

By: Representative Frierson

To: Appropriations

COMMITTEE SUBSTITUTE  
FOR  
HOUSE BILL NO. 14

1 AN ACT TO IMPOSE A MORATORIUM ON SALARY INCREASES TO ALL  
2 PUBLIC SCHOOL SUPERINTENDENTS FOR A PERIOD OF THREE YEARS  
3 EFFECTIVE ON JULY 1, 2016; TO IMPOSE A MORATORIUM ON SALARY  
4 INCREASES FOR SUPERINTENDENTS OF SCHOOL DISTRICTS UNDER  
5 CONSERVATORSHIP FOR A PERIOD OF THREE (3) YEARS FOLLOWING THE DATE  
6 OF RELEASE FROM CONSERVATORSHIP; TO PROVIDE STIPULATION ON  
7 COMPENSATING NEWLY APPOINTED OR NEWLY ELECTED SUPERINTENDENTS IN  
8 THE EVENT OF A VACANCY IN OFFICE; TO PRESCRIBE THE MANNER BY WHICH  
9 SALARY INCREASES TO SUPERINTENDENTS SHALL BE ADMINISTERED USING  
10 FACTORS DETERMINING DISTRICT IMPROVEMENT THROUGH SUCH FACTORS AS  
11 STUDENT POPULATION GROWTH, ACHIEVEMENT, GRADUATION RATES,  
12 ACCREDITATION RATINGS AND MEETING OTHER ESTABLISHED BENCHMARKS; TO  
13 AMEND SECTIONS 37-9-33 AND 37-9-37, MISSISSIPPI CODE OF 1972, IN  
14 CONFORMITY THERETO; AND FOR RELATED PURPOSES.

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

16 **SECTION 1.** (1) (a) Notwithstanding any laws of the State  
17 of Mississippi to the contrary, effective on July 1, 2016, for a  
18 period of three (3) years following release from conservatorship,  
19 at such time as that may be, the salary of the Superintendent of  
20 the Aberdeen School District shall be One Hundred Thousand Dollars  
21 (\$100,000.00). During this moratorium period on the  
22 superintendent's salary the local school board shall not authorize  
23 a salary increase for any individual serving in the capacity as  
24 district superintendent at the time the district was placed under



25 conservatorship status. Neither shall the local school board  
26 authorize a salary increase for any individual selected to serve  
27 as district superintendent within the three-year period following  
28 the district's release from conservatorship after negotiating the  
29 initial salary to be paid to such persons.

30 (b) (i) If by reason of resignation or termination the  
31 office of superintendent for the Aberdeen School District becomes  
32 vacant during the applicable moratorium period as determined by  
33 its date of release from conservatorship, the school board, in  
34 establishing the salary of the newly appointed or elected  
35 superintendent of schools, shall not compensate said person in an  
36 amount exceeding the salary of the immediate preceding  
37 superintendent.

38 (ii) If by reason of resignation or termination  
39 the office of superintendent for the Aberdeen School District  
40 becomes vacant after the period of three (3) years following  
41 release from conservatorship, the school board, in establishing  
42 the salary of the newly appointed or elected superintendent of  
43 schools, shall comply with the provisions of Section 37-9-37, and  
44 shall not compensate said person in an amount exceeding the salary  
45 of the immediate preceding superintendent. However, before  
46 entering into a contractual agreement for services and  
47 compensation as superintendent, the school board shall first  
48 submit the proposed salary to the State Department of Education  
49 for approval, based on factors established by the department to



50 assess the qualifications and experience of the person selected  
51 for the office of superintendent as provided under subsection (2)  
52 of this section.

53 (2) The State Department of Education, in addition to using  
54 the provisions of Section 37-9-37 as an indicator of administrator  
55 competencies for superintendents' salary approval, shall establish  
56 an independent rubric to calculate a school district's progressive  
57 improvement in determining the eligibility of a superintendent for  
58 a salary increase based on the recommendation submitted by the  
59 local school board, using the raw, unranked and unweighted  
60 standardized test score from all student assessments, adopted by  
61 the State Board of Education and administered in accordance with  
62 the statewide testing program established under the provisions of  
63 Chapter 16, Title 37, Mississippi Code of 1972.

64 (3) As used in this section the term "progressive  
65 improvement" means evidence-based, empirical data that  
66 demonstrates a school district's consistent level of overall  
67 achievement from year-to-year in meeting and surpassing the  
68 benchmarks established by the State Department of Education, as  
69 determined by proficiency on statewide summative assessments,  
70 increased graduation rates, reduced dropout rates and increases in  
71 the district's accreditation rating.

72 **SECTION 2.** (1) (a) Notwithstanding any laws of the State  
73 of Mississippi to the contrary, from July 1, 2016, until June 30,  
74 2019, the salary of the Superintendent of the Alcorn School



75 District shall be Ninety-eight Thousand Five Hundred Dollars  
76 (\$98,500.00). During this moratorium period on the  
77 superintendent's salary the local school board shall not authorize  
78 a salary increase for any individual serving in the capacity as  
79 district superintendent upon the effective date of this act.

80 (b) (i) If by reason of resignation or termination the  
81 office of superintendent for the Alcorn School District becomes  
82 vacant during the moratorium period, the school board, in  
83 establishing the salary of the newly appointed or elected  
84 superintendent of schools, shall not compensate said person in an  
85 amount exceeding the salary of the immediate preceding  
86 superintendent.

87 (ii) If by reason of resignation or termination  
88 the office of superintendent for the Alcorn School District  
89 becomes vacant after July 1, 2019, the school board, in  
90 establishing the salary of the newly appointed or elected  
91 superintendent of schools, shall comply with the provisions of  
92 Section 37-9-37, and shall not compensate said person in an amount  
93 exceeding the salary of the immediate preceding superintendent.  
94 However, before entering into a contractual agreement for services  
95 and compensation as superintendent, the school board shall first  
96 submit the proposed salary to the State Department of Education  
97 for approval, based on factors established by the department to  
98 assess the qualifications and experience of the person selected



99 for the office of superintendent as provided under subsection (2)  
100 of this section.

101 (2) The State Department of Education, in addition to using  
102 the provisions of Section 37-9-37 as an indicator of administrator  
103 competencies for superintendents' salary approval, shall establish  
104 an independent rubric to calculate a school district's progressive  
105 improvement in determining the eligibility of a superintendent for  
106 a salary increase based on the recommendation submitted by the  
107 local school board, using the raw, unranked and unweighted  
108 standardized test score from all student assessments, adopted by  
109 the State Board of Education and administered in accordance with  
110 the statewide testing program established under the provisions of  
111 Chapter 16, Title 37, Mississippi Code of 1972.

112 (3) As used in this section the term "progressive  
113 improvement" means evidence-based, empirical data that  
114 demonstrates a school district's consistent level of overall  
115 achievement from year-to-year in meeting and surpassing the  
116 benchmarks established by the State Department of Education, as  
117 determined by proficiency on statewide summative assessments,  
118 increased graduation rates, reduced dropout rates and increases in  
119 the district's accreditation rating.

120 **SECTION 3.** (1) (a) Notwithstanding any laws of the State  
121 of Mississippi to the contrary, from July 1, 2016, until June 30,  
122 2019, the salary of the Superintendent of the Amite County School  
123 District shall be Seventy-seven Thousand Seven Hundred Sixty-five



124 Dollars (\$77,765.00). During this moratorium period on the  
125 superintendent's salary the local school board shall not authorize  
126 a salary increase for any individual serving in the capacity as  
127 district superintendent upon the effective date of this act.

128 (b) (i) If by reason of resignation or termination the  
129 office of superintendent for the Amite County School District  
130 becomes vacant during the moratorium period, the school board, in  
131 establishing the salary of the newly appointed or elected  
132 superintendent of schools, shall not compensate said person in an  
133 amount exceeding the salary of the immediate preceding  
134 superintendent.

135 (ii) If by reason of resignation or termination  
136 the office of superintendent for the Amite County School District  
137 becomes vacant after July 1, 2019, the school board, in  
138 establishing the salary of the newly appointed or elected  
139 superintendent of schools, shall comply with the provisions of  
140 Section 37-9-37, and shall not compensate said person in an amount  
141 exceeding the salary of the immediate preceding superintendent.  
142 However, before entering into a contractual agreement for services  
143 and compensation as superintendent, the school board shall first  
144 submit the proposed salary to the State Department of Education  
145 for approval, based on factors established by the department to  
146 assess the qualifications and experience of the person selected  
147 for the office of superintendent as provided under subsection (2)  
148 of this section.



149           (2) The State Department of Education, in addition to using  
150 the provisions of Section 37-9-37 as an indicator of administrator  
151 competencies for superintendents' salary approval, shall establish  
152 an independent rubric to calculate a school district's progressive  
153 improvement in determining the eligibility of a superintendent for  
154 a salary increase based on the recommendation submitted by the  
155 local school board, using the raw, unranked and unweighted  
156 standardized test score from all student assessments, adopted by  
157 the State Board of Education and administered in accordance with  
158 the statewide testing program established under the provisions of  
159 Chapter 16, Title 37, Mississippi Code of 1972.

160           (3) As used in this section the term "progressive  
161 improvement" means evidence-based, empirical data that  
162 demonstrates a school district's consistent level of overall  
163 achievement from year-to-year in meeting and surpassing the  
164 benchmarks established by the State Department of Education, as  
165 determined by proficiency on statewide summative assessments,  
166 increased graduation rates, reduced dropout rates and increases in  
167 the district's accreditation rating.

168           **SECTION 4.** (1) (a) Notwithstanding any laws of the State  
169 of Mississippi to the contrary, from July 1, 2016, until June 30,  
170 2019, the salary of the Superintendent of the Amory School  
171 District shall be One Hundred Five Thousand Dollars (\$105,000.00).  
172 During this moratorium period on the superintendent's salary the  
173 local school board shall not authorize a salary increase for any



174 individual serving in the capacity as district superintendent upon  
175 the effective date of this act.

176 (b) (i) If by reason of resignation or termination the  
177 office of superintendent for the Amory School District becomes  
178 vacant during the moratorium period, the school board, in  
179 establishing the salary of the newly appointed or elected  
180 superintendent of schools, shall not compensate said person in an  
181 amount exceeding the salary of the immediate preceding  
182 superintendent.

183 (ii) If by reason of resignation or termination  
184 the office of superintendent for the Amory School District becomes  
185 vacant after July 1, 2019, the school board, in establishing the  
186 salary of the newly appointed or elected superintendent of  
187 schools, shall comply with the provisions of Section 37-9-37, and  
188 shall not compensate said person in an amount exceeding the salary  
189 of the immediate preceding superintendent. However, before  
190 entering into a contractual agreement for services and  
191 compensation as superintendent, the school board shall first  
192 submit the proposed salary to the State Department of Education  
193 for approval, based on factors established by the department to  
194 assess the qualifications and experience of the person selected  
195 for the office of superintendent as provided under subsection (2)  
196 of this section.

197 (2) The State Department of Education, in addition to using  
198 the provisions of Section 37-9-37 as an indicator of administrator



199 competencies for superintendents' salary approval, shall establish  
200 an independent rubric to calculate a school district's progressive  
201 improvement in determining the eligibility of a superintendent for  
202 a salary increase based on the recommendation submitted by the  
203 local school board, using the raw, unranked and unweighted  
204 standardized test score from all student assessments, adopted by  
205 the State Board of Education and administered in accordance with  
206 the statewide testing program established under the provisions of  
207 Chapter 16, Title 37, Mississippi Code of 1972.

208 (3) As used in this section the term "progressive  
209 improvement" means evidence-based, empirical data that  
210 demonstrates a school district's consistent level of overall  
211 achievement from year-to-year in meeting and surpassing the  
212 benchmarks established by the State Department of Education, as  
213 determined by proficiency on statewide summative assessments,  
214 increased graduation rates, reduced dropout rates and increases in  
215 the district's accreditation rating.

216 **SECTION 5.** (1) (a) Notwithstanding any laws of the State  
217 of Mississippi to the contrary, from July 1, 2016, until June 30,  
218 2019, the salary of the Superintendent of the Attala County School  
219 District shall be Eighty-seven Thousand Two Hundred Forty-six  
220 Dollars (\$87,246.00). During this moratorium period on the  
221 superintendent's salary the local school board shall not authorize  
222 a salary increase for any individual serving in the capacity as  
223 district superintendent upon the effective date of this act.



224 (b) (i) If by reason of resignation or termination the  
225 office of superintendent for the Attala County School District  
226 becomes vacant during the moratorium period, the school board, in  
227 establishing the salary of the newly appointed or elected  
228 superintendent of schools, shall not compensate said person in an  
229 amount exceeding the salary of the immediate preceding  
230 superintendent.

231 (ii) If by reason of resignation or termination  
232 the office of superintendent for the Attala County School District  
233 becomes vacant after July 1, 2019, the school board, in  
234 establishing the salary of the newly appointed or elected  
235 superintendent of schools, shall comply with the provisions of  
236 Section 37-9-37, and shall not compensate said person in an amount  
237 exceeding the salary of the immediate preceding superintendent.  
238 However, before entering into a contractual agreement for services  
239 and compensation as superintendent, the school board shall first  
240 submit the proposed salary to the State Department of Education  
241 for approval, based on factors established by the department to  
242 assess the qualifications and experience of the person selected  
243 for the office of superintendent as provided under subsection (2)  
244 of this section.

245 (2) The State Department of Education, in addition to using  
246 the provisions of Section 37-9-37 as an indicator of administrator  
247 competencies for superintendents' salary approval, shall establish  
248 an independent rubric to calculate a school district's progressive



249 improvement in determining the eligibility of a superintendent for  
250 a salary increase based on the recommendation submitted by the  
251 local school board, using the raw, unranked and unweighted  
252 standardized test score from all student assessments, adopted by  
253 the State Board of Education and administered in accordance with  
254 the statewide testing program established under the provisions of  
255 Chapter 16, Title 37, Mississippi Code of 1972.

256 (3) As used in this section the term "progressive  
257 improvement" means evidence-based, empirical data that  
258 demonstrates a school district's consistent level of overall  
259 achievement from year-to-year in meeting and surpassing the  
260 benchmarks established by the State Department of Education, as  
261 determined by proficiency on statewide summative assessments,  
262 increased graduation rates, reduced dropout rates and increases in  
263 the district's accreditation rating.

264 **SECTION 6.** (1) (a) Notwithstanding any laws of the State  
265 of Mississippi to the contrary, from July 1, 2016, until June 30,  
266 2019, the salary of the Superintendent of the Baldwyn School  
267 District shall be One Hundred Four Thousand Four Hundred  
268 Forty-seven Dollars (\$104,447.00). During this moratorium period  
269 on the superintendent's salary the local school board shall not  
270 authorize a salary increase for any individual serving in the  
271 capacity as district superintendent upon the effective date of  
272 this act.



273 (b) (i) If by reason of resignation or termination the  
274 office of superintendent for the Baldwin School District becomes  
275 vacant during the moratorium period, the school board, in  
276 establishing the salary of the newly appointed or elected  
277 superintendent of schools, shall not compensate said person in an  
278 amount exceeding the salary of the immediate preceding  
279 superintendent.

280 (ii) If by reason of resignation or termination  
281 the office of superintendent for the Baldwin School District  
282 becomes vacant after July 1, 2019, the school board, in  
283 establishing the salary of the newly appointed or elected  
284 superintendent of schools, shall comply with the provisions of  
285 Section 37-9-37, and shall not compensate said person in an amount  
286 exceeding the salary of the immediate preceding superintendent.  
287 However, before entering into a contractual agreement for services  
288 and compensation as superintendent, the school board shall first  
289 submit the proposed salary to the State Department of Education  
290 for approval, based on factors established by the department to  
291 assess the qualifications and experience of the person selected  
292 for the office of superintendent as provided under subsection (2)  
293 of this section.

294 (2) The State Department of Education, in addition to using  
295 the provisions of Section 37-9-37 as an indicator of administrator  
296 competencies for superintendents' salary approval, shall establish  
297 an independent rubric to calculate a school district's progressive



298 improvement in determining the eligibility of a superintendent for  
299 a salary increase based on the recommendation submitted by the  
300 local school board, using the raw, unranked and unweighted  
301 standardized test score from all student assessments, adopted by  
302 the State Board of Education and administered in accordance with  
303 the statewide testing program established under the provisions of  
304 Chapter 16, Title 37, Mississippi Code of 1972.

305 (3) As used in this section the term "progressive  
306 improvement" means evidence-based, empirical data that  
307 demonstrates a school district's consistent level of overall  
308 achievement from year-to-year in meeting and surpassing the  
309 benchmarks established by the State Department of Education, as  
310 determined by proficiency on statewide summative assessments,  
311 increased graduation rates, reduced dropout rates and increases in  
312 the district's accreditation rating.

313 **SECTION 7.** (1) (a) Notwithstanding any laws of the State  
314 of Mississippi to the contrary, from July 1, 2016, until June 30,  
315 2019, the salary of the Superintendent of the Bay St.  
316 Louis-Waveland School District shall be One Hundred Twenty-five  
317 Thousand Dollars (\$125,000.00). During this moratorium period on  
318 the superintendent's salary the local school board shall not  
319 authorize a salary increase for any individual serving in the  
320 capacity as district superintendent upon the effective date of  
321 this act.



322 (b) (i) If by reason of resignation or termination the  
323 office of superintendent for the Bay St. Louis-Waveland School  
324 District becomes vacant during the moratorium period, the school  
325 board, in establishing the salary of the newly appointed or  
326 elected superintendent of schools, shall not compensate said  
327 person in an amount exceeding the salary of the immediate  
328 preceding superintendent.

329 (ii) If by reason of resignation or termination  
330 the office of superintendent for the Bay St. Louis-Waveland School  
331 District becomes vacant after July 1, 2019, the school board, in  
332 establishing the salary of the newly appointed or elected  
333 superintendent of schools, shall comply with the provisions of  
334 Section 37-9-37, and shall not compensate said person in an amount  
335 exceeding the salary of the immediate preceding superintendent.  
336 However, before entering into a contractual agreement for services  
337 and compensation as superintendent, the school board shall first  
338 submit the proposed salary to the State Department of Education  
339 for approval, based on factors established by the department to  
340 assess the qualifications and experience of the person selected  
341 for the office of superintendent as provided under subsection (2)  
342 of this section.

343 (2) The State Department of Education, in addition to using  
344 the provisions of Section 37-9-37 as an indicator of administrator  
345 competencies for superintendents' salary approval, shall establish  
346 an independent rubric to calculate a school district's progressive



347 improvement in determining the eligibility of a superintendent for  
348 a salary increase based on the recommendation submitted by the  
349 local school board, using the raw, unranked and unweighted  
350 standardized test score from all student assessments, adopted by  
351 the State Board of Education and administered in accordance with  
352 the statewide testing program established under the provisions of  
353 Chapter 16, Title 37, Mississippi Code of 1972.

354 (3) As used in this section the term "progressive  
355 improvement" means evidence-based, empirical data that  
356 demonstrates a school district's consistent level of overall  
357 achievement from year-to-year in meeting and surpassing the  
358 benchmarks established by the State Department of Education, as  
359 determined by proficiency on statewide summative assessments,  
360 increased graduation rates, reduced dropout rates and increases in  
361 the district's accreditation rating.

362 **SECTION 8.** (1) (a) Notwithstanding any laws of the State  
363 of Mississippi to the contrary, from July 1, 2016, until June 30,  
364 2019, the salary of the Superintendent of the Benton County School  
365 District shall be Ninety Thousand Dollars (\$90,000.00). During  
366 this moratorium period on the superintendent's salary the local  
367 school board shall not authorize a salary increase for any  
368 individual serving in the capacity as district superintendent upon  
369 the effective date of this act.

370 (b) (i) If by reason of resignation or termination the  
371 office of superintendent for the Benton County School District



372 becomes vacant during the moratorium period, the school board, in  
373 establishing the salary of the newly appointed or elected  
374 superintendent of schools, shall not compensate said person in an  
375 amount exceeding the salary of the immediate preceding  
376 superintendent.

377 (ii) If by reason of resignation or termination  
378 the office of superintendent for the Benton County School District  
379 becomes vacant after July 1, 2019, the school board, in  
380 establishing the salary of the newly appointed or elected  
381 superintendent of schools, shall comply with the provisions of  
382 Section 37-9-37, and shall not compensate said person in an amount  
383 exceeding the salary of the immediate preceding superintendent.  
384 However, before entering into a contractual agreement for services  
385 and compensation as superintendent, the school board shall first  
386 submit the proposed salary to the State Department of Education  
387 for approval, based on factors established by the department to  
388 assess the qualifications and experience of the person selected  
389 for the office of superintendent as provided under subsection (2)  
390 of this section.

391 (2) The State Department of Education, in addition to using  
392 the provisions of Section 37-9-37 as an indicator of administrator  
393 competencies for superintendents' salary approval, shall establish  
394 an independent rubric to calculate a school district's progressive  
395 improvement in determining the eligibility of a superintendent for  
396 a salary increase based on the recommendation submitted by the



397 local school board, using the raw, unranked and unweighted  
398 standardized test score from all student assessments, adopted by  
399 the State Board of Education and administered in accordance with  
400 the statewide testing program established under the provisions of  
401 Chapter 16, Title 37, Mississippi Code of 1972.

402 (3) As used in this section the term "progressive  
403 improvement" means evidence-based, empirical data that  
404 demonstrates a school district's consistent level of overall  
405 achievement from year-to-year in meeting and surpassing the  
406 benchmarks established by the State Department of Education, as  
407 determined by proficiency on statewide summative assessments,  
408 increased graduation rates, reduced dropout rates and increases in  
409 the district's accreditation rating.

410 **SECTION 9.** (1) (a) Notwithstanding any laws of the State  
411 of Mississippi to the contrary, from July 1, 2016, until June 30,  
412 2019, the salary of the Superintendent of the Biloxi Public School  
413 District shall be One Hundred Sixty-five Thousand Dollars  
414 (\$165,000.00). During this moratorium period on the  
415 superintendent's salary the local school board shall not authorize  
416 a salary increase for any individual serving in the capacity as  
417 district superintendent upon the effective date of this act.

