

## REPORT OF CONFERENCE COMMITTEE

MR. SPEAKER AND MR. PRESIDENT:

We, the undersigned conferees, have had under consideration the amendments to the following entitled BILL:

H. B. No. 504: Teacher salaries; provide for increase based on meritorious achievement.

We, therefore, respectfully submit the following report and recommendation:

1. That the Senate recede from its Amendment No. 1.
2. That the House and Senate adopt the following amendment:

Amend by striking all after the enacting clause and inserting in lieu thereof the following:

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

12           37-19-7. (1) \* \* \* The allowance in the Mississippi  
13 Adequate Education Program for teachers' salaries in each county  
14 and separate school district shall be determined and paid in  
15 accordance with the scale for teachers' salaries as provided in  
16 this subsection. For teachers holding the following types of  
17 licenses or the equivalent as determined by the State Board of  
18 Education, and the following number of years of teaching  
19 experience, the scale shall be as follows:

### 2014-2015 MINIMUM SALARY SCHEDULE

21 <u>Years Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
22 <u>0</u>	<u>38,108.00</u>	<u>36,944.00</u>	<u>35,780.00</u>	<u>33,390.00</u>
23 <u>1</u>	<u>38,108.00</u>	<u>36,944.00</u>	<u>35,780.00</u>	<u>33,390.00</u>



24	<u>2</u>	<u>38,108.00</u>	<u>36,944.00</u>	<u>35,780.00</u>	<u>33,390.00</u>
25	<u>3</u>	<u>38,902.00</u>	<u>37,671.00</u>	<u>36,440.00</u>	<u>33,885.00</u>
26	<u>4</u>	<u>39,696.00</u>	<u>38,398.00</u>	<u>37,100.00</u>	<u>34,380.00</u>
27	<u>5</u>	<u>40,490.00</u>	<u>39,125.00</u>	<u>37,760.00</u>	<u>34,875.00</u>
28	<u>6</u>	<u>41,284.00</u>	<u>39,852.00</u>	<u>38,420.00</u>	<u>35,370.00</u>
29	<u>7</u>	<u>42,078.00</u>	<u>40,579.00</u>	<u>39,080.00</u>	<u>35,865.00</u>
30	<u>8</u>	<u>42,872.00</u>	<u>41,306.00</u>	<u>39,740.00</u>	<u>36,360.00</u>
31	<u>9</u>	<u>43,666.00</u>	<u>42,033.00</u>	<u>40,400.00</u>	<u>36,855.00</u>
32	<u>10</u>	<u>44,460.00</u>	<u>42,760.00</u>	<u>41,060.00</u>	<u>37,350.00</u>
33	<u>11</u>	<u>45,254.00</u>	<u>43,487.00</u>	<u>41,720.00</u>	<u>37,845.00</u>
34	<u>12</u>	<u>46,048.00</u>	<u>44,214.00</u>	<u>42,380.00</u>	<u>38,340.00</u>
35	<u>13</u>	<u>46,842.00</u>	<u>44,941.00</u>	<u>43,040.00</u>	<u>38,835.00</u>
36	<u>14</u>	<u>47,636.00</u>	<u>45,668.00</u>	<u>43,700.00</u>	<u>39,330.00</u>
37	<u>15</u>	<u>48,430.00</u>	<u>46,395.00</u>	<u>44,360.00</u>	<u>39,825.00</u>
38	<u>16</u>	<u>49,224.00</u>	<u>47,122.00</u>	<u>45,020.00</u>	<u>40,320.00</u>
39	<u>17</u>	<u>50,018.00</u>	<u>47,849.00</u>	<u>45,680.00</u>	<u>40,815.00</u>
40	<u>18</u>	<u>50,812.00</u>	<u>48,576.00</u>	<u>46,340.00</u>	<u>41,310.00</u>
41	<u>19</u>	<u>51,606.00</u>	<u>49,303.00</u>	<u>47,000.00</u>	<u>41,805.00</u>
42	<u>20</u>	<u>52,400.00</u>	<u>50,030.00</u>	<u>47,660.00</u>	<u>42,300.00</u>
43	<u>21</u>	<u>53,194.00</u>	<u>50,757.00</u>	<u>48,320.00</u>	<u>42,795.00</u>
44	<u>22</u>	<u>53,988.00</u>	<u>51,484.00</u>	<u>48,980.00</u>	<u>43,290.00</u>
45	<u>23</u>	<u>54,782.00</u>	<u>52,211.00</u>	<u>49,640.00</u>	<u>43,785.00</u>
46	<u>24</u>	<u>55,576.00</u>	<u>52,938.00</u>	<u>50,300.00</u>	<u>44,280.00</u>
47	<u>25</u>	<u>58,430.00</u>	<u>55,725.00</u>	<u>53,020.00</u>	<u>46,835.00</u>
48	<u>26</u>	<u>59,224.00</u>	<u>56,452.00</u>	<u>53,680.00</u>	<u>47,330.00</u>



