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To: Education; Appropriations

HOUSE BILL NO. 1411

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 INCREASE TEACHERS' SALARIES TO THE SOUTHEASTERN AVERAGE OVER THE  
3 FOLLOWING THREE SCHOOL YEARS; TO AMEND SECTION 37-19-21,  
4 MISSISSIPPI CODE OF 1972, TO INCREASE THE ALLOTMENT FOR SUPPORTIVE  
5 SERVICES UNDER THE MINIMUM EDUCATION PROGRAM; TO AMEND SECTION  
6 37-21-7, MISSISSIPPI CODE OF 1972, TO INCREASE ASSISTANT TEACHERS'  
7 SALARIES; AND FOR RELATED PURPOSES.

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

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

11 **[Until July 1, 2001, this section shall read as follows:]**

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

21 **2000-2001 School Year**

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

23	AAAA.....	\$ <u>27,350.00</u>
24	AAA.....	<u>26,400.00</u>
25	AA.....	<u>25,450.00</u>
26	A.....	<u>24,390.00</u>

27 **25 or More Years of Teaching Experience**

28	AAAA.....	\$ <u>28,350.00</u>
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29	AAA.....	<u>27,400.00</u>
30	AA.....	<u>26,450.00</u>
31	A.....	<u>25,390.00</u>

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

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

51 For teachers holding a Class AAAA license, the minimum base  
52 pay specified in this subsection shall be increased by the sum of  
53 Seven Hundred Eighty-five Dollars (\$785.00) for each year of  
54 teaching experience possessed by the person holding such license  
55 until such person shall have twenty-five (25) years of teaching  
56 experience.

57 For teachers holding a Class AAA license, the minimum base  
58 pay specified in this subsection shall be increased by the sum of  
59 Seven Hundred Ten Dollars (\$710.00) for each year of teaching  
60 experience possessed by the person holding such license until such  
61 person shall have twenty-five (25) years of teaching experience.

62 For teachers holding a Class AA license, the minimum base pay  
63 specified in this subsection shall be increased by the sum of Six  
64 Hundred Thirty Dollars (\$630.00) for each year of teaching  
65 experience possessed by the person holding such license until such  
66 person shall have twenty-five (25) years of teaching experience.

67 For teachers holding a Class A license, the minimum base pay  
68 specified in this subsection shall be increased by the sum of Five  
69 Hundred Thirty-five Dollars (\$535.00) for each year of teaching  
70 experience possessed by the person holding such license until such  
71 person shall have twenty-one (21) years of teaching experience.

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

77 (2) (a) The following employees shall receive an annual  
78 salary supplement in the amount of Six Thousand Dollars  
79 (\$6,000.00), plus fringe benefits, in addition to any other  
80 compensation to which the employee may be entitled:

81 (i) Any licensed teacher who has met the  
82 requirements and acquired a Master Teacher certificate from the  
83 National Board for Professional Teaching Standards and who is  
84 employed by a local school board or the State Board of Education  
85 as a teacher and not as an administrator. In the 1999-2000 and  
86 2000-2001 school year, such teacher shall submit documentation to  
87 the State Department of Education that the certificate was  
88 received prior to April 15 in order to be eligible for the full  
89 salary supplement in the current school year. In the 2001-2002  
90 school year and in school years thereafter, such teacher shall  
91 submit documentation to the State Department of Education that the  
92 certificate was received prior to October 15 in order to be  
93 eligible for the full salary supplement in the current school  
94 year, or the teacher shall submit such documentation to the State

95 Department of Education prior to February 15 in order to be  
96 eligible for a prorated salary supplement beginning with the  
97 second term of the school year.

98           (ii) From and after July 1, 1999, any licensed  
99 school counselor who has met the requirements and acquired a  
100 National Certified School Counselor (NCSC) endorsement from the  
101 National Board of Certified Counselors and who is employed by a  
102 local school board or the State Board of Education as a counselor  
103 and not as an administrator. Such licensed school counselor  
104 shall submit documentation to the State Department of Education  
105 that the endorsement was received prior to October 15 in order to  
106 be eligible for the full salary supplement in the current school  
107 year, or the licensed school counselor shall submit such  
108 documentation to the State Department of Education prior to  
109 February 15 in order to be eligible for a prorated salary  
110 supplement beginning with the second term of the school year.  
111 However, the salary supplement authorized under this item shall be  
112 discontinued two (2) years after the date on which the National  
113 Board for Professional Teaching Standards offers a certification  
114 process for a Master Teacher certificate for school counselors,  
115 and any school counselor receiving the salary supplement will be  
116 required to complete the Master Teacher certificate process under  
117 item (i) of this paragraph in order to continue receiving such  
118 salary supplement.

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

128 speech-language pathologist and audiologist shall submit such  
129 documentation to the State Department of Education prior to  
130 February 15 in order to be eligible for a prorated salary  
131 supplement beginning with the second term of the school year.  
132 However, the salary supplement authorized under this item shall be  
133 discontinued two (2) years after the date on which the National  
134 Board for Professional Teaching Standards offers a certification  
135 process for a Master Teacher certificate for school speech  
136 pathologists and audiologists, and any school speech pathologist  
137 and audiologist receiving the salary supplement will be required  
138 to complete the Master Teacher certificate process under item (i)  
139 of this paragraph in order to continue receiving such salary  
140 supplement.

