HOUSE BILL NO. 67

AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO REQUIRE THE PAYMENT OF AN ANNUAL SALARY SUPPLEMENT AND ONE TIME PROCESS REIMBURSEMENT TO SCHOOL PSYCHOLOGISTS ACQUIRING THE NATIONALLY CERTIFIED SCHOOL PSYCHOLOGIST DESIGNATION; AND FOR RELATED PURPOSES.

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

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

37-19-7. (1) This section shall be known and may be cited as the Mississippi "Teacher Opportunity Program (TOP)." The allowance in the minimum education program and the Mississippi Adequate Education Program for teachers' salaries in each county and separate school district shall be determined and paid in accordance with the scale for teachers' salaries as provided in this subsection. For teachers holding the following types of licenses or the equivalent as determined by the State Board of Education, and the following number of years of teaching experience, the scale shall be as follows:

**2000-2001 School Year and School Years Thereafter**

Less Than 25 Years of Teaching Experience

<table>
<thead>
<tr>
<th>License</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAAA</td>
<td>$ 25,790.00</td>
</tr>
<tr>
<td>AAA</td>
<td>$ 24,940.00</td>
</tr>
<tr>
<td>AA</td>
<td>$ 24,090.00</td>
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<tr>
<td>A</td>
<td>$ 23,040.00</td>
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</tbody>
</table>

25 or More Years of Teaching Experience

<table>
<thead>
<tr>
<th>License</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAAA</td>
<td>$ 26,790.00</td>
</tr>
<tr>
<td>AAA</td>
<td>$ 25,940.00</td>
</tr>
</tbody>
</table>
**However,** in the event the Sine Die General Fund Revenue Estimate Increase for fiscal year 2002 is at least five percent (5%), as certified by the Legislative Budget Office to the State Board of Education, the scale shall be as follows:

### 2001-2002 School Year and School Years Thereafter

**Less Than 25 Years of Teaching Experience**

<table>
<thead>
<tr>
<th>Type</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAA</td>
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<tr>
<td>AAA</td>
<td>$25,440.00</td>
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<tr>
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<td>$24,590.00</td>
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<tr>
<td>A</td>
<td>$23,540.00</td>
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</tbody>
</table>

**25 or More Years of Teaching Experience**

<table>
<thead>
<tr>
<th>Type</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAA</td>
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<tr>
<td>AA</td>
<td>$26,090.00</td>
</tr>
<tr>
<td>A</td>
<td>$25,040.00</td>
</tr>
</tbody>
</table>

For each one percent (1%) that the Sine Die General Fund Revenue Estimate Growth exceeds the five percent (5%) minimum for fiscal year 2002, as certified by the Legislative Budget Office to the State Board of Education and subject to specific appropriation therefor by the Legislature, the State Board of Education shall revise the salary scale to provide an additional one percent (1%) across the board increase in the base salaries for each type of license.

In the event the Sine Die General Fund Revenue Estimate Increase for fiscal year 2003 is at least five percent (5%), as certified by the Legislative Budget Office to the State Board of Education, the scale shall be as follows:

### 2002-2003 School Year and School Years Thereafter

**Less Than 25 Years of Teaching Experience**

<table>
<thead>
<tr>
<th>Type</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAA</td>
<td>$27,850.00</td>
</tr>
<tr>
<td>AAA</td>
<td>$27,000.00</td>
</tr>
</tbody>
</table>
AA................................................. 26,150.00
A.................................................. 24,700.00

25 or More Years of Teaching Experience

AAAA............................................... $ 29,850.00
AAA................................................. 29,000.00
AA................................................. 28,150.00
A.................................................. 26,700.00

The State Board of Education shall revise the salary scale
prescribed above for the 2002-2003 school year to conform to any
adjustments made to the salary scale in the prior fiscal year due
to revenue growth over and above five percent (5%). * * * For
each one percent (1%) that the Sine Die General Fund Revenue
Estimate Growth exceeds the five percent (5%) minimum for fiscal
year 2003, as certified by the Legislative Budget Office to the
State Board of Education and subject to specific appropriation
therefor by the Legislature, the State Board of Education shall
revise the salary scale to provide an additional one percent (1%)
across the board increase in the base salaries for each type of
license.

In the event the Sine Die General Fund Revenue Estimate
Increase for fiscal year 2004 is at least five percent (5%), as
certified by the Legislative Budget Office to the State Board of
Education, the scale shall be as follows:

2003-2004 School Year and School Years Thereafter

Less Than 25 Years of Teaching Experience

AAAA............................................... $ 29,550.00
AAA................................................. 28,700.00
AA................................................. 27,850.00
A.................................................. 26,000.00

25 or More Years of Teaching Experience

AAAA............................................... $ 31,550.00
AAA................................................. 30,700.00
AA................................................. 29,850.00
The State Board of Education shall revise the salary scale prescribed above for the 2003-2004 school year to conform to any adjustments made to the salary scale in prior fiscal years due to revenue growth over and above five percent (5%). For each one percent (1%) that the Sine Die General Fund Revenue Estimate Growth exceeds the five percent (5%) minimum for fiscal year 2004, as certified by the Legislative Budget Office to the State Board of Education and subject to specific appropriation therefor by the Legislature, the State Board of Education shall revise the salary scale to provide an additional one percent (1%) across the board increase in the base salaries for each type of license.