49	<u>27</u>	<u>60,018.00</u>	<u>57,179.00</u>	<u>54,340.00</u>	<u>47,825.00</u>
50	<u>28</u>	<u>60,812.00</u>	<u>57,906.00</u>	<u>55,000.00</u>	<u>48,320.00</u>
51	<u>29</u>	<u>61,606.00</u>	<u>58,633.00</u>	<u>55,660.00</u>	<u>48,815.00</u>
52	<u>30</u>	<u>62,400.00</u>	<u>59,360.00</u>	<u>56,320.00</u>	<u>49,310.00</u>
53	<u>31</u>	<u>63,194.00</u>	<u>60,087.00</u>	<u>56,980.00</u>	<u>49,805.00</u>
54	<u>32</u>	<u>63,988.00</u>	<u>60,814.00</u>	<u>57,640.00</u>	<u>50,300.00</u>
55	<u>33</u>	<u>64,782.00</u>	<u>61,541.00</u>	<u>58,300.00</u>	<u>50,795.00</u>
56	<u>34</u>	<u>65,576.00</u>	<u>62,268.00</u>	<u>58,960.00</u>	<u>51,290.00</u>
57	<u>35 &amp; above</u>	<u>66,370.00</u>	<u>62,995.00</u>	<u>59,620.00</u>	<u>51,785.00</u>

**2015-2016 MINIMUM SALARY SCHEDULE**

59	<u>Years Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
60	<u>0</u>	<u>39,108.00</u>	<u>37,944.00</u>	<u>36,780.00</u>	<u>34,390.00</u>
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68	<u>8</u>	<u>43,872.00</u>	<u>42,306.00</u>	<u>40,740.00</u>	<u>37,360.00</u>
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71	<u>11</u>	<u>46,254.00</u>	<u>44,487.00</u>	<u>42,720.00</u>	<u>38,845.00</u>
72	<u>12</u>	<u>47,048.00</u>	<u>45,214.00</u>	<u>43,380.00</u>	<u>39,340.00</u>
73	<u>13</u>	<u>47,842.00</u>	<u>45,941.00</u>	<u>44,040.00</u>	<u>39,835.00</u>



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75	<u>15</u>	<u>49,430.00</u>	<u>47,395.00</u>	<u>45,360.00</u>	<u>40,825.00</u>
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77	<u>17</u>	<u>51,018.00</u>	<u>48,849.00</u>	<u>46,680.00</u>	<u>41,815.00</u>
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95	<u>35 &amp; above</u>	<u>67,370.00</u>	<u>63,995.00</u>	<u>60,620.00</u>	<u>52,785.00</u>

96 \* \* \*

97 It is the intent of the Legislature that any state funds made  
98 available for salaries of licensed personnel in excess of the



99 funds paid for such salaries for the 1986-1987 school year shall  
100 be paid to licensed personnel pursuant to a personnel appraisal  
101 and compensation system implemented by the State Board of  
102 Education. The State Board of Education shall have the authority  
103 to adopt and amend rules and regulations as are necessary to  
104 establish, administer and maintain the system.

105 All teachers employed on a full-time basis shall be paid a  
106 minimum salary in accordance with the above scale. However, no  
107 school district shall receive any funds under this section for any  
108 school year during which the local supplement paid to any  
109 individual teacher shall have been reduced to a sum less than that  
110 paid to that individual teacher for performing the same duties  
111 from local supplement during the immediately preceding school  
112 year. The amount actually spent for the purposes of group health  
113 and/or life insurance shall be considered as a part of the  
114 aggregate amount of local supplement but shall not be considered a  
115 part of the amount of individual local supplement.