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

159           (c) All salary supplements, fringe benefits and process  
160 reimbursement authorized under this subsection shall be paid

161 directly by the State Department of Education to the local school  
162 district and shall be in addition to its minimum education program  
163 allotments and not a part thereof in accordance with regulations  
164 promulgated by the State Board of Education, and subject to  
165 appropriation by the Legislature. Local school districts shall  
166 not reduce the local supplement paid to any employee receiving  
167 such salary supplement, and the employee shall receive any local  
168 supplement to which employees with similar training and experience  
169 otherwise are entitled.

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

181 **[From and after July 1, 2001, and until July 1, 2002, this**  
182 **section will read as follows:]**

183 37-19-7. (1) The allowance in the minimum education program  
184 for teachers' salaries in each county and separate school district  
185 shall be determined and paid in accordance with the scale for  
186 teachers' salaries as provided in this subsection for the number  
187 of teachers employed not in excess of the number of teacher units  
188 allotted. For teachers holding the following types of licenses or  
189 the equivalent as determined by the State Board of Education, and  
190 the following number of years of teaching experience, the scale  
191 shall be as follows:

192 **2001-2002 School Year**

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

194	AAAA.....	\$ <u>28,910.00</u>
195	AAA.....	<u>27,860.00</u>
196	AA.....	<u>26,810.00</u>
197	A.....	<u>25,740.00</u>

**25 or More Years of Teaching Experience**

199	AAAA.....	\$ <u>29,910.00</u>
200	AAA.....	<u>28,860.00</u>
201	AA.....	<u>27,810.00</u>
202	A.....	<u>26,740.00</u>

203 It is the intent of the Legislature that any state funds made  
204 available for salaries of licensed personnel in excess of the  
205 funds paid for such salaries for the 1986-1987 school year shall  
206 be paid to licensed personnel pursuant to a personnel appraisal  
207 and compensation system implemented by the State Board of  
208 Education. The State Board of Education shall have the authority  
209 to adopt and amend rules and regulations as are necessary to  
210 establish, administer and maintain the system.

211 All teachers employed on a full-time basis shall be paid a  
212 minimum salary in accordance with the above scale. However, no  
213 school district shall receive any funds under this section for any  
214 school year during which the local supplement paid to any  
215 individual teacher shall have been reduced to a sum less than that  
216 paid to that individual teacher for performing the same duties  
217 from local supplement during the immediately preceding school  
218 year. The amount actually spent for the purposes of group health  
219 and/or life insurance shall be considered as a part of the  
220 aggregate amount of local supplement but shall not be considered  
221 a part of the amount of individual local supplement.

222 For teachers holding a Class AAAA license, the minimum base  
223 pay specified in this subsection shall be increased by the sum of  
224 Nine Hundred Ten Dollars (\$910.00) for each year of teaching  
225 experience possessed by the person holding such license until such  
226 person shall have twenty-five (25) years of teaching experience.

227 For teachers holding a Class AAA license, the minimum base  
228 pay specified in this subsection shall be increased by the sum of  
229 Eight Hundred Twenty-five Dollars (\$825.00) for each year of  
230 teaching experience possessed by the person holding such license  
231 until such person shall have twenty-five (25) years of teaching  
232 experience.

233 For teachers holding a Class AA license, the minimum base pay  
234 specified in this subsection shall be increased by the sum of  
235 Seven Hundred Thirty Dollars (\$730.00) for each year of teaching  
236 experience possessed by the person holding such license until such  
237 person shall have twenty-five (25) years of teaching experience.

238 For teachers holding a Class A license, the minimum base pay  
239 specified in this subsection shall be increased by the sum of Six  
240 Hundred Thirty-five Dollars (\$635.00) for each year of teaching  
241 experience possessed by the person holding such license until such  
242 person shall have twenty-one (21) years of teaching experience.

243 The level of professional training of each teacher to be used  
244 in establishing the salary allotment for the teachers for each  
245 year shall be determined by the type of valid teacher's license  
246 issued to those teachers on or before October 1 of the current  
247 school year.

248 (2) (a) The following employees shall receive an annual  
249 salary supplement in the amount of Six Thousand Dollars  
250 (\$6,000.00), plus fringe benefits, in addition to any other  
251 compensation to which the employee may be entitled:

252 (i) Any licensed teacher who has met the  
253 requirements and acquired a Master Teacher certificate from the  
254 National Board for Professional Teaching Standards and who is  
255 employed by a local school board or the State Board of Education  
256 as a teacher and not as an administrator. In the 1999-2000 and  
257 2000-2001 school year, such teacher shall submit documentation to  
258 the State Department of Education that the certificate was  
259 received prior to April 15 in order to be eligible for the full



260 salary supplement in the current school year. In the 2001-2002  
261 school year and in school years thereafter, such teacher shall  
262 submit documentation to the State Department of Education that the  
263 certificate was received prior to October 15 in order to be  
264 eligible for the full salary supplement in the current school  
265 year, or the teacher shall submit such documentation to the State  
266 Department of Education prior to February 15 in order to be  
267 eligible for a prorated salary supplement beginning with the  
268 second term of the school year.

