

By: Harden

To: Education;  
Appropriations

SENATE BILL NO. 2714

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 INCREASE THE SALARIES OF PUBLIC SCHOOL TEACHERS OVER A FOUR-YEAR  
3 PERIOD; TO AMEND SECTION 37-19-21, MISSISSIPPI CODE OF 1972, TO  
4 INCREASE THE MINIMUM PROGRAM ALLOTMENT FOR SUPPORTIVE SERVICES; TO  
5 AMEND SECTION 37-21-7, MISSISSIPPI CODE OF 1972, TO INCREASE THE  
6 SALARIES OF ASSISTANT TEACHERS; AND FOR RELATED PURPOSES.

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

8 SECTION 1. Section 37-19-7, Mississippi Code of 1972, is  
9 amended as follows:[CRG1]

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

19 **2000-2001 School Year**

20 \* \* \*

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

22	AAAA.....	<u>\$26,790.00</u>
23	AAA.....	<u>25,940.00</u>
24	AA.....	<u>25,090.00</u>
25	A.....	<u>24,040.00</u>

26 **25 or More Years of Teaching Experience**

27	AAAA.....	<u>\$27,790.00</u>
28	AAA.....	<u>26,940.00</u>

29	AA.....	26,090.00
30	A.....	25,040.00
31	<u>2001-2002 School Year</u>	
32	<u>Less Than 25 Years of Teaching Experience</u>	
33	<u>AAAA.....</u>	<u>\$29,290.00</u>
34	<u>AAA.....</u>	<u>28,440.00</u>
35	<u>AA.....</u>	<u>27,590.00</u>
36	<u>A.....</u>	<u>26,540.00</u>
37	<u>25 or More Years of Teaching Experience</u>	
38	<u>AAAA.....</u>	<u>\$30,290.00</u>
39	<u>AAA.....</u>	<u>29,440.00</u>
40	<u>AA.....</u>	<u>28,590.00</u>
41	<u>A.....</u>	<u>27,540.00</u>
42	<u>2002-2003 School Year</u>	
43	<u>Less than 25 Years of Teaching Experience</u>	
44	<u>AAAA.....</u>	<u>\$31,290.00</u>
45	<u>AAA.....</u>	<u>30,440.00</u>
46	<u>AA.....</u>	<u>29,590.00</u>
47	<u>A.....</u>	<u>28,540.00</u>
48	<u>25 or More Years of Teaching Experience</u>	
49	<u>AAAA.....</u>	<u>\$32,290.00</u>
50	<u>AAA.....</u>	<u>31,440.00</u>
51	<u>AA.....</u>	<u>30,590.00</u>
52	<u>A.....</u>	<u>29,540.00</u>
53	<u>2003-2004 School Year</u>	
54	<u>and School Years Thereafter</u>	
55	<u>Less than 25 Years of Teaching Experience</u>	
56	<u>AAAA.....</u>	<u>\$32,790.00</u>
57	<u>AAA.....</u>	<u>31,940.00</u>
58	<u>AA.....</u>	<u>31,090.00</u>
59	<u>A.....</u>	<u>30,040.00</u>
60	<u>25 or More Years of Teaching Experience</u>	
61	<u>AAAA.....</u>	<u>\$33,790.00</u>

62	<u>AAA</u> .....	<u>32,940.00</u>
63	<u>AA</u> .....	<u>32,090.00</u>
64	<u>A</u> .....	<u>31,040.00</u>

65       It is the intent of the Legislature that any state funds made  
66 available for salaries of licensed personnel in excess of the  
67 funds paid for such salaries for the 1986-1987 school year shall  
68 be paid to licensed personnel pursuant to a personnel appraisal  
69 and compensation system implemented by the State Board of  
70 Education. The State Board of Education shall have the authority  
71 to adopt and amend rules and regulations as are necessary to  
72 establish, administer and maintain the system.