116 \* \* \*

117 The level of professional training of each teacher to be used  
118 in establishing the salary allotment for the teachers for each  
119 year shall be determined by the type of valid teacher's license  
120 issued to those teachers on or before October 1 of the current  
121 school year. Provided, however, that school districts are  
122 authorized, in their discretion, to negotiate the salary levels  
123 applicable to certificated employees who are receiving retirement



124 benefits from the retirement system of another state, and the  
125 annual experience increment provided above in Section 37-19-7  
126 shall not be applicable to any such retired certificated employee.

127 (2) (a) The following employees shall receive an annual  
128 salary supplement in the amount of Six Thousand Dollars  
129 (\$6,000.00), plus fringe benefits, in addition to any other  
130 compensation to which the employee may be entitled:

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

143 (ii) A licensed nurse who has met the requirements  
144 and acquired a certificate from the National Board for  
145 Certification of School Nurses, Inc., and who is employed by a  
146 local school board or the State Board of Education as a school  
147 nurse and not as an administrator. The licensed school nurse  
148 shall submit documentation to the State Department of Education



149 that the certificate was received before October 15 in order to be  
150 eligible for the full salary supplement in the current school  
151 year, or the licensed school nurse shall submit the documentation  
152 to the State Department of Education before February 15 in order  
153 to be eligible for a prorated salary supplement beginning with the  
154 second term of the school year. Provided, however, that the total  
155 number of licensed school nurses eligible for a salary supplement  
156 under this subparagraph (ii) shall not exceed thirty-five (35).

157 (iii) Any licensed school counselor who has met  
158 the requirements and acquired a National Certified School  
159 Counselor (NCSC) endorsement from the National Board of Certified  
160 Counselors and who is employed by a local school board or the  
161 State Board of Education as a counselor and not as an  
162 administrator. Such licensed school counselor shall submit  
163 documentation to the State Department of Education that the  
164 endorsement was received prior to October 15 in order to be  
165 eligible for the full salary supplement in the current school  
166 year, or the licensed school counselor shall submit such  
167 documentation to the State Department of Education prior to  
168 February 15 in order to be eligible for a prorated salary  
169 supplement beginning with the second term of the school year.  
170 However, any school counselor who started the National Board for  
171 Professional Teaching Standards process for school counselors  
172 between June 1, 2003, and June 30, 2004, and completes the  
173 requirements and acquires the Master Teacher certificate shall be



174 entitled to the master teacher supplement, and those counselors  
175 who complete the process shall be entitled to a one-time  
176 reimbursement for the actual cost of the process as outlined in  
177 paragraph (b) of this subsection.

178 (iv) Any licensed speech-language pathologist and  
179 audiologist who has met the requirements and acquired a  
180 Certificate of Clinical Competence from the American  
181 Speech-Language-Hearing Association and any certified academic  
182 language therapist (CALT) who has met the certification  
183 requirements of the Academic Language Therapy Association and who  
184 is employed by a local school board or is employed by a state  
185 agency under the State Personnel Board. The licensed  
186 speech-language pathologist and audiologist and certified academic  
187 language therapist shall submit documentation to the State  
188 Department of Education that the certificate or endorsement was  
189 received before October 15 in order to be eligible for the full  
190 salary supplement in the current school year, or the licensed  
191 speech-language pathologist and audiologist and certified academic  
192 language therapist shall submit the documentation to the State  
193 Department of Education before February 15 in order to be eligible  
194 for a prorated salary supplement beginning with the second term of  
195 the school year. However, the total number of certified academic  
196 language therapists eligible for a salary supplement under this  
197 paragraph (iv) shall not exceed twenty (20).





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

216           (c) All salary supplements, fringe benefits and process  
217 reimbursement authorized under this subsection shall be paid  
218 directly by the State Department of Education to the local school  
219 district and shall be in addition to its minimum education program  
220 allotments and not a part thereof in accordance with regulations  
221 promulgated by the State Board of Education. Local school  
222 districts shall not reduce the local supplement paid to any



223 employee receiving such salary supplement, and the employee shall  
224 receive any local supplement to which employees with similar  
225 training and experience otherwise are entitled. However, an  
226 educational employee shall receive the salary supplement in the  
227 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the  
228 qualifying certifications authorized under paragraph (a) of this  
229 subsection. No school district shall provide more than one (1)  
230 annual salary supplement under the provisions of this subsection  
231 to any one individual employee holding multiple qualifying  
232 national certifications.