418 (b) (i) If by reason of resignation or termination the  
419 office of superintendent for the Biloxi Public School District  
420 becomes vacant during the moratorium period, the school board, in  
421 establishing the salary of the newly appointed or elected



422 superintendent of schools, shall not compensate said person in an  
423 amount exceeding the salary of the immediate preceding  
424 superintendent.

425 (ii) If by reason of resignation or termination  
426 the office of superintendent for the Biloxi Public School District  
427 becomes vacant after July 1, 2019, the school board, in  
428 establishing the salary of the newly appointed or elected  
429 superintendent of schools, shall comply with the provisions of  
430 Section 37-9-37, and shall not compensate said person in an amount  
431 exceeding the salary of the immediate preceding superintendent.  
432 However, before entering into a contractual agreement for services  
433 and compensation as superintendent, the school board shall first  
434 submit the proposed salary to the State Department of Education  
435 for approval, based on factors established by the department to  
436 assess the qualifications and experience of the person selected  
437 for the office of superintendent as provided under subsection (2)  
438 of this section.

439 (2) The State Department of Education, in addition to using  
440 the provisions of Section 37-9-37 as an indicator of administrator  
441 competencies for superintendents' salary approval, shall establish  
442 an independent rubric to calculate a school district's progressive  
443 improvement in determining the eligibility of a superintendent for  
444 a salary increase based on the recommendation submitted by the  
445 local school board, using the raw, unranked and unweighted  
446 standardized test score from all student assessments, adopted by



447 the State Board of Education and administered in accordance with  
448 the statewide testing program established under the provisions of  
449 Chapter 16, Title 37, Mississippi Code of 1972.

450 (3) As used in this section the term "progressive  
451 improvement" means evidence-based, empirical data that  
452 demonstrates a school district's consistent level of overall  
453 achievement from year-to-year in meeting and surpassing the  
454 benchmarks established by the State Department of Education, as  
455 determined by proficiency on statewide summative assessments,  
456 increased graduation rates, reduced dropout rates and increases in  
457 the district's accreditation rating.

458 **SECTION 10.** (1) (a) Notwithstanding any laws of the State  
459 of Mississippi to the contrary, from July 1, 2016, until June 30,  
460 2019, the salary of the Superintendent of the Booneville School  
461 District shall be One Hundred One Thousand Dollars (\$101,000.00).  
462 During this moratorium period on the superintendent's salary the  
463 local school board shall not authorize a salary increase for any  
464 individual serving in the capacity as district superintendent upon  
465 the effective date of this act.

466 (b) (i) If by reason of resignation or termination the  
467 office of superintendent for the Booneville School District  
468 becomes vacant during the moratorium period, the school board, in  
469 establishing the salary of the newly appointed or elected  
470 superintendent of schools, shall not compensate said person in an



471 amount exceeding the salary of the immediate preceding  
472 superintendent.

473                   (ii) If by reason of resignation or termination  
474 the office of superintendent for the Booneville School District  
475 becomes vacant after July 1, 2019, the school board, in  
476 establishing the salary of the newly appointed or elected  
477 superintendent of schools, shall comply with the provisions of  
478 Section 37-9-37, and shall not compensate said person in an amount  
479 exceeding the salary of the immediate preceding superintendent.  
480 However, before entering into a contractual agreement for services  
481 and compensation as superintendent, the school board shall first  
482 submit the proposed salary to the State Department of Education  
483 for approval, based on factors established by the department to  
484 assess the qualifications and experience of the person selected  
485 for the office of superintendent as provided under subsection (2)  
486 of this section.

487           (2) The State Department of Education, in addition to using  
488 the provisions of Section 37-9-37 as an indicator of administrator  
489 competencies for superintendents' salary approval, shall establish  
490 an independent rubric to calculate a school district's progressive  
491 improvement in determining the eligibility of a superintendent for  
492 a salary increase based on the recommendation submitted by the  
493 local school board, using the raw, unranked and unweighted  
494 standardized test score from all student assessments, adopted by  
495 the State Board of Education and administered in accordance with



496 the statewide testing program established under the provisions of  
497 Chapter 16, Title 37, Mississippi Code of 1972.

498 (3) As used in this section the term "progressive  
499 improvement" means evidence-based, empirical data that  
500 demonstrates a school district's consistent level of overall  
501 achievement from year-to-year in meeting and surpassing the  
502 benchmarks established by the State Department of Education, as  
503 determined by proficiency on statewide summative assessments,  
504 increased graduation rates, reduced dropout rates and increases in  
505 the district's accreditation rating.

506 **SECTION 11.** (1) (a) Notwithstanding any laws of the State  
507 of Mississippi to the contrary, from July 1, 2016, until June 30,  
508 2019, the salary of the Superintendent of the Brookhaven School  
509 District shall be Eighty-seven Thousand One Hundred Twenty-five  
510 Dollars (\$87,125.00). During this moratorium period on the  
511 superintendent's salary the local school board shall not authorize  
512 a salary increase for any individual serving in the capacity as  
513 district superintendent upon the effective date of this act.

514 (b) (i) If by reason of resignation or termination the  
515 office of superintendent for the Brookhaven School District  
516 becomes vacant during the moratorium period, the school board, in  
517 establishing the salary of the newly appointed or elected  
518 superintendent of schools, shall not compensate said person in an  
519 amount exceeding the salary of the immediate preceding  
520 superintendent.



521                   (ii) If by reason of resignation or termination  
522 the office of superintendent for the Brookhaven School District  
523 becomes vacant after July 1, 2019, the school board, in  
524 establishing the salary of the newly appointed or elected  
525 superintendent of schools, shall comply with the provisions of  
526 Section 37-9-37, and shall not compensate said person in an amount  
527 exceeding the salary of the immediate preceding superintendent.  
528 However, before entering into a contractual agreement for services  
529 and compensation as superintendent, the school board shall first  
530 submit the proposed salary to the State Department of Education  
531 for approval, based on factors established by the department to  
532 assess the qualifications and experience of the person selected  
533 for the office of superintendent as provided under subsection (2)  
534 of this section.

535           (2) The State Department of Education, in addition to using  
536 the provisions of Section 37-9-37 as an indicator of administrator  
537 competencies for superintendents' salary approval, shall establish  
538 an independent rubric to calculate a school district's progressive  
539 improvement in determining the eligibility of a superintendent for  
540 a salary increase based on the recommendation submitted by the  
541 local school board, using the raw, unranked and unweighted  
542 standardized test score from all student assessments, adopted by  
543 the State Board of Education and administered in accordance with  
544 the statewide testing program established under the provisions of  
545 Chapter 16, Title 37, Mississippi Code of 1972.



546 (3) As used in this section the term "progressive  
547 improvement" means evidence-based, empirical data that  
548 demonstrates a school district's consistent level of overall  
549 achievement from year-to-year in meeting and surpassing the  
550 benchmarks established by the State Department of Education, as  
551 determined by proficiency on statewide summative assessments,  
552 increased graduation rates, reduced dropout rates and increases in  
553 the district's accreditation rating.

554 **SECTION 12.** (1) (a) Notwithstanding any laws of the State  
555 of Mississippi to the contrary, from July 1, 2016, until June 30,  
556 2019, the salary of the Superintendent of the Calhoun County  
557 School District shall be Ninety-three Thousand Dollars  
558 (\$93,000.00). During this moratorium period on the  
559 superintendent's salary the local school board shall not authorize  
560 a salary increase for any individual serving in the capacity as  
561 district superintendent upon the effective date of this act.

562 (b) (i) If by reason of resignation or termination the  
563 office of superintendent for the Calhoun County School District  
564 becomes vacant during the moratorium period, the school board, in  
565 establishing the salary of the newly appointed or elected  
566 superintendent of schools, shall not compensate said person in an  
567 amount exceeding the salary of the immediate preceding  
568 superintendent.

569 (ii) If by reason of resignation or termination  
570 the office of superintendent for the Calhoun County School



571 District becomes vacant after July 1, 2019, the school board, in  
572 establishing the salary of the newly appointed or elected  
573 superintendent of schools, shall comply with the provisions of  
574 Section 37-9-37, and shall not compensate said person in an amount  
575 exceeding the salary of the immediate preceding superintendent.  
576 However, before entering into a contractual agreement for services  
577 and compensation as superintendent, the school board shall first  
578 submit the proposed salary to the State Department of Education  
579 for approval, based on factors established by the department to  
580 assess the qualifications and experience of the person selected  
581 for the office of superintendent as provided under subsection (2)  
582 of this section.

583 (2) The State Department of Education, in addition to using  
584 the provisions of Section 37-9-37 as an indicator of administrator  
585 competencies for superintendents' salary approval, shall establish  
586 an independent rubric to calculate a school district's progressive  
587 improvement in determining the eligibility of a superintendent for  
588 a salary increase based on the recommendation submitted by the  
589 local school board, using the raw, unranked and unweighted  
590 standardized test score from all student assessments, adopted by  
591 the State Board of Education and administered in accordance with  
592 the statewide testing program established under the provisions of  
593 Chapter 16, Title 37, Mississippi Code of 1972.

594 (3) As used in this section the term "progressive  
595 improvement" means evidence-based, empirical data that



596 demonstrates a school district's consistent level of overall  
597 achievement from year-to-year in meeting and surpassing the  
598 benchmarks established by the State Department of Education, as  
599 determined by proficiency on statewide summative assessments,  
600 increased graduation rates, reduced dropout rates and increases in  
601 the district's accreditation rating.

602       **SECTION 13.** (1) (a) Notwithstanding any laws of the State  
603 of Mississippi to the contrary, from July 1, 2016, until June 30,  
604 2019, the salary of the Superintendent of the Canton Public School  
605 District shall be One Hundred Twenty-five Thousand Dollars  
606 (\$125,000.00). During this moratorium period on the  
607 superintendent's salary the local school board shall not authorize  
608 a salary increase for any individual serving in the capacity as  
609 district superintendent upon the effective date of this act.

610               (b) (i) If by reason of resignation or termination the  
611 office of superintendent for the Canton Public School District  
612 becomes vacant during the moratorium period, the school board, in  
613 establishing the salary of the newly appointed or elected  
614 superintendent of schools, shall not compensate said person in an  
615 amount exceeding the salary of the immediate preceding  
616 superintendent.

617               (ii) If by reason of resignation or termination  
618 the office of superintendent for the Canton Public School District  
619 becomes vacant after July 1, 2019, the school board, in  
620 establishing the salary of the newly appointed or elected



621 superintendent of schools, shall comply with the provisions of  
622 Section 37-9-37, and shall not compensate said person in an amount  
623 exceeding the salary of the immediate preceding superintendent.  
624 However, before entering into a contractual agreement for services  
625 and compensation as superintendent, the school board shall first  
626 submit the proposed salary to the State Department of Education  
627 for approval, based on factors established by the department to  
628 assess the qualifications and experience of the person selected  
629 for the office of superintendent as provided under subsection (2)  
630 of this section.

631 (2) The State Department of Education, in addition to using  
632 the provisions of Section 37-9-37 as an indicator of administrator  
633 competencies for superintendents' salary approval, shall establish  
634 an independent rubric to calculate a school district's progressive  
635 improvement in determining the eligibility of a superintendent for  
636 a salary increase based on the recommendation submitted by the  
637 local school board, using the raw, unranked and unweighted  
638 standardized test score from all student assessments, adopted by  
639 the State Board of Education and administered in accordance with  
640 the statewide testing program established under the provisions of  
641 Chapter 16, Title 37, Mississippi Code of 1972.

642 (3) As used in this section the term "progressive  
643 improvement" means evidence-based, empirical data that  
644 demonstrates a school district's consistent level of overall  
645 achievement from year-to-year in meeting and surpassing the



646 benchmarks established by the State Department of Education, as  
647 determined by proficiency on statewide summative assessments,  
648 increased graduation rates, reduced dropout rates and increases in  
649 the district's accreditation rating.

650       **SECTION 14.** (1) (a) Notwithstanding any laws of the State  
651 of Mississippi to the contrary, from July 1, 2016, until June 30,  
652 2019, the salary of the Superintendent of the Carroll County  
653 School District shall be Eighty-five Thousand Two Hundred Twenty  
654 Dollars (\$85,220.00). During this moratorium period on the  
655 superintendent's salary the local school board shall not authorize  
656 a salary increase for any individual serving in the capacity as  
657 district superintendent upon the effective date of this act.

658               (b) (i) If by reason of resignation or termination the  
659 office of superintendent for the Carroll County School District  
660 becomes vacant during the moratorium period, the school board, in  
661 establishing the salary of the newly appointed or elected  
662 superintendent of schools, shall not compensate said person in an  
663 amount exceeding the salary of the immediate preceding  
664 superintendent.

665               (ii) If by reason of resignation or termination  
666 the office of superintendent for the Carroll County School  
667 District becomes vacant after July 1, 2019, the school board, in  
668 establishing the salary of the newly appointed or elected  
669 superintendent of schools, shall comply with the provisions of  
670 Section 37-9-37, and shall not compensate said person in an amount



671 exceeding the salary of the immediate preceding superintendent.  
672 However, before entering into a contractual agreement for services  
673 and compensation as superintendent, the school board shall first  
674 submit the proposed salary to the State Department of Education  
675 for approval, based on factors established by the department to  
676 assess the qualifications and experience of the person selected  
677 for the office of superintendent as provided under subsection (2)  
678 of this section.

679 (2) The State Department of Education, in addition to using  
680 the provisions of Section 37-9-37 as an indicator of administrator  
681 competencies for superintendents' salary approval, shall establish  
682 an independent rubric to calculate a school district's progressive  
683 improvement in determining the eligibility of a superintendent for  
684 a salary increase based on the recommendation submitted by the  
685 local school board, using the raw, unranked and unweighted  
686 standardized test score from all student assessments, adopted by  
687 the State Board of Education and administered in accordance with  
688 the statewide testing program established under the provisions of  
689 Chapter 16, Title 37, Mississippi Code of 1972.

690 (3) As used in this section the term "progressive  
691 improvement" means evidence-based, empirical data that  
692 demonstrates a school district's consistent level of overall  
693 achievement from year-to-year in meeting and surpassing the  
694 benchmarks established by the State Department of Education, as  
695 determined by proficiency on statewide summative assessments,



696 increased graduation rates, reduced dropout rates and increases in  
697 the district's accreditation rating.

698         **SECTION 15.** (1) (a) Notwithstanding any laws of the State  
699 of Mississippi to the contrary, from July 1, 2016, until June 30,  
700 2019, the salary of the Superintendent of the Chickasaw County  
701 School District shall be Eighty-six Thousand Five Hundred  
702 Forty-seven Dollars (\$86,547.00). During this moratorium period  
703 on the superintendent's salary the local school board shall not  
704 authorize a salary increase for any individual serving in the  
705 capacity as district superintendent upon the effective date of  
706 this act.

707                 (b) (i) If by reason of resignation or termination the  
708 office of superintendent for the Chickasaw County School District  
709 becomes vacant during the moratorium period, the school board, in  
710 establishing the salary of the newly appointed or elected  
711 superintendent of schools, shall not compensate said person in an  
712 amount exceeding the salary of the immediate preceding  
713 superintendent.

714                 (ii) If by reason of resignation or termination  
715 the office of superintendent for the Chickasaw County School  
716 District becomes vacant after July 1, 2019, the school board, in  
717 establishing the salary of the newly appointed or elected  
718 superintendent of schools, shall comply with the provisions of  
719 Section 37-9-37, and shall not compensate said person in an amount  
720 exceeding the salary of the immediate preceding superintendent.



721 However, before entering into a contractual agreement for services  
722 and compensation as superintendent, the school board shall first  
723 submit the proposed salary to the State Department of Education  
724 for approval, based on factors established by the department to  
725 assess the qualifications and experience of the person selected  
726 for the office of superintendent as provided under subsection (2)  
727 of this section.

728 (2) The State Department of Education, in addition to using  
729 the provisions of Section 37-9-37 as an indicator of administrator  
730 competencies for superintendents' salary approval, shall establish  
731 an independent rubric to calculate a school district's progressive  
732 improvement in determining the eligibility of a superintendent for  
733 a salary increase based on the recommendation submitted by the  
734 local school board, using the raw, unranked and unweighted  
735 standardized test score from all student assessments, adopted by  
736 the State Board of Education and administered in accordance with  
737 the statewide testing program established under the provisions of  
738 Chapter 16, Title 37, Mississippi Code of 1972.

739 (3) As used in this section the term "progressive  
740 improvement" means evidence-based, empirical data that  
741 demonstrates a school district's consistent level of overall  
742 achievement from year-to-year in meeting and surpassing the  
743 benchmarks established by the State Department of Education, as  
744 determined by proficiency on statewide summative assessments,



745 increased graduation rates, reduced dropout rates and increases in  
746 the district's accreditation rating.

747       **SECTION 16.** (1) (a) Notwithstanding any laws of the State  
748 of Mississippi to the contrary, from July 1, 2016, until June 30,  
749 2019, the salary of the Superintendent of the Choctaw County  
750 School District shall be Eighty-nine Thousand One Hundred Dollars  
751 (\$89,100.00). During this moratorium period on the  
752 superintendent's salary the local school board shall not authorize  
753 a salary increase for any individual serving in the capacity as  
754 district superintendent upon the effective date of this act.

755               (b) (i) If by reason of resignation or termination the  
756 office of superintendent for the Choctaw County School District  
757 becomes vacant during the moratorium period, the school board, in  
758 establishing the salary of the newly appointed or elected  
759 superintendent of schools, shall not compensate said person in an  
760 amount exceeding the salary of the immediate preceding  
761 superintendent.

762               (ii) If by reason of resignation or termination  
763 the office of superintendent for the Choctaw County School  
764 District becomes vacant after July 1, 2019, the school board, in  
765 establishing the salary of the newly appointed or elected  
766 superintendent of schools, shall comply with the provisions of  
767 Section 37-9-37, and shall not compensate said person in an amount  
768 exceeding the salary of the immediate preceding superintendent.  
769 However, before entering into a contractual agreement for services



770 and compensation as superintendent, the school board shall first  
771 submit the proposed salary to the State Department of Education  
772 for approval, based on factors established by the department to  
773 assess the qualifications and experience of the person selected  
774 for the office of superintendent as provided under subsection (2)  
775 of this section.

776 (2) The State Department of Education, in addition to using  
777 the provisions of Section 37-9-37 as an indicator of administrator  
778 competencies for superintendents' salary approval, shall establish  
779 an independent rubric to calculate a school district's progressive  
780 improvement in determining the eligibility of a superintendent for  
781 a salary increase based on the recommendation submitted by the  
782 local school board, using the raw, unranked and unweighted  
783 standardized test score from all student assessments, adopted by  
784 the State Board of Education and administered in accordance with  
785 the statewide testing program established under the provisions of  
786 Chapter 16, Title 37, Mississippi Code of 1972.

787 (3) As used in this section the term "progressive  
788 improvement" means evidence-based, empirical data that  
789 demonstrates a school district's consistent level of overall  
790 achievement from year-to-year in meeting and surpassing the  
791 benchmarks established by the State Department of Education, as  
792 determined by proficiency on statewide summative assessments,  
793 increased graduation rates, reduced dropout rates and increases in  
794 the district's accreditation rating.



795           **SECTION 17.** (1) (a) Notwithstanding any laws of the State  
796 of Mississippi to the contrary, effective on July 1, 2016, for a  
797 period of three (3) years following release from conservatorship,  
798 at such time as that may be, the salary of the Superintendent of  
799 the Claiborne County School District shall be One Hundred Thousand  
800 Dollars (\$100,000.00). During this moratorium period on the  
801 superintendent's salary the local school board shall not authorize  
802 a salary increase for any individual serving in the capacity as  
803 district superintendent at the time the district was placed under  
804 conservatorship status. Neither shall the local school board  
805 authorize a salary increase for any individual selected to serve  
806 as district superintendent within the three-year period following  
807 the district's release from conservatorship after negotiating the  
808 initial salary to be paid to such persons.

809           (b) (i) If by reason of resignation or termination the  
810 office of superintendent for the Claiborne County School District  
811 becomes vacant during the applicable moratorium period as  
812 determined by its date of release from conservatorship, the school  
813 board, in establishing the salary of the newly appointed or  
814 elected superintendent of schools, shall not compensate said  
815 person in an amount exceeding the salary of the immediate  
816 preceding superintendent.

817           (ii) If by reason of resignation or termination  
818 the office of superintendent for the Claiborne County School  
819 District becomes vacant after the period of three (3) years



820 following release from conservatorship, the school board, in  
821 establishing the salary of the newly appointed or elected  
822 superintendent of schools, shall comply with the provisions of  
823 Section 37-9-37, and shall not compensate said person in an amount  
824 exceeding the salary of the immediate preceding superintendent.  
825 However, before entering into a contractual agreement for services  
826 and compensation as superintendent, the school board shall first  
827 submit the proposed salary to the State Department of Education  
828 for approval, based on factors established by the department to  
829 assess the qualifications and experience of the person selected  
830 for the office of superintendent as provided under subsection (2)  
831 of this section.

832 (2) The State Department of Education, in addition to using  
833 the provisions of Section 37-9-37 as an indicator of administrator  
834 competencies for superintendents' salary approval, shall establish  
835 an independent rubric to calculate a school district's progressive  
836 improvement in determining the eligibility of a superintendent for  
837 a salary increase based on the recommendation submitted by the  
838 local school board, using the raw, unranked and unweighted  
839 standardized test score from all student assessments, adopted by  
840 the State Board of Education and administered in accordance with  
841 the statewide testing program established under the provisions of  
842 Chapter 16, Title 37, Mississippi Code of 1972.

843 (3) As used in this section the term "progressive  
844 improvement" means evidence-based, empirical data that



845 demonstrates a school district's consistent level of overall  
846 achievement from year-to-year in meeting and surpassing the  
847 benchmarks established by the State Department of Education, as  
848 determined by proficiency on statewide summative assessments,  
849 increased graduation rates, reduced dropout rates and increases in  
850 the district's accreditation rating.

851        **SECTION 18.** (1) (a) Notwithstanding any laws of the State  
852 of Mississippi to the contrary, from July 1, 2016, until June 30,  
853 2019, the salary of the Superintendent of the Clarksdale Municipal  
854 School District shall be One Hundred Twenty-one Thousand Dollars  
855 (\$121,000.00). During this moratorium period on the  
856 superintendent's salary the local school board shall not authorize  
857 a salary increase for any individual serving in the capacity as  
858 district superintendent upon the effective date of this act.