73       All teachers employed on a full-time basis shall be paid a  
74 minimum salary in accordance with the above scale. However, no  
75 school district shall receive any funds under this section for any  
76 school year during which the local supplement paid to any  
77 individual teacher shall have been reduced to a sum less than that  
78 paid to that individual teacher for performing the same duties  
79 from local supplement during the immediately preceding school  
80 year. The amount actually spent for the purposes of group health  
81 and/or life insurance shall be considered as a part of the  
82 aggregate amount of local supplement but shall not be considered  
83 a part of the amount of individual local supplement.

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

89       For teachers holding a Class AAA license, the minimum base  
90 pay specified in this subsection shall be increased by the sum of  
91 Five Hundred Ninety-five Dollars (\$595.00) for each year of  
92 teaching experience possessed by the person holding such license  
93 until such person shall have twenty-five (25) years of teaching  
94 experience.

95 For teachers holding a Class AA license, the minimum base pay  
96 specified in this subsection shall be increased by the sum of Five  
97 Hundred Thirty Dollars (\$530.00) for each year of teaching  
98 experience possessed by the person holding such license until such  
99 person shall have twenty-five (25) years of teaching experience.

100 For teachers holding a Class A license, the minimum base pay  
101 specified in this subsection shall be increased by the sum of Four  
102 Hundred Thirty-five Dollars (\$435.00) for each year of teaching  
103 experience possessed by the person holding such license until such  
104 person shall have twenty-one (21) years of teaching experience.

105 The level of professional training of each teacher to be used  
106 in establishing the salary allotment for the teachers for each  
107 year shall be determined by the type of valid teacher's license  
108 issued to those teachers on or before October 1 of the current  
109 school year.

110 (2) (a) The following employees shall receive an annual  
111 salary supplement in the amount of Six Thousand Dollars  
112 (\$6,000.00), plus fringe benefits, in addition to any other  
113 compensation to which the employee may be entitled:

114 (i) Any licensed teacher who has met the  
115 requirements and acquired a Master Teacher certificate from the  
116 National Board for Professional Teaching Standards and who is  
117 employed by a local school board or the State Board of Education  
118 as a teacher and not as an administrator. In the 1999-2000 and  
119 2000-2001 school year, such teacher shall submit documentation to  
120 the State Department of Education that the certificate was  
121 received prior to April 15 in order to be eligible for the full  
122 salary supplement in the current school year. In the 2001-2002  
123 school year and in school years thereafter, such teacher shall  
124 submit documentation to the State Department of Education that the  
125 certificate was received prior to October 15 in order to be  
126 eligible for the full salary supplement in the current school  
127 year, or the teacher shall submit such documentation to the State

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

131           (ii) From and after July 1, 1999, any licensed  
132 school counselor who has met the requirements and acquired a  
133 National Certified School Counselor (NCSC) endorsement from the  
134 National Board of Certified Counselors and who is employed by a  
135 local school board or the State Board of Education as a counselor  
136 and not as an administrator. Such licensed school counselor  
137 shall submit documentation to the State Department of Education  
138 that the endorsement was received prior to October 15 in order to  
139 be eligible for the full salary supplement in the current school  
140 year, or the licensed school counselor shall submit such  
141 documentation to the State Department of Education prior to  
142 February 15 in order to be eligible for a prorated salary  
143 supplement beginning with the second term of the school year.  
144 However, the salary supplement authorized under this item shall be  
145 discontinued two (2) years after the date on which the National  
146 Board for Professional Teaching Standards offers a certification  
147 process for a Master Teacher certificate for school counselors,  
148 and any school counselor receiving the salary supplement will be  
149 required to complete the Master Teacher certificate process under  
150 item (i) of this paragraph in order to continue receiving such  
151 salary supplement.