269 (ii) From and after July 1, 1999, any licensed  
270 school counselor who has met the requirements and acquired a  
271 National Certified School Counselor (NCSC) endorsement from the  
272 National Board of Certified Counselors and who is employed by a  
273 local school board or the State Board of Education as a counselor  
274 and not as an administrator. Such licensed school counselor  
275 shall submit documentation to the State Department of Education  
276 that the endorsement was received prior to October 15 in order to  
277 be eligible for the full salary supplement in the current school  
278 year, or the licensed school counselor shall submit such  
279 documentation to the State Department of Education prior to  
280 February 15 in order to be eligible for a prorated salary  
281 supplement beginning with the second term of the school year.  
282 However, the salary supplement authorized under this item shall be  
283 discontinued two (2) years after the date on which the National  
284 Board for Professional Teaching Standards offers a certification  
285 process for a Master Teacher certificate for school counselors,  
286 and any school counselor receiving the salary supplement will be  
287 required to complete the Master Teacher certificate process under  
288 item (i) of this paragraph in order to continue receiving such  
289 salary supplement.

290 (iii) From and after July 1, 1999, any licensed  
291 speech-language pathologist and audiologist who has met the  
292 requirements and acquired a Certificate of Clinical Competence

293 from the American Speech-Language-Hearing Association and who is  
294 employed by a local school board. Such licensed speech-language  
295 pathologist and audiologist shall submit documentation to the  
296 State Department of Education that the certificate or endorsement  
297 was received prior to October 15 in order to be eligible for the  
298 full salary supplement in the current school year, or the licensed  
299 speech-language pathologist and audiologist shall submit such  
300 documentation to the State Department of Education prior to  
301 February 15 in order to be eligible for a prorated salary  
302 supplement beginning with the second term of the school year.  
303 However, the salary supplement authorized under this item shall be  
304 discontinued two (2) years after the date on which the National  
305 Board for Professional Teaching Standards offers a certification  
306 process for a Master Teacher certificate for school speech  
307 pathologists and audiologists, and any school speech pathologist  
308 and audiologist receiving the salary supplement will be required  
309 to complete the Master Teacher certificate process under item (i)  
310 of this paragraph in order to continue receiving such salary  
311 supplement.

312 (b) An employee shall be reimbursed one (1) time for  
313 the actual cost of completing the process of acquiring the  
314 certificate or endorsement, excluding any costs incurred for  
315 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)  
316 for a school counselor or speech-language pathologist and  
317 audiologist, regardless of whether or not the process resulted in  
318 the award of the certificate or endorsement. A local school  
319 district or any private individual or entity may pay the cost of  
320 completing the process of acquiring the certificate or endorsement  
321 for any employee of the school district described under paragraph  
322 (a), and the State Department of Education shall reimburse the  
323 school district for such cost, regardless of whether or not the  
324 process resulted in the award of the certificate or endorsement.  
325 If a private individual or entity has paid the cost of completing

326 the process of acquiring the certificate or endorsement for an  
327 employee, the local school district may agree to directly  
328 reimburse the individual or entity for such cost on behalf of the  
329 employee.

330 (c) All salary supplements, fringe benefits and process  
331 reimbursement authorized under this subsection shall be paid  
332 directly by the State Department of Education to the local school  
333 district and shall be in addition to its minimum education program  
334 allotments and not a part thereof in accordance with regulations  
335 promulgated by the State Board of Education, and subject to  
336 appropriation by the Legislature. Local school districts shall  
337 not reduce the local supplement paid to any employee receiving  
338 such salary supplement, and the employee shall receive any local  
339 supplement to which employees with similar training and experience  
340 otherwise are entitled.

341 (d) The State Department of Education may not pay any  
342 process reimbursement to a school district for an employee who  
343 does not complete the certification or endorsement process  
344 required to be eligible for the certificate or endorsement. If an  
345 employee for whom such cost has been paid in full or in part by a  
346 local school district or private individual or entity fails to  
347 complete the certification or endorsement process, the employee  
348 shall be liable to the school district or individual or entity for  
349 all amounts paid by the school district or individual or entity on  
350 behalf of that employee toward his or her certificate or  
351 endorsement.

352 **[From and after July 1, 2002, this section will read as**  
353 **follows:]**

354 37-19-7. (1) The allowance in the minimum education program  
355 for teachers' salaries in each county and separate school district  
356 shall be determined and paid in accordance with the scale for  
357 teachers' salaries as provided in this subsection for the number  
358 of teachers employed not in excess of the number of teacher units

359 allotted. For teachers holding the following types of licenses or  
360 the equivalent as determined by the State Board of Education, and  
361 the following number of years of teaching experience, the scale  
362 shall be as follows:

363 **2002-2003 School Year**

364 **and School Years Thereafter**

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

366	AAAA.....	\$ <u>30,470.00</u>
367	AAA.....	<u>29,320.00</u>
368	AA.....	<u>28,170.00</u>
369	A.....	<u>27,090.00</u>

370 **25 or More Years of Teaching Experience**

371	AAAA.....	\$ <u>31,470.00</u>
372	AAA.....	<u>30,320.00</u>
373	AA.....	<u>29,170.00</u>
374	A.....	<u>28,090.00</u>

375 It is the intent of the Legislature that any state funds made  
376 available for salaries of licensed personnel in excess of the  
377 funds paid for such salaries for the 1986-1987 school year shall  
378 be paid to licensed personnel pursuant to a personnel appraisal  
379 and compensation system implemented by the State Board of  
380 Education. The State Board of Education shall have the authority  
381 to adopt and amend rules and regulations as are necessary to  
382 establish, administer and maintain the system.