233 (d) The State Department of Education may not pay any  
234 process reimbursement to a school district for an employee who  
235 does not complete the certification or endorsement process  
236 required to be eligible for the certificate or endorsement. If an  
237 employee for whom such cost has been paid, in full or in part, by  
238 a local school district or private individual or entity fails to  
239 complete the certification or endorsement process, the employee  
240 shall be liable to the school district or individual or entity for  
241 all amounts paid by the school district or individual or entity on  
242 behalf of that employee toward his or her certificate or  
243 endorsement.

244 (3) (a) Effective July 1, 2007, if funds are available for  
245 that purpose, the Legislature may authorize state funds for  
246 additional base compensation for teachers holding licenses in  
247 critical subject areas or the equivalent and who teach at least a



248 majority of their courses in a critical subject area, as  
249 determined by the State Board of Education.

250 (b) Effective July 1, 2007, if funds are available for  
251 that purpose, the Legislature may authorize state funds for  
252 additional base compensation for teachers employed in a public  
253 school district located in a geographic area of the state  
254 designated as a critical teacher shortage area by the State Board  
255 of Education.

256 (4) (a) This section shall be known and may be cited as the  
257 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to  
258 the minimum base pay described in this section, only after full  
259 funding of MAEP and if funds are available for that purpose, the  
260 State of Mississippi may provide monies from state funds to school  
261 districts for the purposes of rewarding certified teachers,  
262 administrators and nonlicensed personnel at individual schools  
263 showing improvement in student test scores. The MPBP plan shall  
264 be developed by the State Department of Education based on the  
265 following criteria:

266 (i) It is the express intent of this legislation  
267 that the MPBP plan shall utilize only existing standards of  
268 accreditation and assessment as established by the State Board of  
269 Education.

270 (ii) To ensure that all of Mississippi's teachers,  
271 administrators and nonlicensed personnel at all schools have equal  
272 access to the monies set aside in this section, the MPBP program



273 shall be designed to calculate each school's performance as  
274 determined by the school's increase in scores from the prior  
275 school year. The MPBP program shall be based on a standardized  
276 scores rating where all levels of schools can be judged in a  
277 statistically fair and reasonable way upon implementation. At the  
278 end of each year, after all student achievement scores have been  
279 standardized, the State Department of Education shall implement  
280 the MPBP plan.

281 (iii) To ensure all teachers cooperate in the  
282 spirit of teamwork, individual schools shall submit a plan to the  
283 local school district to be approved before the beginning of each  
284 school year beginning July 1, 2008. The plan shall include, but  
285 not be limited to, how all teachers, regardless of subject area,  
286 and administrators will be responsible for improving student  
287 achievement for their individual school.

288 (b) The State Board of Education shall develop the  
289 processes and procedures for designating schools eligible to  
290 participate in the MPBP. State assessment results, growth in  
291 student achievement at individual schools and other measures  
292 deemed appropriate in designating successful student achievement  
293 shall be used in establishing MPBP criteria. The State Board of  
294 Education shall develop the MPBP policies and procedures and  
295 report to the Legislature and Governor by December 1, 2006.

296 (5) (a) Beginning in the 2008-2009 school year, if funds  
297 are available for that purpose, each school in Mississippi shall



298 have mentor teachers, as defined by Sections 37-9-201 through  
299 37-9-213, who shall receive additional base compensation provided  
300 for by the State Legislature in the amount of One Thousand Dollars  
301 (\$1,000.00) per each beginning teacher that is being mentored.  
302 The additional state compensation shall be limited to those mentor  
303 teachers that provide mentoring services to beginning teachers.  
304 For the purposes of such funding, a beginning teacher shall be  
305 defined as any teacher in any school in Mississippi that has less  
306 than one (1) year of classroom experience teaching in a public  
307 school. For the purposes of such funding, no full-time academic  
308 teacher shall mentor more than two (2) beginning teachers.

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

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

316 **SECTION 2.** (1) The Legislature finds that there is a need  
317 for a performance incentive program for outstanding teachers and  
318 staff in highly productive schools.

