

Senate Amendments to House Bill No. 504

TO THE CLERK OF THE HOUSE:

THIS IS TO INFORM YOU THAT THE SENATE HAS ADOPTED THE AMENDMENTS SET OUT BELOW:

AMENDMENT NO. 1

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

2014-2015 MINIMUM SALARY SCHEDULE

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

27	<u>3</u>	<u>38,902.00</u>	<u>37,671.00</u>	<u>36,440.00</u>	<u>33,885.00</u>
28	<u>4</u>	<u>39,696.00</u>	<u>38,398.00</u>	<u>37,100.00</u>	<u>34,380.00</u>
29	<u>5</u>	<u>40,490.00</u>	<u>39,125.00</u>	<u>37,760.00</u>	<u>34,875.00</u>
30	<u>6</u>	<u>41,284.00</u>	<u>39,852.00</u>	<u>38,420.00</u>	<u>35,370.00</u>
31	<u>7</u>	<u>42,078.00</u>	<u>40,579.00</u>	<u>39,080.00</u>	<u>35,865.00</u>
32	<u>8</u>	<u>42,872.00</u>	<u>41,306.00</u>	<u>39,740.00</u>	<u>36,360.00</u>
33	<u>9</u>	<u>43,666.00</u>	<u>42,033.00</u>	<u>40,400.00</u>	<u>36,855.00</u>
34	<u>10</u>	<u>44,460.00</u>	<u>42,760.00</u>	<u>41,060.00</u>	<u>37,350.00</u>
35	<u>11</u>	<u>45,254.00</u>	<u>43,487.00</u>	<u>41,720.00</u>	<u>37,845.00</u>
36	<u>12</u>	<u>46,048.00</u>	<u>44,214.00</u>	<u>42,380.00</u>	<u>38,340.00</u>
37	<u>13</u>	<u>46,842.00</u>	<u>44,941.00</u>	<u>43,040.00</u>	<u>38,835.00</u>
38	<u>14</u>	<u>47,636.00</u>	<u>45,668.00</u>	<u>43,700.00</u>	<u>39,330.00</u>
39	<u>15</u>	<u>48,430.00</u>	<u>46,395.00</u>	<u>44,360.00</u>	<u>39,825.00</u>
40	<u>16</u>	<u>49,224.00</u>	<u>47,122.00</u>	<u>45,020.00</u>	<u>40,320.00</u>
41	<u>17</u>	<u>50,018.00</u>	<u>47,849.00</u>	<u>45,680.00</u>	<u>40,815.00</u>
42	<u>18</u>	<u>50,812.00</u>	<u>48,576.00</u>	<u>46,340.00</u>	<u>41,310.00</u>
43	<u>19</u>	<u>51,606.00</u>	<u>49,303.00</u>	<u>47,000.00</u>	<u>41,805.00</u>
44	<u>20</u>	<u>52,400.00</u>	<u>50,030.00</u>	<u>47,660.00</u>	<u>42,300.00</u>
45	<u>21</u>	<u>53,194.00</u>	<u>50,757.00</u>	<u>48,320.00</u>	<u>42,795.00</u>
46	<u>22</u>	<u>53,988.00</u>	<u>51,484.00</u>	<u>48,980.00</u>	<u>43,290.00</u>
47	<u>23</u>	<u>54,782.00</u>	<u>52,211.00</u>	<u>49,640.00</u>	<u>43,785.00</u>
48	<u>24</u>	<u>55,576.00</u>	<u>52,938.00</u>	<u>50,300.00</u>	<u>44,280.00</u>
49	<u>25</u>	<u>58,430.00</u>	<u>55,725.00</u>	<u>53,020.00</u>	<u>46,835.00</u>
50	<u>26</u>	<u>59,224.00</u>	<u>56,452.00</u>	<u>53,680.00</u>	<u>47,330.00</u>
51	<u>27</u>	<u>60,018.00</u>	<u>57,179.00</u>	<u>54,340.00</u>	<u>47,825.00</u>
52	<u>28</u>	<u>60,812.00</u>	<u>57,906.00</u>	<u>55,000.00</u>	<u>48,320.00</u>

53	<u>29</u>	<u>61,606.00</u>	<u>58,633.00</u>	<u>55,660.00</u>	<u>48,815.00</u>
54	<u>30</u>	<u>62,400.00</u>	<u>59,360.00</u>	<u>56,320.00</u>	<u>49,310.00</u>
55	<u>31</u>	<u>63,194.00</u>	<u>60,087.00</u>	<u>56,980.00</u>	<u>49,805.00</u>
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57	<u>33</u>	<u>64,782.00</u>	<u>61,541.00</u>	<u>58,300.00</u>	<u>50,795.00</u>
58	<u>34</u>	<u>65,576.00</u>	<u>62,268.00</u>	<u>58,960.00</u>	<u>51,290.00</u>
59	<u>35 & 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

