

By: Representative Montgomery

To: Public Health and Human Services; Appropriations

COMMITTEE SUBSTITUTE
FOR
HOUSE BILL NO. 379

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; AND FOR RELATED PURPOSES.

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

6 **SECTION 1.** The following provision shall be codified as

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

8 37-143-10. (1) There is established a "Mississippi Critical
9 Needs Nursing Faculty Incentive Program." This program shall be
10 implemented by the Board of Trustees of State Institutions of
11 Higher Learning and the State Board for Community and Junior
12 Colleges to produce more nursing faculty at the schools of nursing
13 in Mississippi in order to fill the health care needs of this
14 state and to attract nursing faculty from other states to teach in
15 Mississippi.

16 (2) Pursuant to specific appropriation therefor by the
17 Legislature, the Board of Trustees of State Institutions of Higher
18 Learning shall implement a three-year across-the-board salary
19 increase of Four Thousand Dollars (\$4,000.00) per fiscal year in
20 fiscal year 2007, fiscal year 2008 and fiscal year 2009 for all
21 registered nurses who are faculty in approved undergraduate and
22 graduate nursing programs in the state. Pursuant to specific
23 appropriation therefor by the Legislature, the State Board for
24 Community and Junior Colleges shall implement a three-year
25 across-the-board salary increase of Four Thousand Dollars
26 (\$4,000.00) per fiscal year in fiscal year 2007, fiscal year 2008
27 and fiscal year 2009 for all registered nurses who are faculty in
28 approved associate degree nursing programs in the state. This

29 incentive is intended to bring salaries for nursing faculty within
30 the average for the geographic area in which the State of
31 Mississippi competes for nursing faculty, thereby retaining
32 present faculty who would otherwise retire or accept employment in
33 other states, and to attract nursing faculty from other states to
34 teach in Mississippi. Salary supplements under this subsection
35 shall be allocated to full-time nursing faculty who enter into
36 contract with the appropriate school of nursing obligating
37 themselves to spend a period of time of not less than three (3)
38 years in teaching nursing at any accredited school of nursing in
39 Mississippi, and shall be allocated to positions which are
40 presently vacant and faculty positions currently funded by
41 hospitals. Part-time faculty shall be eligible to receive a
42 prorated salary supplement under this subsection based upon hours
43 applied to teaching duties. Any person who does not render three
44 (3) years' service as a nursing faculty in an approved school of
45 nursing in Mississippi under this program, shall be liable to the
46 appropriate board for one-third (1/3) of the total amount of the
47 salary supplement granted under the program for each year that the
48 person does not render such service, plus interest accruing at the
49 current Stafford Loan rate at the time the person discontinues his
50 service. If a claim for repayment under this subsection is placed
51 in the hands of an attorney for collection, the obligor shall be
52 liable for an additional amount equal to a reasonable attorney's
53 fee. The Board of Trustees of State Institutions of Higher
54 Learning and the State Board for Community and Junior Colleges
55 shall jointly establish such rules and regulations as deemed
56 necessary and proper to carry out the purposes and intent of this
57 subsection.

58 (3) The Board of Trustees of State Institutions of Higher
59 Learning or the State Board for Community and Junior Colleges may
60 grant a deferral for cause when there is no employment position
61 immediately available for a program participant. After any such

62 period of deferral, the nurse faculty shall begin or resume the
63 required teaching duties or shall become liable to the appropriate
64 board for repayment of the salary supplement.

65 (4) The Board of Trustees of State Institutions of Higher
66 Learning and the State Board for Community and Junior Colleges
67 shall jointly prepare an annual report for the Legislature, to be
68 submitted by December 1 of each year beginning in 2006, which
69 shall assess the impact of the Mississippi Critical Needs Nursing
70 Faculty Incentive Program on the employment of registered nurses
71 as faculty in approved schools of nursing. The report shall
72 include, at a minimum, the number of persons who have participated
73 in each component of the program each year and the number of
74 persons who have actually rendered service as faculty in
75 Mississippi schools of nursing under the program.

76 **SECTION 2.** This act shall take effect and be in force from
77 and after July 1, 2006.