

**REPORT OF CONFERENCE COMMITTEE**

**MADAM PRESIDENT AND MR. SPEAKER:**

We, the undersigned conferees, have had under consideration the amendments to the following entitled BILL:

S. B. No. 2302: Salary supplements for licensed school counselors and school speech-language pathologists and audiologists; clarify.

We, therefore, respectfully submit the following report and recommendation:

- 1. That the House recede from its Amendment No. 1.
- 2. That the Senate and House adopt the following amendment:

Amend by striking all after the enacting clause and inserting in lieu thereof the following:

22           **SECTION 1.** Section 37-19-7, Mississippi Code of 1972, is  
23 amended as follows:

24           37-19-7. (1) This section shall be known and may be cited  
25 as the Mississippi "Teacher Opportunity Program (TOP)." The  
26 allowance in the minimum education program and the Mississippi  
27 Adequate Education Program for teachers' salaries in each county  
28 and separate school district shall be determined and paid in  
29 accordance with the scale for teachers' salaries as provided in  
30 this subsection. For teachers holding the following types of  
31 licenses or the equivalent as determined by the State Board of  
32 Education, and the following number of years of teaching  
33 experience, the scale shall be as follows:

34           \* \* \*

**2004-2005 School Year**

**Less Than 25 Years of Teaching Experience**

37	AAAA.....	\$ 31,775.00
38	AAA.....	30,850.00
39	AA.....	29,925.00
40	A .....	28,000.00

**25 or More Years of Teaching Experience**

42	AAAA.....	\$ 33,775.00
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43	AAA.....	32,850.00
44	AA.....	31,925.00
45	A .....	30,000.00

46 The State Board of Education shall revise the salary scale  
47 prescribed above for the 2004-2005 school year to conform to any  
48 adjustments made to the salary scale in prior fiscal years due to  
49 revenue growth over and above five percent (5%). For each one  
50 percent (1%) that the Sine Die General Fund Revenue Estimate  
51 Growth exceeds five percent (5%) for fiscal year 2005, as  
52 certified by the Legislative Budget Office to the State Board of  
53 Education and subject to specific appropriation therefor by the  
54 Legislature, the State Board of Education shall revise the salary  
55 scale to provide an additional one percent (1%) across the board  
56 increase in the base salaries for each type of license.

57 **2005-2006 School Year and School Years Thereafter**

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

59	AAAA.....	\$ 34,000.00
60	AAA.....	33,000.00
61	AA.....	32,000.00
62	A .....	30,000.00

63 **25 or More Years of Teaching Experience**

64	AAAA.....	\$ 36,000.00
65	AAA.....	35,000.00
66	AA.....	34,000.00
67	A .....	32,000.00

68 The State Board of Education shall revise the salary scale  
69 prescribed above for the 2005-2006 school year to conform to any  
70 adjustments made to the salary scale in prior fiscal years due to  
71 revenue growth over and above five percent (5%). For each one  
72 percent (1%) that the Sine Die General Fund Revenue Estimate  
73 Growth exceeds five percent (5%) for fiscal year 2006, as  
74 certified by the Legislative Budget Office to the State Board of

75 Education and subject to specific appropriation therefor by the  
76 Legislature, the State Board of Education shall revise the salary  
77 scale to provide an additional one percent (1%) across the board  
78 increase in the base salaries for each type of license.

79 It is the intent of the Legislature that any state funds made  
80 available for salaries of licensed personnel in excess of the  
81 funds paid for such salaries for the 1986-1987 school year shall  
82 be paid to licensed personnel pursuant to a personnel appraisal  
83 and compensation system implemented by the State Board of  
84 Education. The State Board of Education shall have the authority  
85 to adopt and amend rules and regulations as are necessary to  
86 establish, administer and maintain the system.

87 All teachers employed on a full-time basis shall be paid a  
88 minimum salary in accordance with the above scale. However, no  
89 school district shall receive any funds under this section for any  
90 school year during which the local supplement paid to any  
91 individual teacher shall have been reduced to a sum less than that  
92 paid to that individual teacher for performing the same duties  
93 from local supplement during the immediately preceding school  
94 year. The amount actually spent for the purposes of group health  
95 and/or life insurance shall be considered as a part of the  
96 aggregate amount of local supplement but shall not be considered a  
97 part of the amount of individual local supplement.

