

By: Representative Cameron

To: Education;
Appropriations

HOUSE BILL NO. 70

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

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

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

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

17 **1999-2000 School Year and School Years Thereafter**

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

19	AAAA.....	\$ 25,790.00
20	AAA.....	24,940.00
21	AA.....	24,090.00
22	A.....	23,040.00

23 **25 or More Years of Teaching Experience**

24	AAAA.....	\$ 26,790.00
25	AAA.....	25,940.00
26	AA.....	25,090.00
27	A.....	24,040.00



28 * * * However, * * * in the event the Sine Die General Fund
 29 Revenue Estimate Increase for fiscal year 2002 is at least five
 30 percent (5%), as certified by the Legislative Budget Office to the
 31 State Board of Education, the scale shall be as follows:

32 **2001-2002 School Year and School Years Thereafter**

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

34	AAAA.....	\$ 26,290.00
35	AAA.....	25,440.00
36	AA.....	24,590.00
37	A.....	23,540.00

38 **25 or More Years of Teaching Experience**

39	AAAA.....	\$ 27,790.00
40	AAA.....	26,940.00
41	AA.....	26,090.00
42	A.....	25,040.00

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

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

55 **2002-2003 School Year and School Years Thereafter**

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

57	AAAA.....	\$ 27,850.00
58	AAA.....	27,000.00
59	AA.....	26,150.00
60	A.....	24,700.00



61	25 or More Years of Teaching Experience	
62	AAAA.....	\$ 29,850.00
63	AAA.....	29,000.00
64	AA.....	28,150.00
65	A.....	26,700.00

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

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

81	2003-2004 School Year and School Years Thereafter	
82	Less Than 25 Years of Teaching Experience	
83	AAAA.....	\$ 29,550.00
84	AAA.....	28,700.00
85	AA.....	27,850.00
86	A.....	26,000.00

87	25 or More Years of Teaching Experience	
88	AAAA.....	\$ 31,550.00
89	AAA.....	30,700.00
90	AA.....	29,850.00
91	A.....	28,000.00

92 The State Board of Education shall revise the salary scale
93 prescribed above for the 2003-2004 school year to conform to any

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

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

107 **2004-2005 School Year and School Years Thereafter**

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

109	AAAA.....	\$ 31,775.00
110	AAA.....	30,850.00
111	AA.....	29,925.00
112	A.....	28,000.00

113 **25 or More Years of Teaching Experience**

114	AAAA.....	\$ 33,775.00
115	AAA.....	32,850.00
116	AA.....	31,925.00
117	A.....	30,000.00

118 The State Board of Education shall revise the salary scale
 119 prescribed above for the 2004-2005 school year to conform to any
 120 adjustments made to the salary scale in prior fiscal years due to
 121 revenue growth over and above five percent (5%). * * * For each
 122 one percent (1%) that the Sine Die General Fund Revenue Estimate
 123 Growth exceeds the five percent (5%) minimum for fiscal year 2005,
 124 as certified by the Legislative Budget Office to the State Board
 125 of Education and subject to specific appropriation therefor by the
 126 Legislature, the State Board of Education shall revise the salary



127 scale to provide an additional one percent (1%) across the board
128 increase in the base salaries for each type of license.

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

133 **2005-2006 School Year and School Years Thereafter**

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

135	AAAA.....	\$ 34,000.00
136	AAA.....	33,000.00
137	AA.....	32,000.00
138	A.....	30,000.00

139 **25 or More Years of Teaching Experience**

140	AAAA.....	\$ 36,000.00
141	AAA.....	35,000.00
142	AA.....	34,000.00
143	A.....	32,000.00

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

155 It is the intent of the Legislature that any state funds made
156 available for salaries of licensed personnel in excess of the
157 funds paid for such salaries for the 1986-1987 school year shall
158 be paid to licensed personnel pursuant to a personnel appraisal
159 and compensation system implemented by the State Board of



160 Education. The State Board of Education shall have the authority
161 to adopt and amend rules and regulations as are necessary to
162 establish, administer and maintain the system.

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

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

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

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

190 For teachers holding a Class A license, the minimum base pay
191 specified in this subsection shall be increased by the sum of Four
192 Hundred Thirty-five Dollars (\$435.00) for each year of teaching



193 experience possessed by the person holding such license until such
194 person shall have twenty-one (21) years of teaching experience.