In the event the Sine Die General Fund Revenue Estimate Increase for fiscal year 2005 is at least five percent (5%), as certified by the Legislative Budget Office to the State Board of Education, the scale shall be as follows:

### 2004-2005 School Year and School Years Thereafter

#### Less Than 25 Years of Teaching Experience

<table>
<thead>
<tr>
<th>Type</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
<td>AAA</td>
<td>$30,850.00</td>
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<tr>
<td>AA</td>
<td>$29,925.00</td>
</tr>
<tr>
<td>A</td>
<td>$28,000.00</td>
</tr>
</tbody>
</table>

#### 25 or More Years of Teaching Experience

<table>
<thead>
<tr>
<th>Type</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAAA</td>
<td>$33,775.00</td>
</tr>
<tr>
<td>AAA</td>
<td>$32,850.00</td>
</tr>
<tr>
<td>AA</td>
<td>$31,925.00</td>
</tr>
<tr>
<td>A</td>
<td>$30,000.00</td>
</tr>
</tbody>
</table>

The State Board of Education shall revise the salary scale prescribed above for the 2004-2005 school year to conform to any adjustments made to the salary scale in prior fiscal years due to revenue growth over and above five percent (5%). For each one percent (1%) that the Sine Die General Fund Revenue Estimate Growth exceeds the five percent (5%) minimum for fiscal year 2005,
as certified by the Legislative Budget Office to the State Board of Education and subject to specific appropriation therefor by the Legislature, the State Board of Education shall revise the salary scale to provide an additional one percent (1%) across the board increase in the base salaries for each type of license.

In the event the Sine Die General Fund Revenue Estimate Increase for fiscal year 2006 is at least five percent (5%), as certified by the Legislative Budget Office to the State Board of Education, the scale shall be as follows:

**2005-2006 School Year and School Years Thereafter**

<table>
<thead>
<tr>
<th>Less Than 25 Years of Teaching Experience</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>AAAAA .............................................</td>
<td>$ 34,000.00</td>
</tr>
<tr>
<td>AAA ................................................</td>
<td>33,000.00</td>
</tr>
<tr>
<td>AA .................................................</td>
<td>32,000.00</td>
</tr>
<tr>
<td>A ..................................................</td>
<td>30,000.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>25 or More Years of Teaching Experience</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>AAAAA .............................................</td>
<td>$ 36,000.00</td>
</tr>
<tr>
<td>AAA ................................................</td>
<td>35,000.00</td>
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<tr>
<td>AA .................................................</td>
<td>34,000.00</td>
</tr>
<tr>
<td>A ..................................................</td>
<td>32,000.00</td>
</tr>
</tbody>
</table>

The State Board of Education shall revise the salary scale prescribed above for the 2005-2006 school year to conform to any adjustments made to the salary scale in prior fiscal years due to revenue growth over and above five percent (5%). **For each one percent (1%) that the Sine Die General Fund Revenue Estimate Growth exceeds the five percent (5%) minimum for fiscal year 2006, as certified by the Legislative Budget Office to the State Board of Education and subject to specific appropriation therefor by the Legislature, the State Board of Education shall revise the salary scale to provide an additional one percent (1%) across the board increase in the base salaries for each type of license.**

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

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

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

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

For teachers holding a Class AA license, the minimum base pay
specified in this subsection shall be increased by the sum of Five
Hundred Thirty Dollars ($530.00) for each year of teaching
experience possessed by the person holding such license until such
person shall have twenty-five (25) years of teaching experience.
For teachers holding a Class A license, the minimum base pay specified in this subsection shall be increased by the sum of Four Hundred Thirty-five Dollars ($435.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-one (21) years of teaching experience.

* * * However, * * * in the event the Sine Die General Fund Revenue Estimate Increase for fiscal year 2003 is at least five percent (5%), as certified by the Legislative Budget Office to the State Board of Education, the annual increments shall be as follows:

For teachers holding a Class AAA license, the minimum base pay specified in this subsection shall be increased by the sum of Six Hundred Eighty-five Dollars ($685.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.

For teachers holding a Class AAA license, the minimum base pay specified in this subsection shall be increased by the sum of Six Hundred Twenty Dollars ($620.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.

For teachers holding a Class AA license, the minimum base pay specified in this subsection shall be increased by the sum of Five Hundred Fifty-five Dollars ($555.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.

For teachers holding a Class A license, the minimum base pay specified in this subsection shall be increased by the sum of Four Hundred Forty-five Dollars ($445.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-two (22) years of teaching experience.

In the event the Sine Die General Fund Revenue Estimate Increase for fiscal year 2004 is at least five percent (5%), as
certified by the Legislative Budget Office to the State Board of Education, the annual increments shall be as follows:

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

For teachers holding a Class AAA license, the minimum base pay specified in this subsection shall be increased by the sum of Six Hundred Forty-five Dollars ($645.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.