859           (b) (i) If by reason of resignation or termination the  
860 office of superintendent for the Clarksdale Municipal School  
861 District becomes vacant during the moratorium period, the school  
862 board, in establishing the salary of the newly appointed or  
863 elected superintendent of schools, shall not compensate said  
864 person in an amount exceeding the salary of the immediate  
865 preceding superintendent.

866           (ii) If by reason of resignation or termination  
867 the office of superintendent for the Clarksdale Municipal School  
868 District becomes vacant after July 1, 2019, the school board, in  
869 establishing the salary of the newly appointed or elected



870 superintendent of schools, shall comply with the provisions of  
871 Section 37-9-37, and shall not compensate said person in an amount  
872 exceeding the salary of the immediate preceding superintendent.  
873 However, before entering into a contractual agreement for services  
874 and compensation as superintendent, the school board shall first  
875 submit the proposed salary to the State Department of Education  
876 for approval, based on factors established by the department to  
877 assess the qualifications and experience of the person selected  
878 for the office of superintendent as provided under subsection (2)  
879 of this section.

880 (2) The State Department of Education, in addition to using  
881 the provisions of Section 37-9-37 as an indicator of administrator  
882 competencies for superintendents' salary approval, shall establish  
883 an independent rubric to calculate a school district's progressive  
884 improvement in determining the eligibility of a superintendent for  
885 a salary increase based on the recommendation submitted by the  
886 local school board, using the raw, unranked and unweighted  
887 standardized test score from all student assessments, adopted by  
888 the State Board of Education and administered in accordance with  
889 the statewide testing program established under the provisions of  
890 Chapter 16, Title 37, Mississippi Code of 1972.

891 (3) As used in this section the term "progressive  
892 improvement" means evidence-based, empirical data that  
893 demonstrates a school district's consistent level of overall  
894 achievement from year-to-year in meeting and surpassing the



895 benchmarks established by the State Department of Education, as  
896 determined by proficiency on statewide summative assessments,  
897 increased graduation rates, reduced dropout rates and increases in  
898 the district's accreditation rating.

899       **SECTION 19.** (1) (a) Notwithstanding any laws of the State  
900 of Mississippi to the contrary, from July 1, 2016, until June 30,  
901 2019, the salary of the Superintendent of the Cleveland School  
902 District shall be One Hundred Thirty-five Thousand Dollars  
903 (\$135,000.00). During this moratorium period on the  
904 superintendent's salary the local school board shall not authorize  
905 a salary increase for any individual serving in the capacity as  
906 district superintendent upon the effective date of this act.

907               (b) (i) If by reason of resignation or termination the  
908 office of superintendent for the Cleveland School District becomes  
909 vacant during the moratorium period, the school board, in  
910 establishing the salary of the newly appointed or elected  
911 superintendent of schools, shall not compensate said person in an  
912 amount exceeding the salary of the immediate preceding  
913 superintendent.

914               (ii) If by reason of resignation or termination  
915 the office of superintendent for the Cleveland School District  
916 becomes vacant after July 1, 2019, the school board, in  
917 establishing the salary of the newly appointed or elected  
918 superintendent of schools, shall comply with the provisions of  
919 Section 37-9-37, and shall not compensate said person in an amount



920 exceeding the salary of the immediate preceding superintendent.  
921 However, before entering into a contractual agreement for services  
922 and compensation as superintendent, the school board shall first  
923 submit the proposed salary to the State Department of Education  
924 for approval, based on factors established by the department to  
925 assess the qualifications and experience of the person selected  
926 for the office of superintendent as provided under subsection (2)  
927 of this section.

928         (2) The State Department of Education, in addition to using  
929 the provisions of Section 37-9-37 as an indicator of administrator  
930 competencies for superintendents' salary approval, shall establish  
931 an independent rubric to calculate a school district's progressive  
932 improvement in determining the eligibility of a superintendent for  
933 a salary increase based on the recommendation submitted by the  
934 local school board, using the raw, unranked and unweighted  
935 standardized test score from all student assessments, adopted by  
936 the State Board of Education and administered in accordance with  
937 the statewide testing program established under the provisions of  
938 Chapter 16, Title 37, Mississippi Code of 1972.

939         (3) As used in this section the term "progressive  
940 improvement" means evidence-based, empirical data that  
941 demonstrates a school district's consistent level of overall  
942 achievement from year-to-year in meeting and surpassing the  
943 benchmarks established by the State Department of Education, as  
944 determined by proficiency on statewide summative assessments,



945 increased graduation rates, reduced dropout rates and increases in  
946 the district's accreditation rating.

947       **SECTION 20.** (1) (a) Notwithstanding any laws of the State  
948 of Mississippi to the contrary, from July 1, 2016, until June 30,  
949 2019, the salary of the Superintendent of the Clinton Public  
950 School District shall be One Hundred Ninety Thousand Dollars  
951 (\$190,000.00). During this moratorium period on the  
952 superintendent's salary the local school board shall not authorize  
953 a salary increase for any individual serving in the capacity as  
954 district superintendent upon the effective date of this act.

955               (b) (i) If by reason of resignation or termination the  
956 office of superintendent for the Clinton Public School District  
957 becomes vacant during the moratorium period, the school board, in  
958 establishing the salary of the newly appointed or elected  
959 superintendent of schools, shall not compensate said person in an  
960 amount exceeding the salary of the immediate preceding  
961 superintendent.

962               (ii) If by reason of resignation or termination  
963 the office of superintendent for the Clinton Public School  
964 District becomes vacant after July 1, 2019, the school board, in  
965 establishing the salary of the newly appointed or elected  
966 superintendent of schools, shall comply with the provisions of  
967 Section 37-9-37, and shall not compensate said person in an amount  
968 exceeding the salary of the immediate preceding superintendent.  
969 However, before entering into a contractual agreement for services



970 and compensation as superintendent, the school board shall first  
971 submit the proposed salary to the State Department of Education  
972 for approval, based on factors established by the department to  
973 assess the qualifications and experience of the person selected  
974 for the office of superintendent as provided under subsection (2)  
975 of this section.

976 (2) The State Department of Education, in addition to using  
977 the provisions of Section 37-9-37 as an indicator of administrator  
978 competencies for superintendents' salary approval, shall establish  
979 an independent rubric to calculate a school district's progressive  
980 improvement in determining the eligibility of a superintendent for  
981 a salary increase based on the recommendation submitted by the  
982 local school board, using the raw, unranked and unweighted  
983 standardized test score from all student assessments, adopted by  
984 the State Board of Education and administered in accordance with  
985 the statewide testing program established under the provisions of  
986 Chapter 16, Title 37, Mississippi Code of 1972.

987 (3) As used in this section the term "progressive  
988 improvement" means evidence-based, empirical data that  
989 demonstrates a school district's consistent level of overall  
990 achievement from year-to-year in meeting and surpassing the  
991 benchmarks established by the State Department of Education, as  
992 determined by proficiency on statewide summative assessments,  
993 increased graduation rates, reduced dropout rates and increases in  
994 the district's accreditation rating.



995           SECTION 21. (1) (a) Notwithstanding any laws of the State  
996 of Mississippi to the contrary, from July 1, 2016, until June 30,  
997 2019, the salary of the Superintendent of the Coahoma Agricultural  
998 High School shall be One Hundred Seventy Thousand Five Hundred  
999 Sixty-one Dollars (\$170,561.00). During this moratorium period on  
1000 the superintendent's salary the local school board shall not  
1001 authorize a salary increase for any individual serving in the  
1002 capacity as district superintendent upon the effective date of  
1003 this act.

1004                   (b) (i) If by reason of resignation or termination the  
1005 office of superintendent for the Coahoma Agricultural High School  
1006 becomes vacant during the moratorium period, the school board, in  
1007 establishing the salary of the newly appointed or elected  
1008 superintendent of schools, shall not compensate said person in an  
1009 amount exceeding the salary of the immediate preceding  
1010 superintendent.

1011                   (ii) If by reason of resignation or termination  
1012 the office of superintendent for the Coahoma Agricultural High  
1013 School becomes vacant after July 1, 2019, the school board, in  
1014 establishing the salary of the newly appointed or elected  
1015 superintendent of schools, shall comply with the provisions of  
1016 Section 37-9-37, and shall not compensate said person in an amount  
1017 exceeding the salary of the immediate preceding superintendent.  
1018 However, before entering into a contractual agreement for services  
1019 and compensation as superintendent, the school board shall first



1020 submit the proposed salary to the State Department of Education  
1021 for approval, based on factors established by the department to  
1022 assess the qualifications and experience of the person selected  
1023 for the office of superintendent as provided under subsection (2)  
1024 of this section.

1025 (2) The State Department of Education, in addition to using  
1026 the provisions of Section 37-9-37 as an indicator of administrator  
1027 competencies for superintendents' salary approval, shall establish  
1028 an independent rubric to calculate a school district's progressive  
1029 improvement in determining the eligibility of a superintendent for  
1030 a salary increase based on the recommendation submitted by the  
1031 local school board, using the raw, unranked and unweighted  
1032 standardized test score from all student assessments, adopted by  
1033 the State Board of Education and administered in accordance with  
1034 the statewide testing program established under the provisions of  
1035 Chapter 16, Title 37, Mississippi Code of 1972.

1036 (3) As used in this section the term "progressive  
1037 improvement" means evidence-based, empirical data that  
1038 demonstrates a school district's consistent level of overall  
1039 achievement from year-to-year in meeting and surpassing the  
1040 benchmarks established by the State Department of Education, as  
1041 determined by proficiency on statewide summative assessments,  
1042 increased graduation rates, reduced dropout rates and increases in  
1043 the district's accreditation rating.



1044           SECTION 22. (1) (a) Notwithstanding any laws of the State  
1045 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1046 2019, the salary of the Superintendent of the Coahoma County  
1047 School District shall be One Hundred One Thousand Six Hundred  
1048 Twenty-eight Dollars (\$101,628.00). During this moratorium period  
1049 on the superintendent's salary the local school board shall not  
1050 authorize a salary increase for any individual serving in the  
1051 capacity as district superintendent upon the effective date of  
1052 this act.

1053                   (b) (i) If by reason of resignation or termination the  
1054 office of superintendent for the Coahoma County School District  
1055 becomes vacant during the moratorium period, the school board, in  
1056 establishing the salary of the newly appointed or elected  
1057 superintendent of schools, shall not compensate said person in an  
1058 amount exceeding the salary of the immediate preceding  
1059 superintendent.

1060                   (ii) If by reason of resignation or termination  
1061 the office of superintendent for the Coahoma County School  
1062 District becomes vacant after July 1, 2019, the school board, in  
1063 establishing the salary of the newly appointed or elected  
1064 superintendent of schools, shall comply with the provisions of  
1065 Section 37-9-37, and shall not compensate said person in an amount  
1066 exceeding the salary of the immediate preceding superintendent.  
1067 However, before entering into a contractual agreement for services  
1068 and compensation as superintendent, the school board shall first



1069 submit the proposed salary to the State Department of Education  
1070 for approval, based on factors established by the department to  
1071 assess the qualifications and experience of the person selected  
1072 for the office of superintendent as provided under subsection (2)  
1073 of this section.

1074 (2) The State Department of Education, in addition to using  
1075 the provisions of Section 37-9-37 as an indicator of administrator  
1076 competencies for superintendents' salary approval, shall establish  
1077 an independent rubric to calculate a school district's progressive  
1078 improvement in determining the eligibility of a superintendent for  
1079 a salary increase based on the recommendation submitted by the  
1080 local school board, using the raw, unranked and unweighted  
1081 standardized test score from all student assessments, adopted by  
1082 the State Board of Education and administered in accordance with  
1083 the statewide testing program established under the provisions of  
1084 Chapter 16, Title 37, Mississippi Code of 1972.

1085 (3) As used in this section the term "progressive  
1086 improvement" means evidence-based, empirical data that  
1087 demonstrates a school district's consistent level of overall  
1088 achievement from year-to-year in meeting and surpassing the  
1089 benchmarks established by the State Department of Education, as  
1090 determined by proficiency on statewide summative assessments,  
1091 increased graduation rates, reduced dropout rates and increases in  
1092 the district's accreditation rating.



1093           SECTION 23. (1) (a) Notwithstanding any laws of the State  
1094 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1095 2019, the salary of the Superintendent of the Coffeerville School  
1096 District shall be One Hundred Four Thousand Seven Hundred  
1097 Fifty-six Dollars (\$104,756.00). During this moratorium period on  
1098 the superintendent's salary the local school board shall not  
1099 authorize a salary increase for any individual serving in the  
1100 capacity as district superintendent upon the effective date of  
1101 this act.

1102                   (b) (i) If by reason of resignation or termination the  
1103 office of superintendent for the Coffeerville School District  
1104 becomes vacant during the moratorium period, the school board, in  
1105 establishing the salary of the newly appointed or elected  
1106 superintendent of schools, shall not compensate said person in an  
1107 amount exceeding the salary of the immediate preceding  
1108 superintendent.

1109                   (ii) If by reason of resignation or termination  
1110 the office of superintendent for the Coffeerville School District  
1111 becomes vacant after July 1, 2019, the school board, in  
1112 establishing the salary of the newly appointed or elected  
1113 superintendent of schools, shall comply with the provisions of  
1114 Section 37-9-37, and shall not compensate said person in an amount  
1115 exceeding the salary of the immediate preceding superintendent.  
1116 However, before entering into a contractual agreement for services  
1117 and compensation as superintendent, the school board shall first



1118 submit the proposed salary to the State Department of Education  
1119 for approval, based on factors established by the department to  
1120 assess the qualifications and experience of the person selected  
1121 for the office of superintendent as provided under subsection (2)  
1122 of this section.

1123 (2) The State Department of Education, in addition to using  
1124 the provisions of Section 37-9-37 as an indicator of administrator  
1125 competencies for superintendents' salary approval, shall establish  
1126 an independent rubric to calculate a school district's progressive  
1127 improvement in determining the eligibility of a superintendent for  
1128 a salary increase based on the recommendation submitted by the  
1129 local school board, using the raw, unranked and unweighted  
1130 standardized test score from all student assessments, adopted by  
1131 the State Board of Education and administered in accordance with  
1132 the statewide testing program established under the provisions of  
1133 Chapter 16, Title 37, Mississippi Code of 1972.

1134 (3) As used in this section the term "progressive  
1135 improvement" means evidence-based, empirical data that  
1136 demonstrates a school district's consistent level of overall  
1137 achievement from year-to-year in meeting and surpassing the  
1138 benchmarks established by the State Department of Education, as  
1139 determined by proficiency on statewide summative assessments,  
1140 increased graduation rates, reduced dropout rates and increases in  
1141 the district's accreditation rating.



1142           SECTION 24. (1) (a) Notwithstanding any laws of the State  
1143 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1144 2019, the salary of the Superintendent of the Columbia School  
1145 District shall be One Hundred Thirty-two Thousand Five Hundred  
1146 Thirty-six Dollars (\$132,536.00). During this moratorium period  
1147 on the superintendent's salary the local school board shall not  
1148 authorize a salary increase for any individual serving in the  
1149 capacity as district superintendent upon the effective date of  
1150 this act.

1151                   (b) (i) If by reason of resignation or termination the  
1152 office of superintendent for the Columbia School District becomes  
1153 vacant during the moratorium period, the school board, in  
1154 establishing the salary of the newly appointed or elected  
1155 superintendent of schools, shall not compensate said person in an  
1156 amount exceeding the salary of the immediate preceding  
1157 superintendent.

1158                   (ii) If by reason of resignation or termination  
1159 the office of superintendent for the Columbia School District  
1160 becomes vacant after July 1, 2019, the school board, in  
1161 establishing the salary of the newly appointed or elected  
1162 superintendent of schools, shall comply with the provisions of  
1163 Section 37-9-37, and shall not compensate said person in an amount  
1164 exceeding the salary of the immediate preceding superintendent.  
1165 However, before entering into a contractual agreement for services  
1166 and compensation as superintendent, the school board shall first



1167 submit the proposed salary to the State Department of Education  
1168 for approval, based on factors established by the department to  
1169 assess the qualifications and experience of the person selected  
1170 for the office of superintendent as provided under subsection (2)  
1171 of this section.

1172 (2) The State Department of Education, in addition to using  
1173 the provisions of Section 37-9-37 as an indicator of administrator  
1174 competencies for superintendents' salary approval, shall establish  
1175 an independent rubric to calculate a school district's progressive  
1176 improvement in determining the eligibility of a superintendent for  
1177 a salary increase based on the recommendation submitted by the  
1178 local school board, using the raw, unranked and unweighted  
1179 standardized test score from all student assessments, adopted by  
1180 the State Board of Education and administered in accordance with  
1181 the statewide testing program established under the provisions of  
1182 Chapter 16, Title 37, Mississippi Code of 1972.

1183 (3) As used in this section the term "progressive  
1184 improvement" means evidence-based, empirical data that  
1185 demonstrates a school district's consistent level of overall  
1186 achievement from year-to-year in meeting and surpassing the  
1187 benchmarks established by the State Department of Education, as  
1188 determined by proficiency on statewide summative assessments,  
1189 increased graduation rates, reduced dropout rates and increases in  
1190 the district's accreditation rating.



1191           **SECTION 25.** (1) (a) Notwithstanding any laws of the State  
1192 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1193 2019, the salary of the Superintendent of the Columbus Municipal  
1194 School District shall be One Hundred Thirty-five Thousand Six  
1195 Hundred Dollars (\$135,600.00). During this moratorium period on  
1196 the superintendent's salary the local school board shall not  
1197 authorize a salary increase for any individual serving in the  
1198 capacity as district superintendent upon the effective date of  
1199 this act.

1200                   (b) (i) If by reason of resignation or termination the  
1201 office of superintendent for the Columbus Municipal School  
1202 District becomes vacant during the moratorium period, the school  
1203 board, in establishing the salary of the newly appointed or  
1204 elected superintendent of schools, shall not compensate said  
1205 person in an amount exceeding the salary of the immediate  
1206 preceding superintendent.

1207                   (ii) If by reason of resignation or termination  
1208 the office of superintendent for the Columbus Municipal School  
1209 District becomes vacant after July 1, 2019, the school board, in  
1210 establishing the salary of the newly appointed or elected  
1211 superintendent of schools, shall comply with the provisions of  
1212 Section 37-9-37, and shall not compensate said person in an amount  
1213 exceeding the salary of the immediate preceding superintendent.  
1214 However, before entering into a contractual agreement for services  
1215 and compensation as superintendent, the school board shall first



1216 submit the proposed salary to the State Department of Education  
1217 for approval, based on factors established by the department to  
1218 assess the qualifications and experience of the person selected  
1219 for the office of superintendent as provided under subsection (2)  
1220 of this section.

1221 (2) The State Department of Education, in addition to using  
1222 the provisions of Section 37-9-37 as an indicator of administrator  
1223 competencies for superintendents' salary approval, shall establish  
1224 an independent rubric to calculate a school district's progressive  
1225 improvement in determining the eligibility of a superintendent for  
1226 a salary increase based on the recommendation submitted by the  
1227 local school board, using the raw, unranked and unweighted  
1228 standardized test score from all student assessments, adopted by  
1229 the State Board of Education and administered in accordance with  
1230 the statewide testing program established under the provisions of  
1231 Chapter 16, Title 37, Mississippi Code of 1972.

1232 (3) As used in this section the term "progressive  
1233 improvement" means evidence-based, empirical data that  
1234 demonstrates a school district's consistent level of overall  
1235 achievement from year-to-year in meeting and surpassing the  
1236 benchmarks established by the State Department of Education, as  
1237 determined by proficiency on statewide summative assessments,  
1238 increased graduation rates, reduced dropout rates and increases in  
1239 the district's accreditation rating.



1240           SECTION 26. (1) (a) Notwithstanding any laws of the State  
1241 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1242 2019, the salary of the Superintendent of the Copiah County School  
1243 District shall be One Hundred Three Thousand Three Hundred Thirty  
1244 Dollars (\$103,330.00). During this moratorium period on the  
1245 superintendent's salary the local school board shall not authorize  
1246 a salary increase for any individual serving in the capacity as  
1247 district superintendent upon the effective date of this act.

1248                   (b) (i) If by reason of resignation or termination the  
1249 office of superintendent for the Copiah County School District  
1250 becomes vacant during the moratorium period, the school board, in  
1251 establishing the salary of the newly appointed or elected  
1252 superintendent of schools, shall not compensate said person in an  
1253 amount exceeding the salary of the immediate preceding  
1254 superintendent.

1255                   (ii) If by reason of resignation or termination  
1256 the office of superintendent for the Copiah County School District  
1257 becomes vacant after July 1, 2019, the school board, in  
1258 establishing the salary of the newly appointed or elected  
1259 superintendent of schools, shall comply with the provisions of  
1260 Section 37-9-37, and shall not compensate said person in an amount  
1261 exceeding the salary of the immediate preceding superintendent.  
1262 However, before entering into a contractual agreement for services  
1263 and compensation as superintendent, the school board shall first  
1264 submit the proposed salary to the State Department of Education



1265 for approval, based on factors established by the department to  
1266 assess the qualifications and experience of the person selected  
1267 for the office of superintendent as provided under subsection (2)  
1268 of this section.

1269 (2) The State Department of Education, in addition to using  
1270 the provisions of Section 37-9-37 as an indicator of administrator  
1271 competencies for superintendents' salary approval, shall establish  
1272 an independent rubric to calculate a school district's progressive  
1273 improvement in determining the eligibility of a superintendent for  
1274 a salary increase based on the recommendation submitted by the  
1275 local school board, using the raw, unranked and unweighted  
1276 standardized test score from all student assessments, adopted by  
1277 the State Board of Education and administered in accordance with  
1278 the statewide testing program established under the provisions of  
1279 Chapter 16, Title 37, Mississippi Code of 1972.

1280 (3) As used in this section the term "progressive  
1281 improvement" means evidence-based, empirical data that  
1282 demonstrates a school district's consistent level of overall  
1283 achievement from year-to-year in meeting and surpassing the  
1284 benchmarks established by the State Department of Education, as  
1285 determined by proficiency on statewide summative assessments,  
1286 increased graduation rates, reduced dropout rates and increases in  
1287 the district's accreditation rating.

