

By: Senator(s) Nunnelee, Bryan, Moffatt,
Williamson, King, Harden, Brown, Tollison,
Frazier, Kirby, Harvey

To: Public Health and
Welfare; Appropriations

SENATE BILL NO. 2534

1 AN ACT TO CODIFY SECTION 37-143-10, MISSISSIPPI CODE OF 1972,
2 TO PROVIDE FOR A "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 AND 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 provision shall be codified as

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

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

18 (2) Pursuant to specific appropriation therefor 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. Pursuant to specific appropriation
26 therefor 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 such
45 service, plus interest accruing at the current Stafford Loan rate
46 at the time the person discontinues his service. If a claim for
47 repayment under this subsection is placed in the hands of an
48 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 such 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) years' 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 such service, plus interest accruing at the
85 current Stafford Loan rate at the time the person discontinues his
86 service. If a claim for repayment under this subsection is placed
87 in the hands of an attorney for collection, the obligor shall be
88 liable for an additional amount equal to a reasonable attorney's
89 fee. All funds received by the Board of Trustees of State
90 Institutions of Higher Learning or the State Board for Community
91 and Junior Colleges as repayment of loans by program participants
92 shall be deposited in the Mississippi Critical Needs Nursing
93 Faculty Incentive Fund, hereby created in the State Treasury.

94 (4) Subject to the availability of funds specifically
95 appropriated therefor by the Legislature, any registered nurse

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

125 (5) The Board of Trustees of State Institutions of Higher
126 Learning or the State Board for Community and Junior Colleges may
127 grant a deferral for cause when there is no employment position
128 immediately available for a program participant. After any such

129 period of deferral, the nurse faculty shall begin or resume the
130 required teaching duties or shall become liable to the appropriate
131 board for salary supplement, housing loan or relocation expense
132 repayment.

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

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