383 All teachers employed on a full-time basis shall be paid a  
384 minimum salary in accordance with the above scale. However, no  
385 school district shall receive any funds under this section for any  
386 school year during which the local supplement paid to any  
387 individual teacher shall have been reduced to a sum less than that  
388 paid to that individual teacher for performing the same duties  
389 from local supplement during the immediately preceding school  
390 year. The amount actually spent for the purposes of group health  
391 and/or life insurance shall be considered as a part of the

392 aggregate amount of local supplement but shall not be considered  
393 a part of the amount of individual local supplement.

394 For teachers holding a Class AAAA license, the minimum base  
395 pay specified in this subsection shall be increased by the sum of  
396 One Thousand Thirty-five Dollars (\$1,035.00) for each year of  
397 teaching experience possessed by the person holding such license  
398 until such person shall have twenty-five (25) years of teaching  
399 experience.

400 For teachers holding a Class AAA license, the minimum base  
401 pay specified in this subsection shall be increased by the sum of  
402 Nine Hundred Forty Dollars (\$940.00) for each year of teaching  
403 experience possessed by the person holding such license until such  
404 person shall have twenty-five (25) years of teaching experience.

405 For teachers holding a Class AA license, the minimum base pay  
406 specified in this subsection shall be increased by the sum of  
407 Eight Hundred Thirty Dollars (\$830.00) for each year of teaching  
408 experience possessed by the person holding such license until such  
409 person shall have twenty-five (25) years of teaching experience.

410 For teachers holding a Class A license, the minimum base pay  
411 specified in this subsection shall be increased by the sum of  
412 Seven Hundred Thirty-five Dollars (\$735.00) for each year of  
413 teaching experience possessed by the person holding such license  
414 until such person shall have twenty-one (21) years of teaching  
415 experience.

416 The level of professional training of each teacher to be used  
417 in establishing the salary allotment for the teachers for each  
418 year shall be determined by the type of valid teacher's license  
419 issued to those teachers on or before October 1 of the current  
420 school year.

421 (2) (a) The following employees shall receive an annual  
422 salary supplement in the amount of Six Thousand Dollars  
423 (\$6,000.00), plus fringe benefits, in addition to any other  
424 compensation to which the employee may be entitled:

425                   (i) Any licensed teacher who has met the  
426 requirements and acquired a Master Teacher certificate from the  
427 National Board for Professional Teaching Standards and who is  
428 employed by a local school board or the State Board of Education  
429 as a teacher and not as an administrator. In the 1999-2000 and  
430 2000-2001 school year, such teacher shall submit documentation to  
431 the State Department of Education that the certificate was  
432 received prior to April 15 in order to be eligible for the full  
433 salary supplement in the current school year. In the 2001-2002  
434 school year and in school years thereafter, such teacher shall  
435 submit documentation to the State Department of Education that the  
436 certificate was received prior to October 15 in order to be  
437 eligible for the full salary supplement in the current school  
438 year, or the teacher shall submit such documentation to the State  
439 Department of Education prior to February 15 in order to be  
440 eligible for a prorated salary supplement beginning with the  
441 second term of the school year.

442                   (ii) From and after July 1, 1999, any licensed  
443 school counselor who has met the requirements and acquired a  
444 National Certified School Counselor (NCSC) endorsement from the  
445 National Board of Certified Counselors and who is employed by a  
446 local school board or the State Board of Education as a counselor  
447 and not as an administrator. Such licensed school counselor  
448 shall submit documentation to the State Department of Education  
449 that the endorsement was received prior to October 15 in order to  
450 be eligible for the full salary supplement in the current school  
451 year, or the licensed school counselor shall submit such  
452 documentation to the State Department of Education prior to  
453 February 15 in order to be eligible for a prorated salary  
454 supplement beginning with the second term of the school year.  
455 However, the salary supplement authorized under this item shall be  
456 discontinued two (2) years after the date on which the National  
457 Board for Professional Teaching Standards offers a certification

458 process for a Master Teacher certificate for school counselors,  
459 and any school counselor receiving the salary supplement will be  
460 required to complete the Master Teacher certificate process under  
461 item (i) of this paragraph in order to continue receiving such  
462 salary supplement.

463 (iii) From and after July 1, 1999, any licensed  
464 speech-language pathologist and audiologist who has met the  
465 requirements and acquired a Certificate of Clinical Competence  
466 from the American Speech-Language-Hearing Association and who is  
467 employed by a local school board. Such licensed speech-language  
468 pathologist and audiologist shall submit documentation to the  
469 State Department of Education that the certificate or endorsement  
470 was received prior to October 15 in order to be eligible for the  
471 full salary supplement in the current school year, or the licensed  
472 speech-language pathologist and audiologist shall submit such  
473 documentation to the State Department of Education prior to  
474 February 15 in order to be eligible for a prorated salary  
475 supplement beginning with the second term of the school year.  
476 However, the salary supplement authorized under this item shall be  
477 discontinued two (2) years after the date on which the National  
478 Board for Professional Teaching Standards offers a certification  
479 process for a Master Teacher certificate for school speech  
480 pathologists and audiologists, and any school speech pathologist  
481 and audiologist receiving the salary supplement will be required  
482 to complete the Master Teacher certificate process under item (i)  
483 of this paragraph in order to continue receiving such salary  
484 supplement.

