

By: Senator(s) Tollison

To: Education;  
Appropriations

SENATE BILL NO. 2856

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 PROVIDE THAT BEGINNING WITH THE 2005-2006 SCHOOL YEAR, TEACHERS  
3 SHALL RECEIVE AN ANNUAL EXPERIENCE INCREMENT FOR UP TO 30 YEARS OF  
4 TEACHING SERVICE; AND FOR RELATED PURPOSES.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

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

8 37-19-7. (1) This section shall be known and may be cited  
9 as the Mississippi "Teacher Opportunity Program (TOP)." The  
10 allowance in the minimum education program and the Mississippi  
11 Adequate Education Program for teachers' salaries in each county  
12 and separate school district shall be determined and paid in  
13 accordance with the scale for teachers' salaries as provided in  
14 this subsection. For teachers holding the following types of  
15 licenses or the equivalent as determined by the State Board of  
16 Education, and the following number of years of teaching  
17 experience, the scale shall be as follows:

18 **2004-2005 School Year**

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

20	AAAA.....	\$ 31,775.00
21	AAA.....	30,850.00
22	AA.....	29,925.00
23	A.....	28,000.00

24 **25 or More Years of Teaching Experience**

25	AAAA.....	\$ 33,775.00
26	AAA.....	32,850.00
27	AA.....	31,925.00
28	A.....	30,000.00

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

40 **2005-2006 School Year and School Years Thereafter**

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

42	AAAA.....	\$ 34,000.00
43	AAA.....	33,000.00
44	AA.....	32,000.00
45	A.....	30,000.00

46 **25 or More Years of Teaching Experience**

47	AAAA.....	\$ 36,000.00
48	AAA.....	35,000.00
49	AA.....	34,000.00
50	A.....	32,000.00

51 The State Board of Education shall revise the salary scale  
 52 prescribed above for the 2005-2006 school year to conform to any  
 53 adjustments made to the salary scale in prior fiscal years due to  
 54 revenue growth over and above five percent (5%). For each one  
 55 percent (1%) that the Sine Die General Fund Revenue Estimate  
 56 Growth exceeds five percent (5%) for fiscal year 2006, as  
 57 certified by the Legislative Budget Office to the State Board of  
 58 Education and subject to specific appropriation therefor by the  
 59 Legislature, the State Board of Education shall revise the salary  
 60 scale to provide an additional one percent (1%) across the board  
 61 increase in the base salaries for each type of license.



95 Hundred Ten Dollars (\$610.00) for each year of teaching experience  
96 possessed by the person holding such license until such person  
97 shall have twenty-five (25) years of teaching experience.

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

103 **2005-2006 School Year**

104 **and School Years Thereafter Annual Increments**

105 For teachers holding a Class AAAA license, the minimum base  
106 pay specified in this subsection shall be increased by the sum of  
107 Seven Hundred Seventy Dollars (\$770.00) for each year of teaching  
108 experience possessed by the person holding such license until such  
109 person shall have thirty (30) years of teaching experience.

110 For teachers holding a Class AAA license, the minimum base  
111 pay specified in this subsection shall be increased by the sum of  
112 Seven Hundred Five Dollars (\$705.00) for each year of teaching  
113 experience possessed by the person holding such license until such  
114 person shall have thirty (30) years of teaching experience.

115 For teachers holding a Class AA license, the minimum base pay  
116 specified in this subsection shall be increased by the sum of Six  
117 Hundred Forty Dollars (\$640.00) for each year of teaching  
118 experience possessed by the person holding such license until such  
119 person shall have thirty (30) years of teaching experience.

120 For teachers holding a Class A license, the minimum base pay  
121 specified in this subsection shall be increased by the sum of Four  
122 Hundred Eighty Dollars (\$480.00) for each year of teaching  
123 experience possessed by the person holding such license until such  
124 person shall have thirty (30) years of teaching experience.

125 The level of professional training of each teacher to be used  
126 in establishing the salary allotment for the teachers for each  
127 year shall be determined by the type of valid teacher's license

128 issued to those teachers on or before October 1 of the current  
129 school year.

