

By: Representative Pierce

To: Education;  
Appropriations

HOUSE BILL NO. 637

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 PROVIDE THAT SCHOOL COUNSELORS QUALIFYING FOR THE SALARY  
3 SUPPLEMENT FOR ADVANCED CERTIFICATION AFTER JULY 1, 2004, SHALL BE  
4 REQUIRED TO COMPLETE THE MASTER TEACHER CERTIFICATION PROCESS BY  
5 THE NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS; AND FOR  
6 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:

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

20 \* \* \*

21 **2004-2005 School Year**

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

23	AAAA.....	\$ 31,775.00
24	AAA.....	30,850.00
25	AA.....	29,925.00
26	A.....	28,000.00

27 **25 or More Years of Teaching Experience**

28	AAAA.....	\$ 33,775.00
29	AAA.....	32,850.00

30	AA.....	31,925.00
31	A.....	30,000.00

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

43 **2005-2006 School Year and School Years Thereafter**

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

45	AAAA.....	\$ 34,000.00
46	AAA.....	33,000.00
47	AA.....	32,000.00
48	A.....	30,000.00

49 **25 or More Years of Teaching Experience**

50	AAAA.....	\$ 36,000.00
51	AAA.....	35,000.00
52	AA.....	34,000.00
53	A.....	32,000.00

54 The State Board of Education shall revise the salary scale  
55 prescribed above for the 2005-2006 school year to conform to any  
56 adjustments made to the salary scale in prior fiscal years due to  
57 revenue growth over and above five percent (5%). For each one  
58 percent (1%) that the Sine Die General Fund Revenue Estimate  
59 Growth exceeds five percent (5%) for fiscal year 2006, as  
60 certified by the Legislative Budget Office to the State Board of  
61 Education and subject to specific appropriation therefor by the  
62 Legislature, the State Board of Education shall revise the salary

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

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 a  
83 part of the amount of individual local supplement.

84 \* \* \*

85 **2004-2005 School Year Annual Increment**

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

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

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

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

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

107 **2005-2006 School Year**

108 **and School Years Thereafter Annual Increments**

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

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

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

124 For teachers holding a Class A license, the minimum base pay  
125 specified in this subsection shall be increased by the sum of Four  
126 Hundred Eighty Dollars (\$480.00) for each year of teaching

127 experience possessed by the person holding such license until such  
128 person shall have twenty-four (24) years of teaching experience.

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

134 (2) (a) The following employees shall receive an annual  
135 salary supplement in the amount of Six Thousand Dollars  
136 (\$6,000.00), plus fringe benefits, in addition to any other  
137 compensation to which the employee may be entitled:

138 (i) Any licensed teacher who has met the  
139 requirements and acquired a Master Teacher certificate from the  
140 National Board for Professional Teaching Standards and who is  
141 employed by a local school board or the State Board of Education  
142 as a teacher and not as an administrator. Such teacher shall  
143 submit documentation to the State Department of Education that the  
144 certificate was received before October 15 in order to be eligible  
145 for the full salary supplement in the current school year, or the  
146 teacher shall submit such documentation to the State Department of  
147 Education before February 15 in order to be eligible for a  
148 prorated salary supplement beginning with the second term of the  
149 school year.

150 (ii) Any licensed school counselor who has met the  
151 requirements and acquired a National Certified School Counselor  
152 (NCSC) endorsement from the National Board of Certified Counselors  
153 and who is employed by a local school board or the State Board of  
154 Education as a counselor and not as an administrator. Such  
155 licensed school counselor shall submit documentation to the State  
156 Department of Education that the endorsement was received before  
157 October 15 in order to be eligible for the full salary supplement  
158 in the current school year, or the licensed school counselor shall  
159 submit such documentation to the State Department of Education

160 before February 15 in order to be eligible for a prorated salary  
161 supplement beginning with the second term of the school year.  
162 Beginning July 1, 2004, any school counselor applying for the  
163 salary supplement shall be required to meet the Master Teacher  
164 certification process established by the National Board for  
165 Professional Teaching Standards for school counselors in order to  
166 receive the salary supplement. Any school counselor receiving the  
167 salary supplement before July 1, 2004, who maintains an  
168 endorsement from the National Board of Certified Counselors, shall  
169 be allowed to continue receiving the supplement without completing  
170 the Master Teacher certification process. In addition, any school  
171 counselor that has begun the process of meeting the National  
172 Certified School Counselor certification process before July 1,  
173 2004, shall be eligible to receive the salary supplement if the  
174 process is completed successfully.

175 (iii) Any licensed speech-language pathologist and  
176 audiologist who has met the requirements and acquired a  
177 Certificate of Clinical Competence from the American  
178 Speech-Language-Hearing Association and who is employed by a local  
179 school board. Such licensed speech-language pathologist and  
180 audiologist shall submit documentation to the State Department of  
181 Education that the certificate or endorsement was received prior  
182 to October 15 in order to be eligible for the full salary  
183 supplement in the current school year, or the licensed  
184 speech-language pathologist and audiologist shall submit such  
185 documentation to the State Department of Education prior to  
186 February 15 in order to be eligible for a prorated salary  
187 supplement beginning with the second term of the school year.  
188 However, the salary supplement authorized under this item shall be  
189 discontinued two (2) years after the date on which the National  
190 Board for Professional Teaching Standards offers a certification  
191 process for a Master Teacher certificate for school  
192 speech-language pathologists and audiologists, and any school

193 speech-language pathologist and audiologist receiving the salary  
194 supplement will be required to complete the Master Teacher  
195 certificate process under item (i) of this paragraph in order to  
196 continue receiving such salary supplement.

197           (b) An employee shall be reimbursed one (1) time for  
198 the actual cost of completing the process of acquiring the  
199 certificate or endorsement, excluding any costs incurred for  
200 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)  
201 for a school counselor or speech-language pathologist and  
202 audiologist, regardless of whether or not the process resulted in  
203 the award of the certificate or endorsement. A local school  
204 district or any private individual or entity may pay the cost of  
205 completing the process of acquiring the certificate or endorsement  
206 for any employee of the school district described under paragraph  
207 (a), and the State Department of Education shall reimburse the  
208 school district for such cost, regardless of whether or not the  
209 process resulted in the award of the certificate or endorsement.  
210 If a private individual or entity has paid the cost of completing  
211 the process of acquiring the certificate or endorsement for an  
212 employee, the local school district may agree to directly  
213 reimburse the individual or entity for such cost on behalf of the  
214 employee.

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

226           (d) The State Department of Education may not pay any  
227 process reimbursement to a school district for an employee who  
228 does not complete the certification or endorsement process  
229 required to be eligible for the certificate or endorsement. If an  
230 employee for whom such cost has been paid in full or in part by a  
231 local school district or private individual or entity fails to  
232 complete the certification or endorsement process, the employee  
233 shall be liable to the school district or individual or entity for  
234 all amounts paid by the school district or individual or entity on  
235 behalf of that employee toward his or her certificate or  
236 endorsement.

237           **SECTION 2.** This act shall take effect and be in force from  
238 and after July 1, 2004.