98 \* \* \*

99 **2004-2005 School Year Annual Increment**

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

105 For teachers holding a Class AAA license, the minimum base  
106 pay specified in this subsection shall be increased by the sum of

107 Six Hundred Seventy-five Dollars (\$675.00) for each year of  
108 teaching experience possessed by the person holding such license  
109 until such person shall have twenty-five (25) years of teaching  
110 experience.

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

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

121 **2005-2006 School Year**

122 **and School Years Thereafter Annual Increments**

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

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

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

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

143 The level of professional training of each teacher to be used  
144 in establishing the salary allotment for the teachers for each  
145 year shall be determined by the type of valid teacher's license  
146 issued to those teachers on or before October 1 of the current  
147 school year.

148 (2) (a) The following employees shall receive an annual  
149 salary supplement in the amount of Six Thousand Dollars  
150 (\$6,000.00), plus fringe benefits, in addition to any other  
151 compensation to which the employee may be entitled:

152 (i) Any licensed teacher who has met the  
153 requirements and acquired a Master Teacher certificate from the  
154 National Board for Professional Teaching Standards and who is  
155 employed by a local school board or the State Board of Education  
156 as a teacher and not as an administrator. Such teacher shall  
157 submit documentation to the State Department of Education that the  
158 certificate was received prior to October 15 in order to be  
159 eligible for the full salary supplement in the current school  
160 year, or the teacher shall submit such documentation to the State  
161 Department of Education prior to February 15 in order to be  
162 eligible for a prorated salary supplement beginning with the  
163 second term of the school year.

164 (ii) A licensed nurse who has met the requirements  
165 and acquired a certificate from the National Board for  
166 Certification of School Nurses, Inc., and who is employed by a  
167 local school board or the State Board of Education as a school  
168 nurse and not as an administrator. The licensed school nurse  
169 shall submit documentation to the State Department of Education

170 that the certificate was received before October 15 in order to be  
171 eligible for the full salary supplement in the current school  
172 year, or the licensed school nurse shall submit the documentation  
173 to the State Department of Education before February 15 in order  
174 to be eligible for a prorated salary supplement beginning with the  
175 second term of the school year. Provided, however, that the total  
176 number of licensed school nurses eligible for a salary supplement  
177 under this paragraph (ii) shall not exceed twenty (20).

178           (iii) Any licensed school counselor who has met  
179 the requirements and acquired a National Certified School  
180 Counselor (NCSC) endorsement from the National Board of Certified  
181 Counselors and who is employed by a local school board or the  
182 State Board of Education as a counselor and not as an  
183 administrator. Such licensed school counselor shall submit  
184 documentation to the State Department of Education that the  
185 endorsement was received prior to October 15 in order to be  
186 eligible for the full salary supplement in the current school  
187 year, or the licensed school counselor shall submit such  
188 documentation to the State Department of Education prior to  
189 February 15 in order to be eligible for a prorated salary  
190 supplement beginning with the second term of the school year.  
191 However, any school counselor who started the National Board for  
192 Professional Teaching Standards process for school counselors  
193 between June 1, 2003, and June 30, 2004, and completes the  
194 requirements and acquires the master teacher certificate shall be  
195 entitled to the master teacher supplement, and those counselors  
196 who complete the process shall be entitled to a one (1) time  
197 reimbursement for the actual cost of the process as outlined in  
198 paragraph (b) of this subsection.

199           (iv) Any licensed speech-language pathologist and  
200 audiologist who has met the requirements and acquired a  
201 Certificate of Clinical Competence from the American

202 Speech-Language-Hearing Association and who is employed by a local  
203 school board. Such licensed speech-language pathologist and  
204 audiologist shall submit documentation to the State Department of  
205 Education that the certificate or endorsement was received prior  
206 to October 15 in order to be eligible for the full salary  
207 supplement in the current school year, or the licensed  
208 speech-language pathologist and audiologist shall submit such  
209 documentation to the State Department of Education prior to  
210 February 15 in order to be eligible for a prorated salary  
211 supplement beginning with the second term of the school  
212 year. \* \* \*