61	<u>Years Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
62	<u>0</u>	<u>39,108.00</u>	<u>37,944.00</u>	<u>36,780.00</u>	<u>34,390.00</u>
63	<u>1</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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73	<u>11</u>	<u>46,254.00</u>	<u>44,487.00</u>	<u>42,720.00</u>	<u>38,845.00</u>
74	<u>12</u>	<u>47,048.00</u>	<u>45,214.00</u>	<u>43,380.00</u>	<u>39,340.00</u>
75	<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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97	<u>35 & above</u>	<u>67,370.00</u>	<u>63,995.00</u>	<u>60,620.00</u>	<u>52,785.00</u>

98 * * *

99 It is the intent of the Legislature that any state funds made
100 available for salaries of licensed personnel in excess of the
101 funds paid for such salaries for the 1986-1987 school year shall
102 be paid to licensed personnel pursuant to a personnel appraisal
103 and compensation system implemented by the State Board of
104 Education. The State Board of Education shall have the authority

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

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

118 * * *

119 The level of professional training of each teacher to be used
120 in establishing the salary allotment for the teachers for each
121 year shall be determined by the type of valid teacher's license
122 issued to those teachers on or before October 1 of the current
123 school year. Provided, however, that school districts are
124 authorized, in their discretion, to negotiate the salary levels
125 applicable to certificated employees who are receiving retirement
126 benefits from the retirement system of another state, and the
127 annual experience increment provided above in Section 37-19-7
128 shall not be applicable to any such retired certificated employee.

129 (2) (a) The following employees shall receive an annual
130 salary supplement in the amount of Six Thousand Dollars

131 (\$6,000.00), plus fringe benefits, in addition to any other
132 compensation to which the employee may be entitled:

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

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

157 number of licensed school nurses eligible for a salary supplement
158 under this subparagraph (ii) shall not exceed thirty-five (35).

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

180 (iv) Any licensed speech-language pathologist and
181 audiologist who has met the requirements and acquired a
182 Certificate of Clinical Competence from the American

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

200 (b) An employee shall be reimbursed one (1) time for
201 the actual cost of completing the process of acquiring the
202 certificate or endorsement, excluding any costs incurred for
203 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)
204 for a school counselor or speech-language pathologist and
205 audiologist, regardless of whether or not the process resulted in
206 the award of the certificate or endorsement. A local school
207 district or any private individual or entity may pay the cost of
208 completing the process of acquiring the certificate or endorsement

209 for any employee of the school district described under paragraph
210 (a), and the State Department of Education shall reimburse the
211 school district for such cost, regardless of whether or not the
212 process resulted in the award of the certificate or endorsement.
213 If a private individual or entity has paid the cost of completing
214 the process of acquiring the certificate or endorsement for an
215 employee, the local school district may agree to directly
216 reimburse the individual or entity for such cost on behalf of the
217 employee.

218 (c) All salary supplements, fringe benefits and process
219 reimbursement authorized under this subsection shall be paid
220 directly by the State Department of Education to the local school
221 district and shall be in addition to its minimum education program
222 allotments and not a part thereof in accordance with regulations
223 promulgated by the State Board of Education. Local school
224 districts shall not reduce the local supplement paid to any
225 employee receiving such salary supplement, and the employee shall
226 receive any local supplement to which employees with similar
227 training and experience otherwise are entitled. However, an
228 educational employee shall receive the salary supplement in the
229 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
230 qualifying certifications authorized under paragraph (a) of this
231 subsection. No school district shall provide more than one (1)
232 annual salary supplement under the provisions of this subsection
233 to any one individual employee holding multiple qualifying
234 national certifications.

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

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

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

258 (4) (a) This section shall be known and may be cited as the
259 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
260 the minimum base pay described in this section, only after full

261 funding of MAEP and if funds are available for that purpose, the
262 State of Mississippi may provide monies from state funds to school
263 districts for the purposes of rewarding certified teachers,
264 administrators and nonlicensed personnel at individual schools
265 showing improvement in student test scores. The MPBP plan shall
266 be developed by the State Department of Education based on the
267 following criteria:

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

272 (ii) To ensure that all of Mississippi's teachers,
273 administrators and nonlicensed personnel at all schools have equal
274 access to the monies set aside in this section, the MPBP program
275 shall be designed to calculate each school's performance as
276 determined by the school's increase in scores from the prior
277 school year. The MPBP program shall be based on a standardized
278 scores rating where all levels of schools can be judged in a
279 statistically fair and reasonable way upon implementation. At the
280 end of each year, after all student achievement scores have been
281 standardized, the State Department of Education shall implement
282 the MPBP plan.

