

By: Senator(s) Chamberlin, Chaney, Dawkins,
Tollison, Carmichael, Williamson

To: Education;
Appropriations

SENATE BILL NO. 2368

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 PROVIDE THAT BEGINNING WITH THE 2002-2003 SCHOOL YEAR, TEACHERS
3 SHALL RECEIVE AN ANNUAL EXPERIENCE INCREMENT FOR UP TO 30 YEARS OF
4 TEACHING SERVICE; AND FOR RELATED PURPOSES.

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

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

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

18 **2001-2002 School Year**

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

| | | |
|----|-----------|--------------|
| 20 | AAAA..... | \$ 26,290.00 |
| 21 | AAA..... | 25,440.00 |
| 22 | AA..... | 24,590.00 |
| 23 | A..... | 23,540.00 |

24 **25 or More Years of Teaching Experience**

| | | |
|----|-----------|--------------|
| 25 | AAAA..... | \$ 27,790.00 |
| 26 | AAA..... | 26,940.00 |
| 27 | AA..... | 26,090.00 |
| 28 | A..... | 25,040.00 |



29 **2002-2003 School Year**

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

| | | |
|----|-----------|--------------|
| 31 | AAAA..... | \$ 27,850.00 |
| 32 | AAA..... | 27,000.00 |
| 33 | AA..... | 26,150.00 |
| 34 | A..... | 24,700.00 |

35 **25 or More Years of Teaching Experience**

| | | |
|----|-----------|--------------|
| 36 | AAAA..... | \$ 29,850.00 |
| 37 | AAA..... | 29,000.00 |
| 38 | AA..... | 28,150.00 |
| 39 | A..... | 26,700.00 |

40 For each one percent (1%) that the Sine Die General Fund
 41 Revenue Estimate Growth exceeds five percent (5%) for fiscal year
 42 2003, as certified by the Legislative Budget Office to the State
 43 Board of Education and subject to specific appropriation therefor
 44 by the Legislature, the State Board of Education shall revise the
 45 salary scale to provide an additional one percent (1%) across the
 46 board increase in the base salaries for each type of license.

47 **2003-2004 School Year**

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

| | | |
|----|-----------|--------------|
| 49 | AAAA..... | \$ 29,550.00 |
| 50 | AAA..... | 28,700.00 |
| 51 | AA..... | 27,850.00 |
| 52 | A..... | 26,000.00 |

53 **25 or More Years of Teaching Experience**

| | | |
|----|-----------|--------------|
| 54 | AAAA..... | \$ 31,550.00 |
| 55 | AAA..... | 30,700.00 |
| 56 | AA..... | 29,850.00 |
| 57 | A..... | 28,000.00 |

58 The State Board of Education shall revise the salary scale
 59 prescribed above for the 2003-2004 school year to conform to any
 60 adjustments made to the salary scale in the prior fiscal year due
 61 to revenue growth over and above five percent (5%). For each one



62 percent (1%) that the Sine Die General Fund Revenue Estimate
 63 Growth exceeds five percent (5%) for fiscal year 2004, as
 64 certified by the Legislative Budget Office to the State Board of
 65 Education and subject to specific appropriation therefor by the
 66 Legislature, the State Board of Education shall revise the salary
 67 scale to provide an additional one percent (1%) across the board
 68 increase in the base salaries for each type of license.

