

By: Senator(s) Wilemon

To: Education;
Appropriations

SENATE BILL NO. 2413

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 PROVIDE A NEW SALARY SCALE FOR BEGINNING TEACHERS UNDER THE
3 MISSISSIPPI ADEQUATE EDUCATION PROGRAM; AND FOR RELATED PURPOSES.

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

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

7 37-19-7. (1) This section shall be known and may be cited
8 as the Mississippi "Teacher Opportunity Program (TOP)." The
9 allowance in the Mississippi Adequate Education Program for
10 teachers' salaries in each county and separate school district
11 shall be determined and paid in accordance with the scale for
12 teachers' salaries as provided in this subsection.

13 **2014-2015 School Year and School Years Thereafter**

14 **Beginning Teachers**

15 (a) For beginning licensed teachers with a bachelor's
16 degree employed after July 1, 2014, the scale shall be as follows:

17 First school year of employment.....\$37,000.00

18 Second school year of employment.....38,500.00



19 Third school year of employment, and school years
20 thereafter.....40,000.00

21 The salary scale for licensed teachers with a bachelor's
22 degree specified above shall be the total salary funded under the
23 adequate education program, however, such teachers shall be
24 eligible for local school district salary supplements.

25 (b) For beginning licensed teachers with a master's
26 degree or above employed after July 1, 2014, the scale shall be as
27 follows:

28 First year of employment.....\$41,500.00

29 Second year of employment.....43,000.00

30 Third year of employment, and school years
31 thereafter.....44,500.00

32 The salary scale for licensed teachers with a master's degree
33 or higher specified above shall be the total salary funded under
34 the adequate education program, however, such teachers shall be
35 eligible for local school district salary supplements.

36 (c) For licensed teachers employed prior to July 1,
37 2014, * * * holding the following types of licenses or the
38 equivalent as determined by the State Board of Education, and the
39 following number of years of teaching experience, the scale shall
40 be as follows:

41 **2007-2008 School Year and School Years Thereafter**

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

43 AAAA..... \$ 35,020.00



44	AAA.....	33,990.00
45	AA.....	32,960.00
46	A.....	30,900.00
47	25 or More Years of Teaching Experience	
48	AAAA.....	\$ 37,080.00
49	AAA.....	36,050.00
50	AA.....	35,020.00
51	A.....	32,960.00

52 The State Board of Education shall revise the salary scale
53 prescribed above for the 2007-2008 school year to conform to any
54 adjustments made to the salary scale in prior fiscal years due to
55 revenue growth over and above five percent (5%). For each one
56 percent (1%) that the Sine Die General Fund Revenue Estimate
57 Growth exceeds five percent (5%) for fiscal year 2006, as
58 certified by the Legislative Budget Office to the State Board of
59 Education and subject to specific appropriation therefor by the
60 Legislature, the State Board of Education shall revise the salary
61 scale to provide an additional one percent (1%) across-the-board
62 increase in the base salaries for each type of license.

63 It is the intent of the Legislature that any state funds made
64 available for salaries of licensed personnel in excess of the
65 funds paid for such salaries for the 1986-1987 school year shall
66 be paid to licensed personnel pursuant to a personnel appraisal
67 and compensation system implemented by the State Board of
68 Education. The State Board of Education shall have the authority



69 to adopt and amend rules and regulations as are necessary to
70 establish, administer and maintain the system.

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

82 * * *

83 **2009-2010 School Year and School Years Thereafter**

84 **Annual Increments**

85 (d) The following annual increments shall only be
86 applicable for teachers employed prior to July 1, 2014:

87 For teachers holding a Class AAAA license, the minimum base
88 pay specified in this subsection shall be increased by the sum of
89 Seven Hundred Ninety-four Dollars (\$794.00) for each year of
90 teaching experience possessed by the person holding such license
91 until such person shall have thirty-five (35) years of teaching
92 experience.



93 For teachers holding a Class AAA license, the minimum base
94 pay specified in this subsection shall be increased by the sum of
95 Seven Hundred Twenty-seven Dollars (\$727.00) for each year of
96 teaching experience possessed by the person holding such license
97 until such person shall have thirty-five (35) years of teaching
98 experience.