1288 **SECTION 27.** (1) (a) Notwithstanding any laws of the State  
1289 of Mississippi to the contrary, from July 1, 2016, until June 30,



1290 2019, the salary of the Superintendent of the Corinth School  
1291 District shall be One Hundred Sixty-six Thousand Two Hundred  
1292 Eighty Dollars (\$166,280.00). During this moratorium period on  
1293 the superintendent's salary the local school board shall not  
1294 authorize a salary increase for any individual serving in the  
1295 capacity as district superintendent upon the effective date of  
1296 this act.

1297           (b) (i) If by reason of resignation or termination the  
1298 office of superintendent for the Corinth School District becomes  
1299 vacant during the moratorium period, the school board, in  
1300 establishing the salary of the newly appointed or elected  
1301 superintendent of schools, shall not compensate said person in an  
1302 amount exceeding the salary of the immediate preceding  
1303 superintendent.

1304           (ii) If by reason of resignation or termination  
1305 the office of superintendent for the Corinth School District  
1306 becomes vacant after July 1, 2019, the school board, in  
1307 establishing the salary of the newly appointed or elected  
1308 superintendent of schools, shall comply with the provisions of  
1309 Section 37-9-37, and shall not compensate said person in an amount  
1310 exceeding the salary of the immediate preceding superintendent.  
1311 However, before entering into a contractual agreement for services  
1312 and compensation as superintendent, the school board shall first  
1313 submit the proposed salary to the State Department of Education  
1314 for approval, based on factors established by the department to



1315 assess the qualifications and experience of the person selected  
1316 for the office of superintendent as provided under subsection (2)  
1317 of this section.

1318 (2) The State Department of Education, in addition to using  
1319 the provisions of Section 37-9-37 as an indicator of administrator  
1320 competencies for superintendents' salary approval, shall establish  
1321 an independent rubric to calculate a school district's progressive  
1322 improvement in determining the eligibility of a superintendent for  
1323 a salary increase based on the recommendation submitted by the  
1324 local school board, using the raw, unranked and unweighted  
1325 standardized test score from all student assessments, adopted by  
1326 the State Board of Education and administered in accordance with  
1327 the statewide testing program established under the provisions of  
1328 Chapter 16, Title 37, Mississippi Code of 1972.

1329 (3) As used in this section the term "progressive  
1330 improvement" means evidence-based, empirical data that  
1331 demonstrates a school district's consistent level of overall  
1332 achievement from year-to-year in meeting and surpassing the  
1333 benchmarks established by the State Department of Education, as  
1334 determined by proficiency on statewide summative assessments,  
1335 increased graduation rates, reduced dropout rates and increases in  
1336 the district's accreditation rating.

1337 **SECTION 28.** (1) (a) Notwithstanding any laws of the State  
1338 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1339 2019, the salary of the Superintendent of the Covington County



1340 School District shall be Eighty-eight Thousand Dollars  
1341 (\$88,000.00). During this moratorium period on the  
1342 superintendent's salary the local school board shall not authorize  
1343 a salary increase for any individual serving in the capacity as  
1344 district superintendent upon the effective date of this act.

1345 (b) (i) If by reason of resignation or termination the  
1346 office of superintendent for the Covington County School District  
1347 becomes vacant during the moratorium period, the school board, in  
1348 establishing the salary of the newly appointed or elected  
1349 superintendent of schools, shall not compensate said person in an  
1350 amount exceeding the salary of the immediate preceding  
1351 superintendent.

1352 (ii) If by reason of resignation or termination  
1353 the office of superintendent for the Covington County School  
1354 District becomes vacant after July 1, 2019, the school board, in  
1355 establishing the salary of the newly appointed or elected  
1356 superintendent of schools, shall comply with the provisions of  
1357 Section 37-9-37, and shall not compensate said person in an amount  
1358 exceeding the salary of the immediate preceding superintendent.  
1359 However, before entering into a contractual agreement for services  
1360 and compensation as superintendent, the school board shall first  
1361 submit the proposed salary to the State Department of Education  
1362 for approval, based on factors established by the department to  
1363 assess the qualifications and experience of the person selected



1364 for the office of superintendent as provided under subsection (2)  
1365 of this section.

1366 (2) The State Department of Education, in addition to using  
1367 the provisions of Section 37-9-37 as an indicator of administrator  
1368 competencies for superintendents' salary approval, shall establish  
1369 an independent rubric to calculate a school district's progressive  
1370 improvement in determining the eligibility of a superintendent for  
1371 a salary increase based on the recommendation submitted by the  
1372 local school board, using the raw, unranked and unweighted  
1373 standardized test score from all student assessments, adopted by  
1374 the State Board of Education and administered in accordance with  
1375 the statewide testing program established under the provisions of  
1376 Chapter 16, Title 37, Mississippi Code of 1972.

1377 (3) As used in this section the term "progressive  
1378 improvement" means evidence-based, empirical data that  
1379 demonstrates a school district's consistent level of overall  
1380 achievement from year-to-year in meeting and surpassing the  
1381 benchmarks established by the State Department of Education, as  
1382 determined by proficiency on statewide summative assessments,  
1383 increased graduation rates, reduced dropout rates and increases in  
1384 the district's accreditation rating.

1385 **SECTION 29.** (1) (a) Notwithstanding any laws of the State  
1386 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1387 2019, the salary of the Superintendent of the DeSoto County School  
1388 District shall be One Hundred Fifty-five Thousand Two Hundred



1389 Ninety-two Dollars (\$155,292.00). During this moratorium period  
1390 on the superintendent's salary the local school board shall not  
1391 authorize a salary increase for any individual serving in the  
1392 capacity as district superintendent upon the effective date of  
1393 this act.

1394 (b) (i) If by reason of resignation or termination the  
1395 office of superintendent for the Desoto County School District  
1396 becomes vacant during the moratorium period, the school board, in  
1397 establishing the salary of the newly appointed or elected  
1398 superintendent of schools, shall not compensate said person in an  
1399 amount exceeding the salary of the immediate preceding  
1400 superintendent.

1401 (ii) If by reason of resignation or termination  
1402 the office of superintendent for the DeSoto County School District  
1403 becomes vacant after July 1, 2019, the school board, in  
1404 establishing the salary of the newly appointed or elected  
1405 superintendent of schools, shall comply with the provisions of  
1406 Section 37-9-37, and shall not compensate said person in an amount  
1407 exceeding the salary of the immediate preceding superintendent.  
1408 However, before entering into a contractual agreement for services  
1409 and compensation as superintendent, the school board shall first  
1410 submit the proposed salary to the State Department of Education  
1411 for approval, based on factors established by the department to  
1412 assess the qualifications and experience of the person selected



1413 for the office of superintendent as provided under subsection (2)  
1414 of this section.

1415 (2) The State Department of Education, in addition to using  
1416 the provisions of Section 37-9-37 as an indicator of administrator  
1417 competencies for superintendents' salary approval, shall establish  
1418 an independent rubric to calculate a school district's progressive  
1419 improvement in determining the eligibility of a superintendent for  
1420 a salary increase based on the recommendation submitted by the  
1421 local school board, using the raw, unranked and unweighted  
1422 standardized test score from all student assessments, adopted by  
1423 the State Board of Education and administered in accordance with  
1424 the statewide testing program established under the provisions of  
1425 Chapter 16, Title 37, Mississippi Code of 1972.

1426 (3) As used in this section the term "progressive  
1427 improvement" means evidence-based, empirical data that  
1428 demonstrates a school district's consistent level of overall  
1429 achievement from year-to-year in meeting and surpassing the  
1430 benchmarks established by the State Department of Education, as  
1431 determined by proficiency on statewide summative assessments,  
1432 increased graduation rates, reduced dropout rates and increases in  
1433 the district's accreditation rating.

1434 **SECTION 30.** (1) (a) Notwithstanding any laws of the State  
1435 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1436 2019, the salary of the Superintendent of the Durant Public School  
1437 District shall be Eighty-five Thousand Dollars (\$85,000.00).



1438 During this moratorium period on the superintendent's salary the  
1439 local school board shall not authorize a salary increase for any  
1440 individual serving in the capacity as district superintendent upon  
1441 the effective date of this act.

1442 (b) (i) If by reason of resignation or termination the  
1443 office of superintendent for the Durant Public School District  
1444 becomes vacant during the moratorium period, the school board, in  
1445 establishing the salary of the newly appointed or elected  
1446 superintendent of schools, shall not compensate said person in an  
1447 amount exceeding the salary of the immediate preceding  
1448 superintendent.

1449 (ii) If by reason of resignation or termination  
1450 the office of superintendent for the Durant Public School District  
1451 becomes vacant after July 1, 2019, the school board, in  
1452 establishing the salary of the newly appointed or elected  
1453 superintendent of schools, shall comply with the provisions of  
1454 Section 37-9-37, and shall not compensate said person in an amount  
1455 exceeding the salary of the immediate preceding superintendent.  
1456 However, before entering into a contractual agreement for services  
1457 and compensation as superintendent, the school board shall first  
1458 submit the proposed salary to the State Department of Education  
1459 for approval, based on factors established by the department to  
1460 assess the qualifications and experience of the person selected  
1461 for the office of superintendent as provided under subsection (2)  
1462 of this section.



1463 (2) The State Department of Education, in addition to using  
1464 the provisions of Section 37-9-37 as an indicator of administrator  
1465 competencies for superintendents' salary approval, shall establish  
1466 an independent rubric to calculate a school district's progressive  
1467 improvement in determining the eligibility of a superintendent for  
1468 a salary increase based on the recommendation submitted by the  
1469 local school board, using the raw, unranked and unweighted  
1470 standardized test score from all student assessments, adopted by  
1471 the State Board of Education and administered in accordance with  
1472 the statewide testing program established under the provisions of  
1473 Chapter 16, Title 37, Mississippi Code of 1972.

1474 (3) As used in this section the term "progressive  
1475 improvement" means evidence-based, empirical data that  
1476 demonstrates a school district's consistent level of overall  
1477 achievement from year-to-year in meeting and surpassing the  
1478 benchmarks established by the State Department of Education, as  
1479 determined by proficiency on statewide summative assessments,  
1480 increased graduation rates, reduced dropout rates and increases in  
1481 the district's accreditation rating.

1482 **SECTION 31.** (1) (a) Notwithstanding any laws of the State  
1483 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1484 2019, the salary of the Superintendent of the East Jasper  
1485 Consolidated School District shall be One Hundred Twenty-three  
1486 Thousand Dollars (\$123,000.00). During this moratorium period on  
1487 the superintendent's salary the local school board shall not



1488 authorize a salary increase for any individual serving in the  
1489 capacity as district superintendent upon the effective date of  
1490 this act.

1491 (b) (i) If by reason of resignation or termination the  
1492 office of superintendent for the East Jasper Consolidated School  
1493 District becomes vacant during the moratorium period, the school  
1494 board, in establishing the salary of the newly appointed or  
1495 elected superintendent of schools, shall not compensate said  
1496 person in an amount exceeding the salary of the immediate  
1497 preceding superintendent.

1498 (ii) If by reason of resignation or termination  
1499 the office of superintendent for the East Jasper Consolidated  
1500 School District becomes vacant after July 1, 2019, the school  
1501 board, in establishing the salary of the newly appointed or  
1502 elected superintendent of schools, shall comply with the  
1503 provisions of Section 37-9-37, and shall not compensate said  
1504 person in an amount exceeding the salary of the immediate  
1505 preceding superintendent. However, before entering into a  
1506 contractual agreement for services and compensation as  
1507 superintendent, the school board shall first submit the proposed  
1508 salary to the State Department of Education for approval, based on  
1509 factors established by the department to assess the qualifications  
1510 and experience of the person selected for the office of  
1511 superintendent as provided under subsection (2) of this section.



1512           (2) The State Department of Education, in addition to using  
1513 the provisions of Section 37-9-37 as an indicator of administrator  
1514 competencies for superintendents' salary approval, shall establish  
1515 an independent rubric to calculate a school district's progressive  
1516 improvement in determining the eligibility of a superintendent for  
1517 a salary increase based on the recommendation submitted by the  
1518 local school board, using the raw, unranked and unweighted  
1519 standardized test score from all student assessments, adopted by  
1520 the State Board of Education and administered in accordance with  
1521 the statewide testing program established under the provisions of  
1522 Chapter 16, Title 37, Mississippi Code of 1972.

1523           (3) As used in this section the term "progressive  
1524 improvement" means evidence-based, empirical data that  
1525 demonstrates a school district's consistent level of overall  
1526 achievement from year-to-year in meeting and surpassing the  
1527 benchmarks established by the State Department of Education, as  
1528 determined by proficiency on statewide summative assessments,  
1529 increased graduation rates, reduced dropout rates and increases in  
1530 the district's accreditation rating.

1531           **SECTION 32.** (1) (a) Notwithstanding any laws of the State  
1532 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1533 2019, the salary of the Superintendent of the East Tallahatchie  
1534 Consolidated School District shall be Eighty-five Thousand Dollars  
1535 (\$85,000.00). During this moratorium period on the  
1536 superintendent's salary the local school board shall not authorize



1537 a salary increase for any individual serving in the capacity as  
1538 district superintendent upon the effective date of this act.

1539 (b) (i) If by reason of resignation or termination the  
1540 office of superintendent for the East Tallahatchie Consolidated  
1541 School District becomes vacant during the moratorium period, the  
1542 school board, in establishing the salary of the newly appointed or  
1543 elected superintendent of schools, shall not compensate said  
1544 person in an amount exceeding the salary of the immediate  
1545 preceding superintendent.

1546 (ii) If by reason of resignation or termination  
1547 the office of superintendent for the East Tallahatchie  
1548 Consolidated School District becomes vacant after July 1, 2019,  
1549 the school board, in establishing the salary of the newly  
1550 appointed or elected superintendent of schools, shall comply with  
1551 the provisions of Section 37-9-37, and shall not compensate said  
1552 person in an amount exceeding the salary of the immediate  
1553 preceding superintendent. However, before entering into a  
1554 contractual agreement for services and compensation as  
1555 superintendent, the school board shall first submit the proposed  
1556 salary to the State Department of Education for approval, based on  
1557 factors established by the department to assess the qualifications  
1558 and experience of the person selected for the office of  
1559 superintendent as provided under subsection (2) of this section.

1560 (2) The State Department of Education, in addition to using  
1561 the provisions of Section 37-9-37 as an indicator of administrator



1562 competencies for superintendents' salary approval, shall establish  
1563 an independent rubric to calculate a school district's progressive  
1564 improvement in determining the eligibility of a superintendent for  
1565 a salary increase based on the recommendation submitted by the  
1566 local school board, using the raw, unranked and unweighted  
1567 standardized test score from all student assessments, adopted by  
1568 the State Board of Education and administered in accordance with  
1569 the statewide testing program established under the provisions of  
1570 Chapter 16, Title 37, Mississippi Code of 1972.

1571 (3) As used in this section the term "progressive  
1572 improvement" means evidence-based, empirical data that  
1573 demonstrates a school district's consistent level of overall  
1574 achievement from year-to-year in meeting and surpassing the  
1575 benchmarks established by the State Department of Education, as  
1576 determined by proficiency on statewide summative assessments,  
1577 increased graduation rates, reduced dropout rates and increases in  
1578 the district's accreditation rating.

1579 **SECTION 33.** (1) (a) Notwithstanding any laws of the State  
1580 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1581 2019, the salary of the Superintendent of the Enterprise School  
1582 District shall be Eighty Thousand Dollars (\$80,000.00). During  
1583 this moratorium period on the superintendent's salary the local  
1584 school board shall not authorize a salary increase for any  
1585 individual serving in the capacity as district superintendent upon  
1586 the effective date of this act.



1587                   (b)   (i)   If by reason of resignation or termination the  
1588 office of superintendent for the Enterprise School District  
1589 becomes vacant during the moratorium period, the school board, in  
1590 establishing the salary of the newly appointed or elected  
1591 superintendent of schools, shall not compensate said person in an  
1592 amount exceeding the salary of the immediate preceding  
1593 superintendent.

1594                   (ii)   If by reason of resignation or termination  
1595 the office of superintendent for the Enterprise School District  
1596 becomes vacant after July 1, 2019, the school board, in  
1597 establishing the salary of the newly appointed or elected  
1598 superintendent of schools, shall comply with the provisions of  
1599 Section 37-9-37, and shall not compensate said person in an amount  
1600 exceeding the salary of the immediate preceding superintendent.  
1601 However, before entering into a contractual agreement for services  
1602 and compensation as superintendent, the school board shall first  
1603 submit the proposed salary to the State Department of Education  
1604 for approval, based on factors established by the department to  
1605 assess the qualifications and experience of the person selected  
1606 for the office of superintendent as provided under subsection (2)  
1607 of this section.

1608                   (2)   The State Department of Education, in addition to using  
1609 the provisions of Section 37-9-37 as an indicator of administrator  
1610 competencies for superintendents' salary approval, shall establish  
1611 an independent rubric to calculate a school district's progressive



1612 improvement in determining the eligibility of a superintendent for  
1613 a salary increase based on the recommendation submitted by the  
1614 local school board, using the raw, unranked and unweighted  
1615 standardized test score from all student assessments, adopted by  
1616 the State Board of Education and administered in accordance with  
1617 the statewide testing program established under the provisions of  
1618 Chapter 16, Title 37, Mississippi Code of 1972.

1619 (3) As used in this section the term "progressive  
1620 improvement" means evidence-based, empirical data that  
1621 demonstrates a school district's consistent level of overall  
1622 achievement from year-to-year in meeting and surpassing the  
1623 benchmarks established by the State Department of Education, as  
1624 determined by proficiency on statewide summative assessments,  
1625 increased graduation rates, reduced dropout rates and increases in  
1626 the district's accreditation rating.

1627 **SECTION 34.** (1) (a) Notwithstanding any laws of the State  
1628 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1629 2019, the salary of the Superintendent of the Forest Municipal  
1630 School District shall be One Hundred Thirteen Thousand Dollars  
1631 (\$113,000.00). During this moratorium period on the  
1632 superintendent's salary the local school board shall not authorize  
1633 a salary increase for any individual serving in the capacity as  
1634 district superintendent upon the effective date of this act.

1635 (b) (i) If by reason of resignation or termination the  
1636 office of superintendent for the Forest Municipal School District



1637 becomes vacant during the moratorium period, the school board, in  
1638 establishing the salary of the newly appointed or elected  
1639 superintendent of schools, shall not compensate said person in an  
1640 amount exceeding the salary of the immediate preceding  
1641 superintendent.

1642 (ii) If by reason of resignation or termination  
1643 the office of superintendent for the Forest Municipal School  
1644 District becomes vacant after July 1, 2019, the school board, in  
1645 establishing the salary of the newly appointed or elected  
1646 superintendent of schools, shall comply with the provisions of  
1647 Section 37-9-37, and shall not compensate said person in an amount  
1648 exceeding the salary of the immediate preceding superintendent.  
1649 However, before entering into a contractual agreement for services  
1650 and compensation as superintendent, the school board shall first  
1651 submit the proposed salary to the State Department of Education  
1652 for approval, based on factors established by the department to  
1653 assess the qualifications and experience of the person selected  
1654 for the office of superintendent as provided under subsection (2)  
1655 of this section.

1656 (2) The State Department of Education, in addition to using  
1657 the provisions of Section 37-9-37 as an indicator of administrator  
1658 competencies for superintendents' salary approval, shall establish  
1659 an independent rubric to calculate a school district's progressive  
1660 improvement in determining the eligibility of a superintendent for  
1661 a salary increase based on the recommendation submitted by the



1662 local school board, using the raw, unranked and unweighted  
1663 standardized test score from all student assessments, adopted by  
1664 the State Board of Education and administered in accordance with  
1665 the statewide testing program established under the provisions of  
1666 Chapter 16, Title 37, Mississippi Code of 1972.

1667 (3) As used in this section the term "progressive  
1668 improvement" means evidence-based, empirical data that  
1669 demonstrates a school district's consistent level of overall  
1670 achievement from year-to-year in meeting and surpassing the  
1671 benchmarks established by the State Department of Education, as  
1672 determined by proficiency on statewide summative assessments,  
1673 increased graduation rates, reduced dropout rates and increases in  
1674 the district's accreditation rating.

1675 **SECTION 35.** (1) (a) Notwithstanding any laws of the State  
1676 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1677 2019, the salary of the Superintendent of the Forrest County  
1678 Agricultural High School shall be Ninety-one Thousand Dollars  
1679 (\$91,000.00). During this moratorium period on the  
1680 superintendent's salary the local school board shall not authorize  
1681 a salary increase for any individual serving in the capacity as  
1682 district superintendent upon the effective date of this act.

1683 (b) (i) If by reason of resignation or termination the  
1684 office of superintendent for the Forrest County Agricultural High  
1685 School becomes vacant during the moratorium period, the school  
1686 board, in establishing the salary of the newly appointed or



1687 elected superintendent of schools, shall not compensate said  
1688 person in an amount exceeding the salary of the immediate  
1689 preceding superintendent.

1690                   (ii) If by reason of resignation or termination  
1691 the office of superintendent for the Forrest County Agricultural  
1692 High School becomes vacant after July 1, 2019, the school board,  
1693 in establishing the salary of the newly appointed or elected  
1694 superintendent of schools, shall comply with the provisions of  
1695 Section 37-9-37, and shall not compensate said person in an amount  
1696 exceeding the salary of the immediate preceding superintendent.  
1697 However, before entering into a contractual agreement for services  
1698 and compensation as superintendent, the school board shall first  
1699 submit the proposed salary to the State Department of Education  
1700 for approval, based on factors established by the department to  
1701 assess the qualifications and experience of the person selected  
1702 for the office of superintendent as provided under subsection (2)  
1703 of this section.

1704                   (2) The State Department of Education, in addition to using  
1705 the provisions of Section 37-9-37 as an indicator of administrator  
1706 competencies for superintendents' salary approval, shall establish  
1707 an independent rubric to calculate a school district's progressive  
1708 improvement in determining the eligibility of a superintendent for  
1709 a salary increase based on the recommendation submitted by the  
1710 local school board, using the raw, unranked and unweighted  
1711 standardized test score from all student assessments, adopted by



1712 the State Board of Education and administered in accordance with  
1713 the statewide testing program established under the provisions of  
1714 Chapter 16, Title 37, Mississippi Code of 1972.

