

By: Representatives Holland, Dedeaux

To: Universities and
Colleges; Appropriations

HOUSE BILL NO. 1343

1 AN ACT TO CODIFY SECTION 37-143-10, MISSISSIPPI CODE OF 1972,
2 TO ESTABLISH THE MISSISSIPPI CRITICAL NEEDS NURSING FACULTY
3 INCENTIVE PROGRAM; TO AUTHORIZE SALARY SUPPLEMENTS FOR NURSE
4 FACULTY, TO ESTABLISH AN EMPLOYER-ASSISTED HOUSING NURSE FACULTY
5 PROGRAM TO PROVIDE HOME LOANS TO NURSE EDUCATORS; TO PROVIDE
6 RELOCATION EXPENSES TO NURSES WHO AGREE TO BECOME NURSING FACULTY;
7 AND FOR RELATED PURPOSES.

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

9 SECTION 1. The following shall be codified as Section

10 37-143-10, Mississippi Code of 1972:

11 37-143-10. (1) There is established the Mississippi
12 Critical Needs Nursing Faculty Incentive Program. This program
13 shall be implemented by the Board of Trustees of State
14 Institutions of Higher Learning and the State Board for Community
15 and Junior Colleges to produce more nursing faculty at the schools
16 of nursing in Mississippi in order to fill the health care needs
17 of this state.

18 (2) Upon specific appropriation for that purpose by the
19 Legislature, the Board of Trustees of State Institutions of Higher
20 Learning shall implement a three-year across the board salary
21 increase of not less than Six Thousand Dollars (\$6,000.00) nor
22 more than Eight Thousand Dollars (\$8,000.00) in fiscal year 2005,
23 fiscal year 2006 and fiscal year 2007 for all registered nurses
24 who are faculty in approved undergraduate and graduate nursing
25 programs in the state. Upon specific appropriation for that
26 purpose by the Legislature, the State Board for Community and
27 Junior Colleges shall implement a three-year across the board
28 salary increase of not less than Six Thousand Dollars (\$6,000.00)
29 nor more than Eight Thousand Dollars (\$8,000.00) in fiscal year

30 2005, fiscal year 2006 and fiscal year 2007 for all registered
31 nurses who are faculty in approved associate degree nursing
32 programs in the state. This incentive is intended to bring
33 salaries for nursing faculty within the average for the geographic
34 area in which the State of Mississippi competes for nursing
35 faculty. Salary supplements under this subsection shall be
36 allocated to nursing faculty who enter into contract with the
37 appropriate school of nursing obligating themselves to spend a
38 period of time of not less than three (3) years in teaching
39 nursing at any accredited school of nursing in Mississippi. Any
40 person who does not render three (3) years' service as a nursing
41 faculty in an approved school of nursing in Mississippi under this
42 program shall be liable to the appropriate board for one-third
43 (1/3) of the total amount of the salary supplement granted under
44 the program for each year that the person does not render that
45 service, plus interest accruing at the current Stafford Loan rate
46 at the time the person discontinues his or her service. If a
47 claim for repayment under this subsection is placed in the hands
48 of an attorney for collection, the obligor shall be liable for an
49 additional amount equal to a reasonable attorney's fee. The Board
50 of Trustees of State Institutions of Higher Learning and the State
51 Board for Community and Junior Colleges shall jointly establish
52 such rules and regulations as deemed necessary and proper to carry
53 out the purposes and intent of this subsection.

54 (3) There is established the Mississippi Employer-Assisted
55 Housing Program for Nursing Faculty, which shall be a special home
56 loan program for any eligible registered nurse who renders service
57 on the faculty in an approved undergraduate and graduate nursing
58 program or associate degree nursing program in Mississippi. The
59 home loan program shall be administered by the Board of Trustees
60 of State Institutions of Higher Learning jointly with the State
61 Board for Community and Junior Colleges in conjunction with the
62 Federal National Mortgage Association (Fannie Mae). The Board of