99 For teachers holding a Class AA license, the minimum base pay
100 specified in this subsection shall be increased by the sum of Six
101 Hundred Sixty Dollars (\$660.00) for each year of teaching
102 experience possessed by the person holding such license until such
103 person shall have thirty-five (35) years of teaching experience.

104 For teachers holding a Class A license, the minimum base pay
105 specified in this subsection shall be increased by the sum of Four
106 Hundred Ninety-five Dollars (\$495.00) for each year of teaching
107 experience possessed by the person holding such license until such
108 person shall have thirty-five (35) years of teaching experience.

109 (e) The level of professional training of each teacher
110 to be used in establishing the salary allotment for the teachers
111 for each year shall be determined by the type of valid teacher's
112 license issued to those teachers on or before October 1 of the
113 current school year. Provided, however, that school districts are
114 authorized, in their discretion, to negotiate the salary levels
115 applicable to certificated employees who are receiving retirement
116 benefits from the retirement system of another state, and the



117 annual experience increment provided above in Section 37-19-7
118 shall not be applicable to any such retired certificated employee.

119 (2) (a) The salary supplement for licensed teachers
120 completing the certificate from the National Board for
121 Professional Teaching Standards provided under this subsection
122 (2)(a)(i) shall only be applicable to teachers employed prior to
123 July 1, 2014. The following employees shall receive an annual
124 salary supplement in the amount of Six Thousand Dollars
125 (\$6,000.00), plus fringe benefits, in addition to any other
126 compensation to which the employee may be entitled:

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

139 (ii) A licensed nurse who has met the requirements
140 and acquired a certificate from the National Board for
141 Certification of School Nurses, Inc., and who is employed by a



142 local school board or the State Board of Education as a school
143 nurse and not as an administrator. The licensed school nurse
144 shall submit documentation to the State Department of Education
145 that the certificate was received before October 15 in order to be
146 eligible for the full salary supplement in the current school
147 year, or the licensed school nurse shall submit the documentation
148 to the State Department of Education before February 15 in order
149 to be eligible for a prorated salary supplement beginning with the
150 second term of the school year. Provided, however, that the total
151 number of licensed school nurses eligible for a salary supplement
152 under this subparagraph (ii) shall not exceed thirty-five (35).

153 (iii) Any licensed school counselor who has met
154 the requirements and acquired a National Certified School
155 Counselor (NCSC) endorsement from the National Board of Certified
156 Counselors and who is employed by a local school board or the
157 State Board of Education as a counselor and not as an
158 administrator. Such licensed school counselor shall submit
159 documentation to the State Department of Education that the
160 endorsement was received prior to October 15 in order to be
161 eligible for the full salary supplement in the current school
162 year, or the licensed school counselor shall submit such
163 documentation to the State Department of Education prior to
164 February 15 in order to be eligible for a prorated salary
165 supplement beginning with the second term of the school year.
166 However, any school counselor who started the National Board for



167 Professional Teaching Standards process for school counselors
168 between June 1, 2003, and June 30, 2004, and completes the
169 requirements and acquires the Master Teacher certificate shall be
170 entitled to the master teacher supplement, and those counselors
171 who complete the process shall be entitled to a one-time
172 reimbursement for the actual cost of the process as outlined in
173 paragraph (b) of this subsection.

174 (iv) Any licensed speech-language pathologist and
175 audiologist who has met the requirements and acquired a
176 Certificate of Clinical Competence from the American
177 Speech-Language-Hearing Association and any certified academic
178 language therapist (CALT) who has met the certification
179 requirements of the Academic Language Therapy Association and who
180 is employed by a local school board or is employed by a state
181 agency under the State Personnel Board. The licensed
182 speech-language pathologist and audiologist and certified academic
183 language therapist shall submit documentation to the State
184 Department of Education that the certificate or endorsement was
185 received before October 15 in order to be eligible for the full
186 salary supplement in the current school year, or the licensed
187 speech-language pathologist and audiologist and certified academic
188 language therapist shall submit the documentation to the State
189 Department of Education before February 15 in order to be eligible
190 for a prorated salary supplement beginning with the second term of
191 the school year. However, the total number of certified academic



192 language therapists eligible for a salary supplement under this
193 paragraph (iv) shall not exceed twenty (20).