1715 (3) As used in this section the term "progressive  
1716 improvement" means evidence-based, empirical data that  
1717 demonstrates a school district's consistent level of overall  
1718 achievement from year-to-year in meeting and surpassing the  
1719 benchmarks established by the State Department of Education, as  
1720 determined by proficiency on statewide summative assessments,  
1721 increased graduation rates, reduced dropout rates and increases in  
1722 the district's accreditation rating.

1723 **SECTION 36.** (1) (a) Notwithstanding any laws of the State  
1724 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1725 2019, the salary of the Superintendent of the Forrest County  
1726 School District shall be One Hundred Twenty-five Thousand Dollars  
1727 (\$125,000.00). During this moratorium period on the  
1728 superintendent's salary the local school board shall not authorize  
1729 a salary increase for any individual serving in the capacity as  
1730 district superintendent upon the effective date of this act.

1731 (b) (i) If by reason of resignation or termination the  
1732 office of superintendent for the Forrest County School District  
1733 becomes vacant during the moratorium period, the school board, in  
1734 establishing the salary of the newly appointed or elected  
1735 superintendent of schools, shall not compensate said person in an



1736 amount exceeding the salary of the immediate preceding  
1737 superintendent.

1738 (ii) If by reason of resignation or termination  
1739 the office of superintendent for the Forrest County School  
1740 District becomes vacant after July 1, 2019, the school board, in  
1741 establishing the salary of the newly appointed or elected  
1742 superintendent of schools, shall comply with the provisions of  
1743 Section 37-9-37, and shall not compensate said person in an amount  
1744 exceeding the salary of the immediate preceding superintendent.  
1745 However, before entering into a contractual agreement for services  
1746 and compensation as superintendent, the school board shall first  
1747 submit the proposed salary to the State Department of Education  
1748 for approval, based on factors established by the department to  
1749 assess the qualifications and experience of the person selected  
1750 for the office of superintendent as provided under subsection (2)  
1751 of this section.

1752 (2) The State Department of Education, in addition to using  
1753 the provisions of Section 37-9-37 as an indicator of administrator  
1754 competencies for superintendents' salary approval, shall establish  
1755 an independent rubric to calculate a school district's progressive  
1756 improvement in determining the eligibility of a superintendent for  
1757 a salary increase based on the recommendation submitted by the  
1758 local school board, using the raw, unranked and unweighted  
1759 standardized test score from all student assessments, adopted by  
1760 the State Board of Education and administered in accordance with



1761 the statewide testing program established under the provisions of  
1762 Chapter 16, Title 37, Mississippi Code of 1972.

1763 (3) As used in this section the term "progressive  
1764 improvement" means evidence-based, empirical data that  
1765 demonstrates a school district's consistent level of overall  
1766 achievement from year-to-year in meeting and surpassing the  
1767 benchmarks established by the State Department of Education, as  
1768 determined by proficiency on statewide summative assessments,  
1769 increased graduation rates, reduced dropout rates and increases in  
1770 the district's accreditation rating.

1771 **SECTION 37.** (1) (a) Notwithstanding any laws of the State  
1772 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1773 2019, the salary of the Superintendent of the Franklin County  
1774 School District shall be Eighty-seven Thousand Seven Hundred Sixty  
1775 Dollars (\$87,760.00). During this moratorium period on the  
1776 superintendent's salary the local school board shall not authorize  
1777 a salary increase for any individual serving in the capacity as  
1778 district superintendent upon the effective date of this act.

1779 (b) (i) If by reason of resignation or termination the  
1780 office of superintendent for the Franklin County School District  
1781 becomes vacant during the moratorium period, the school board, in  
1782 establishing the salary of the newly appointed or elected  
1783 superintendent of schools, shall not compensate said person in an  
1784 amount exceeding the salary of the immediate preceding  
1785 superintendent.



1786 (ii) If by reason of resignation or termination  
1787 the office of superintendent for the Franklin County School  
1788 District becomes vacant after July 1, 2019, the school board, in  
1789 establishing the salary of the newly appointed or elected  
1790 superintendent of schools, shall comply with the provisions of  
1791 Section 37-9-37, and shall not compensate said person in an amount  
1792 exceeding the salary of the immediate preceding superintendent.  
1793 However, before entering into a contractual agreement for services  
1794 and compensation as superintendent, the school board shall first  
1795 submit the proposed salary to the State Department of Education  
1796 for approval, based on factors established by the department to  
1797 assess the qualifications and experience of the person selected  
1798 for the office of superintendent as provided under subsection (2)  
1799 of this section.

1800 (2) The State Department of Education, in addition to using  
1801 the provisions of Section 37-9-37 as an indicator of administrator  
1802 competencies for superintendents' salary approval, shall establish  
1803 an independent rubric to calculate a school district's progressive  
1804 improvement in determining the eligibility of a superintendent for  
1805 a salary increase based on the recommendation submitted by the  
1806 local school board, using the raw, unranked and unweighted  
1807 standardized test score from all student assessments, adopted by  
1808 the State Board of Education and administered in accordance with  
1809 the statewide testing program established under the provisions of  
1810 Chapter 16, Title 37, Mississippi Code of 1972.



1811 (3) As used in this section the term "progressive  
1812 improvement" means evidence-based, empirical data that  
1813 demonstrates a school district's consistent level of overall  
1814 achievement from year-to-year in meeting and surpassing the  
1815 benchmarks established by the State Department of Education, as  
1816 determined by proficiency on statewide summative assessments,  
1817 increased graduation rates, reduced dropout rates and increases in  
1818 the district's accreditation rating.

1819 **SECTION 38.** (1) (a) Notwithstanding any laws of the State  
1820 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1821 2019, the salary of the Superintendent of the George County School  
1822 District shall be One Hundred Six Thousand Ninety-nine Dollars  
1823 (\$106,099.00). During this moratorium period on the  
1824 superintendent's salary the local school board shall not authorize  
1825 a salary increase for any individual serving in the capacity as  
1826 district superintendent upon the effective date of this act.

1827 (b) (i) If by reason of resignation or termination the  
1828 office of superintendent for the George County School District  
1829 becomes vacant during the moratorium period, the school board, in  
1830 establishing the salary of the newly appointed or elected  
1831 superintendent of schools, shall not compensate said person in an  
1832 amount exceeding the salary of the immediate preceding  
1833 superintendent.

1834 (ii) If by reason of resignation or termination  
1835 the office of superintendent for the George County School District



1836 becomes vacant after July 1, 2019, the school board, in  
1837 establishing the salary of the newly appointed or elected  
1838 superintendent of schools, shall comply with the provisions of  
1839 Section 37-9-37, and shall not compensate said person in an amount  
1840 exceeding the salary of the immediate preceding superintendent.  
1841 However, before entering into a contractual agreement for services  
1842 and compensation as superintendent, the school board shall first  
1843 submit the proposed salary to the State Department of Education  
1844 for approval, based on factors established by the department to  
1845 assess the qualifications and experience of the person selected  
1846 for the office of superintendent as provided under subsection (2)  
1847 of this section.

1848 (2) The State Department of Education, in addition to using  
1849 the provisions of Section 37-9-37 as an indicator of administrator  
1850 competencies for superintendents' salary approval, shall establish  
1851 an independent rubric to calculate a school district's progressive  
1852 improvement in determining the eligibility of a superintendent for  
1853 a salary increase based on the recommendation submitted by the  
1854 local school board, using the raw, unranked and unweighted  
1855 standardized test score from all student assessments, adopted by  
1856 the State Board of Education and administered in accordance with  
1857 the statewide testing program established under the provisions of  
1858 Chapter 16, Title 37, Mississippi Code of 1972.

1859 (3) As used in this section the term "progressive  
1860 improvement" means evidence-based, empirical data that



1861 demonstrates a school district's consistent level of overall  
1862 achievement from year-to-year in meeting and surpassing the  
1863 benchmarks established by the State Department of Education, as  
1864 determined by proficiency on statewide summative assessments,  
1865 increased graduation rates, reduced dropout rates and increases in  
1866 the district's accreditation rating.

1867        **SECTION 39.** (1) (a) Notwithstanding any laws of the State  
1868 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1869 2019, the salary of the Superintendent of the Greene County School  
1870 District shall be Ninety-three Thousand Three Hundred Thirty-eight  
1871 Dollars (\$93,338.00). During this moratorium period on the  
1872 superintendent's salary the local school board shall not authorize  
1873 a salary increase for any individual serving in the capacity as  
1874 district superintendent upon the effective date of this act.

1875           (b) (i) If by reason of resignation or termination the  
1876 office of superintendent for the Greene County School District  
1877 becomes vacant during the moratorium period, the school board, in  
1878 establishing the salary of the newly appointed or elected  
1879 superintendent of schools, shall not compensate said person in an  
1880 amount exceeding the salary of the immediate preceding  
1881 superintendent.

1882           (ii) If by reason of resignation or termination  
1883 the office of superintendent for the Greene County School District  
1884 becomes vacant after July 1, 2019, the school board, in  
1885 establishing the salary of the newly appointed or elected



1886 superintendent of schools, shall comply with the provisions of  
1887 Section 37-9-37, and shall not compensate said person in an amount  
1888 exceeding the salary of the immediate preceding superintendent.  
1889 However, before entering into a contractual agreement for services  
1890 and compensation as superintendent, the school board shall first  
1891 submit the proposed salary to the State Department of Education  
1892 for approval, based on factors established by the department to  
1893 assess the qualifications and experience of the person selected  
1894 for the office of superintendent as provided under subsection (2)  
1895 of this section.

1896 (2) The State Department of Education, in addition to using  
1897 the provisions of Section 37-9-37 as an indicator of administrator  
1898 competencies for superintendents' salary approval, shall establish  
1899 an independent rubric to calculate a school district's progressive  
1900 improvement in determining the eligibility of a superintendent for  
1901 a salary increase based on the recommendation submitted by the  
1902 local school board, using the raw, unranked and unweighted  
1903 standardized test score from all student assessments, adopted by  
1904 the State Board of Education and administered in accordance with  
1905 the statewide testing program established under the provisions of  
1906 Chapter 16, Title 37, Mississippi Code of 1972.

1907 (3) As used in this section the term "progressive  
1908 improvement" means evidence-based, empirical data that  
1909 demonstrates a school district's consistent level of overall  
1910 achievement from year-to-year in meeting and surpassing the



1911 benchmarks established by the State Department of Education, as  
1912 determined by proficiency on statewide summative assessments,  
1913 increased graduation rates, reduced dropout rates and increases in  
1914 the district's accreditation rating.

1915        SECTION 40. (1) (a) Notwithstanding any laws of the State  
1916 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1917 2019, the salary of the Superintendent of the Greenville Public  
1918 School District shall be One Hundred Fifty-three Thousand Seven  
1919 Hundred Fifty Dollars (\$153,750.00). During this moratorium  
1920 period on the superintendent's salary the local school board shall  
1921 not authorize a salary increase for any individual serving in the  
1922 capacity as district superintendent upon the effective date of  
1923 this act.

1924           (b) (i) If by reason of resignation or termination the  
1925 office of superintendent for the Greenville Public School District  
1926 becomes vacant during the moratorium period, the school board, in  
1927 establishing the salary of the newly appointed or elected  
1928 superintendent of schools, shall not compensate said person in an  
1929 amount exceeding the salary of the immediate preceding  
1930 superintendent.

1931           (ii) If by reason of resignation or termination  
1932 the office of superintendent for the Greenville Public School  
1933 District becomes vacant after July 1, 2019, the school board, in  
1934 establishing the salary of the newly appointed or elected  
1935 superintendent of schools, shall comply with the provisions of



1936 Section 37-9-37, and shall not compensate said person in an amount  
1937 exceeding the salary of the immediate preceding superintendent.  
1938 However, before entering into a contractual agreement for services  
1939 and compensation as superintendent, the school board shall first  
1940 submit the proposed salary to the State Department of Education  
1941 for approval, based on factors established by the department to  
1942 assess the qualifications and experience of the person selected  
1943 for the office of superintendent as provided under subsection (2)  
1944 of this section.

1945 (2) The State Department of Education, in addition to using  
1946 the provisions of Section 37-9-37 as an indicator of administrator  
1947 competencies for superintendents' salary approval, shall establish  
1948 an independent rubric to calculate a school district's progressive  
1949 improvement in determining the eligibility of a superintendent for  
1950 a salary increase based on the recommendation submitted by the  
1951 local school board, using the raw, unranked and unweighted  
1952 standardized test score from all student assessments, adopted by  
1953 the State Board of Education and administered in accordance with  
1954 the statewide testing program established under the provisions of  
1955 Chapter 16, Title 37, Mississippi Code of 1972.

1956 (3) As used in this section the term "progressive  
1957 improvement" means evidence-based, empirical data that  
1958 demonstrates a school district's consistent level of overall  
1959 achievement from year-to-year in meeting and surpassing the  
1960 benchmarks established by the State Department of Education, as



1961 determined by proficiency on statewide summative assessments,  
1962 increased graduation rates, reduced dropout rates and increases in  
1963 the district's accreditation rating.

1964        SECTION 41. (1) (a) Notwithstanding any laws of the State  
1965 of Mississippi to the contrary, from July 1, 2016, until June 30,  
1966 2019, the salary of the Superintendent of the Greenwood Public  
1967 School District shall be One Hundred Forty-six Thousand Dollars  
1968 (\$146,000.00). During this moratorium period on the  
1969 superintendent's salary the local school board shall not authorize  
1970 a salary increase for any individual serving in the capacity as  
1971 district superintendent upon the effective date of this act.

1972               (b) (i) If by reason of resignation or termination the  
1973 office of superintendent for the Greenwood Public School District  
1974 becomes vacant during the moratorium period, the school board, in  
1975 establishing the salary of the newly appointed or elected  
1976 superintendent of schools, shall not compensate said person in an  
1977 amount exceeding the salary of the immediate preceding  
1978 superintendent.

1979               (ii) If by reason of resignation or termination  
1980 the office of superintendent for the Greenwood Public School  
1981 District becomes vacant after July 1, 2019, the school board, in  
1982 establishing the salary of the newly appointed or elected  
1983 superintendent of schools, shall comply with the provisions of  
1984 Section 37-9-37, and shall not compensate said person in an amount  
1985 exceeding the salary of the immediate preceding superintendent.



1986 However, before entering into a contractual agreement for services  
1987 and compensation as superintendent, the school board shall first  
1988 submit the proposed salary to the State Department of Education  
1989 for approval, based on factors established by the department to  
1990 assess the qualifications and experience of the person selected  
1991 for the office of superintendent as provided under subsection (2)  
1992 of this section.

1993 (2) The State Department of Education, in addition to using  
1994 the provisions of Section 37-9-37 as an indicator of administrator  
1995 competencies for superintendents' salary approval, shall establish  
1996 an independent rubric to calculate a school district's progressive  
1997 improvement in determining the eligibility of a superintendent for  
1998 a salary increase based on the recommendation submitted by the  
1999 local school board, using the raw, unranked and unweighted  
2000 standardized test score from all student assessments, adopted by  
2001 the State Board of Education and administered in accordance with  
2002 the statewide testing program established under the provisions of  
2003 Chapter 16, Title 37, Mississippi Code of 1972.

2004 (3) As used in this section the term "progressive  
2005 improvement" means evidence-based, empirical data that  
2006 demonstrates a school district's consistent level of overall  
2007 achievement from year-to-year in meeting and surpassing the  
2008 benchmarks established by the State Department of Education, as  
2009 determined by proficiency on statewide summative assessments,



2010 increased graduation rates, reduced dropout rates and increases in  
2011 the district's accreditation rating.

2012           **SECTION 42.** (1) (a) Notwithstanding any laws of the State  
2013 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2014 2019, the salary of the Superintendent of the Grenada School  
2015 District shall be One Hundred Sixty-five Thousand Dollars  
2016 (\$165,000.00). During this moratorium period on the  
2017 superintendent's salary the local school board shall not authorize  
2018 a salary increase for any individual serving in the capacity as  
2019 district superintendent upon the effective date of this act.

2020           (b) (i) If by reason of resignation or termination the  
2021 office of superintendent for the Grenada School District becomes  
2022 vacant during the moratorium period, the school board, in  
2023 establishing the salary of the newly appointed or elected  
2024 superintendent of schools, shall not compensate said person in an  
2025 amount exceeding the salary of the immediate preceding  
2026 superintendent.

2027           (ii) If by reason of resignation or termination  
2028 the office of superintendent for the Grenada School District  
2029 becomes vacant after July 1, 2019, the school board, in  
2030 establishing the salary of the newly appointed or elected  
2031 superintendent of schools, shall comply with the provisions of  
2032 Section 37-9-37, and shall not compensate said person in an amount  
2033 exceeding the salary of the immediate preceding superintendent.

2034 However, before entering into a contractual agreement for services



2035 and compensation as superintendent, the school board shall first  
2036 submit the proposed salary to the State Department of Education  
2037 for approval, based on factors established by the department to  
2038 assess the qualifications and experience of the person selected  
2039 for the office of superintendent as provided under subsection (2)  
2040 of this section.

2041 (2) The State Department of Education, in addition to using  
2042 the provisions of Section 37-9-37 as an indicator of administrator  
2043 competencies for superintendents' salary approval, shall establish  
2044 an independent rubric to calculate a school district's progressive  
2045 improvement in determining the eligibility of a superintendent for  
2046 a salary increase based on the recommendation submitted by the  
2047 local school board, using the raw, unranked and unweighted  
2048 standardized test score from all student assessments, adopted by  
2049 the State Board of Education and administered in accordance with  
2050 the statewide testing program established under the provisions of  
2051 Chapter 16, Title 37, Mississippi Code of 1972.

2052 (3) As used in this section the term "progressive  
2053 improvement" means evidence-based, empirical data that  
2054 demonstrates a school district's consistent level of overall  
2055 achievement from year-to-year in meeting and surpassing the  
2056 benchmarks established by the State Department of Education, as  
2057 determined by proficiency on statewide summative assessments,  
2058 increased graduation rates, reduced dropout rates and increases in  
2059 the district's accreditation rating.



2060           SECTION 43. (1) (a) Notwithstanding any laws of the State  
2061 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2062 2019, the salary of the Superintendent of the Gulfport School  
2063 District shall be One Hundred Forty-six Thousand Sixty-nine  
2064 Dollars (\$146,069.00). During this moratorium period on the  
2065 superintendent's salary the local school board shall not authorize  
2066 a salary increase for any individual serving in the capacity as  
2067 district superintendent upon the effective date of this act.

2068                   (b) (i) If by reason of resignation or termination the  
2069 office of superintendent for the Gulfport School District becomes  
2070 vacant during the moratorium period, the school board, in  
2071 establishing the salary of the newly appointed or elected  
2072 superintendent of schools, shall not compensate said person in an  
2073 amount exceeding the salary of the immediate preceding  
2074 superintendent.

2075                   (ii) If by reason of resignation or termination  
2076 the office of superintendent for the Gulfport School District  
2077 becomes vacant after July 1, 2019, the school board, in  
2078 establishing the salary of the newly appointed or elected  
2079 superintendent of schools, shall comply with the provisions of  
2080 Section 37-9-37, and shall not compensate said person in an amount  
2081 exceeding the salary of the immediate preceding superintendent.  
2082 However, before entering into a contractual agreement for services  
2083 and compensation as superintendent, the school board shall first  
2084 submit the proposed salary to the State Department of Education



2085 for approval, based on factors established by the department to  
2086 assess the qualifications and experience of the person selected  
2087 for the office of superintendent as provided under subsection (2)  
2088 of this section.

2089 (2) The State Department of Education, in addition to using  
2090 the provisions of Section 37-9-37 as an indicator of administrator  
2091 competencies for superintendents' salary approval, shall establish  
2092 an independent rubric to calculate a school district's progressive  
2093 improvement in determining the eligibility of a superintendent for  
2094 a salary increase based on the recommendation submitted by the  
2095 local school board, using the raw, unranked and unweighted  
2096 standardized test score from all student assessments, adopted by  
2097 the State Board of Education and administered in accordance with  
2098 the statewide testing program established under the provisions of  
2099 Chapter 16, Title 37, Mississippi Code of 1972.

2100 (3) As used in this section the term "progressive  
2101 improvement" means evidence-based, empirical data that  
2102 demonstrates a school district's consistent level of overall  
2103 achievement from year-to-year in meeting and surpassing the  
2104 benchmarks established by the State Department of Education, as  
2105 determined by proficiency on statewide summative assessments,  
2106 increased graduation rates, reduced dropout rates and increases in  
2107 the district's accreditation rating.

2108 **SECTION 44.** (1) (a) Notwithstanding any laws of the State  
2109 of Mississippi to the contrary, from July 1, 2016, until June 30,



2110 2019, the salary of the Superintendent of the Hancock County  
2111 School District shall be Ninety-nine Thousand Dollars  
2112 (\$99,000.00). During this moratorium period on the  
2113 superintendent's salary the local school board shall not authorize  
2114 a salary increase for any individual serving in the capacity as  
2115 district superintendent upon the effective date of this act.

2116 (b) (i) If by reason of resignation or termination the  
2117 office of superintendent for the Hancock County School District  
2118 becomes vacant during the moratorium period, the school board, in  
2119 establishing the salary of the newly appointed or elected  
2120 superintendent of schools, shall not compensate said person in an  
2121 amount exceeding the salary of the immediate preceding  
2122 superintendent.

2123 (ii) If by reason of resignation or termination  
2124 the office of superintendent for the Hancock County School  
2125 District becomes vacant after July 1, 2019, the school board, in  
2126 establishing the salary of the newly appointed or elected  
2127 superintendent of schools, shall comply with the provisions of  
2128 Section 37-9-37, and shall not compensate said person in an amount  
2129 exceeding the salary of the immediate preceding superintendent.  
2130 However, before entering into a contractual agreement for services  
2131 and compensation as superintendent, the school board shall first  
2132 submit the proposed salary to the State Department of Education  
2133 for approval, based on factors established by the department to  
2134 assess the qualifications and experience of the person selected



2135 for the office of superintendent as provided under subsection (2)  
2136 of this section.