485 (b) An employee shall be reimbursed one (1) time for  
486 the actual cost of completing the process of acquiring the  
487 certificate or endorsement, excluding any costs incurred for  
488 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)  
489 for a school counselor or speech-language pathologist and  
490 audiologist, regardless of whether or not the process resulted in

491 the award of the certificate or endorsement. A local school  
492 district or any private individual or entity may pay the cost of  
493 completing the process of acquiring the certificate or endorsement  
494 for any employee of the school district described under paragraph  
495 (a), and the State Department of Education shall reimburse the  
496 school district for such cost, regardless of whether or not the  
497 process resulted in the award of the certificate or endorsement.  
498 If a private individual or entity has paid the cost of completing  
499 the process of acquiring the certificate or endorsement for an  
500 employee, the local school district may agree to directly  
501 reimburse the individual or entity for such cost on behalf of the  
502 employee.

503 (c) All salary supplements, fringe benefits and process  
504 reimbursement authorized under this subsection shall be paid  
505 directly by the State Department of Education to the local school  
506 district and shall be in addition to its minimum education program  
507 allotments and not a part thereof in accordance with regulations  
508 promulgated by the State Board of Education, and subject to  
509 appropriation by the Legislature. Local school districts shall  
510 not reduce the local supplement paid to any employee receiving  
511 such salary supplement, and the employee shall receive any local  
512 supplement to which employees with similar training and experience  
513 otherwise are entitled.

514 (d) The State Department of Education may not pay any  
515 process reimbursement to a school district for an employee who  
516 does not complete the certification or endorsement process  
517 required to be eligible for the certificate or endorsement. If an  
518 employee for whom such cost has been paid in full or in part by a  
519 local school district or private individual or entity fails to  
520 complete the certification or endorsement process, the employee  
521 shall be liable to the school district or individual or entity for  
522 all amounts paid by the school district or individual or entity on  
523 behalf of that employee toward his or her certificate or



524 endorsement.

525 SECTION 2. Section 37-19-21, Mississippi Code of 1972, is  
526 amended as follows:

527 **[Until July 1, 2001, this section will read as follows:]**

528 37-19-21. In addition to other funds allowed in this  
529 chapter, each school district shall be allotted Five Thousand Six  
530 Hundred Seven Dollars (\$5,607.00) annually per teacher unit for  
531 use in supportive services.

532 This section shall be repealed on July 1, 2002.

533 **[From and after July 1, 2001, and until July 1, 2002, this**  
534 **section will read as follows:]**

535 37-19-21. In addition to other funds allowed in this  
536 chapter, each school district shall be allotted Six Thousand Two  
537 Hundred Fifty-one (\$6,251.00) annually per teacher unit for use in  
538 supportive services.

539 This section shall be repealed on July 1, 2002.

540 SECTION 3. Section 37-21-7, Mississippi Code of 1972, is  
541 amended as follows:

542 **[Until July 1, 2001, this section will read as follows:]**

543 37-21-7. (1) This section shall be referred to as the  
544 "Mississippi Elementary Schools Assistant Teacher Program," the  
545 purpose of which shall be to provide an early childhood education  
546 program that assists in the instruction of basic skills. The  
547 State Board of Education is authorized, empowered and directed to  
548 implement a statewide system of assistant teachers in kindergarten  
549 classes and in the first, second and third grades. The assistant  
550 teacher shall assist pupils in actual instruction under the strict  
551 supervision of a licensed teacher.

552 (2) (a) Each school district shall employ the total number  
553 of assistant teachers funded under subsection (6) of this section.  
554 The superintendent of each district shall assign the assistant  
555 teachers to the kindergarten, first-, second- and third-grade  
556 classes in the district in a manner that will promote the maximum

557 efficiency, as determined by the superintendent, in the  
558 instruction of skills such as verbal and linguistic skills,  
559 logical and mathematical skills, and social skills.

560 (b) If a licensed teacher to whom an assistant teacher  
561 has been assigned is required to be absent from the classroom, the  
562 assistant teacher may assume responsibility for the classroom in  
563 lieu of a substitute teacher. However, no assistant teacher shall  
564 assume sole responsibility of the classroom for more than three  
565 (3) consecutive school days. Further, in no event shall any  
566 assistant teacher be assigned to serve as a substitute teacher for  
567 any teacher other than the licensed teacher to whom that assistant  
568 teacher has been assigned.

569 (3) Assistant teachers shall have, at a minimum, a high  
570 school diploma and shall show demonstratable proficiency in  
571 reading and writing skills. The State Department of Education  
572 shall develop a testing procedure for assistant teacher applicants  
573 to be used in all school districts in the state.

574 (4) (a) In order to receive funding, each school district  
575 shall:

576 (i) Submit a plan on the implementation of a  
577 reading improvement program to the State Department of Education;  
578 and

579 (ii) Develop a plan of educational accountability  
580 and assessment of performance, including pretests and posttests,  
581 for reading in Grades 1 through 6.

582 (b) Additionally, each school district shall:

583 (i) Provide annually a mandatory preservice  
584 orientation session, using an existing in-school service day, for  
585 administrators and teachers on the effective use of assistant  
586 teachers as part of a team in the classroom setting and on the  
587 role of assistant teachers, with emphasis on program goals;

588 (ii) Hold periodic workshops for administrators  
589 and teachers on the effective use and supervision of assistant

590 teachers;

591 (iii) Provide training annually on specific  
592 instructional skills for assistant teachers;

593 (iv) Annually evaluate their program in accordance  
594 with their educational accountability and assessment of  
595 performance plan; and

596 (v) Designate the necessary personnel to supervise  
597 and report on their program.

