

33	25 or More Years of Teaching Experience	
34	AAAA.....	\$ 33,775.00
35	AAA.....	32,850.00
36	AA.....	31,925.00
37	A.....	30,000.00

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

49 **2005-2006 School Year and School Years Thereafter**

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

51	AAAA.....	\$ 34,000.00
52	AAA.....	33,000.00
53	AA.....	32,000.00
54	A.....	30,000.00

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

56	AAAA.....	\$ 36,000.00
57	AAA.....	35,000.00
58	AA.....	34,000.00
59	A.....	32,000.00

60 The State Board of Education shall revise the salary scale
61 prescribed above for the 2005-2006 school year to conform to any
62 adjustments made to the salary scale in prior fiscal years due to
63 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 2006, 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 It is the intent of the Legislature that any state funds made
72 available for salaries of licensed personnel in excess of the
73 funds paid for such salaries for the 1986-1987 school year shall
74 be paid to licensed personnel pursuant to a personnel appraisal
75 and compensation system implemented by the State Board of
76 Education. The State Board of Education shall have the authority
77 to adopt and amend rules and regulations as are necessary to
78 establish, administer and maintain the system.

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

90 * * *

91 **2004-2005 School Year Annual Increment**

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

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

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

135 The level of professional training of each teacher to be used
136 in establishing the salary allotment for the teachers for each
137 year shall be determined by the type of valid teacher's license
138 issued to those teachers on or before October 1 of the current
139 school year.

140 (2) (a) The following employees shall receive an annual
141 salary supplement in the amount of Six Thousand Dollars
142 (\$6,000.00), plus fringe benefits, in addition to any other
143 compensation to which the employee may be entitled:

144 (i) Any licensed teacher who has met the
145 requirements and acquired a Master Teacher certificate from the
146 National Board for Professional Teaching Standards and who is
147 employed by a local school board or the State Board of Education
148 as a teacher and not as an administrator. Such teacher shall
149 submit documentation to the State Department of Education that the
150 certificate was received prior to October 15 in order to be
151 eligible for the full salary supplement in the current school
152 year, or the teacher shall submit such documentation to the State
153 Department of Education prior to February 15 in order to be
154 eligible for a prorated salary supplement beginning with the
155 second term of the school year. In addition, any school counselor
156 that started the National Board for Professional Teaching
157 Standards process for school counselors between June 1, 2003, and
158 June 30, 2004, and completes the requirements and acquires the
159 Master Teacher certificate shall be entitled to the Master Teacher

160 supplement and those that complete the process shall be entitled
161 to a one-time reimbursement for the actual cost of the process as
162 outlined in subsection (2)(b) of this section.

163 (ii) Any licensed school counselor who has met the
164 requirements and acquired a National Certified School Counselor
165 (NCSC) endorsement from the National Board of Certified Counselors
166 and who is employed by a local school board or the State Board of
167 Education as a counselor and not as an administrator. Such
168 licensed school counselor shall submit documentation to the State
169 Department of Education that the endorsement was received prior to
170 October 15 in order to be eligible for the full salary supplement
171 in the current school year, or the licensed school counselor shall
172 submit such documentation to the State Department of Education
173 prior to February 15 in order to be eligible for a prorated salary
174 supplement beginning with the second term of the school
175 year. * * *

176 (iii) Any licensed speech-language pathologist and
177 audiologist who has met the requirements and acquired a
178 Certificate of Clinical Competence from the American
179 Speech-Language-Hearing Association and who is employed by a local
180 school board. Such licensed speech-language pathologist and
181 audiologist shall submit documentation to the State Department of
182 Education that the certificate or endorsement was received prior
183 to October 15 in order to be eligible for the full salary
184 supplement in the current school year, or the licensed
185 speech-language pathologist and audiologist shall submit such
186 documentation to the State Department of Education prior to
187 February 15 in order to be eligible for a prorated salary
188 supplement beginning with the second term of the school
189 year. * * *

190 (b) An employee shall be reimbursed one (1) time for
191 the actual cost of completing the process of acquiring the

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

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

219 (d) The State Department of Education may not pay any
220 process reimbursement to a school district for an employee who
221 does not complete the certification or endorsement process
222 required to be eligible for the certificate or endorsement. If an
223 employee for whom such cost has been paid in full or in part by a

224 local school district or private individual or entity fails to
225 complete the certification or endorsement process, the employee
226 shall be liable to the school district or individual or entity for
227 all amounts paid by the school district or individual or entity on
228 behalf of that employee toward his or her certificate or
229 endorsement.

230 **SECTION 2.** This act shall take effect and be in force from
231 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 DELETE THE PROVISION OF LAW THAT REQUIRES SCHOOL COUNSELORS TO
3 COMPLETE A CERTIFICATION PROCESS ESTABLISHED BY THE NATIONAL BOARD
4 FOR PROFESSIONAL TEACHING STANDARDS FOR A MASTER TEACHER
5 CERTIFICATE FOR SCHOOL COUNSELORS IN ORDER TO CONTINUE RECEIVING A
6 SALARY SUPPLEMENT; TO DELETE THE PROVISION OF LAW THAT REQUIRES
7 SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS TO COMPLETE A
8 CERTIFICATION PROCESS ESTABLISHED BY THE NATIONAL BOARD FOR
9 PROFESSIONAL TEACHING STANDARDS FOR A MASTER TEACHER CERTIFICATE
10 FOR SCHOOL SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS IN ORDER
11 TO CONTINUE RECEIVING A SALARY SUPPLEMENT; AND FOR RELATED
12 PURPOSES.