MISSISSIPPI LEGISLATURE

Reg: Representative Davis

To: Appropriations

MISSISSIPPI LEGISLATURE REGULAR SESSION 2003

By: Representative Davis

To: Education;

HOUSE BILL NO. 1372

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) The allowance in 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:

2003-2004 School Year

Less Than 25 Years of Teaching Experience

<table>
<thead>
<tr>
<th>License</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAA</td>
<td>$ 29,550.00</td>
</tr>
<tr>
<td>AAA</td>
<td>$ 28,700.00</td>
</tr>
<tr>
<td>AA</td>
<td>$ 27,850.00</td>
</tr>
<tr>
<td>A</td>
<td>$ 26,000.00</td>
</tr>
</tbody>
</table>

25 or More Years of Teaching Experience

<table>
<thead>
<tr>
<th>License</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAA</td>
<td>$ 31,550.00</td>
</tr>
<tr>
<td>AAA</td>
<td>$ 30,700.00</td>
</tr>
<tr>
<td>AA</td>
<td>$ 29,850.00</td>
</tr>
<tr>
<td>A</td>
<td>$ 28,000.00</td>
</tr>
</tbody>
</table>
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 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 five percent (5%) 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.

### 2004-2005 School Year

#### Less Than 25 Years of Teaching Experience

<table>
<thead>
<tr>
<th>Type</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAA</td>
<td>$31,775.00</td>
</tr>
<tr>
<td>AAA</td>
<td>$30,850.00</td>
</tr>
<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>
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<tr>
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<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 five percent (5%) 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.
### 2005-2006 School Year and School Years Thereafter

#### Less Than 25 Years of Teaching Experience

<table>
<thead>
<tr>
<th>License Level</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAA</td>
<td>$34,000.00</td>
</tr>
<tr>
<td>AAA</td>
<td>$33,000.00</td>
</tr>
<tr>
<td>AA</td>
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<tr>
<td>A</td>
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<thead>
<tr>
<th>License Level</th>
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</tr>
</thead>
<tbody>
<tr>
<td>AAA</td>
<td>$36,000.00</td>
</tr>
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<td>AAA</td>
<td>$35,000.00</td>
</tr>
<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 five percent (5%) 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.

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2003-2004 School Year Annual Increment

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.

2004-2005 School Year Annual Increment

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 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.

2005-2006 School Year

and School Years Thereafter Annual Increments

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 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.
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. 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) 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) 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 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.
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, 2003, 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 must 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 must 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 will 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 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, 2003.