2137 (2) The State Department of Education, in addition to using  
2138 the provisions of Section 37-9-37 as an indicator of administrator  
2139 competencies for superintendents' salary approval, shall establish  
2140 an independent rubric to calculate a school district's progressive  
2141 improvement in determining the eligibility of a superintendent for  
2142 a salary increase based on the recommendation submitted by the  
2143 local school board, using the raw, unranked and unweighted  
2144 standardized test score from all student assessments, adopted by  
2145 the State Board of Education and administered in accordance with  
2146 the statewide testing program established under the provisions of  
2147 Chapter 16, Title 37, Mississippi Code of 1972.

2148 (3) As used in this section the term "progressive  
2149 improvement" means evidence-based, empirical data that  
2150 demonstrates a school district's consistent level of overall  
2151 achievement from year-to-year in meeting and surpassing the  
2152 benchmarks established by the State Department of Education, as  
2153 determined by proficiency on statewide summative assessments,  
2154 increased graduation rates, reduced dropout rates and increases in  
2155 the district's accreditation rating.

2156 **SECTION 45.** (1) (a) Notwithstanding any laws of the State  
2157 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2158 2019, the salary of the Superintendent of the Harrison County  
2159 School District shall be One Hundred Forty-eight Thousand Three



2160 Hundred Twelve Dollars (\$148,312.00). During this moratorium  
2161 period on the superintendent's salary the local school board shall  
2162 not authorize a salary increase for any individual serving in the  
2163 capacity as district superintendent upon the effective date of  
2164 this act.

2165 (b) (i) If by reason of resignation or termination the  
2166 office of superintendent for the Harrison County School District  
2167 becomes vacant during the moratorium period, the school board, in  
2168 establishing the salary of the newly appointed or elected  
2169 superintendent of schools, shall not compensate said person in an  
2170 amount exceeding the salary of the immediate preceding  
2171 superintendent.

2172 (ii) If by reason of resignation or termination  
2173 the office of superintendent for the Harrison County School  
2174 District becomes vacant after July 1, 2019, the school board, in  
2175 establishing the salary of the newly appointed or elected  
2176 superintendent of schools, shall comply with the provisions of  
2177 Section 37-9-37, and shall not compensate said person in an amount  
2178 exceeding the salary of the immediate preceding superintendent.  
2179 However, before entering into a contractual agreement for services  
2180 and compensation as superintendent, the school board shall first  
2181 submit the proposed salary to the State Department of Education  
2182 for approval, based on factors established by the department to  
2183 assess the qualifications and experience of the person selected



2184 for the office of superintendent as provided under subsection (2)  
2185 of this section.

2186 (2) The State Department of Education, in addition to using  
2187 the provisions of Section 37-9-37 as an indicator of administrator  
2188 competencies for superintendents' salary approval, shall establish  
2189 an independent rubric to calculate a school district's progressive  
2190 improvement in determining the eligibility of a superintendent for  
2191 a salary increase based on the recommendation submitted by the  
2192 local school board, using the raw, unranked and unweighted  
2193 standardized test score from all student assessments, adopted by  
2194 the State Board of Education and administered in accordance with  
2195 the statewide testing program established under the provisions of  
2196 Chapter 16, Title 37, Mississippi Code of 1972.

2197 (3) As used in this section the term "progressive  
2198 improvement" means evidence-based, empirical data that  
2199 demonstrates a school district's consistent level of overall  
2200 achievement from year-to-year in meeting and surpassing the  
2201 benchmarks established by the State Department of Education, as  
2202 determined by proficiency on statewide summative assessments,  
2203 increased graduation rates, reduced dropout rates and increases in  
2204 the district's accreditation rating.

2205 **SECTION 46.** (1) (a) Notwithstanding any laws of the State  
2206 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2207 2019, the salary of the Superintendent of the Hattiesburg Public  
2208 School District shall be One Hundred Sixty-five Thousand Dollars



2209 (\$165,000.00). During this moratorium period on the  
2210 superintendent's salary the local school board shall not authorize  
2211 a salary increase for any individual serving in the capacity as  
2212 district superintendent upon the effective date of this act.

2213 (b) (i) If by reason of resignation or termination the  
2214 office of superintendent for the Hattiesburg Public School  
2215 District becomes vacant during the moratorium period, the school  
2216 board, in establishing the salary of the newly appointed or  
2217 elected superintendent of schools, shall not compensate said  
2218 person in an amount exceeding the salary of the immediate  
2219 preceding superintendent.

2220 (ii) If by reason of resignation or termination  
2221 the office of superintendent for the Hattiesburg Public School  
2222 District becomes vacant after July 1, 2019, the school board, in  
2223 establishing the salary of the newly appointed or elected  
2224 superintendent of schools, shall comply with the provisions of  
2225 Section 37-9-37, and shall not compensate said person in an amount  
2226 exceeding the salary of the immediate preceding superintendent.  
2227 However, before entering into a contractual agreement for services  
2228 and compensation as superintendent, the school board shall first  
2229 submit the proposed salary to the State Department of Education  
2230 for approval, based on factors established by the department to  
2231 assess the qualifications and experience of the person selected  
2232 for the office of superintendent as provided under subsection (2)  
2233 of this section.



2234 (2) The State Department of Education, in addition to using  
2235 the provisions of Section 37-9-37 as an indicator of administrator  
2236 competencies for superintendents' salary approval, shall establish  
2237 an independent rubric to calculate a school district's progressive  
2238 improvement in determining the eligibility of a superintendent for  
2239 a salary increase based on the recommendation submitted by the  
2240 local school board, using the raw, unranked and unweighted  
2241 standardized test score from all student assessments, adopted by  
2242 the State Board of Education and administered in accordance with  
2243 the statewide testing program established under the provisions of  
2244 Chapter 16, Title 37, Mississippi Code of 1972.

2245 (3) As used in this section the term "progressive  
2246 improvement" means evidence-based, empirical data that  
2247 demonstrates a school district's consistent level of overall  
2248 achievement from year-to-year in meeting and surpassing the  
2249 benchmarks established by the State Department of Education, as  
2250 determined by proficiency on statewide summative assessments,  
2251 increased graduation rates, reduced dropout rates and increases in  
2252 the district's accreditation rating.

2253 **SECTION 47.** (1) (a) Notwithstanding any laws of the State  
2254 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2255 2019, the salary of the Superintendent of the Hazlehurst City  
2256 School District shall be One Hundred Thousand Dollars  
2257 (\$100,000.00). During this moratorium period on the  
2258 superintendent's salary the local school board shall not authorize



2259 a salary increase for any individual serving in the capacity as  
2260 district superintendent upon the effective date of this act.

2261 (b) (i) If by reason of resignation or termination the  
2262 office of superintendent for the Hazlehurst City School District  
2263 becomes vacant during the moratorium period, the school board, in  
2264 establishing the salary of the newly appointed or elected  
2265 superintendent of schools, shall not compensate said person in an  
2266 amount exceeding the salary of the immediate preceding  
2267 superintendent.

2268 (ii) If by reason of resignation or termination  
2269 the office of superintendent for the Hazlehurst City School  
2270 District becomes vacant after July 1, 2019, the school board, in  
2271 establishing the salary of the newly appointed or elected  
2272 superintendent of schools, shall comply with the provisions of  
2273 Section 37-9-37, and shall not compensate said person in an amount  
2274 exceeding the salary of the immediate preceding superintendent.  
2275 However, before entering into a contractual agreement for services  
2276 and compensation as superintendent, the school board shall first  
2277 submit the proposed salary to the State Department of Education  
2278 for approval, based on factors established by the department to  
2279 assess the qualifications and experience of the person selected  
2280 for the office of superintendent as provided under subsection (2)  
2281 of this section.

2282 (2) The State Department of Education, in addition to using  
2283 the provisions of Section 37-9-37 as an indicator of administrator



2284 competencies for superintendents' salary approval, shall establish  
2285 an independent rubric to calculate a school district's progressive  
2286 improvement in determining the eligibility of a superintendent for  
2287 a salary increase based on the recommendation submitted by the  
2288 local school board, using the raw, unranked and unweighted  
2289 standardized test score from all student assessments, adopted by  
2290 the State Board of Education and administered in accordance with  
2291 the statewide testing program established under the provisions of  
2292 Chapter 16, Title 37, Mississippi Code of 1972.

2293 (3) As used in this section the term "progressive  
2294 improvement" means evidence-based, empirical data that  
2295 demonstrates a school district's consistent level of overall  
2296 achievement from year-to-year in meeting and surpassing the  
2297 benchmarks established by the State Department of Education, as  
2298 determined by proficiency on statewide summative assessments,  
2299 increased graduation rates, reduced dropout rates and increases in  
2300 the district's accreditation rating.

2301 **SECTION 48.** (1) (a) Notwithstanding any laws of the State  
2302 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2303 2019, the salary of the Superintendent of the Hinds County School  
2304 District shall be One Hundred Forty-three Thousand Three Hundred  
2305 Seventy-five Dollars (\$143,375.00). During this moratorium period  
2306 on the superintendent's salary the local school board shall not  
2307 authorize a salary increase for any individual serving in the



2308 capacity as district superintendent upon the effective date of  
2309 this act.

2310 (b) (i) If by reason of resignation or termination the  
2311 office of superintendent for the Hinds County School District  
2312 becomes vacant during the moratorium period, the school board, in  
2313 establishing the salary of the newly appointed or elected  
2314 superintendent of schools, shall not compensate said person in an  
2315 amount exceeding the salary of the immediate preceding  
2316 superintendent.

2317 (ii) If by reason of resignation or termination  
2318 the office of superintendent for the Hinds County School District  
2319 becomes vacant after July 1, 2019, the school board, in  
2320 establishing the salary of the newly appointed or elected  
2321 superintendent of schools, shall comply with the provisions of  
2322 Section 37-9-37, and shall not compensate said person in an amount  
2323 exceeding the salary of the immediate preceding superintendent.  
2324 However, before entering into a contractual agreement for services  
2325 and compensation as superintendent, the school board shall first  
2326 submit the proposed salary to the State Department of Education  
2327 for approval, based on factors established by the department to  
2328 assess the qualifications and experience of the person selected  
2329 for the office of superintendent as provided under subsection (2)  
2330 of this section.

2331 (2) The State Department of Education, in addition to using  
2332 the provisions of Section 37-9-37 as an indicator of administrator



2333 competencies for superintendents' salary approval, shall establish  
2334 an independent rubric to calculate a school district's progressive  
2335 improvement in determining the eligibility of a superintendent for  
2336 a salary increase based on the recommendation submitted by the  
2337 local school board, using the raw, unranked and unweighted  
2338 standardized test score from all student assessments, adopted by  
2339 the State Board of Education and administered in accordance with  
2340 the statewide testing program established under the provisions of  
2341 Chapter 16, Title 37, Mississippi Code of 1972.

2342 (3) As used in this section the term "progressive  
2343 improvement" means evidence-based, empirical data that  
2344 demonstrates a school district's consistent level of overall  
2345 achievement from year-to-year in meeting and surpassing the  
2346 benchmarks established by the State Department of Education, as  
2347 determined by proficiency on statewide summative assessments,  
2348 increased graduation rates, reduced dropout rates and increases in  
2349 the district's accreditation rating.

2350 **SECTION 49.** (1) (a) Notwithstanding any laws of the State  
2351 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2352 2019, the salary of the Superintendent of the Hollandale School  
2353 District shall be Ninety-five Thousand Dollars (\$95,000.00).  
2354 During this moratorium period on the superintendent's salary the  
2355 local school board shall not authorize a salary increase for any  
2356 individual serving in the capacity as district superintendent upon  
2357 the effective date of this act.



2358           (b) (i) If by reason of resignation or termination the  
2359 office of superintendent for the Hollandale School District  
2360 becomes vacant during the moratorium period, the school board, in  
2361 establishing the salary of the newly appointed or elected  
2362 superintendent of schools, shall not compensate said person in an  
2363 amount exceeding the salary of the immediate preceding  
2364 superintendent.

2365           (ii) If by reason of resignation or termination  
2366 the office of superintendent for the Hollandale School District  
2367 becomes vacant after July 1, 2019, the school board, in  
2368 establishing the salary of the newly appointed or elected  
2369 superintendent of schools, shall comply with the provisions of  
2370 Section 37-9-37, and shall not compensate said person in an amount  
2371 exceeding the salary of the immediate preceding superintendent.  
2372 However, before entering into a contractual agreement for services  
2373 and compensation as superintendent, the school board shall first  
2374 submit the proposed salary to the State Department of Education  
2375 for approval, based on factors established by the department to  
2376 assess the qualifications and experience of the person selected  
2377 for the office of superintendent as provided under subsection (2)  
2378 of this section.

2379           (2) The State Department of Education, in addition to using  
2380 the provisions of Section 37-9-37 as an indicator of administrator  
2381 competencies for superintendents' salary approval, shall establish  
2382 an independent rubric to calculate a school district's progressive



2383 improvement in determining the eligibility of a superintendent for  
2384 a salary increase based on the recommendation submitted by the  
2385 local school board, using the raw, unranked and unweighted  
2386 standardized test score from all student assessments, adopted by  
2387 the State Board of Education and administered in accordance with  
2388 the statewide testing program established under the provisions of  
2389 Chapter 16, Title 37, Mississippi Code of 1972.

2390 (3) As used in this section the term "progressive  
2391 improvement" means evidence-based, empirical data that  
2392 demonstrates a school district's consistent level of overall  
2393 achievement from year-to-year in meeting and surpassing the  
2394 benchmarks established by the State Department of Education, as  
2395 determined by proficiency on statewide summative assessments,  
2396 increased graduation rates, reduced dropout rates and increases in  
2397 the district's accreditation rating.

2398 **SECTION 50.** (1) (a) Notwithstanding any laws of the State  
2399 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2400 2019, the salary of the Superintendent of the Holly Springs School  
2401 District shall be One Hundred Seven Thousand Two Hundred Seventeen  
2402 Dollars (\$107,217.00). During this moratorium period on the  
2403 superintendent's salary the local school board shall not authorize  
2404 a salary increase for any individual serving in the capacity as  
2405 district superintendent upon the effective date of this act.

2406 (b) (i) If by reason of resignation or termination the  
2407 office of superintendent for the Holly Springs School District



2408 becomes vacant during the moratorium period, the school board, in  
2409 establishing the salary of the newly appointed or elected  
2410 superintendent of schools, shall not compensate said person in an  
2411 amount exceeding the salary of the immediate preceding  
2412 superintendent.

2413                   (ii) If by reason of resignation or termination  
2414 the office of superintendent for the Holly Springs School District  
2415 becomes vacant after July 1, 2019, the school board, in  
2416 establishing the salary of the newly appointed or elected  
2417 superintendent of schools, shall comply with the provisions of  
2418 Section 37-9-37, and shall not compensate said person in an amount  
2419 exceeding the salary of the immediate preceding superintendent.  
2420 However, before entering into a contractual agreement for services  
2421 and compensation as superintendent, the school board shall first  
2422 submit the proposed salary to the State Department of Education  
2423 for approval, based on factors established by the department to  
2424 assess the qualifications and experience of the person selected  
2425 for the office of superintendent as provided under subsection (2)  
2426 of this section.

2427           (2) The State Department of Education, in addition to using  
2428 the provisions of Section 37-9-37 as an indicator of administrator  
2429 competencies for superintendents' salary approval, shall establish  
2430 an independent rubric to calculate a school district's progressive  
2431 improvement in determining the eligibility of a superintendent for  
2432 a salary increase based on the recommendation submitted by the



2433 local school board, using the raw, unranked and unweighted  
2434 standardized test score from all student assessments, adopted by  
2435 the State Board of Education and administered in accordance with  
2436 the statewide testing program established under the provisions of  
2437 Chapter 16, Title 37, Mississippi Code of 1972.

2438 (3) As used in this section the term "progressive  
2439 improvement" means evidence-based, empirical data that  
2440 demonstrates a school district's consistent level of overall  
2441 achievement from year-to-year in meeting and surpassing the  
2442 benchmarks established by the State Department of Education, as  
2443 determined by proficiency on statewide summative assessments,  
2444 increased graduation rates, reduced dropout rates and increases in  
2445 the district's accreditation rating.

2446 **SECTION 51.** (1) (a) Notwithstanding any laws of the State  
2447 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2448 2019, the salary of the Superintendent of the Holmes County School  
2449 District shall be One Hundred Thirteen Thousand Six Hundred  
2450 Seventy-seven Dollars (\$113,677.00). During this moratorium  
2451 period on the superintendent's salary the local school board shall  
2452 not authorize a salary increase for any individual serving in the  
2453 capacity as district superintendent upon the effective date of  
2454 this act.

2455 (b) (i) If by reason of resignation or termination the  
2456 office of superintendent for the Holmes County School District  
2457 becomes vacant during the moratorium period, the school board, in



2458 establishing the salary of the newly appointed or elected  
2459 superintendent of schools, shall not compensate said person in an  
2460 amount exceeding the salary of the immediate preceding  
2461 superintendent.

2462 (ii) If by reason of resignation or termination  
2463 the office of superintendent for the Holmes County School District  
2464 becomes vacant after July 1, 2019, the school board, in  
2465 establishing the salary of the newly appointed or elected  
2466 superintendent of schools, shall comply with the provisions of  
2467 Section 37-9-37, and shall not compensate said person in an amount  
2468 exceeding the salary of the immediate preceding superintendent.  
2469 However, before entering into a contractual agreement for services  
2470 and compensation as superintendent, the school board shall first  
2471 submit the proposed salary to the State Department of Education  
2472 for approval, based on factors established by the department to  
2473 assess the qualifications and experience of the person selected  
2474 for the office of superintendent as provided under subsection (2)  
2475 of this section.

2476 (2) The State Department of Education, in addition to using  
2477 the provisions of Section 37-9-37 as an indicator of administrator  
2478 competencies for superintendents' salary approval, shall establish  
2479 an independent rubric to calculate a school district's progressive  
2480 improvement in determining the eligibility of a superintendent for  
2481 a salary increase based on the recommendation submitted by the  
2482 local school board, using the raw, unranked and unweighted



2483 standardized test score from all student assessments, adopted by  
2484 the State Board of Education and administered in accordance with  
2485 the statewide testing program established under the provisions of  
2486 Chapter 16, Title 37, Mississippi Code of 1972.

2487 (3) As used in this section the term "progressive  
2488 improvement" means evidence-based, empirical data that  
2489 demonstrates a school district's consistent level of overall  
2490 achievement from year-to-year in meeting and surpassing the  
2491 benchmarks established by the State Department of Education, as  
2492 determined by proficiency on statewide summative assessments,  
2493 increased graduation rates, reduced dropout rates and increases in  
2494 the district's accreditation rating.

2495 **SECTION 52.** (1) (a) Notwithstanding any laws of the State  
2496 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2497 2019, the salary of the Superintendent of the Houston School  
2498 District shall be One Hundred Twenty Thousand Dollars  
2499 (\$120,000.00). During this moratorium period on the  
2500 superintendent's salary the local school board shall not authorize  
2501 a salary increase for any individual serving in the capacity as  
2502 district superintendent upon the effective date of this act.

2503 (b) (i) If by reason of resignation or termination the  
2504 office of superintendent for the Houston School District becomes  
2505 vacant during the moratorium period, the school board, in  
2506 establishing the salary of the newly appointed or elected  
2507 superintendent of schools, shall not compensate said person in an



2508 amount exceeding the salary of the immediate preceding  
2509 superintendent.

2510 (ii) If by reason of resignation or termination  
2511 the office of superintendent for the Houston School District  
2512 becomes vacant after July 1, 2019, the school board, in  
2513 establishing the salary of the newly appointed or elected  
2514 superintendent of schools, shall comply with the provisions of  
2515 Section 37-9-37, and shall not compensate said person in an amount  
2516 exceeding the salary of the immediate preceding superintendent.  
2517 However, before entering into a contractual agreement for services  
2518 and compensation as superintendent, the school board shall first  
2519 submit the proposed salary to the State Department of Education  
2520 for approval, based on factors established by the department to  
2521 assess the qualifications and experience of the person selected  
2522 for the office of superintendent as provided under subsection (2)  
2523 of this section.

2524 (2) The State Department of Education, in addition to using  
2525 the provisions of Section 37-9-37 as an indicator of administrator  
2526 competencies for superintendents' salary approval, shall establish  
2527 an independent rubric to calculate a school district's progressive  
2528 improvement in determining the eligibility of a superintendent for  
2529 a salary increase based on the recommendation submitted by the  
2530 local school board, using the raw, unranked and unweighted  
2531 standardized test score from all student assessments, adopted by  
2532 the State Board of Education and administered in accordance with



2533 the statewide testing program established under the provisions of  
2534 Chapter 16, Title 37, Mississippi Code of 1972.

2535 (3) As used in this section the term "progressive  
2536 improvement" means evidence-based, empirical data that  
2537 demonstrates a school district's consistent level of overall  
2538 achievement from year-to-year in meeting and surpassing the  
2539 benchmarks established by the State Department of Education, as  
2540 determined by proficiency on statewide summative assessments,  
2541 increased graduation rates, reduced dropout rates and increases in  
2542 the district's accreditation rating.

2543 **SECTION 53.** (1) (a) Notwithstanding any laws of the State  
2544 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2545 2019, the salary of the Superintendent of the Humphreys County  
2546 School District shall be One Hundred Six Thousand Six Hundred  
2547 Ninety-four Dollars (\$106,694.00). During this moratorium period  
2548 on the superintendent's salary the local school board shall not  
2549 authorize a salary increase for any individual serving in the  
2550 capacity as district superintendent upon the effective date of  
2551 this act.

2552 (b) (i) If by reason of resignation or termination the  
2553 office of superintendent for the Humphreys County School District  
2554 becomes vacant during the moratorium period, the school board, in  
2555 establishing the salary of the newly appointed or elected  
2556 superintendent of schools, shall not compensate said person in an



2557 amount exceeding the salary of the immediate preceding  
2558 superintendent.

