

By: Senator(s) Nunnelee

To: Public Health and  
Welfare; Appropriations

SENATE BILL NO. 2065

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 2006,  
23 fiscal year 2007 and fiscal year 2008 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 2006, fiscal year 2007 and fiscal year 2008 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 for 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 2005, 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, 2005.