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

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

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

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

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

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



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

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

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

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

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

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

254 For teachers holding a Class AAA license, the minimum base
255 pay specified in this subsection shall be increased by the sum of
256 Six Hundred Seventy-five Dollars (\$675.00) for each year of
257 teaching experience possessed by the person holding such license



258 until such person shall have twenty-five (25) years of teaching
259 experience.

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

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

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

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

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

284 For teachers holding a Class AA license, the minimum base pay
285 specified in this subsection shall be increased by the sum of Six
286 Hundred Forty Dollars (\$640.00) for each year of teaching
287 experience possessed by the person holding such license until such
288 person shall have twenty-five (25) years of teaching experience.

289 For teachers holding a Class A license, the minimum base pay
290 specified in this subsection shall be increased by the sum of Four



291 Hundred Eighty Dollars (\$480.00) for each year of teaching
292 experience possessed by the person holding such license until such
293 person shall have twenty-four (24) years of teaching experience.

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

299 (2) (a) The following employees shall receive an annual
300 salary supplement in the amount of Six Thousand Dollars
301 (\$6,000.00), plus fringe benefits, in addition to any other
302 compensation to which the employee may be entitled:

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

316 (ii) From and after July 1, 1999, any licensed
317 school counselor who has met the requirements and acquired a
318 National Certified School Counselor (NCSC) endorsement from the
319 National Board of Certified Counselors and who is employed by a
320 local school board or the State Board of Education as a counselor
321 and not as an administrator. Such licensed school counselor shall
322 submit documentation to the State Department of Education that the
323 endorsement was received prior to October 15 in order to be



324 eligible for the full salary supplement in the current school
325 year, or the licensed school counselor shall submit such
326 documentation to the State Department of Education prior to
327 February 15 in order to be eligible for a prorated salary
328 supplement beginning with the second term of the school year.
329 However, the salary supplement authorized under this item shall be
330 discontinued two (2) years after the date on which the National
331 Board for Professional Teaching Standards offers a certification
332 process for a Master Teacher certificate for school counselors,
333 and any school counselor receiving the salary supplement will be
334 required to complete the Master Teacher certificate process under
335 item (i) of this paragraph in order to continue receiving such
336 salary supplement.

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



357 certificate process under item (i) of this paragraph in order to
358 continue receiving such salary supplement.

359 (b) An employee shall be reimbursed one (1) time for
360 the actual cost of completing the process of acquiring the
361 certificate or endorsement, excluding any costs incurred for
362 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)
363 for a school counselor or speech-language pathologist and
364 audiologist, regardless of whether or not the process resulted in
365 the award of the certificate or endorsement. A local school
366 district or any private individual or entity may pay the cost of
367 completing the process of acquiring the certificate or endorsement
368 for any employee of the school district described under paragraph
369 (a), and the State Department of Education shall reimburse the
370 school district for such cost, regardless of whether or not the
371 process resulted in the award of the certificate or endorsement.
372 If a private individual or entity has paid the cost of completing
373 the process of acquiring the certificate or endorsement for an
374 employee, the local school district may agree to directly
375 reimburse the individual or entity for such cost on behalf of the
376 employee.

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

388 (d) The State Department of Education may not pay any
389 process reimbursement to a school district for an employee who



390 does not complete the certification or endorsement process
391 required to be eligible for the certificate or endorsement. If an
392 employee for whom such cost has been paid in full or in part by a
393 local school district or private individual or entity fails to
394 complete the certification or endorsement process, the employee
395 shall be liable to the school district or individual or entity for
396 all amounts paid by the school district or individual or entity on
397 behalf of that employee toward his or her certificate or
398 endorsement.

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

402 (b) The World Class Teachers Program contains the
403 following components:

404 (i) A system for recruiting and screening
405 participants;

406 (ii) A systematic program of training and
407 technical assistance; and

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

410 (c) In order to initiate the program, sufficient
411 funding shall be appropriated by the Legislature. Policies and
412 practices that define the relationship of the Mississippi World
413 Class Teachers Program to the Mississippi Teacher Center shall be
414 established.

415 (d) The purposes of the program are:

416 (i) To create an avenue for rewarding excellence
417 in teaching;

418 (ii) To establish a pool of master teachers who
419 can serve as mentors, supervising teachers, or in a variety of
420 leadership roles;

421 (iii) To positively influence programs of teacher
422 education as colleges strive to have their graduates gain



423 certification by the National Board for Professional Teaching
424 Standards; and

425 (iv) To encourage master teachers to stay in the
426 profession in Mississippi.

427 SECTION 2. This act shall take effect and be in force from
428 and after July 1, 2001.