152           (iii) From and after July 1, 1999, any licensed  
153 speech-language pathologist and audiologist who has met the  
154 requirements and acquired a Certificate of Clinical Competence  
155 from the American Speech-Language-Hearing Association and who is  
156 employed by a local school board. Such licensed speech-language  
157 pathologist and audiologist shall submit documentation to the  
158 State Department of Education that the certificate or endorsement  
159 was received prior to October 15 in order to be eligible for the  
160 full salary supplement in the current school year, or the licensed

161 speech-language pathologist and audiologist shall submit such  
162 documentation to the State Department of Education prior to  
163 February 15 in order to be eligible for a prorated salary  
164 supplement beginning with the second term of the school year.  
165 However, the salary supplement authorized under this item shall be  
166 discontinued two (2) years after the date on which the National  
167 Board for Professional Teaching Standards offers a certification  
168 process for a Master Teacher certificate for school speech  
169 pathologists and audiologists, and any school speech pathologist  
170 and audiologist receiving the salary supplement will be required  
171 to complete the Master Teacher certificate process under item (i)  
172 of this paragraph in order to continue receiving such salary  
173 supplement.

174           (b) An employee shall be reimbursed one (1) time for  
175 the actual cost of completing the process of acquiring the  
176 certificate or endorsement, excluding any costs incurred for  
177 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)  
178 for a school counselor or speech-language pathologist and  
179 audiologist, regardless of whether or not the process resulted in  
180 the award of the certificate or endorsement. A local school  
181 district or any private individual or entity may pay the cost of  
182 completing the process of acquiring the certificate or endorsement  
183 for any employee of the school district described under paragraph  
184 (a), and the State Department of Education shall reimburse the  
185 school district for such cost, regardless of whether or not the  
186 process resulted in the award of the certificate or endorsement.  
187 If a private individual or entity has paid the cost of completing  
188 the process of acquiring the certificate or endorsement for an  
189 employee, the local school district may agree to directly  
190 reimburse the individual or entity for such cost on behalf of the  
191 employee.

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

194 directly by the State Department of Education to the local school  
195 district and shall be in addition to its minimum education program  
196 allotments and not a part thereof in accordance with regulations  
197 promulgated by the State Board of Education, and subject to  
198 appropriation by the Legislature. Local school districts shall  
199 not reduce the local supplement paid to any employee receiving  
200 such salary supplement, and the employee shall receive any local  
201 supplement to which employees with similar training and experience  
202 otherwise are entitled.

203 (d) The State Department of Education may not pay any  
204 process reimbursement to a school district for an employee who  
205 does not complete the certification or endorsement process  
206 required to be eligible for the certificate or endorsement. If an  
207 employee for whom such cost has been paid in full or in part by a  
208 local school district or private individual or entity fails to  
209 complete the certification or endorsement process, the employee  
210 shall be liable to the school district or individual or entity for  
211 all amounts paid by the school district or individual or entity on  
212 behalf of that employee toward his or her certificate or  
213 endorsement.

214 SECTION 2. Section 37-19-21, Mississippi Code of 1972, is  
215 amended as follows:[CRG2]

216 37-19-21. In addition to other funds allowed in this  
217 chapter, each school district shall be allotted Five Thousand One  
218 Hundred Eighty-one Dollars (\$5,181.00) for the 2000-2001 school  
219 year, Five Thousand Seven Hundred Twenty-six Dollars (\$5,726.00)  
220 for the 2001-2002 school year, Six Thousand One Hundred Sixty-two  
221 Dollars (\$6,162.00) for the 2002-2003 school year, and Six  
222 Thousand Four Hundred Eighty-nine Dollars (\$6,489.00) for the  
223 2003-2004 school year annually per teacher unit for use in  
224 supportive services.

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

226 SECTION 3. Section 37-21-7, Mississippi Code of 1972, is

227 amended as follows:[CRG3]

228 **[Until July 1, 2002, this section will read as follows:]**

229 37-21-7. (1) This section shall be referred to as the  
230 "Mississippi Elementary Schools Assistant Teacher Program," the  
231 purpose of which shall be to provide an early childhood education  
232 program that assists in the instruction of basic skills. The  
233 State Board of Education is authorized, empowered and directed to  
234 implement a statewide system of assistant teachers in kindergarten  
235 classes and in the first, second and third grades. The assistant  
236 teacher shall assist pupils in actual instruction under the strict  
237 supervision of a licensed teacher.