213 (b) An employee shall be reimbursed one (1) time for  
214 the actual cost of completing the process of acquiring the  
215 certificate or endorsement, excluding any costs incurred for  
216 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)  
217 for a school counselor or speech-language pathologist and  
218 audiologist, regardless of whether or not the process resulted in  
219 the award of the certificate or endorsement. A local school  
220 district or any private individual or entity may pay the cost of  
221 completing the process of acquiring the certificate or endorsement  
222 for any employee of the school district described under paragraph  
223 (a), and the State Department of Education shall reimburse the  
224 school district for such cost, regardless of whether or not the  
225 process resulted in the award of the certificate or endorsement.  
226 If a private individual or entity has paid the cost of completing  
227 the process of acquiring the certificate or endorsement for an  
228 employee, the local school district may agree to directly  
229 reimburse the individual or entity for such cost on behalf of the  
230 employee.

231 (c) All salary supplements, fringe benefits and process  
232 reimbursement authorized under this subsection shall be paid  
233 directly by the State Department of Education to the local school

234 district and shall be in addition to its minimum education program  
235 allotments and not a part thereof in accordance with regulations  
236 promulgated by the State Board of Education, and subject to  
237 appropriation by the Legislature. Local school districts shall  
238 not reduce the local supplement paid to any employee receiving  
239 such salary supplement, and the employee shall receive any local  
240 supplement to which employees with similar training and experience  
241 otherwise are entitled.

242 (d) The State Department of Education may not pay any  
243 process reimbursement to a school district for an employee who  
244 does not complete the certification or endorsement process  
245 required to be eligible for the certificate or endorsement. If an  
246 employee for whom such cost has been paid in full or in part by a  
247 local school district or private individual or entity fails to  
248 complete the certification or endorsement process, the employee  
249 shall be liable to the school district or individual or entity for  
250 all amounts paid by the school district or individual or entity on  
251 behalf of that employee toward his or her certificate or  
252 endorsement.

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

**Further, amend by striking the title in its entirety and  
inserting in lieu thereof the following:**

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 PROVIDE THAT A LICENSED NURSE WHO HAS MET THE REQUIREMENTS AND  
3 ACQUIRED A CERTIFICATE FROM THE NATIONAL BOARD FOR CERTIFICATION  
4 OF SCHOOL NURSES, INC., AND WHO IS EMPLOYED BY A LOCAL SCHOOL  
5 BOARD OR THE STATE BOARD OF EDUCATION AS SCHOOL NURSE AND NOT AS  
6 AN ADMINISTRATOR SHALL RECEIVE AN ANNUAL SALARY SUPPLEMENT; TO  
7 DELETE THE PROVISION OF LAW THAT REQUIRES SCHOOL COUNSELORS TO  
8 COMPLETE A CERTIFICATION PROCESS ESTABLISHED BY THE NATIONAL BOARD  
9 FOR PROFESSIONAL TEACHING STANDARDS FOR A MASTER TEACHER  
10 CERTIFICATE FOR SCHOOL COUNSELORS IN ORDER TO CONTINUE RECEIVING A  
11 SALARY SUPPLEMENT; TO ALLOW CERTAIN COUNSELORS WHO HAVE BEGUN THE  
12 CERTIFICATION PROCESS ESTABLISHED BY THE NATIONAL BOARD FOR  
13 PROFESSIONAL TEACHING STANDARDS TO COMPLETE CERTIFICATION AND  
14 RECEIVE SALARY SUPPLEMENT; TO DELETE THE PROVISION OF LAW THAT  
15 REQUIRES SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS TO COMPLETE  
16 A CERTIFICATION PROCESS ESTABLISHED BY THE NATIONAL BOARD FOR  
17 PROFESSIONAL TEACHING STANDARDS FOR A MASTER TEACHER CERTIFICATE



18 FOR SCHOOL SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS IN ORDER  
19 TO CONTINUE RECEIVING A SALARY SUPPLEMENT; AND FOR RELATED  
20 PURPOSES.

CONFEREES FOR THE SENATE

X (SIGNED)  
Mike Chaney

X (SIGNED)  
Gray Tollison

X (SIGNED)  
Jack Gordon

CONFEREES FOR THE HOUSE

X (SIGNED)  
Randy Pierce

X (SIGNED)  
May Whittington

X (SIGNED)  
Cecil Brown