598 (5) The State Department of Education shall:

599 (a) Develop and assist in the implementation of a  
600 statewide uniform training module, subject to the availability of  
601 funds specifically appropriated therefor by the Legislature, which  
602 shall be used in all school districts for training administrators,  
603 teachers and assistant teachers. The module shall provide for the  
604 consolidated training of each assistant teacher and teacher to  
605 whom the assistant teacher is assigned, working together as a  
606 team, and shall require further periodical training for  
607 administrators, teachers and assistant teachers regarding the role  
608 of assistant teachers;

609 (b) Annually evaluate the program on the district and  
610 state level. Subject to the availability of funds specifically  
611 appropriated therefor by the Legislature, the department shall  
612 develop: (i) uniform evaluation reports, to be performed by the  
613 principal or assistant principal, to collect data for the annual  
614 overall program evaluation conducted by the department; or (ii) a  
615 program evaluation model that, at a minimum, addresses process  
616 evaluation; and

617 (c) Promulgate rules, regulations and such other  
618 standards deemed necessary to effectuate the purposes of this  
619 section. Noncompliance with the provisions of this section and  
620 any rules, regulations or standards adopted by the department may  
621 result in a violation of compulsory accreditation standards as  
622 established by the State Board of Education and Commission on

623 School Accreditation.

624 (6) In addition to other funds allotted under the Minimum  
625 Education Program, each school district shall be allotted Nine  
626 Thousand Nine Hundred Fifty-eight Dollars (\$9,958.00) per teacher  
627 unit as prescribed in Section 37-19-5 for Grades 1, 2 and 3 for  
628 the purpose of employing an assistant teacher. Assistant teachers  
629 shall be paid a minimum annual salary of Nine Thousand Nine  
630 Hundred Fifty-eight Dollars (\$9,958.00). However, no assistant  
631 teacher shall be paid less than the amount he or she received in  
632 the prior school year. \* \* \* No school district shall receive any  
633 funds under this section for any school year during which the  
634 aggregate amount of the local contribution to the salaries of  
635 assistant teachers by the district shall have been reduced below  
636 such amount for the previous year. The assistant teachers shall  
637 not be restricted to working only in the grades for which the  
638 funds were allotted, but may be assigned to other classes as  
639 provided in subsection (2)(a) of this section.

640 (7) (a) As an alternative to employing assistant teachers,  
641 the State Board of Education may authorize any school district  
642 meeting Level 3, 4 or 5 accreditation requirements to use the  
643 minimum program allotment provided under subsection (6) of this  
644 section for the purpose of employing licensed teachers for  
645 kindergarten, first-, second- and third-grade classes; however, no  
646 school district shall be authorized to use the minimum program  
647 allotment for assistant teachers for the purpose of employing  
648 licensed teachers unless the district has established that the  
649 employment of licensed teachers using such funds will reduce the  
650 teacher:student ratio in the kindergarten, first-, second- and  
651 third-grade classes. All minimum program funds for assistant  
652 teachers shall be applied to reducing teacher:student ratio in  
653 Grades K-3.

654 It is the intent of the Legislature that no school district  
655 shall dismiss any assistant teacher for the purpose of using the

656 minimum program assistant teacher allotment to employ licensed  
657 teachers. School districts may rely only upon normal attrition to  
658 reduce the number of assistant teachers employed in that district.

659 (b) In the event any school district meets Level 4 or 5  
660 accreditation requirements, the State Board of Education, in its  
661 discretion, may exempt such school district from any accreditation  
662 requirements for the district's early childhood education program  
663 or reading improvement program.

664 **[From and after July 1, 2001, and until July 1, 2002, this**  
665 **section will read as follows:]**

666 37-21-7. (1) This section shall be referred to as the  
667 "Mississippi Elementary Schools Assistant Teacher Program," the  
668 purpose of which shall be to provide an early childhood education  
669 program that assists in the instruction of basic skills. The  
670 State Board of Education is authorized, empowered and directed to  
671 implement a statewide system of assistant teachers in kindergarten  
672 classes and in the first, second and third grades. The assistant  
673 teacher shall assist pupils in actual instruction under the strict  
674 supervision of a licensed teacher.

675 (2) (a) Each school district shall employ the total number  
676 of assistant teachers funded under subsection (6) of this section.  
677 The superintendent of each district shall assign the assistant  
678 teachers to the kindergarten, first-, second- and third-grade  
679 classes in the district in a manner that will promote the maximum  
680 efficiency, as determined by the superintendent, in the  
681 instruction of skills such as verbal and linguistic skills,  
682 logical and mathematical skills, and social skills.

683 (b) If a licensed teacher to whom an assistant teacher  
684 has been assigned is required to be absent from the classroom, the  
685 assistant teacher may assume responsibility for the classroom in  
686 lieu of a substitute teacher. However, no assistant teacher shall  
687 assume sole responsibility of the classroom for more than three  
688 (3) consecutive school days. Further, in no event shall any

689 assistant teacher be assigned to serve as a substitute teacher for  
690 any teacher other than the licensed teacher to whom that assistant  
691 teacher has been assigned.

