 All teachers employed on a full-time basis shall be paid a  
37 minimum salary in accordance with the above scale. However, no  
38 school district shall receive any funds under this section for any  
39 school year during which the local supplement paid to any  
40 individual teacher shall have been reduced to a sum less than that  
41 paid to that individual teacher for performing the same duties  
42 from local supplement during the immediately preceding school  
43 year. The amount actually spent for the purposes of group health  
44 and/or life insurance shall be considered as a part of the  
45 aggregate amount of local supplement but shall not be considered  
46 a part of the amount of individual local supplement.

47 For teachers holding a Class AAAA license, the minimum base  
48 pay specified in this subsection shall be increased by the sum of  
49 Six Hundred Sixty Dollars (\$660.00) for each year of teaching  
50 experience possessed by the person holding such license until such  
51 person shall have twenty-five (25) years of teaching experience.

52 For teachers holding a Class AAA license, the minimum base

53 pay specified in this subsection shall be increased by the sum of  
54 Five Hundred Ninety-five Dollars (\$595.00) for each year of  
55 teaching experience possessed by the person holding such license  
56 until such person shall have twenty-five (25) years of teaching  
57 experience.

58 For teachers holding a Class AA license, the minimum base pay  
59 specified in this subsection shall be increased by the sum of Five  
60 Hundred Thirty Dollars (\$530.00) 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 A license, the minimum base pay  
64 specified in this subsection shall be increased by the sum of Four  
65 Hundred Thirty-five Dollars (\$435.00) for each year of teaching  
66 experience possessed by the person holding such license until such  
67 person shall have twenty-one (21) years of teaching experience.

68 The level of professional training of each teacher to be used  
69 in establishing the salary allotment for the teachers for each  
70 year shall be determined by the type of valid teacher's license  
71 issued to those teachers on or before October 1 of the current  
72 school year.

73 (2) (a) The following employees shall receive an annual  
74 salary supplement in the amount of Six Thousand Dollars  
75 (\$6,000.00), plus fringe benefits, in addition to any other  
76 compensation to which the employee may be entitled:

77 (i) Any licensed teacher who has met the  
78 requirements and acquired a Master Teacher certificate from the  
79 National Board for Professional Teaching Standards and who is  
80 employed by a local school board or the State Board of Education

81 as a teacher and not as an administrator. In the 1999-2000 and  
82 2000-2001 school year, such teacher shall submit documentation to  
83 the State Department of Education that the certificate was  
84 received prior to April 15 in order to be eligible for the full  
85 salary supplement in the current school year. In the 2001-2002  
86 school year and in school years thereafter, such teacher shall  
87 submit documentation to the State Department of Education that the  
88 certificate was received prior to October 15 in order to be  
89 eligible for the full salary supplement in the current school  
90 year, or the teacher shall submit such documentation to the State  
91 Department of Education prior to February 15 in order to be  
92 eligible for a prorated salary supplement beginning with the  
93 second term of the school year.

94 (ii) From and after July 1, 1999, any licensed  
95 school counselor who has met the requirements and acquired a  
96 National Certified School Counselor (NCSC) endorsement from the  
97 National Board of Certified Counselors and who is employed by a  
98 local school board or the State Board of Education as a counselor  
99 and not as an administrator. Such licensed school counselor  
100 shall submit documentation to the State Department of Education  
101 that the endorsement was received prior to October 15 in order to  
102 be eligible for the full salary supplement in the current school  
103 year, or the licensed school counselor shall submit such  
104 documentation to the State Department of Education prior to  
105 February 15 in order to be eligible for a prorated salary  
106 supplement beginning with the second term of the school year.  
107 However, the salary supplement authorized under this item shall be  
108 discontinued two (2) years after the date on which the National

109 Board for Professional Teaching Standards offers a certification  
110 process for a Master Teacher certificate for school counselors,  
111 and any school counselor receiving the salary supplement will be  
112 required to complete the Master Teacher certificate process under  
113 item (i) of this paragraph in order to continue receiving such  
114 salary supplement.

115                   (iii) From and after July 1, 1999, any licensed  
116 speech-language pathologist and audiologist who has met the  
117 requirements and acquired a Certificate of Clinical Competence  
118 from the American Speech-Language-Hearing Association and who is  
119 employed by a local school board. Such licensed speech-language  
120 pathologist and audiologist shall submit documentation to the  
121 State Department of Education that the certificate or endorsement  
122 was received prior to October 15 in order to be eligible for the  
123 full salary supplement in the current school year, or the licensed  
124 speech-language pathologist and audiologist shall submit such  
125 documentation to the State Department of Education prior to  
126 February 15 in order to be eligible for a prorated salary  
127 supplement beginning with the second term of the school year.

128 However, the salary supplement authorized under this item shall be  
129 discontinued two (2) years after the date on which the National  
130 Board for Professional Teaching Standards offers a certification  
131 process for a Master Teacher certificate for school speech  
132 pathologists and audiologists, and any school speech pathologist  
133 and audiologist receiving the salary supplement will be required  
134 to complete the Master Teacher certificate process under item (i)  
135 of this paragraph in order to continue receiving such salary  
136 supplement.

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

155           (c) All salary supplements, fringe benefits and process  
156 reimbursement authorized under this subsection shall be paid  
157 directly by the State Department of Education to the local school  
158 district and shall be in addition to its minimum education program  
159 allotments and not a part thereof in accordance with regulations  
160 promulgated by the State Board of Education, and subject to  
161 appropriation by the Legislature. Local school districts shall  
162 not reduce the local supplement paid to any employee receiving  
163 such salary supplement, and the employee shall receive any local  
164 supplement to which employees with similar training and experience

165 otherwise are entitled.

166 (d) The State Department of Education may not pay any  
167 process reimbursement to a school district for an employee who  
168 does not complete the certification or endorsement process  
169 required to be eligible for the certificate or endorsement. If an  
170 employee for whom such cost has been paid in full or in part by a  
171 local school district or private individual or entity fails to  
172 complete the certification or endorsement process, the employee  
173 shall be liable to the school district or individual or entity for  
174 all amounts paid by the school district or individual or entity on  
175 behalf of that employee toward his or her certificate or  
176 endorsement.

177 (3) (a) The World Class Teachers Program is created to  
178 support Mississippi teachers in their efforts to become certified  
179 by the National Board for Professional Teaching Standards.

180 (b) The World Class Teachers Program contains the  
181 following components:

182 (i) A system for recruiting and screening  
183 participants;

184 (ii) A systematic program of training and  
185 technical assistance; and

186 (iii) Multiple routes for participants to provide  
187 services to the state as repayment for inclusion in the program.

188 (c) In order to initiate the program, sufficient  
189 funding shall be appropriated by the Legislature. Policies and  
190 practices that define the relationship of the Mississippi World  
191 Class Teachers Program to the Mississippi Teacher Center shall be  
192 established.

193           (d) The purposes of the program are:

194                   (i) To create an avenue for rewarding excellence  
195 in teaching;

196                   (ii) To establish a pool of master teachers who  
197 can serve as mentors, supervising teachers, or in a variety of  
198 leadership roles;

199                   (iii) To positively influence programs of teacher  
200 education as colleges strive to have their graduates gain National  
201 Board Certification; and

202                   (iv) To encourage master teachers to stay in the  
203 profession in Mississippi.

204           SECTION 2. This act shall take effect and be in force from  
205 and after July 1, 2000.