

By: Senator(s) Chaney, King, Little, Harden

To: Education;  
Appropriations

COMMITTEE SUBSTITUTE  
FOR  
SENATE BILL NO. 2302

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 PROVIDE THAT SCHOOL COUNSELORS AND SCHOOL SPEECH-LANGUAGE  
3 PATHOLOGISTS AND AUDIOLOGISTS QUALIFYING FOR THE SALARY SUPPLEMENT  
4 FOR ADVANCED CERTIFICATION FROM CERTAIN NATIONAL ASSOCIATIONS  
5 SHALL BE ELIGIBLE TO CONTINUE TO RECEIVE THE SUPPLEMENT; 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 **2001-2002 School Year**

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

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

26 **25 or More Years of Teaching Experience**

27	AAAA.....	\$ 27,790.00
28	AAA.....	26,940.00
29	AA.....	26,090.00

30 A..... 25,040.00

31 **2002-2003 School Year**

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

33 AAAA..... \$ 27,850.00

34 AAA..... 27,000.00

35 AA..... 26,150.00

36 A..... 24,700.00

37 **25 or More Years of Teaching Experience**

38 AAAA..... \$ 29,850.00

39 AAA..... 29,000.00

40 AA..... 28,150.00

41 A..... 26,700.00

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

49 **2003-2004 School Year**

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

51 AAAA..... \$ 29,550.00

52 AAA..... 28,700.00

53 AA..... 27,850.00

54 A..... 26,000.00

55 **25 or More Years of Teaching Experience**

56 AAAA..... \$ 31,550.00

57 AAA..... 30,700.00

58 AA..... 29,850.00

59 A..... 28,000.00

60 The State Board of Education shall revise the salary scale  
61 prescribed above for the 2003-2004 school year to conform to any  
62 adjustments made to the salary scale in the prior fiscal year due

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

71 **2004-2005 School Year**

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

73	AAAA.....	\$ 31,775.00
74	AAA.....	30,850.00
75	AA.....	29,925.00
76	A.....	28,000.00

77 **25 or More Years of Teaching Experience**

78	AAAA.....	\$ 33,775.00
79	AAA.....	32,850.00
80	AA.....	31,925.00
81	A.....	30,000.00

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

93 **2005-2006 School Year and School Years Thereafter**

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

95	AAAA.....	\$ 34,000.00
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96	AAA.....	33,000.00
97	AA.....	32,000.00
98	A.....	30,000.00
99	<b>25 or More Years of Teaching Experience</b>	
100	AAAA.....	\$ 36,000.00
101	AAA.....	35,000.00
102	AA.....	34,000.00
103	A.....	32,000.00

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

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

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

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

134 **2001-2002 School Year Annual Increment**

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

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

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

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

156 **2002-2003 School Year Annual Increment**

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

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

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

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

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

178 **2003-2004 School Year Annual Increment**

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

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

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

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

199 **2004-2005 School Year Annual Increment**

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 Seven Hundred Forty Dollars (\$740.00) for each year of teaching  
203 experience possessed by the person holding such license until such  
204 person shall have twenty-five (25) years of teaching experience.

205 For teachers holding a Class AAA license, the minimum base  
206 pay specified in this subsection shall be increased by the sum of  
207 Six Hundred Seventy-five Dollars (\$675.00) for each year of  
208 teaching experience possessed by the person holding such license  
209 until such person shall have twenty-five (25) years of teaching  
210 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 Six  
213 Hundred Ten Dollars (\$610.00) for each year of teaching experience  
214 possessed by the person holding such license until such person  
215 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 Sixty-five Dollars (\$465.00) for each year of teaching  
219 experience possessed by the person holding such license until such  
220 person shall have twenty-four (24) years of teaching experience.

221 **2005-2006 School Year**

222 **and School Years Thereafter Annual Increments**

223 For teachers holding a Class AAAA license, the minimum base  
224 pay specified in this subsection shall be increased by the sum of  
225 Seven Hundred Seventy Dollars (\$770.00) for each year of teaching

226 experience possessed by the person holding such license until such  
227 person shall have twenty-five (25) years of teaching experience.

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

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

238 For teachers holding a Class A license, the minimum base pay  
239 specified in this subsection shall be increased by the sum of Four  
240 Hundred Eighty Dollars (\$480.00) for each year of teaching  
241 experience possessed by the person holding such license until such  
242 person shall have twenty-four (24) years of teaching experience.

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

248 (2) (a) The following employees shall receive an annual  
249 salary supplement in the amount of Six Thousand Dollars  
250 (\$6,000.00), plus fringe benefits, in addition to any other  
251 compensation to which the employee may be entitled:

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



259 eligible for the full salary supplement in the current school  
260 year, or the teacher shall submit such documentation to the State  
261 Department of Education prior to February 15 in order to be  
262 eligible for a prorated salary supplement beginning with the  
263 second term of the school year.

264 (ii) Any licensed school counselor who has met the  
265 requirements and acquired a National Certified School Counselor  
266 (NCSC) endorsement from the National Board of Certified Counselors  
267 and who is employed by a local school board or the State Board of  
268 Education as a counselor and not as an administrator. Such  
269 licensed school counselor shall submit documentation to the State  
270 Department of Education that the endorsement was received prior to  
271 October 15 in order to be eligible for the full salary supplement  
272 in the current school year, or the licensed school counselor shall  
273 submit such documentation to the State Department of Education  
274 prior to February 15 in order to be eligible for a prorated salary  
275 supplement beginning with the second term of the school  
276 year. \* \* \*

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

291           (b) An employee shall be reimbursed one (1) time for  
292 the actual cost of completing the process of acquiring the  
293 certificate or endorsement, excluding any costs incurred for  
294 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)  
295 for a school counselor or speech-language pathologist and  
296 audiologist, regardless of whether or not the process resulted in  
297 the award of the certificate or endorsement. A local school  
298 district or any private individual or entity may pay the cost of  
299 completing the process of acquiring the certificate or endorsement  
300 for any employee of the school district described under paragraph  
301 (a), and the State Department of Education shall reimburse the  
302 school district for such cost, regardless of whether or not the  
303 process resulted in the award of the certificate or endorsement.  
304 If a private individual or entity has paid the cost of completing  
305 the process of acquiring the certificate or endorsement for an  
306 employee, the local school district may agree to directly  
307 reimburse the individual or entity for such cost on behalf of the  
308 employee.

309           (c) All salary supplements, fringe benefits and process  
310 reimbursement authorized under this subsection shall be paid  
311 directly by the State Department of Education to the local school  
312 district and shall be in addition to its minimum education program  
313 allotments and not a part thereof in accordance with regulations  
314 promulgated by the State Board of Education, and subject to  
315 appropriation by the Legislature. Local school districts shall  
316 not reduce the local supplement paid to any employee receiving  
317 such salary supplement, and the employee shall receive any local  
318 supplement to which employees with similar training and experience  
319 otherwise are entitled.

320           (d) The State Department of Education may not pay any  
321 process reimbursement to a school district for an employee who  
322 does not complete the certification or endorsement process  
323 required to be eligible for the certificate or endorsement. If an

324 employee for whom such cost has been paid in full or in part by a  
325 local school district or private individual or entity fails to  
326 complete the certification or endorsement process, the employee  
327 shall be liable to the school district or individual or entity for  
328 all amounts paid by the school district or individual or entity on  
329 behalf of that employee toward his or her certificate or  
330 endorsement.

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