238 (2) (a) Each school district shall employ the total number  
239 of assistant teachers funded under subsection (6) of this section.  
240 The superintendent of each district shall assign the assistant  
241 teachers to the kindergarten, first-, second- and third-grade  
242 classes in the district in a manner that will promote the maximum  
243 efficiency, as determined by the superintendent, in the  
244 instruction of skills such as verbal and linguistic skills,  
245 logical and mathematical skills, and social skills.

246 (b) If a licensed teacher to whom an assistant teacher  
247 has been assigned is required to be absent from the classroom, the  
248 assistant teacher may assume responsibility for the classroom in  
249 lieu of a substitute teacher. However, no assistant teacher shall  
250 assume sole responsibility of the classroom for more than three  
251 (3) consecutive school days. Further, in no event shall any  
252 assistant teacher be assigned to serve as a substitute teacher for  
253 any teacher other than the licensed teacher to whom that assistant  
254 teacher has been assigned.

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



260 (4) (a) In order to receive funding, each school district  
261 shall:

262 (i) Submit a plan on the implementation of a  
263 reading improvement program to the State Department of Education;  
264 and

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

268 (b) Additionally, each school district shall:

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

274 (ii) Hold periodic workshops for administrators  
275 and teachers on the effective use and supervision of assistant  
276 teachers;

277 (iii) Provide training annually on specific  
278 instructional skills for assistant teachers;

279 (iv) Annually evaluate their program in accordance  
280 with their educational accountability and assessment of  
281 performance plan; and

282 (v) Designate the necessary personnel to supervise  
283 and report on their program.

284 (5) The State Department of Education shall:

285 (a) Develop and assist in the implementation of a  
286 statewide uniform training module, subject to the availability of  
287 funds specifically appropriated therefor by the Legislature, which  
288 shall be used in all school districts for training administrators,  
289 teachers and assistant teachers. The module shall provide for the  
290 consolidated training of each assistant teacher and teacher to  
291 whom the assistant teacher is assigned, working together as a  
292 team, and shall require further periodical training for

293 administrators, teachers and assistant teachers regarding the role  
294 of assistant teachers;

295 (b) Annually evaluate the program on the district and  
296 state level. Subject to the availability of funds specifically  
297 appropriated therefor by the Legislature, the department shall  
298 develop: (i) uniform evaluation reports, to be performed by the  
299 principal or assistant principal, to collect data for the annual  
300 overall program evaluation conducted by the department; or (ii) a  
301 program evaluation model that, at a minimum, addresses process  
302 evaluation; and

303 (c) Promulgate rules, regulations and such other  
304 standards deemed necessary to effectuate the purposes of this  
305 section. Noncompliance with the provisions of this section and  
306 any rules, regulations or standards adopted by the department may  
307 result in a violation of compulsory accreditation standards as  
308 established by the State Board of Education and Commission on  
309 School Accreditation.

310 (6) In addition to other funds allotted under the Minimum  
311 Education Program, each school district shall be allotted Nine  
312 Thousand Four Hundred One Dollars (\$9,401.00) for the 2000-2001  
313 school year, Ten Thousand One Hundred Fifteen Dollars (\$10,115.00)  
314 for the 2001-2002 school year, Ten Thousand Six Hundred Eighty-six  
315 Dollars (\$10,686.00) for the 2002-2003 school year, and Eleven  
316 Thousand One Hundred Fourteen Dollars (\$11,114.00) for the  
317 2003-2004 school year per teacher unit as prescribed in Section  
318 37-19-5 for Grades 1, 2 and 3 for the purpose of employing an  
319 assistant teacher. Assistant teachers shall be paid a minimum  
320 annual salary of Nine Thousand Four Hundred One Dollars  
321 (\$9,401.00) for the 2000-2001 school year, Ten Thousand One  
322 Hundred Fifteen Dollars (\$10,115.00) for the 2001-2002 school  
323 year, Ten Thousand Six Hundred Eighty-six Dollars (\$10,686.00) for  
324 the 2002-2003 school year, and Eleven Thousand One Hundred  
325 Fourteen Dollars (\$11,114.00) for the 2003-2004 school year.