130 (2) (a) The following employees shall receive an annual  
131 salary supplement in the amount of Six Thousand Dollars  
132 (\$6,000.00), plus fringe benefits, in addition to any other  
133 compensation to which the employee may be entitled:

134 (i) Any licensed teacher who has met the  
135 requirements and acquired a Master Teacher certificate from the  
136 National Board for Professional Teaching Standards and who is  
137 employed by a local school board or the State Board of Education  
138 as a teacher and not as an administrator. Such teacher shall  
139 submit documentation to the State Department of Education that the  
140 certificate was received prior to October 15 in order to be  
141 eligible for the full salary supplement in the current school  
142 year, or the teacher shall submit such documentation to the State  
143 Department of Education prior to February 15 in order to be  
144 eligible for a prorated salary supplement beginning with the  
145 second term of the school year.

146 (ii) A licensed nurse who has met the requirements  
147 and acquired a certificate from the National Board for  
148 Certification of School Nurses, Inc., and who is employed by a  
149 local school board or the State Board of Education as a school  
150 nurse and not as an administrator. The licensed school nurse  
151 shall submit documentation to the State Department of Education  
152 that the certificate was received before October 15 in order to be  
153 eligible for the full salary supplement in the current school  
154 year, or the licensed school nurse shall submit the documentation  
155 to the State Department of Education before February 15 in order  
156 to be eligible for a prorated salary supplement beginning with the  
157 second term of the school year. Provided, however, that the total  
158 number of licensed school nurses eligible for a salary supplement  
159 under this paragraph (ii) shall not exceed twenty (20).

160                   (iii) Any licensed school counselor who has met  
161 the requirements and acquired a National Certified School  
162 Counselor (NCSC) endorsement from the National Board of Certified  
163 Counselors and who is employed by a local school board or the  
164 State Board of Education as a counselor and not as an  
165 administrator. Such licensed school counselor shall submit  
166 documentation to the State Department of Education that the  
167 endorsement was received prior to October 15 in order to be  
168 eligible for the full salary supplement in the current school  
169 year, or the licensed school counselor shall submit such  
170 documentation to the State Department of Education prior to  
171 February 15 in order to be eligible for a prorated salary  
172 supplement beginning with the second term of the school year.  
173 However, any school counselor who started the National Board for  
174 Professional Teaching Standards process for school counselors  
175 between June 1, 2003, and June 30, 2004, and completes the  
176 requirements and acquires the master teacher certificate shall be  
177 entitled to the master teacher supplement, and those counselors  
178 who complete the process shall be entitled to a one (1) time  
179 reimbursement for the actual cost of the process as outlined in  
180 paragraph (b) of this subsection.

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

192 February 15 in order to be eligible for a prorated salary  
193 supplement beginning with the second term of the school year.

194 (b) An employee shall be reimbursed one (1) time for  
195 the actual cost of completing the process of acquiring the  
196 certificate or endorsement, excluding any costs incurred for  
197 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)  
198 for a school counselor or speech-language pathologist and  
199 audiologist, regardless of whether or not the process resulted in  
200 the award of the certificate or endorsement. A local school  
201 district or any private individual or entity may pay the cost of  
202 completing the process of acquiring the certificate or endorsement  
203 for any employee of the school district described under paragraph  
204 (a), and the State Department of Education shall reimburse the  
205 school district for such cost, regardless of whether or not the  
206 process resulted in the award of the certificate or endorsement.  
207 If a private individual or entity has paid the cost of completing  
208 the process of acquiring the certificate or endorsement for an  
209 employee, the local school district may agree to directly  
210 reimburse the individual or entity for such cost on behalf of the  
211 employee.

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

223 (d) The State Department of Education may not pay any  
224 process reimbursement to a school district for an employee who

225 does not complete the certification or endorsement process  
226 required to be eligible for the certificate or endorsement. If an  
227 employee for whom such cost has been paid in full or in part by a  
228 local school district or private individual or entity fails to  
229 complete the certification or endorsement process, the employee  
230 shall be liable to the school district or individual or entity for  
231 all amounts paid by the school district or individual or entity on  
232 behalf of that employee toward his or her certificate or  
233 endorsement.

234       **SECTION 2.** This act shall take effect and be in force from  
235 and after July 1, 2005.