2559                   (ii) If by reason of resignation or termination  
2560 the office of superintendent for the Humphreys County School  
2561 District becomes vacant after July 1, 2019, the school board, in  
2562 establishing the salary of the newly appointed or elected  
2563 superintendent of schools, shall comply with the provisions of  
2564 Section 37-9-37, and shall not compensate said person in an amount  
2565 exceeding the salary of the immediate preceding superintendent.  
2566 However, before entering into a contractual agreement for services  
2567 and compensation as superintendent, the school board shall first  
2568 submit the proposed salary to the State Department of Education  
2569 for approval, based on factors established by the department to  
2570 assess the qualifications and experience of the person selected  
2571 for the office of superintendent as provided under subsection (2)  
2572 of this section.

2573                   (2) The State Department of Education, in addition to using  
2574 the provisions of Section 37-9-37 as an indicator of administrator  
2575 competencies for superintendents' salary approval, shall establish  
2576 an independent rubric to calculate a school district's progressive  
2577 improvement in determining the eligibility of a superintendent for  
2578 a salary increase based on the recommendation submitted by the  
2579 local school board, using the raw, unranked and unweighted  
2580 standardized test score from all student assessments, adopted by  
2581 the State Board of Education and administered in accordance with



2582 the statewide testing program established under the provisions of  
2583 Chapter 16, Title 37, Mississippi Code of 1972.

2584 (3) As used in this section the term "progressive  
2585 improvement" means evidence-based, empirical data that  
2586 demonstrates a school district's consistent level of overall  
2587 achievement from year-to-year in meeting and surpassing the  
2588 benchmarks established by the State Department of Education, as  
2589 determined by proficiency on statewide summative assessments,  
2590 increased graduation rates, reduced dropout rates and increases in  
2591 the district's accreditation rating.

2592 **SECTION 54.** (1) (a) Notwithstanding any laws of the State  
2593 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2594 2019, the salary of the Superintendent of the Itawamba County  
2595 School District shall be Eighty-seven Thousand Five Hundred Fifty  
2596 Dollars (\$87,550.00). During this moratorium period on the  
2597 superintendent's salary the local school board shall not authorize  
2598 a salary increase for any individual serving in the capacity as  
2599 district superintendent upon the effective date of this act.

2600 (b) (i) If by reason of resignation or termination the  
2601 office of superintendent for the Itawamba County School District  
2602 becomes vacant during the moratorium period, the school board, in  
2603 establishing the salary of the newly appointed or elected  
2604 superintendent of schools, shall not compensate said person in an  
2605 amount exceeding the salary of the immediate preceding  
2606 superintendent.



2607 (ii) If by reason of resignation or termination  
2608 the office of superintendent for the Itawamba County School  
2609 District becomes vacant after July 1, 2019, the school board, in  
2610 establishing the salary of the newly appointed or elected  
2611 superintendent of schools, shall comply with the provisions of  
2612 Section 37-9-37, and shall not compensate said person in an amount  
2613 exceeding the salary of the immediate preceding superintendent.  
2614 However, before entering into a contractual agreement for services  
2615 and compensation as superintendent, the school board shall first  
2616 submit the proposed salary to the State Department of Education  
2617 for approval, based on factors established by the department to  
2618 assess the qualifications and experience of the person selected  
2619 for the office of superintendent as provided under subsection (2)  
2620 of this section.

2621 (2) The State Department of Education, in addition to using  
2622 the provisions of Section 37-9-37 as an indicator of administrator  
2623 competencies for superintendents' salary approval, shall establish  
2624 an independent rubric to calculate a school district's progressive  
2625 improvement in determining the eligibility of a superintendent for  
2626 a salary increase based on the recommendation submitted by the  
2627 local school board, using the raw, unranked and unweighted  
2628 standardized test score from all student assessments, adopted by  
2629 the State Board of Education and administered in accordance with  
2630 the statewide testing program established under the provisions of  
2631 Chapter 16, Title 37, Mississippi Code of 1972.



2632 (3) As used in this section the term "progressive  
2633 improvement" means evidence-based, empirical data that  
2634 demonstrates a school district's consistent level of overall  
2635 achievement from year-to-year in meeting and surpassing the  
2636 benchmarks established by the State Department of Education, as  
2637 determined by proficiency on statewide summative assessments,  
2638 increased graduation rates, reduced dropout rates and increases in  
2639 the district's accreditation rating.

2640 **SECTION 55.** (1) (a) Notwithstanding any laws of the State  
2641 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2642 2019, the salary of the Superintendent of the Jackson County  
2643 School District shall be One Hundred Thirteen Thousand Three  
2644 Hundred Seventy-seven Dollars (\$113,377.00). During this  
2645 moratorium period on the superintendent's salary the local school  
2646 board shall not authorize a salary increase for any individual  
2647 serving in the capacity as district superintendent upon the  
2648 effective date of this act.

2649 (b) (i) If by reason of resignation or termination the  
2650 office of superintendent for the Jackson County School District  
2651 becomes vacant during the moratorium period, the school board, in  
2652 establishing the salary of the newly appointed or elected  
2653 superintendent of schools, shall not compensate said person in an  
2654 amount exceeding the salary of the immediate preceding  
2655 superintendent.



2656 (ii) If by reason of resignation or termination  
2657 the office of superintendent for the Jackson County School  
2658 District becomes vacant after July 1, 2019, the school board, in  
2659 establishing the salary of the newly appointed or elected  
2660 superintendent of schools, shall comply with the provisions of  
2661 Section 37-9-37, and shall not compensate said person in an amount  
2662 exceeding the salary of the immediate preceding superintendent.  
2663 However, before entering into a contractual agreement for services  
2664 and compensation as superintendent, the school board shall first  
2665 submit the proposed salary to the State Department of Education  
2666 for approval, based on factors established by the department to  
2667 assess the qualifications and experience of the person selected  
2668 for the office of superintendent as provided under subsection (2)  
2669 of this section.

2670 (2) The State Department of Education, in addition to using  
2671 the provisions of Section 37-9-37 as an indicator of administrator  
2672 competencies for superintendents' salary approval, shall establish  
2673 an independent rubric to calculate a school district's progressive  
2674 improvement in determining the eligibility of a superintendent for  
2675 a salary increase based on the recommendation submitted by the  
2676 local school board, using the raw, unranked and unweighted  
2677 standardized test score from all student assessments, adopted by  
2678 the State Board of Education and administered in accordance with  
2679 the statewide testing program established under the provisions of  
2680 Chapter 16, Title 37, Mississippi Code of 1972.



2681 (3) As used in this section the term "progressive  
2682 improvement" means evidence-based, empirical data that  
2683 demonstrates a school district's consistent level of overall  
2684 achievement from year-to-year in meeting and surpassing the  
2685 benchmarks established by the State Department of Education, as  
2686 determined by proficiency on statewide summative assessments,  
2687 increased graduation rates, reduced dropout rates and increases in  
2688 the district's accreditation rating.

2689 **SECTION 56.** (1) (a) Notwithstanding any laws of the State  
2690 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2691 2019, the salary of the Superintendent of the Jackson Public  
2692 School District shall be Two Hundred Five Thousand Dollars  
2693 (\$205,000.00). During this moratorium period on the  
2694 superintendent's salary the local school board shall not authorize  
2695 a salary increase for any individual serving in the capacity as  
2696 district superintendent upon the effective date of this act.

2697 (b) (i) If by reason of resignation or termination the  
2698 office of superintendent for the Jackson Public School District  
2699 becomes vacant during the moratorium period, the school board, in  
2700 establishing the salary of the newly appointed or elected  
2701 superintendent of schools, shall not compensate said person in an  
2702 amount exceeding the salary of the immediate preceding  
2703 superintendent.

2704 (ii) If by reason of resignation or termination  
2705 the office of superintendent for the Jackson Public School



2706 District becomes vacant after July 1, 2019, the school board, in  
2707 establishing the salary of the newly appointed or elected  
2708 superintendent of schools, shall comply with the provisions of  
2709 Section 37-9-37, and shall not compensate said person in an amount  
2710 exceeding the salary of the immediate preceding superintendent.  
2711 However, before entering into a contractual agreement for services  
2712 and compensation as superintendent, the school board shall first  
2713 submit the proposed salary to the State Department of Education  
2714 for approval, based on factors established by the department to  
2715 assess the qualifications and experience of the person selected  
2716 for the office of superintendent as provided under subsection (2)  
2717 of this section.

2718 (2) The State Department of Education, in addition to using  
2719 the provisions of Section 37-9-37 as an indicator of administrator  
2720 competencies for superintendents' salary approval, shall establish  
2721 an independent rubric to calculate a school district's progressive  
2722 improvement in determining the eligibility of a superintendent for  
2723 a salary increase based on the recommendation submitted by the  
2724 local school board, using the raw, unranked and unweighted  
2725 standardized test score from all student assessments, adopted by  
2726 the State Board of Education and administered in accordance with  
2727 the statewide testing program established under the provisions of  
2728 Chapter 16, Title 37, Mississippi Code of 1972.

2729 (3) As used in this section the term "progressive  
2730 improvement" means evidence-based, empirical data that



2731 demonstrates a school district's consistent level of overall  
2732 achievement from year-to-year in meeting and surpassing the  
2733 benchmarks established by the State Department of Education, as  
2734 determined by proficiency on statewide summative assessments,  
2735 increased graduation rates, reduced dropout rates and increases in  
2736 the district's accreditation rating.

2737       **SECTION 57.** (1) (a) Notwithstanding any laws of the State  
2738 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2739 2019, the salary of the Superintendent of the Jefferson County  
2740 School District shall be One Hundred Twenty Thousand Dollars  
2741 (\$120,000.00). During this moratorium period on the  
2742 superintendent's salary the local school board shall not authorize  
2743 a salary increase for any individual serving in the capacity as  
2744 district superintendent upon the effective date of this act.

2745               (b) (i) If by reason of resignation or termination the  
2746 office of superintendent for the Jefferson County School District  
2747 becomes vacant during the moratorium period, the school board, in  
2748 establishing the salary of the newly appointed or elected  
2749 superintendent of schools, shall not compensate said person in an  
2750 amount exceeding the salary of the immediate preceding  
2751 superintendent.

2752               (ii) If by reason of resignation or termination  
2753 the office of superintendent for the Jefferson County School  
2754 District becomes vacant after July 1, 2019, the school board, in  
2755 establishing the salary of the newly appointed or elected



2756 superintendent of schools, shall comply with the provisions of  
2757 Section 37-9-37, and shall not compensate said person in an amount  
2758 exceeding the salary of the immediate preceding superintendent.  
2759 However, before entering into a contractual agreement for services  
2760 and compensation as superintendent, the school board shall first  
2761 submit the proposed salary to the State Department of Education  
2762 for approval, based on factors established by the department to  
2763 assess the qualifications and experience of the person selected  
2764 for the office of superintendent as provided under subsection (2)  
2765 of this section.

2766 (2) The State Department of Education, in addition to using  
2767 the provisions of Section 37-9-37 as an indicator of administrator  
2768 competencies for superintendents' salary approval, shall establish  
2769 an independent rubric to calculate a school district's progressive  
2770 improvement in determining the eligibility of a superintendent for  
2771 a salary increase based on the recommendation submitted by the  
2772 local school board, using the raw, unranked and unweighted  
2773 standardized test score from all student assessments, adopted by  
2774 the State Board of Education and administered in accordance with  
2775 the statewide testing program established under the provisions of  
2776 Chapter 16, Title 37, Mississippi Code of 1972.

2777 (3) As used in this section the term "progressive  
2778 improvement" means evidence-based, empirical data that  
2779 demonstrates a school district's consistent level of overall  
2780 achievement from year-to-year in meeting and surpassing the



2781 benchmarks established by the State Department of Education, as  
2782 determined by proficiency on statewide summative assessments,  
2783 increased graduation rates, reduced dropout rates and increases in  
2784 the district's accreditation rating.

2785         **SECTION 58.** (1) (a) Notwithstanding any laws of the State  
2786 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2787 2019, the salary of the Superintendent of the Jefferson Davis  
2788 County School District shall be One Hundred Thousand Dollars  
2789 (\$100,000.00). During this moratorium period on the  
2790 superintendent's salary the local school board shall not authorize  
2791 a salary increase for any individual serving in the capacity as  
2792 district superintendent upon the effective date of this act.

2793                 (b) (i) If by reason of resignation or termination the  
2794 office of superintendent for the Jefferson Davis County School  
2795 District becomes vacant during the moratorium period, the school  
2796 board, in establishing the salary of the newly appointed or  
2797 elected superintendent of schools, shall not compensate said  
2798 person in an amount exceeding the salary of the immediate  
2799 preceding superintendent.

2800                 (ii) If by reason of resignation or termination  
2801 the office of superintendent for the Jefferson Davis County School  
2802 District becomes vacant after July 1, 2019, the school board, in  
2803 establishing the salary of the newly appointed or elected  
2804 superintendent of schools, shall comply with the provisions of  
2805 Section 37-9-37, and shall not compensate said person in an amount



2806 exceeding the salary of the immediate preceding superintendent.  
2807 However, before entering into a contractual agreement for services  
2808 and compensation as superintendent, the school board shall first  
2809 submit the proposed salary to the State Department of Education  
2810 for approval, based on factors established by the department to  
2811 assess the qualifications and experience of the person selected  
2812 for the office of superintendent as provided under subsection (2)  
2813 of this section.

2814 (2) The State Department of Education, in addition to using  
2815 the provisions of Section 37-9-37 as an indicator of administrator  
2816 competencies for superintendents' salary approval, shall establish  
2817 an independent rubric to calculate a school district's progressive  
2818 improvement in determining the eligibility of a superintendent for  
2819 a salary increase based on the recommendation submitted by the  
2820 local school board, using the raw, unranked and unweighted  
2821 standardized test score from all student assessments, adopted by  
2822 the State Board of Education and administered in accordance with  
2823 the statewide testing program established under the provisions of  
2824 Chapter 16, Title 37, Mississippi Code of 1972.

2825 (3) As used in this section the term "progressive  
2826 improvement" means evidence-based, empirical data that  
2827 demonstrates a school district's consistent level of overall  
2828 achievement from year-to-year in meeting and surpassing the  
2829 benchmarks established by the State Department of Education, as  
2830 determined by proficiency on statewide summative assessments,



2831 increased graduation rates, reduced dropout rates and increases in  
2832 the district's accreditation rating.

2833         **SECTION 59.** (1) (a) Notwithstanding any laws of the State  
2834 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2835 2019, the salary of the Superintendent of the Jones County School  
2836 District shall be One Hundred Twenty-five Thousand Dollars  
2837 (\$125,000.00). During this moratorium period on the  
2838 superintendent's salary the local school board shall not authorize  
2839 a salary increase for any individual serving in the capacity as  
2840 district superintendent upon the effective date of this act.

2841                 (b) (i) If by reason of resignation or termination the  
2842 office of superintendent for the Jones County School District  
2843 becomes vacant during the moratorium period, the school board, in  
2844 establishing the salary of the newly appointed or elected  
2845 superintendent of schools, shall not compensate said person in an  
2846 amount exceeding the salary of the immediate preceding  
2847 superintendent.

2848                 (ii) If by reason of resignation or termination  
2849 the office of superintendent for the Jones County School District  
2850 becomes vacant after July 1, 2019, the school board, in  
2851 establishing the salary of the newly appointed or elected  
2852 superintendent of schools, shall comply with the provisions of  
2853 Section 37-9-37, and shall not compensate said person in an amount  
2854 exceeding the salary of the immediate preceding superintendent.  
2855 However, before entering into a contractual agreement for services



2856 and compensation as superintendent, the school board shall first  
2857 submit the proposed salary to the State Department of Education  
2858 for approval, based on factors established by the department to  
2859 assess the qualifications and experience of the person selected  
2860 for the office of superintendent as provided under subsection (2)  
2861 of this section.

2862 (2) The State Department of Education, in addition to using  
2863 the provisions of Section 37-9-37 as an indicator of administrator  
2864 competencies for superintendents' salary approval, shall establish  
2865 an independent rubric to calculate a school district's progressive  
2866 improvement in determining the eligibility of a superintendent for  
2867 a salary increase based on the recommendation submitted by the  
2868 local school board, using the raw, unranked and unweighted  
2869 standardized test score from all student assessments, adopted by  
2870 the State Board of Education and administered in accordance with  
2871 the statewide testing program established under the provisions of  
2872 Chapter 16, Title 37, Mississippi Code of 1972.

2873 (3) As used in this section the term "progressive  
2874 improvement" means evidence-based, empirical data that  
2875 demonstrates a school district's consistent level of overall  
2876 achievement from year-to-year in meeting and surpassing the  
2877 benchmarks established by the State Department of Education, as  
2878 determined by proficiency on statewide summative assessments,  
2879 increased graduation rates, reduced dropout rates and increases in  
2880 the district's accreditation rating.



2881           SECTION 60. (1) (a) Notwithstanding any laws of the State  
2882 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2883 2019, the salary of the Superintendent of the Kemper County School  
2884 District shall be Ninety-five Thousand Dollars (\$95,000.00).  
2885 During this moratorium period on the superintendent's salary the  
2886 local school board shall not authorize a salary increase for any  
2887 individual serving in the capacity as district superintendent upon  
2888 the effective date of this act.

2889                   (b) (i) If by reason of resignation or termination the  
2890 office of superintendent for the Kemper County School District  
2891 becomes vacant during the moratorium period, the school board, in  
2892 establishing the salary of the newly appointed or elected  
2893 superintendent of schools, shall not compensate said person in an  
2894 amount exceeding the salary of the immediate preceding  
2895 superintendent.

2896                   (ii) If by reason of resignation or termination  
2897 the office of superintendent for the Kemper County School District  
2898 becomes vacant after July 1, 2019, the school board, in  
2899 establishing the salary of the newly appointed or elected  
2900 superintendent of schools, shall comply with the provisions of  
2901 Section 37-9-37, and shall not compensate said person in an amount  
2902 exceeding the salary of the immediate preceding superintendent.  
2903 However, before entering into a contractual agreement for services  
2904 and compensation as superintendent, the school board shall first  
2905 submit the proposed salary to the State Department of Education



2906 for approval, based on factors established by the department to  
2907 assess the qualifications and experience of the person selected  
2908 for the office of superintendent as provided under subsection (2)  
2909 of this section.

2910 (2) The State Department of Education, in addition to using  
2911 the provisions of Section 37-9-37 as an indicator of administrator  
2912 competencies for superintendents' salary approval, shall establish  
2913 an independent rubric to calculate a school district's progressive  
2914 improvement in determining the eligibility of a superintendent for  
2915 a salary increase based on the recommendation submitted by the  
2916 local school board, using the raw, unranked and unweighted  
2917 standardized test score from all student assessments, adopted by  
2918 the State Board of Education and administered in accordance with  
2919 the statewide testing program established under the provisions of  
2920 Chapter 16, Title 37, Mississippi Code of 1972.

2921 (3) As used in this section the term "progressive  
2922 improvement" means evidence-based, empirical data that  
2923 demonstrates a school district's consistent level of overall  
2924 achievement from year-to-year in meeting and surpassing the  
2925 benchmarks established by the State Department of Education, as  
2926 determined by proficiency on statewide summative assessments,  
2927 increased graduation rates, reduced dropout rates and increases in  
2928 the district's accreditation rating.

2929 **SECTION 61.** (1) (a) Notwithstanding any laws of the State  
2930 of Mississippi to the contrary, from July 1, 2016, until June 30,



2931 2019, the salary of the Superintendent of the Kosciusko School  
2932 District shall be One Hundred Twenty-one Thousand Nine Hundred  
2933 Ninety-two Dollars (\$121,992.00). During this moratorium period  
2934 on the superintendent's salary the local school board shall not  
2935 authorize a salary increase for any individual serving in the  
2936 capacity as district superintendent upon the effective date of  
2937 this act.

2938 (b) (i) If by reason of resignation or termination the  
2939 office of superintendent for the Kosciusko School District becomes  
2940 vacant during the moratorium period, the school board, in  
2941 establishing the salary of the newly appointed or elected  
2942 superintendent of schools, shall not compensate said person in an  
2943 amount exceeding the salary of the immediate preceding  
2944 superintendent.

2945 (ii) If by reason of resignation or termination  
2946 the office of superintendent for the Kosciusko School District  
2947 becomes vacant after July 1, 2019, the school board, in  
2948 establishing the salary of the newly appointed or elected  
2949 superintendent of schools, shall comply with the provisions of  
2950 Section 37-9-37, and shall not compensate said person in an amount  
2951 exceeding the salary of the immediate preceding superintendent.  
2952 However, before entering into a contractual agreement for services  
2953 and compensation as superintendent, the school board shall first  
2954 submit the proposed salary to the State Department of Education  
2955 for approval, based on factors established by the department to



2956 assess the qualifications and experience of the person selected  
2957 for the office of superintendent as provided under subsection (2)  
2958 of this section.

2959 (2) The State Department of Education, in addition to using  
2960 the provisions of Section 37-9-37 as an indicator of administrator  
2961 competencies for superintendents' salary approval, shall establish  
2962 an independent rubric to calculate a school district's progressive  
2963 improvement in determining the eligibility of a superintendent for  
2964 a salary increase based on the recommendation submitted by the  
2965 local school board, using the raw, unranked and unweighted  
2966 standardized test score from all student assessments, adopted by  
2967 the State Board of Education and administered in accordance with  
2968 the statewide testing program established under the provisions of  
2969 Chapter 16, Title 37, Mississippi Code of 1972.

2970 (3) As used in this section the term "progressive  
2971 improvement" means evidence-based, empirical data that  
2972 demonstrates a school district's consistent level of overall  
2973 achievement from year-to-year in meeting and surpassing the  
2974 benchmarks established by the State Department of Education, as  
2975 determined by proficiency on statewide summative assessments,  
2976 increased graduation rates, reduced dropout rates and increases in  
2977 the district's accreditation rating.

2978 **SECTION 62.** (1) (a) Notwithstanding any laws of the State  
2979 of Mississippi to the contrary, from July 1, 2016, until June 30,  
2980 2019, the salary of the Superintendent of the Lafayette County



2981 School District shall be One Hundred Twenty-four Thousand Six  
2982 Hundred Sixty Dollars (\$124,660.00). During this moratorium  
2983 period on the superintendent's salary the local school board shall  
2984 not authorize a salary increase for any individual serving in the  
2985 capacity as district superintendent upon the effective date of  
2986 this act.