For teachers holding a Class AA license, the minimum base pay specified in this subsection shall be increased by the sum of Five Hundred Eighty Dollars ($580.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.

For teachers holding a Class A license, the minimum base pay specified in this subsection shall be increased by the sum of Four Hundred Fifty-five Dollars ($455.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-three (23) years of teaching experience.

In the event the Sine Die General Fund Revenue Estimate Increase for fiscal year 2005 is at least five percent (5%), as certified by the Legislative Budget Office to the State Board of Education, the annual increments shall be as follows:

For teachers holding a Class AAAA license, the minimum base pay specified in this subsection shall be increased by the sum of Seven Hundred Forty Dollars ($740.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.

For teachers holding a Class AAA license, the minimum base pay specified in this subsection shall be increased by the sum of Six Hundred Forty-five Dollars ($645.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.
Six Hundred Seventy-five Dollars ($675.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.

For teachers holding a Class AA license, the minimum base pay specified in this subsection shall be increased by the sum of Six Hundred Ten Dollars ($610.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.

For teachers holding a Class A license, the minimum base pay specified in this subsection shall be increased by the sum of Four Hundred Sixty-five Dollars ($465.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-four (24) years of teaching experience.

In the event the Sine Die General Fund Revenue Estimate Increase for fiscal year 2006 is at least five percent (5%), as certified by the Legislative Budget Office to the State Board of Education, the annual increments shall be as follows:

For teachers holding a Class AAAA license, the minimum base pay specified in this subsection shall be increased by the sum of Seven Hundred Seventy Dollars ($770.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.

For teachers holding a Class AAA license, the minimum base pay specified in this subsection shall be increased by the sum of Seven Hundred Five Dollars ($705.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.

For teachers holding a Class AA license, the minimum base pay specified in this subsection shall be increased by the sum of Six Hundred Forty Dollars ($640.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-five (25) years of teaching experience.
For teachers holding a Class A license, the minimum base pay specified in this subsection shall be increased by the sum of Four Hundred Eighty Dollars ($480.00) for each year of teaching experience possessed by the person holding such license until such person shall have twenty-four (24) years of teaching experience.

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

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

(i) Any licensed teacher who has met the requirements and acquired a Master Teacher certificate from the National Board for Professional Teaching Standards and who is employed by a local school board or the State Board of Education as a teacher and not as an administrator. ★ ★ ★ In the 2001-2002 school year and in school years thereafter, such teacher shall submit documentation to the State Department of Education that the certificate was received prior to October 15 in order to be eligible for the full salary supplement in the current school year, or the teacher shall submit such documentation to the State Department of Education prior to February 15 in order to be eligible for a prorated salary supplement beginning with the second term of the school year.

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

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

(iv) From and after July 1, 2001, any licensed school psychologist who has met the requirements and acquired the designation "Nationally Certified School Psychologist (NCSP)" through the National School Psychology Certification System and who is employed by a local school board or the State Board of Education as a psychologist and not as an administrator. A nationally certified school psychologist shall submit documentation to the State Department of Education that the certification was received before October 15 in order to be eligible for the full salary supplement in the current school year, or the nationally certified school psychologist shall submit such documentation to the State Department of Education before February 15 in order to be eligible for a prorated salary supplement beginning with the second term of the school year.

However, the salary supplement authorized under this item shall be discontinued two (2) years after the date on which the National Board for Professional Teaching Standards offers a certification process for a Master Teacher certificate for school psychologists, and any school psychologist receiving the salary supplement will be required to complete the Master Teacher certificate process under item (i) of this paragraph in order to continue receiving such salary supplement.

(b) An employee shall be reimbursed one (1) time for the actual cost of completing the process of acquiring the certificate or endorsement, excluding any costs incurred for postgraduate courses, not to exceed Five Hundred Dollars ($500.00) for a school counselor, speech-language pathologist and audiologist or school psychologist, regardless of whether or not the process resulted in the award of the certificate or
endorsement. A local school district or any private individual or entity may pay the cost of completing the process of acquiring the certificate or endorsement for any employee of the school district described under paragraph (a), and the State Department of Education shall reimburse the school district for such cost, regardless of whether or not the process resulted in the award of the certificate or endorsement. If a private individual or entity has paid the cost of completing the process of acquiring the certificate or endorsement for an employee, the local school district may agree to directly reimburse the individual or entity for such cost on behalf of the employee.

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

(d) The State Department of Education may not pay any process reimbursement to a school district for an employee who does not complete the certification or endorsement process required to be eligible for the certificate or endorsement. If an employee for whom such cost has been paid in full or in part by a local school district or private individual or entity fails to complete the certification or endorsement process, the employee shall be liable to the school district or individual or entity for all amounts paid by the school district or individual or entity on behalf of that employee toward his or her certificate or endorsement.
SECTION 2. This act shall take effect and be in force from and after July 1, 2001.