69 **2004-2005 School Year**

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

| | | |
|----|-----------|--------------|
| 71 | AAAA..... | \$ 31,775.00 |
| 72 | AAA..... | 30,850.00 |
| 73 | AA..... | 29,925.00 |
| 74 | A..... | 28,000.00 |

75 **25 or More Years of Teaching Experience**

| | | |
|----|-----------|--------------|
| 76 | AAAA..... | \$ 33,775.00 |
| 77 | AAA..... | 32,850.00 |
| 78 | AA..... | 31,925.00 |
| 79 | A..... | 30,000.00 |

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

91 **2005-2006 School Year and School Years Thereafter**

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

| | | |
|----|-----------|--------------|
| 93 | AAAA..... | \$ 34,000.00 |
| 94 | AAA..... | 33,000.00 |



95 AA..... 32,000.00

96 A..... 30,000.00

97 **25 or More Years of Teaching Experience**

98 AAAA..... \$ 36,000.00

99 AAA..... 35,000.00

100 AA..... 34,000.00

101 A..... 32,000.00

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

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

121 All teachers employed on a full-time basis shall be paid a
122 minimum salary in accordance with the above scale. However, no
123 school district shall receive any funds under this section for any
124 school year during which the local supplement paid to any
125 individual teacher shall have been reduced to a sum less than that
126 paid to that individual teacher for performing the same duties
127 from local supplement during the immediately preceding school



128 year. The amount actually spent for the purposes of group health
129 and/or life insurance shall be considered as a part of the
130 aggregate amount of local supplement but shall not be considered
131 a part of the amount of individual local supplement.

132 **2001-2002 School Year Annual Increment**

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

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

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

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

154 **2002-2003 School Year Annual Increment**

155 For teachers holding a Class AAAA license, the minimum base
156 pay specified in this subsection shall be increased by the sum of
157 Six Hundred Eighty-five Dollars (\$685.00) for each year of
158 teaching experience possessed by the person holding such license
159 until such person shall have thirty (30) years of teaching
160 experience.



161 For teachers holding a Class AAA license, the minimum base
162 pay specified in this subsection shall be increased by the sum of
163 Six Hundred Twenty Dollars (\$620.00) for each year of teaching
164 experience possessed by the person holding such license until such
165 person shall have thirty (30) years of teaching experience.

166 For teachers holding a Class AA license, the minimum base pay
167 specified in this subsection shall be increased by the sum of Five
168 Hundred Fifty-five Dollars (\$555.00) for each year of teaching
169 experience possessed by the person holding such license until such
170 person shall have thirty (30) years of teaching experience.

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

176 **2003-2004 School Year Annual Increment**

177 For teachers holding a Class AAAA license, the minimum base
178 pay specified in this subsection shall be increased by the sum of
179 Seven Hundred Ten Dollars (\$710.00) for each year of teaching
180 experience possessed by the person holding such license until such
181 person shall have thirty (30) years of teaching experience.

182 For teachers holding a Class AAA license, the minimum base
183 pay specified in this subsection shall be increased by the sum of
184 Six Hundred Forty-five Dollars (\$645.00) for each year of teaching
185 experience possessed by the person holding such license until such
186 person shall have thirty (30) years of teaching experience.

187 For teachers holding a Class AA license, the minimum base pay
188 specified in this subsection shall be increased by the sum of Five
189 Hundred Eighty Dollars (\$580.00) for each year of teaching
190 experience possessed by the person holding such license until such
191 person shall have thirty (30) years of teaching experience.

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



194 Hundred Fifty-five Dollars (\$455.00) for each year of teaching
195 experience possessed by the person holding such license until such
196 person shall have thirty (30) years of teaching experience.

197 **2004-2005 School Year Annual Increment**

198 For teachers holding a Class AAAA license, the minimum base
199 pay specified in this subsection shall be increased by the sum of
200 Seven Hundred Forty Dollars (\$740.00) for each year of teaching
201 experience possessed by the person holding such license until such
202 person shall have thirty (30) years of teaching experience.

203 For teachers holding a Class AAA license, the minimum base
204 pay specified in this subsection shall be increased by the sum of
205 Six Hundred Seventy-five Dollars (\$675.00) for each year of
206 teaching experience possessed by the person holding such license
207 until such person shall have thirty (30) years of teaching
208 experience.