283 (iii) To ensure all teachers cooperate in the
284 spirit of teamwork, individual schools shall submit a plan to the
285 local school district to be approved before the beginning of each
286 school year beginning July 1, 2008. The plan shall include, but

287 not be limited to, how all teachers, regardless of subject area,
288 and administrators will be responsible for improving student
289 achievement for their individual school.

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

298 (5) (a) Beginning in the 2008-2009 school year, if funds
299 are available for that purpose, each school in Mississippi shall
300 have mentor teachers, as defined by Sections 37-9-201 through
301 37-9-213, who shall receive additional base compensation provided
302 for by the State Legislature in the amount of One Thousand Dollars
303 (\$1,000.00) per each beginning teacher that is being mentored.
304 The additional state compensation shall be limited to those mentor
305 teachers that provide mentoring services to beginning teachers.
306 For the purposes of such funding, a beginning teacher shall be
307 defined as any teacher in any school in Mississippi that has less
308 than one (1) year of classroom experience teaching in a public
309 school. For the purposes of such funding, no full-time academic
310 teacher shall mentor more than two (2) beginning teachers.

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

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

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

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

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

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

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

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

336 (4) All selected schools shall receive financial awards
337 depending on the availability of funds appropriated. Funds shall
338 be distributed to the school district office by the State
339 Department of Education and must be used for purposes listed in
340 subsection (5) as determined jointly by the school's teachers and
341 staff. If the school's teachers and staff cannot reach an
342 agreement by November 1, the awards must be equally distributed to
343 all classroom teachers currently teaching in the school. If a
344 school selected to receive a school recognition award is no longer
345 in existence at the time the award is paid, the district school
346 superintendent shall distribute the funds to teachers who taught
347 at the school in the previous year in the form of a salary
348 supplement.

349 (5) School recognition awards must be used for the
350 following:

351 (a) Nonrecurring salary supplements to the teachers and
352 staff; and/or

353 (b) Nonrecurring expenditures for educational equipment
354 or materials to assist in maintaining and improving student
355 performance.

356 (6) School recognition awards shall not be used for
357 administrative purposes.

358 (7) There is hereby created in the State Treasury, the
359 School Recognition Program Fund which shall be used by the State
360 Department of Education, depending on the availability of funds as
361 appropriated, to provide financial awards to schools under this

362 section. It shall be the duty of the State Department of
363 Education to file with the State Treasurer and the State Fiscal
364 Officer such data and information as may be required to enable the
365 said State Treasurer and State Fiscal Officer to distribute the
366 School Recognition Program Funds by electronic funds transfer to
367 the several school districts at the time required and provided
368 under the provisions of this section. Such data and information
369 so filed shall show in detail the amount of funds to which each
370 school district is entitled from the School Recognition Program
371 Fund. Such data and information so filed may be revised from time
372 to time as necessitated by law. At the time provided by law, the
373 State Treasurer and the State Fiscal Officer shall distribute to
374 the several school districts the amounts to which they are
375 entitled from the School Recognition Program Fund as provided by
376 this section. Such distribution shall be made by electronic funds
377 transfer to the depositories of the several school districts
378 designated in writing to the State Treasurer based upon the data
379 and information supplied by the State Department of Education for
380 such distribution. In such instances, the State Treasurer shall
381 submit a request for an electronic funds transfer to the State
382 Fiscal Officer, which shall set forth the purpose, amount and
383 payees, and shall be in such form as may be approved by the State
384 Fiscal Officer so as to provide the necessary information as would
385 be required for a requisition and issuance of a warrant. A copy
386 of the record of said electronic funds transfers shall be
387 transmitted by the school district depositories to the Treasurer,

388 who shall file duplicates with the State Fiscal Officer. The
389 Treasurer and State Fiscal Officer shall jointly promulgate
390 regulations for the utilization of electronic funds transfers to
391 school districts from the School Recognition Program Fund.

392 **SECTION 3.** This act shall take effect and be in force from
393 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.

SS02\HB504A.6J

Liz Welch
Secretary of the Senate