326 However, no assistant teacher shall be paid less than the amount  
327 he or she received in the prior school year. In the 1995-1996  
328 school year and school years thereafter, no school district shall  
329 receive any funds under this section for any school year during  
330 which the aggregate amount of the local contribution to the  
331 salaries of assistant teachers by the district shall have been  
332 reduced below such amount for the previous year. The assistant  
333 teachers shall not be restricted to working only in the grades for  
334 which the funds were allotted, but may be assigned to other  
335 classes as provided in subsection (2)(a) of this section.

336 (7) (a) As an alternative to employing assistant teachers,  
337 the State Board of Education may authorize any school district  
338 meeting Level 3, 4 or 5 accreditation requirements to use the  
339 minimum program allotment provided under subsection (6) of this  
340 section for the purpose of employing licensed teachers for  
341 kindergarten, first-, second- and third-grade classes; however, no  
342 school district shall be authorized to use the minimum program  
343 allotment for assistant teachers for the purpose of employing  
344 licensed teachers unless the district has established that the  
345 employment of licensed teachers using such funds will reduce the  
346 teacher:student ratio in the kindergarten, first-, second- and  
347 third-grade classes. All minimum program funds for assistant  
348 teachers shall be applied to reducing teacher:student ratio in  
349 Grades K-3.

350 It is the intent of the Legislature that no school district  
351 shall dismiss any assistant teacher for the purpose of using the  
352 minimum program assistant teacher allotment to employ licensed  
353 teachers. School districts may rely only upon normal attrition to  
354 reduce the number of assistant teachers employed in that district.

355 (b) In the event any school district meets Level 4 or 5  
356 accreditation requirements, the State Board of Education, in its  
357 discretion, may exempt such school district from any accreditation  
358 requirements for the district's early childhood education program

359 or reading improvement program.

360 **[From and after July 1, 2002, this section reads as follows:]**

361 37-21-7. (1) This section shall be referred to as the  
362 "Mississippi Elementary Schools Assistant Teacher Program," the  
363 purpose of which shall be to provide an early childhood education  
364 program that assists in the instruction of basic skills. The  
365 State Board of Education is authorized, empowered and directed to  
366 implement a statewide system of assistant teachers in kindergarten  
367 classes and in the first, second and third grades. The assistant  
368 teacher shall assist pupils in actual instruction under the strict  
369 supervision of a certified teacher.

370 (2) (a) Each school district shall employ the total number  
371 of assistant teachers funded under subsection (6) of this section.  
372 The superintendent of each district shall assign the assistant  
373 teachers to the kindergarten, first-, second- and third-grade  
374 classes in the district in a manner that will promote the maximum  
375 efficiency, as determined by the superintendent, in the  
376 instruction of skills such as verbal and linguistic skills,  
377 logical and mathematical skills, and social skills.

378 (b) If a certified teacher to whom an assistant teacher  
379 has been assigned is required to be absent from the classroom, the  
380 assistant teacher may assume responsibility for the classroom in  
381 lieu of a substitute teacher. However, no assistant teacher shall  
382 assume sole responsibility of the classroom for more than three  
383 (3) consecutive school days. Further, in no event shall any  
384 assistant teacher be assigned to serve as a substitute teacher for  
385 any teacher other than the certified teacher to whom that  
386 assistant teacher has been assigned.