209 For teachers holding a Class AA license, the minimum base pay
210 specified in this subsection shall be increased by the sum of Six
211 Hundred Ten Dollars (\$610.00) for each year of teaching experience
212 possessed by the person holding such license until such person
213 shall have thirty (30) years of teaching experience.

214 For teachers holding a Class A license, the minimum base pay
215 specified in this subsection shall be increased by the sum of Four
216 Hundred Sixty-five Dollars (\$465.00) for each year of teaching
217 experience possessed by the person holding such license until such
218 person shall have thirty (30) years of teaching experience.

219 **2005-2006 School Year**

220 **and School Years Thereafter Annual Increments**

221 For teachers holding a Class AAAA license, the minimum base
222 pay specified in this subsection shall be increased by the sum of
223 Seven Hundred Seventy Dollars (\$770.00) for each year of teaching
224 experience possessed by the person holding such license until such
225 person shall have thirty (30) years of teaching experience.



226 For teachers holding a Class AAA license, the minimum base
227 pay specified in this subsection shall be increased by the sum of
228 Seven Hundred Five Dollars (\$705.00) for each year of teaching
229 experience possessed by the person holding such license until such
230 person shall have thirty (30) years of teaching experience.

231 For teachers holding a Class AA license, the minimum base pay
232 specified in this subsection shall be increased by the sum of Six
233 Hundred Forty Dollars (\$640.00) for each year of teaching
234 experience possessed by the person holding such license until such
235 person shall have thirty (30) years of teaching experience.

236 For teachers holding a Class A license, the minimum base pay
237 specified in this subsection shall be increased by the sum of Four
238 Hundred Eighty Dollars (\$480.00) for each year of teaching
239 experience possessed by the person holding such license until such
240 person shall have thirty (30) years of teaching experience.

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

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

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



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

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

282 (iii) Any licensed speech-language pathologist and
283 audiologist who has met the requirements and acquired a
284 Certificate of Clinical Competence from the American
285 Speech-Language-Hearing Association and who is employed by a local
286 school board. Such licensed speech-language pathologist and
287 audiologist shall submit documentation to the State Department of
288 Education that the certificate or endorsement was received prior
289 to October 15 in order to be eligible for the full salary
290 supplement in the current school year, or the licensed
291 speech-language pathologist and audiologist shall submit such



292 documentation to the State Department of Education prior to
293 February 15 in order to be eligible for a prorated salary
294 supplement beginning with the second term of the school year.
295 However, the salary supplement authorized under this item shall be
296 discontinued two (2) years after the date on which the National
297 Board for Professional Teaching Standards offers a certification
298 process for a Master Teacher certificate for school
299 speech-language pathologists and audiologists, and any school
300 speech-language pathologist and audiologist receiving the salary
301 supplement will be required to complete the Master Teacher
302 certificate process under item (i) of this paragraph in order to
303 continue receiving such salary supplement.

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

322 (c) All salary supplements, fringe benefits and process
323 reimbursement authorized under this subsection shall be paid
324 directly by the State Department of Education to the local school



325 district and shall be in addition to its minimum education program
326 allotments and not a part thereof in accordance with regulations
327 promulgated by the State Board of Education, and subject to
328 appropriation by the Legislature. Local school districts shall
329 not reduce the local supplement paid to any employee receiving
330 such salary supplement, and the employee shall receive any local
331 supplement to which employees with similar training and experience
332 otherwise are entitled.

333 (d) The State Department of Education may not pay any
334 process reimbursement to a school district for an employee who
335 does not complete the certification or endorsement process
336 required to be eligible for the certificate or endorsement. If an
337 employee for whom such cost has been paid in full or in part by a
338 local school district or private individual or entity fails to
339 complete the certification or endorsement process, the employee
340 shall be liable to the school district or individual or entity for
341 all amounts paid by the school district or individual or entity on
342 behalf of that employee toward his or her certificate or
343 endorsement.

344 **SECTION 2.** This act shall take effect and be in force from
345 and after July 1, 2002.