319 (2) Beginning with the 2016-2017 school year, the School  
320 Recognition Program is created to provide financial awards to  
321 public schools that:



322 (a) Sustain high performance by earning a school  
323 accountability rating of "A" which shall be funded at One Hundred  
324 Dollars (\$100.00) per pupil in average daily attendance;

325 (b) Sustain high performance by earning a school  
326 accountability rating of "B" which shall be funded at Seventy-five  
327 Dollars (\$75.00) per pupil in average daily attendance; or

328 (c) Demonstrate exemplary performance by improving at  
329 least one (1) letter grade, which shall be funded at One Hundred  
330 Dollars (\$100.00) per pupil in average daily attendance.

331 (3) All public schools, including charter schools, earning  
332 the appropriate school rating are eligible to participate in the  
333 program.

334 (4) School recognition awards must be used for nonrecurring  
335 salary supplements to the teachers and staff employed in the  
336 school receiving the financial award. Any nonrecurring salary  
337 supplements paid to teachers and staff shall be prospective, shall  
338 be paid over the remainder of the year, and shall not be  
339 considered part of the local supplement. For contracted  
340 individuals, there shall be an amendment to the existing contract.

341 (5) School recognition awards shall not be used for  
342 administrators.

343 (6) There is hereby created in the State Treasury, the  
344 School Recognition Program Fund which shall be used by the State  
345 Department of Education, depending on the availability of funds as  
346 appropriated, to provide financial awards to schools under this



347 section. It shall be the duty of the State Department of  
348 Education to file with the State Treasurer and the State Fiscal  
349 Officer such data and information as may be required to enable the  
350 said State Treasurer and State Fiscal Officer to distribute the  
351 School Recognition Program Funds by electronic funds transfer to  
352 the several school districts at the time required and provided  
353 under the provisions of this section. Such data and information  
354 so filed shall show in detail the amount of funds to which each  
355 school district is entitled from the School Recognition Program  
356 Fund. Such data and information so filed may be revised from time  
357 to time as necessitated by law. At the time provided by law, the  
358 State Treasurer and the State Fiscal Officer shall distribute to  
359 the several school districts the amounts to which they are  
360 entitled from the School Recognition Program Fund as provided by  
361 this section. Such distribution shall be made by electronic funds  
362 transfer to the depositories of the several school districts  
363 designated in writing to the State Treasurer based upon the data  
364 and information supplied by the State Department of Education for  
365 such distribution. In such instances, the State Treasurer shall  
366 submit a request for an electronic funds transfer to the State  
367 Fiscal Officer, which shall set forth the purpose, amount and  
368 payees, and shall be in such form as may be approved by the State  
369 Fiscal Officer so as to provide the necessary information as would  
370 be required for a requisition and issuance of a warrant. A copy  
371 of the record of said electronic funds transfers shall be



372 transmitted by the school district depositories to the Treasurer,  
373 who shall file duplicates with the State Fiscal Officer. The  
374 Treasurer and State Fiscal Officer shall jointly promulgate  
375 regulations for the utilization of electronic funds transfers to  
376 school districts from the School Recognition Program Fund.

377 (7) It is the intent of the Legislature to develop a plan to  
378 reward high-performing teachers in schools with an accountability  
379 rating of "C," "D" and "F" by July 1, 2016.

380 **SECTION 3.** This act shall take effect and be in force from  
381 and after July 1, 2014.

**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 REVISE THE MINIMUM TEACHER SALARY SCALE; TO PROVIDE THAT THE  
3 RECEIPT OF ANNUAL SALARY SUPPLEMENTS TO CERTAIN EDUCATIONAL  
4 EMPLOYEES HOLDING CERTAIN QUALIFYING NATIONAL CERTIFICATIONS SHALL  
5 BE LIMITED TO ONE SUPPLEMENT PER EMPLOYEE REGARDLESS OF THE NUMBER  
6 OF CERTIFICATIONS HELD; TO PROVIDE A SCHOOL RECOGNITION PROGRAM TO  
7 PROVIDE FINANCIAL AWARDS TO HIGH-PERFORMING SCHOOLS BEGINNING WITH  
8 THE 2016-2017 SCHOOL YEAR; AND FOR RELATED PURPOSES.

CONFEREES FOR THE HOUSE

CONFEREES FOR THE SENATE

X (SIGNED)  
Moore

X (SIGNED)  
Tollison

X (SIGNED)  
Currie

X (SIGNED)  
Burton

X (SIGNED)  
Frierson

X (SIGNED)  
Polk