387 (3) Assistant teachers shall have, at a minimum, a high  
388 school diploma or a GED equivalent, and shall show demonstratable  
389 proficiency in reading and writing skills. The State Department  
390 of Education shall develop a testing procedure for assistant  
391 teacher applicants to be used in all school districts in the

392 state.

393 (4) (a) In order to receive funding, each school district  
394 shall:

395 (i) Submit a plan on the implementation of a  
396 reading improvement program to the State Department of Education;  
397 and

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

401 (b) Additionally, each school district shall:

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

407 (ii) Hold periodic workshops for administrators  
408 and teachers on the effective use and supervision of assistant  
409 teachers;

410 (iii) Provide training annually on specific  
411 instructional skills for assistant teachers;

412 (iv) Annually evaluate their program in accordance  
413 with their educational accountability and assessment of  
414 performance plan; and

415 (v) Designate the necessary personnel to supervise  
416 and report on their program.

417 (5) The State Department of Education shall:

418 (a) Develop and assist in the implementation of a  
419 statewide uniform training module, subject to the availability of  
420 funds specifically appropriated therefor by the Legislature, which  
421 shall be used in all school districts for training administrators,  
422 teachers and assistant teachers. The module shall provide for the  
423 consolidated training of each assistant teacher and teacher to  
424 whom the assistant teacher is assigned, working together as a

425 team, and shall require further periodical training for  
426 administrators, teachers and assistant teachers regarding the role  
427 of assistant teachers;

428           (b) Annually evaluate the program on the district and  
429 state level. Subject to the availability of funds specifically  
430 appropriated therefor by the Legislature, the department shall  
431 develop: (i) uniform evaluation reports, to be performed by the  
432 principal or assistant principal, to collect data for the annual  
433 overall program evaluation conducted by the department; or (ii) a  
434 program evaluation model that, at a minimum, addresses process  
435 evaluation; and

436           (c) Promulgate rules, regulations and such other  
437 standards deemed necessary to effectuate the purposes of this  
438 section. Noncompliance with the provisions of this section and  
439 any rules, regulations or standards adopted by the department may  
440 result in a violation of compulsory accreditation standards as  
441 established by the State Board of Education and Commission on  
442 School Accreditation.

443           (6) No assistant teacher shall be paid less than the amount  
444 he or she received in the prior school year. In the 1995-1996  
445 school year and school years thereafter, no school district shall  
446 receive any funds under this section for any school year during  
447 which the aggregate amount of the local contribution to the  
448 salaries of assistant teachers by the district shall have been  
449 reduced below such amount for the previous year. The assistant  
450 teachers shall not be restricted to working only in the grades for  
451 which the funds were allotted, but may be assigned to other  
452 classes as provided in subsection (2)(a) of this section.

453           (7) (a) As an alternative to employing assistant teachers,  
454 the State Board of Education may authorize any school district  
455 meeting Level 3, 4 or 5 accreditation requirements to use the  
456 adequate education program allotments for the purpose of employing  
457 certified teachers for kindergarten, first-, second- and

458 third-grade classes; however, no school district shall be  
459 authorized to use the funds for assistant teachers for the purpose  
460 of employing certified teachers unless the district has  
461 established that the employment of certified teachers using such  
462 funds will reduce the teacher:student ratio in the kindergarten,  
463 first-, second- and third-grade classes. All adequate education  
464 program funds for assistant teachers shall be applied to reducing  
465 teacher:student ratio in Grades K-3.

466 It is the intent of the Legislature that no school district  
467 shall dismiss any assistant teacher for the purpose of using state  
468 funds to employ certified teachers. School districts may rely  
469 only upon normal attrition to reduce the number of assistant  
470 teachers employed in that district.

471 (b) In the event any school district meets Level 4 or 5  
472 accreditation requirements, the State Board of Education, in its  
473 discretion, may exempt such school district from any accreditation  
474 requirements for the district's early childhood education program  
475 or reading improvement program.

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