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. Local school
218 districts shall not reduce the local supplement paid to any
219 employee receiving such salary supplement, and the employee shall
220 receive any local supplement to which employees with similar
221 training and experience otherwise are entitled.

222 (d) The State Department of Education may not pay any
223 process reimbursement to a school district for an employee who
224 does not complete the certification or endorsement process
225 required to be eligible for the certificate or endorsement. If an
226 employee for whom such cost has been paid, in full or in part, by
227 a local school district or private individual or entity fails to
228 complete the certification or endorsement process, the employee
229 shall be liable to the school district or individual or entity for
230 all amounts paid by the school district or individual or entity on
231 behalf of that employee toward his or her certificate or
232 endorsement.

233 (3) (a) Effective July 1, 2007, if funds are available for
234 that purpose, the Legislature may authorize state funds for
235 additional base compensation for teachers holding licenses in
236 critical subject areas or the equivalent and who teach at least a
237 majority of their courses in a critical subject area, as
238 determined by the State Board of Education.

239 (b) Effective July 1, 2007, if funds are available for
240 that purpose, the Legislature may authorize state funds for
241 additional base compensation for teachers employed in a public



242 school district located in a geographic area of the state
243 designated as a critical teacher shortage area by the State Board
244 of Education.

245 (4) (a) This section shall be known and may be cited as the
246 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
247 the minimum base pay described in this section, only after full
248 funding of MAEP and if funds are available for that purpose, the
249 State of Mississippi may provide monies from state funds to school
250 districts for the purposes of rewarding certified teachers,
251 administrators and nonlicensed personnel at individual schools
252 showing improvement in student test scores. The MPBP plan shall
253 be developed by the State Department of Education based on the
254 following criteria:

255 (i) It is the express intent of this legislation
256 that the MPBP plan shall utilize only existing standards of
257 accreditation and assessment as established by the State Board of
258 Education.

259 (ii) To ensure that all of Mississippi's teachers,
260 administrators and nonlicensed personnel at all schools have equal
261 access to the monies set aside in this section, the MPBP program
262 shall be designed to calculate each school's performance as
263 determined by the school's increase in scores from the prior
264 school year. The MPBP program shall be based on a standardized
265 scores rating where all levels of schools can be judged in a
266 statistically fair and reasonable way upon implementation. At the



267 end of each year, after all student achievement scores have been
268 standardized, the State Department of Education shall implement
269 the MPBP plan.

270 (iii) To ensure all teachers cooperate in the
271 spirit of teamwork, individual schools shall submit a plan to the
272 local school district to be approved before the beginning of each
273 school year beginning July 1, 2008. The plan shall include, but
274 not be limited to, how all teachers, regardless of subject area,
275 and administrators will be responsible for improving student
276 achievement for their individual school.

277 (b) The State Board of Education shall develop the
278 processes and procedures for designating schools eligible to
279 participate in the MPBP. State assessment results, growth in
280 student achievement at individual schools and other measures
281 deemed appropriate in designating successful student achievement
282 shall be used in establishing MPBP criteria. The State Board of
283 Education shall develop the MPBP policies and procedures and
284 report to the Legislature and Governor by December 1, 2006.

285 (5) (a) Beginning in the 2008-2009 school year, if funds
286 are available for that purpose, each school in Mississippi shall
287 have mentor teachers, as defined by Sections 37-9-201 through
288 37-9-213, who shall receive additional base compensation provided
289 for by the State Legislature in the amount of One Thousand Dollars
290 (\$1,000.00) per each beginning teacher that is being mentored.
291 The additional state compensation shall be limited to those mentor



292 teachers that provide mentoring services to beginning teachers.
293 For the purposes of such funding, a beginning teacher shall be
294 defined as any teacher in any school in Mississippi that has less
295 than one (1) year of classroom experience teaching in a public
296 school. For the purposes of such funding, no full-time academic
297 teacher shall mentor more than two (2) beginning teachers.

298 (b) To be eligible for this state funding, the
299 individual school must have a classroom management program
300 approved by the local school board.

301 (6) Effective with the 2014-2015 school year, the school
302 districts participating in the Pilot Performance-Based
303 Compensation System pursuant to Section 37-19-9 may award
304 additional teacher and administrator pay based thereon.

305 **SECTION 2.** This act shall take effect and be in force from
306 and after July 1, 2014.