692 (3) Assistant teachers shall have, at a minimum, a high  
693 school diploma and shall show demonstratable proficiency in  
694 reading and writing skills. The State Department of Education  
695 shall develop a testing procedure for assistant teacher applicants  
696 to be used in all school districts in the state.

697 (4) (a) In order to receive funding, each school district  
698 shall:

699 (i) Submit a plan on the implementation of a  
700 reading improvement program to the State Department of Education;  
701 and

702 (ii) Develop a plan of educational accountability  
703 and assessment of performance, including pretests and posttests,  
704 for reading in Grades 1 through 6.

705 (b) Additionally, each school district shall:

706 (i) Provide annually a mandatory preservice  
707 orientation session, using an existing in-school service day, for  
708 administrators and teachers on the effective use of assistant  
709 teachers as part of a team in the classroom setting and on the  
710 role of assistant teachers, with emphasis on program goals;

711 (ii) Hold periodic workshops for administrators  
712 and teachers on the effective use and supervision of assistant  
713 teachers;

714 (iii) Provide training annually on specific  
715 instructional skills for assistant teachers;

716 (iv) Annually evaluate their program in accordance  
717 with their educational accountability and assessment of  
718 performance plan; and

719 (v) Designate the necessary personnel to supervise  
720 and report on their program.

721 (5) The State Department of Education shall:

722           (a) Develop and assist in the implementation of a  
723 statewide uniform training module, subject to the availability of  
724 funds specifically appropriated therefor by the Legislature, which  
725 shall be used in all school districts for training administrators,  
726 teachers and assistant teachers. The module shall provide for the  
727 consolidated training of each assistant teacher and teacher to  
728 whom the assistant teacher is assigned, working together as a  
729 team, and shall require further periodical training for  
730 administrators, teachers and assistant teachers regarding the role  
731 of assistant teachers;

732           (b) Annually evaluate the program on the district and  
733 state level. Subject to the availability of funds specifically  
734 appropriated therefor by the Legislature, the department shall  
735 develop: (i) uniform evaluation reports, to be performed by the  
736 principal or assistant principal, to collect data for the annual  
737 overall program evaluation conducted by the department; or (ii) a  
738 program evaluation model that, at a minimum, addresses process  
739 evaluation; and

740           (c) Promulgate rules, regulations and such other  
741 standards deemed necessary to effectuate the purposes of this  
742 section. Noncompliance with the provisions of this section and  
743 any rules, regulations or standards adopted by the department may  
744 result in a violation of compulsory accreditation standards as  
745 established by the State Board of Education and Commission on  
746 School Accreditation.

747           (6) In addition to other funds allotted under the Minimum  
748 Education Program, each school district shall be allotted Ten  
749 Thousand Eight Hundred One Dollars (\$10,801.00) per teacher unit  
750 as prescribed in Section 37-19-5 for Grades 1, 2 and 3 for the  
751 purpose of employing an assistant teacher. Assistant teachers  
752 shall be paid a minimum annual salary of Ten Thousand Eight  
753 Hundred One Dollars (\$10,801.00). However, no assistant teacher  
754 shall be paid less than the amount he or she received in the prior

755 school year. \* \* \* No school district shall receive any funds  
756 under this section for any school year during which the aggregate  
757 amount of the local contribution to the salaries of assistant  
758 teachers by the district shall have been reduced below such amount  
759 for the previous year. The assistant teachers shall not be  
760 restricted to working only in the grades for which the funds were  
761 allotted, but may be assigned to other classes as provided in  
762 subsection (2)(a) of this section.

763 (7) (a) As an alternative to employing assistant teachers,  
764 the State Board of Education may authorize any school district  
765 meeting Level 3, 4 or 5 accreditation requirements to use the  
766 minimum program allotment provided under subsection (6) of this  
767 section for the purpose of employing licensed teachers for  
768 kindergarten, first-, second- and third-grade classes; however, no  
769 school district shall be authorized to use the minimum program  
770 allotment for assistant teachers for the purpose of employing  
771 licensed teachers unless the district has established that the  
772 employment of licensed teachers using such funds will reduce the  
773 teacher:student ratio in the kindergarten, first-, second- and  
774 third-grade classes. All minimum program funds for assistant  
775 teachers shall be applied to reducing teacher:student ratio in  
776 Grades K-3.

777 It is the intent of the Legislature that no school district  
778 shall dismiss any assistant teacher for the purpose of using the  
779 minimum program assistant teacher allotment to employ licensed  
780 teachers. School districts may rely only upon normal attrition to  
781 reduce the number of assistant teachers employed in that district.

782 (b) In the event any school district meets Level 4 or 5  
783 accreditation requirements, the State Board of Education, in its  
784 discretion, may exempt such school district from any accreditation  
785 requirements for the district's early childhood education program  
786 or reading improvement program.

787 **[From and after July 1, 2002, this section will read as**



788 **follows:]**

789           37-21-7. (1) This section shall be referred to as the  
790 "Mississippi Elementary Schools Assistant Teacher Program," the  
791 purpose of which shall be to provide an early childhood education  
792 program that assists in the instruction of basic skills. The  
793 State Board of Education is authorized, empowered and directed to  
794 implement a statewide system of assistant teachers in kindergarten  
795 classes and in the first, second and third grades. The assistant  
796 teacher shall assist pupils in actual instruction under the strict  
797 supervision of a licensed teacher.