63 Trustees of State Institutions of Higher Learning and the State
64 Board for Community and Junior Colleges may contract with one or
65 more public or private entities to provide assistance in
66 implementing and administering the program, and shall adopt rules
67 and regulations regarding the implementation and administration of
68 this program. Participation in the loan program shall be
69 available to any registered nurse who renders service as faculty
70 in an approved school of nursing in the State of Mississippi. Any
71 person who receives a loan under this program shall be required to
72 purchase a house located in the State of Mississippi and reside in
73 that house. The maximum amount of a loan that may be made under
74 this program to any person shall be Thirty Thousand Dollars
75 (\$30,000.00). Any loan made under this program to a person who
76 actually renders service as a nurse faculty in an approved school
77 of nursing in Mississippi shall be converted to an interest-free
78 grant on the basis of one (1) year's service for one-third (1/3)
79 of the amount of the loan. Any person who does not render three
80 (3) years' service as a nurse faculty in Mississippi shall be
81 liable to the Board of Trustees of State Institutions of Higher
82 Learning and/or the State Board for Community and Junior Colleges
83 for one-third (1/3) of the amount of the loan for each year the
84 person does not render that service, plus interest accruing at the
85 current Stafford Loan rate at the time the person discontinues his
86 or her service. If a claim for repayment under this subsection is
87 placed in the hands of an attorney for collection, the obligor
88 shall be liable for an additional amount equal to a reasonable
89 attorney's fee. All funds received by the Board of Trustees of
90 State Institutions of Higher Learning or the State Board for
91 Community and Junior Colleges as repayment of loans by program
92 participants shall be deposited in the Mississippi Critical Needs
93 Nursing Faculty Incentive Fund, which is created in the State
94 Treasury.

95 (4) Subject to the availability of funds specifically
96 appropriated for that purpose by the Legislature, any registered
97 nurse relocating to any geographical area of the State of
98 Mississippi in order to render service as a nursing faculty at an
99 approved undergraduate and graduate or associate degree nursing
100 program located within the state shall be eligible for
101 reimbursement for his or her moving expenses by the Board of
102 Trustees of State Institutions of Higher Learning or the State
103 Board for Community and Junior Colleges, as the case may be. The
104 Board of Trustees of State Institutions of Higher Learning jointly
105 with the State Board of Community and Junior Colleges shall
106 promulgate rules and regulations necessary for the administration
107 of the relocation expense reimbursement component of the
108 Mississippi Critical Needs Nursing Faculty Incentive Program. As
109 a condition for participation in this component of the program,
110 nursing faculty shall agree to employment at the school of nursing
111 for a period of not less than three (3) years. Any person failing
112 to comply with this employment commitment shall immediately be in
113 breach of contract and become liable immediately to the Board of
114 Trustees of State Institutions of Higher Learning or the State
115 Board for Community and Junior Colleges, as the case may be, for
116 the sum of the relocation expenses granted to that person, less
117 one-third (1/3) of the amount of that sum for each year that
118 service was rendered, plus interest accruing at the current
119 Stafford Loan rate at the time the breach occurs. If a claim for
120 repayment under this subsection is placed in the hands of an
121 attorney for collection after default, then the obligor shall be
122 liable for an additional amount equal to a reasonable attorney's
123 fee. All funds received from the repayment of relocation expenses
124 by program participants shall be deposited in the Mississippi
125 Critical Needs Nursing Faculty Incentive Fund.

126 (5) The Board of Trustees of State Institutions of Higher
127 Learning or the State Board for Community and Junior Colleges may

128 grant a deferral for cause when there is no employment position
129 immediately available for a program participant. After any such
130 period of deferral, the nurse faculty shall begin or resume the
131 required teaching duties or shall become liable to the appropriate
132 board for salary supplement, housing loan or relocation expense
133 repayment.

134 (6) The Board of Trustees of State Institutions of Higher
135 Learning and the State Board for Community and Junior Colleges
136 shall jointly prepare an annual report for the Legislature, to be
137 submitted by December 1 of each year beginning in 2004, which
138 shall assess the impact of the Mississippi Critical Needs Nursing
139 Faculty Incentive Program on the employment of registered nurses
140 as faculty in approved schools of nursing. The report shall
141 include, at a minimum, the number of persons who have participated
142 in each component of the program each year and the number of
143 persons who have actually rendered service as faculty in
144 Mississippi schools of nursing under the program.

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