798           (2) (a) Each school district shall employ the total number  
799 of assistant teachers funded under the adequate education program.

800 The superintendent of each district shall assign the assistant  
801 teachers to the kindergarten, first-, second- and third-grade  
802 classes in the district in a manner that will promote the maximum  
803 efficiency, as determined by the superintendent, in the  
804 instruction of skills such as verbal and linguistic skills,  
805 logical and mathematical skills, and social skills.

806           (b) If a licensed teacher to whom an assistant teacher  
807 has been assigned is required to be absent from the classroom, the  
808 assistant teacher may assume responsibility for the classroom in  
809 lieu of a substitute teacher. However, no assistant teacher shall  
810 assume sole responsibility of the classroom for more than three

811 (3) consecutive school days. Further, in no event shall any  
812 assistant teacher be assigned to serve as a substitute teacher for  
813 any teacher other than the licensed teacher to whom that assistant  
814 teacher has been assigned.

815           (3) Assistant teachers shall have, at a minimum, a high  
816 school diploma or a GED equivalent, and shall show demonstratable  
817 proficiency in reading and writing skills. The State Department  
818 of Education shall develop a testing procedure for assistant  
819 teacher applicants to be used in all school districts in the  
820 state.

821 (4) (a) In order to receive funding, each school district  
822 shall:

823 (i) Submit a plan on the implementation of a  
824 reading improvement program to the State Department of Education;  
825 and

826 (ii) Develop a plan of educational accountability  
827 and assessment of performance, including pretests and posttests,  
828 for reading in Grades 1 through 6.

829 (b) Additionally, each school district shall:

830 (i) Provide annually a mandatory preservice  
831 orientation session, using an existing in-school service day, for  
832 administrators and teachers on the effective use of assistant  
833 teachers as part of a team in the classroom setting and on the  
834 role of assistant teachers, with emphasis on program goals;

835 (ii) Hold periodic workshops for administrators  
836 and teachers on the effective use and supervision of assistant  
837 teachers;

838 (iii) Provide training annually on specific  
839 instructional skills for assistant teachers;

840 (iv) Annually evaluate their program in accordance  
841 with their educational accountability and assessment of  
842 performance plan; and

843 (v) Designate the necessary personnel to supervise  
844 and report on their program.

845 (5) The State Department of Education shall:

846 (a) Develop and assist in the implementation of a  
847 statewide uniform training module, subject to the availability of  
848 funds specifically appropriated therefor by the Legislature, which  
849 shall be used in all school districts for training administrators,  
850 teachers and assistant teachers. The module shall provide for the  
851 consolidated training of each assistant teacher and teacher to  
852 whom the assistant teacher is assigned, working together as a  
853 team, and shall require further periodical training for

854 administrators, teachers and assistant teachers regarding the role  
855 of assistant teachers;

856           (b) Annually evaluate the program on the district and  
857 state level. Subject to the availability of funds specifically  
858 appropriated therefor by the Legislature, the department shall  
859 develop: (i) uniform evaluation reports, to be performed by the  
860 principal or assistant principal, to collect data for the annual  
861 overall program evaluation conducted by the department; or (ii) a  
862 program evaluation model that, at a minimum, addresses process  
863 evaluation; and

864           (c) Promulgate rules, regulations and such other  
865 standards deemed necessary to effectuate the purposes of this  
866 section. Noncompliance with the provisions of this section and  
867 any rules, regulations or standards adopted by the department may  
868 result in a violation of compulsory accreditation standards as  
869 established by the State Board of Education and Commission on  
870 School Accreditation.

871           (6) No assistant teacher shall be paid less than the amount  
872 he or she received in the prior school year. \* \* \* No school  
873 district shall receive any funds under this section for any school  
874 year during which the aggregate amount of the local contribution  
875 to the salaries of assistant teachers by the district shall have  
876 been reduced below such amount for the previous year. The  
877 assistant teachers shall not be restricted to working only in the  
878 grades for which the funds were allotted, but may be assigned to  
879 other classes as provided in subsection (2)(a) of this section.

880           (7) (a) As an alternative to employing assistant teachers,  
881 the State Board of Education may authorize any school district  
882 meeting Level 3, 4 or 5 accreditation requirements to use the  
883 adequate education program allotments for the purpose of employing  
884 licensed teachers for kindergarten, first-, second- and  
885 third-grade classes; however, no school district shall be  
886 authorized to use the funds for assistant teachers for the purpose

887 of employing licensed teachers unless the district has established  
888 that the employment of licensed teachers using such funds will  
889 reduce the teacher:student ratio in the kindergarten, first-,  
890 second- and third-grade classes. All adequate education program  
891 funds for assistant teachers shall be applied to reducing  
892 teacher:student ratio in Grades K-3.

893         It is the intent of the Legislature that no school district  
894 shall dismiss any assistant teacher for the purpose of using state  
895 funds to employ licensed teachers. School districts may rely only  
896 upon normal attrition to reduce the number of assistant teachers  
897 employed in that district.

898             (b) In the event any school district meets Level 4 or 5  
899 accreditation requirements, the State Board of Education, in its  
900 discretion, may exempt such school district from any accreditation  
901 requirements for the district's early childhood education program  
902 or reading improvement program.

903         SECTION 4. This act shall take effect and be in force from  
904 and after July 1, 2000.