2987 (b) (i) If by reason of resignation or termination the  
2988 office of superintendent for the Lafayette County School District  
2989 becomes vacant during the moratorium period, the school board, in  
2990 establishing the salary of the newly appointed or elected  
2991 superintendent of schools, shall not compensate said person in an  
2992 amount exceeding the salary of the immediate preceding  
2993 superintendent.

2994 (ii) If by reason of resignation or termination  
2995 the office of superintendent for the Lafayette County School  
2996 District becomes vacant after July 1, 2019, the school board, in  
2997 establishing the salary of the newly appointed or elected  
2998 superintendent of schools, shall comply with the provisions of  
2999 Section 37-9-37, and shall not compensate said person in an amount  
3000 exceeding the salary of the immediate preceding superintendent.  
3001 However, before entering into a contractual agreement for services  
3002 and compensation as superintendent, the school board shall first  
3003 submit the proposed salary to the State Department of Education  
3004 for approval, based on factors established by the department to  
3005 assess the qualifications and experience of the person selected



3006 for the office of superintendent as provided under subsection (2)  
3007 of this section.

3008 (2) The State Department of Education, in addition to using  
3009 the provisions of Section 37-9-37 as an indicator of administrator  
3010 competencies for superintendents' salary approval, shall establish  
3011 an independent rubric to calculate a school district's progressive  
3012 improvement in determining the eligibility of a superintendent for  
3013 a salary increase based on the recommendation submitted by the  
3014 local school board, using the raw, unranked and unweighted  
3015 standardized test score from all student assessments, adopted by  
3016 the State Board of Education and administered in accordance with  
3017 the statewide testing program established under the provisions of  
3018 Chapter 16, Title 37, Mississippi Code of 1972.

3019 (3) As used in this section the term "progressive  
3020 improvement" means evidence-based, empirical data that  
3021 demonstrates a school district's consistent level of overall  
3022 achievement from year-to-year in meeting and surpassing the  
3023 benchmarks established by the State Department of Education, as  
3024 determined by proficiency on statewide summative assessments,  
3025 increased graduation rates, reduced dropout rates and increases in  
3026 the district's accreditation rating.

3027 **SECTION 63.** (1) (a) Notwithstanding any laws of the State  
3028 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3029 2019, the salary of the Superintendent of the Lamar County School  
3030 District shall be One Hundred Twenty Thousand Dollars



3031 (\$120,000.00). During this moratorium period on the  
3032 superintendent's salary the local school board shall not authorize  
3033 a salary increase for any individual serving in the capacity as  
3034 district superintendent upon the effective date of this act.

3035 (b) (i) If by reason of resignation or termination the  
3036 office of superintendent for the Lamar County School District  
3037 becomes vacant during the moratorium period, the school board, in  
3038 establishing the salary of the newly appointed or elected  
3039 superintendent of schools, shall not compensate said person in an  
3040 amount exceeding the salary of the immediate preceding  
3041 superintendent.

3042 (ii) If by reason of resignation or termination  
3043 the office of superintendent for the Lamar County School District  
3044 becomes vacant after July 1, 2019, the school board, in  
3045 establishing the salary of the newly appointed or elected  
3046 superintendent of schools, shall comply with the provisions of  
3047 Section 37-9-37, and shall not compensate said person in an amount  
3048 exceeding the salary of the immediate preceding superintendent.  
3049 However, before entering into a contractual agreement for services  
3050 and compensation as superintendent, the school board shall first  
3051 submit the proposed salary to the State Department of Education  
3052 for approval, based on factors established by the department to  
3053 assess the qualifications and experience of the person selected  
3054 for the office of superintendent as provided under subsection (2)  
3055 of this section.



3056 (2) The State Department of Education, in addition to using  
3057 the provisions of Section 37-9-37 as an indicator of administrator  
3058 competencies for superintendents' salary approval, shall establish  
3059 an independent rubric to calculate a school district's progressive  
3060 improvement in determining the eligibility of a superintendent for  
3061 a salary increase based on the recommendation submitted by the  
3062 local school board, using the raw, unranked and unweighted  
3063 standardized test score from all student assessments, adopted by  
3064 the State Board of Education and administered in accordance with  
3065 the statewide testing program established under the provisions of  
3066 Chapter 16, Title 37, Mississippi Code of 1972.

3067 (3) As used in this section the term "progressive  
3068 improvement" means evidence-based, empirical data that  
3069 demonstrates a school district's consistent level of overall  
3070 achievement from year-to-year in meeting and surpassing the  
3071 benchmarks established by the State Department of Education, as  
3072 determined by proficiency on statewide summative assessments,  
3073 increased graduation rates, reduced dropout rates and increases in  
3074 the district's accreditation rating.

3075 **SECTION 64.** (1) (a) Notwithstanding any laws of the State  
3076 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3077 2019, the salary of the Superintendent of the Lauderdale County  
3078 School District shall be One Hundred Eighteen Thousand  
3079 Seventy-eight Dollars (\$118,078.00). During this moratorium  
3080 period on the superintendent's salary the local school board shall



3081 not authorize a salary increase for any individual serving in the  
3082 capacity as district superintendent upon the effective date of  
3083 this act.

3084 (b) (i) If by reason of resignation or termination the  
3085 office of superintendent for the Lauderdale County School District  
3086 becomes vacant during the moratorium period, the school board, in  
3087 establishing the salary of the newly appointed or elected  
3088 superintendent of schools, shall not compensate said person in an  
3089 amount exceeding the salary of the immediate preceding  
3090 superintendent.

3091 (ii) If by reason of resignation or termination  
3092 the office of superintendent for the Lauderdale County School  
3093 District becomes vacant after July 1, 2019, the school board, in  
3094 establishing the salary of the newly appointed or elected  
3095 superintendent of schools, shall comply with the provisions of  
3096 Section 37-9-37, and shall not compensate said person in an amount  
3097 exceeding the salary of the immediate preceding superintendent.  
3098 However, before entering into a contractual agreement for services  
3099 and compensation as superintendent, the school board shall first  
3100 submit the proposed salary to the State Department of Education  
3101 for approval, based on factors established by the department to  
3102 assess the qualifications and experience of the person selected  
3103 for the office of superintendent as provided under subsection (2)  
3104 of this section.



3105 (2) The State Department of Education, in addition to using  
3106 the provisions of Section 37-9-37 as an indicator of administrator  
3107 competencies for superintendents' salary approval, shall establish  
3108 an independent rubric to calculate a school district's progressive  
3109 improvement in determining the eligibility of a superintendent for  
3110 a salary increase based on the recommendation submitted by the  
3111 local school board, using the raw, unranked and unweighted  
3112 standardized test score from all student assessments, adopted by  
3113 the State Board of Education and administered in accordance with  
3114 the statewide testing program established under the provisions of  
3115 Chapter 16, Title 37, Mississippi Code of 1972.

3116 (3) As used in this section the term "progressive  
3117 improvement" means evidence-based, empirical data that  
3118 demonstrates a school district's consistent level of overall  
3119 achievement from year-to-year in meeting and surpassing the  
3120 benchmarks established by the State Department of Education, as  
3121 determined by proficiency on statewide summative assessments,  
3122 increased graduation rates, reduced dropout rates and increases in  
3123 the district's accreditation rating.

3124 **SECTION 65.** (1) (a) Notwithstanding any laws of the State  
3125 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3126 2019, the salary of the Superintendent of the Laurel School  
3127 District shall be One Hundred Seventy-three Thousand Two Hundred  
3128 Fifty Dollars (\$173,250.00). During this moratorium period on the  
3129 superintendent's salary the local school board shall not authorize



3130 a salary increase for any individual serving in the capacity as  
3131 district superintendent upon the effective date of this act.

3132 (b) (i) If by reason of resignation or termination the  
3133 office of superintendent for the Laurel School District becomes  
3134 vacant during the moratorium period, the school board, in  
3135 establishing the salary of the newly appointed or elected  
3136 superintendent of schools, shall not compensate said person in an  
3137 amount exceeding the salary of the immediate preceding  
3138 superintendent.

3139 (ii) If by reason of resignation or termination  
3140 the office of superintendent for the Laurel School District  
3141 becomes vacant after July 1, 2019, the school board, in  
3142 establishing the salary of the newly appointed or elected  
3143 superintendent of schools, shall comply with the provisions of  
3144 Section 37-9-37, and shall not compensate said person in an amount  
3145 exceeding the salary of the immediate preceding superintendent.  
3146 However, before entering into a contractual agreement for services  
3147 and compensation as superintendent, the school board shall first  
3148 submit the proposed salary to the State Department of Education  
3149 for approval, based on factors established by the department to  
3150 assess the qualifications and experience of the person selected  
3151 for the office of superintendent as provided under subsection (2)  
3152 of this section.

3153 (2) The State Department of Education, in addition to using  
3154 the provisions of Section 37-9-37 as an indicator of administrator



3155 competencies for superintendents' salary approval, shall establish  
3156 an independent rubric to calculate a school district's progressive  
3157 improvement in determining the eligibility of a superintendent for  
3158 a salary increase based on the recommendation submitted by the  
3159 local school board, using the raw, unranked and unweighted  
3160 standardized test score from all student assessments, adopted by  
3161 the State Board of Education and administered in accordance with  
3162 the statewide testing program established under the provisions of  
3163 Chapter 16, Title 37, Mississippi Code of 1972.

3164 (3) As used in this section the term "progressive  
3165 improvement" means evidence-based, empirical data that  
3166 demonstrates a school district's consistent level of overall  
3167 achievement from year-to-year in meeting and surpassing the  
3168 benchmarks established by the State Department of Education, as  
3169 determined by proficiency on statewide summative assessments,  
3170 increased graduation rates, reduced dropout rates and increases in  
3171 the district's accreditation rating.

3172 **SECTION 66.** (1) (a) Notwithstanding any laws of the State  
3173 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3174 2019, the salary of the Superintendent of the Lawrence County  
3175 School District shall be Eighty-five Thousand Dollars  
3176 (\$85,000.00). During this moratorium period on the  
3177 superintendent's salary the local school board shall not authorize  
3178 a salary increase for any individual serving in the capacity as  
3179 district superintendent upon the effective date of this act.



3180 (b) (i) If by reason of resignation or termination the  
3181 office of superintendent for the Lawrence County School District  
3182 becomes vacant during the moratorium period, the school board, in  
3183 establishing the salary of the newly appointed or elected  
3184 superintendent of schools, shall not compensate said person in an  
3185 amount exceeding the salary of the immediate preceding  
3186 superintendent.

3187 (ii) If by reason of resignation or termination  
3188 the office of superintendent for the Lawrence County School  
3189 District becomes vacant after July 1, 2019, the school board, in  
3190 establishing the salary of the newly appointed or elected  
3191 superintendent of schools, shall comply with the provisions of  
3192 Section 37-9-37, and shall not compensate said person in an amount  
3193 exceeding the salary of the immediate preceding superintendent.  
3194 However, before entering into a contractual agreement for services  
3195 and compensation as superintendent, the school board shall first  
3196 submit the proposed salary to the State Department of Education  
3197 for approval, based on factors established by the department to  
3198 assess the qualifications and experience of the person selected  
3199 for the office of superintendent as provided under subsection (2)  
3200 of this section.

3201 (2) The State Department of Education, in addition to using  
3202 the provisions of Section 37-9-37 as an indicator of administrator  
3203 competencies for superintendents' salary approval, shall establish  
3204 an independent rubric to calculate a school district's progressive



3205 improvement in determining the eligibility of a superintendent for  
3206 a salary increase based on the recommendation submitted by the  
3207 local school board, using the raw, unranked and unweighted  
3208 standardized test score from all student assessments, adopted by  
3209 the State Board of Education and administered in accordance with  
3210 the statewide testing program established under the provisions of  
3211 Chapter 16, Title 37, Mississippi Code of 1972.

3212 (3) As used in this section the term "progressive  
3213 improvement" means evidence-based, empirical data that  
3214 demonstrates a school district's consistent level of overall  
3215 achievement from year-to-year in meeting and surpassing the  
3216 benchmarks established by the State Department of Education, as  
3217 determined by proficiency on statewide summative assessments,  
3218 increased graduation rates, reduced dropout rates and increases in  
3219 the district's accreditation rating.

3220 **SECTION 67.** (1) (a) Notwithstanding any laws of the State  
3221 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3222 2019, the salary of the Superintendent of the Leake County School  
3223 District shall be Ninety-nine Thousand Six Hundred Forty-five  
3224 Dollars (\$99,645.00). During this moratorium period on the  
3225 superintendent's salary the local school board shall not authorize  
3226 a salary increase for any individual serving in the capacity as  
3227 district superintendent upon the effective date of this act.

3228 (b) (i) If by reason of resignation or termination the  
3229 office of superintendent for the Leake County School District



3230 becomes vacant during the moratorium period, the school board, in  
3231 establishing the salary of the newly appointed or elected  
3232 superintendent of schools, shall not compensate said person in an  
3233 amount exceeding the salary of the immediate preceding  
3234 superintendent.

3235                   (ii) If by reason of resignation or termination  
3236 the office of superintendent for the Leake County School District  
3237 becomes vacant after July 1, 2019, the school board, in  
3238 establishing the salary of the newly appointed or elected  
3239 superintendent of schools, shall comply with the provisions of  
3240 Section 37-9-37, and shall not compensate said person in an amount  
3241 exceeding the salary of the immediate preceding superintendent.  
3242 However, before entering into a contractual agreement for services  
3243 and compensation as superintendent, the school board shall first  
3244 submit the proposed salary to the State Department of Education  
3245 for approval, based on factors established by the department to  
3246 assess the qualifications and experience of the person selected  
3247 for the office of superintendent as provided under subsection (2)  
3248 of this section.

3249                   (2) The State Department of Education, in addition to using  
3250 the provisions of Section 37-9-37 as an indicator of administrator  
3251 competencies for superintendents' salary approval, shall establish  
3252 an independent rubric to calculate a school district's progressive  
3253 improvement in determining the eligibility of a superintendent for  
3254 a salary increase based on the recommendation submitted by the



3255 local school board, using the raw, unranked and unweighted  
3256 standardized test score from all student assessments, adopted by  
3257 the State Board of Education and administered in accordance with  
3258 the statewide testing program established under the provisions of  
3259 Chapter 16, Title 37, Mississippi Code of 1972.

3260 (3) As used in this section the term "progressive  
3261 improvement" means evidence-based, empirical data that  
3262 demonstrates a school district's consistent level of overall  
3263 achievement from year-to-year in meeting and surpassing the  
3264 benchmarks established by the State Department of Education, as  
3265 determined by proficiency on statewide summative assessments,  
3266 increased graduation rates, reduced dropout rates and increases in  
3267 the district's accreditation rating.

3268 **SECTION 68.** (1) (a) Notwithstanding any laws of the State  
3269 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3270 2019, the salary of the Superintendent of the Lee County School  
3271 District shall be One Hundred Fifteen Thousand Five Hundred  
3272 Dollars (\$115,500.00). During this moratorium period on the  
3273 superintendent's salary the local school board shall not authorize  
3274 a salary increase for any individual serving in the capacity as  
3275 district superintendent upon the effective date of this act.

3276 (b) (i) If by reason of resignation or termination the  
3277 office of superintendent for the Lee County School District  
3278 becomes vacant during the moratorium period, the school board, in  
3279 establishing the salary of the newly appointed or elected



3280 superintendent of schools, shall not compensate said person in an  
3281 amount exceeding the salary of the immediate preceding  
3282 superintendent.

3283           (ii) If by reason of resignation or termination  
3284 the office of superintendent for the Lee County School District  
3285 becomes vacant after July 1, 2019, the school board, in  
3286 establishing the salary of the newly appointed or elected  
3287 superintendent of schools, shall comply with the provisions of  
3288 Section 37-9-37, and shall not compensate said person in an amount  
3289 exceeding the salary of the immediate preceding superintendent.  
3290 However, before entering into a contractual agreement for services  
3291 and compensation as superintendent, the school board shall first  
3292 submit the proposed salary to the State Department of Education  
3293 for approval, based on factors established by the department to  
3294 assess the qualifications and experience of the person selected  
3295 for the office of superintendent as provided under subsection (2)  
3296 of this section.

3297           (2) The State Department of Education, in addition to using  
3298 the provisions of Section 37-9-37 as an indicator of administrator  
3299 competencies for superintendents' salary approval, shall establish  
3300 an independent rubric to calculate a school district's progressive  
3301 improvement in determining the eligibility of a superintendent for  
3302 a salary increase based on the recommendation submitted by the  
3303 local school board, using the raw, unranked and unweighted  
3304 standardized test score from all student assessments, adopted by



3305 the State Board of Education and administered in accordance with  
3306 the statewide testing program established under the provisions of  
3307 Chapter 16, Title 37, Mississippi Code of 1972.

3308 (3) As used in this section the term "progressive  
3309 improvement" means evidence-based, empirical data that  
3310 demonstrates a school district's consistent level of overall  
3311 achievement from year-to-year in meeting and surpassing the  
3312 benchmarks established by the State Department of Education, as  
3313 determined by proficiency on statewide summative assessments,  
3314 increased graduation rates, reduced dropout rates and increases in  
3315 the district's accreditation rating.

3316 **SECTION 69.** (1) (a) Notwithstanding any laws of the State  
3317 of Mississippi to the contrary, effective on July 1, 2016, for a  
3318 period of three (3) years following release from conservatorship,  
3319 at such time as that may be, the salary of the Superintendent of  
3320 the Leflore County School District shall be One Hundred Thousand  
3321 Dollars (\$100,000.00). During this moratorium period on the  
3322 superintendent's salary the local school board shall not authorize  
3323 a salary increase for any individual serving in the capacity as  
3324 district superintendent at the time the district was placed under  
3325 conservatorship status. Neither shall the local school board  
3326 authorize a salary increase for any individual selected to serve  
3327 as district superintendent within the three-year period following  
3328 the district's release from conservatorship after negotiating the  
3329 initial salary to be paid to such persons.



3330           (b) (i) If by reason of resignation or termination the  
3331 office of superintendent for the Leflore County School District  
3332 becomes vacant during the applicable moratorium period as  
3333 determined by its date of release from conservatorship, the school  
3334 board, in establishing the salary of the newly appointed or  
3335 elected superintendent of schools, shall not compensate said  
3336 person in an amount exceeding the salary of the immediate  
3337 preceding superintendent.

3338           (ii) If by reason of resignation or termination  
3339 the office of superintendent for the Leflore County School  
3340 District becomes vacant after the period of three (3) years  
3341 following release from conservatorship, the school board, in  
3342 establishing the salary of the newly appointed or elected  
3343 superintendent of schools, shall comply with the provisions of  
3344 Section 37-9-37, and shall not compensate said person in an amount  
3345 exceeding the salary of the immediate preceding superintendent.  
3346 However, before entering into a contractual agreement for services  
3347 and compensation as superintendent, the school board shall first  
3348 submit the proposed salary to the State Department of Education  
3349 for approval, based on factors established by the department to  
3350 assess the qualifications and experience of the person selected  
3351 for the office of superintendent as provided under subsection (2)  
3352 of this section.

3353           (2) The State Department of Education, in addition to using  
3354 the provisions of Section 37-9-37 as an indicator of administrator



3355 competencies for superintendents' salary approval, shall establish  
3356 an independent rubric to calculate a school district's progressive  
3357 improvement in determining the eligibility of a superintendent for  
3358 a salary increase based on the recommendation submitted by the  
3359 local school board, using the raw, unranked and unweighted  
3360 standardized test score from all student assessments, adopted by  
3361 the State Board of Education and administered in accordance with  
3362 the statewide testing program established under the provisions of  
3363 Chapter 16, Title 37, Mississippi Code of 1972.

3364 (3) As used in this section the term "progressive  
3365 improvement" means evidence-based, empirical data that  
3366 demonstrates a school district's consistent level of overall  
3367 achievement from year-to-year in meeting and surpassing the  
3368 benchmarks established by the State Department of Education, as  
3369 determined by proficiency on statewide summative assessments,  
3370 increased graduation rates, reduced dropout rates and increases in  
3371 the district's accreditation rating.

3372 **SECTION 70.** (1) (a) Notwithstanding any laws of the State  
3373 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3374 2019, the salary of the Superintendent of the Leland School  
3375 District shall be Ninety-six Thousand Dollars (\$96,000.00).  
3376 During this moratorium period on the superintendent's salary the  
3377 local school board shall not authorize a salary increase for any  
3378 individual serving in the capacity as district superintendent upon  
3379 the effective date of this act.



3380           (b) (i) If by reason of resignation or termination the  
3381 office of superintendent for the Leland School District becomes  
3382 vacant during the moratorium period, the school board, in  
3383 establishing the salary of the newly appointed or elected  
3384 superintendent of schools, shall not compensate said person in an  
3385 amount exceeding the salary of the immediate preceding  
3386 superintendent.

3387           (ii) If by reason of resignation or termination  
3388 the office of superintendent for the Leland School District  
3389 becomes vacant after July 1, 2019, the school board, in  
3390 establishing the salary of the newly appointed or elected  
3391 superintendent of schools, shall comply with the provisions of  
3392 Section 37-9-37, and shall not compensate said person in an amount  
3393 exceeding the salary of the immediate preceding superintendent.  
3394 However, before entering into a contractual agreement for services  
3395 and compensation as superintendent, the school board shall first  
3396 submit the proposed salary to the State Department of Education  
3397 for approval, based on factors established by the department to  
3398 assess the qualifications and experience of the person selected  
3399 for the office of superintendent as provided under subsection (2)  
3400 of this section.

3401           (2) The State Department of Education, in addition to using  
3402 the provisions of Section 37-9-37 as an indicator of administrator  
3403 competencies for superintendents' salary approval, shall establish  
3404 an independent rubric to calculate a school district's progressive



3405 improvement in determining the eligibility of a superintendent for  
3406 a salary increase based on the recommendation submitted by the  
3407 local school board, using the raw, unranked and unweighted  
3408 standardized test score from all student assessments, adopted by  
3409 the State Board of Education and administered in accordance with  
3410 the statewide testing program established under the provisions of  
3411 Chapter 16, Title 37, Mississippi Code of 1972.

3412 (3) As used in this section the term "progressive  
3413 improvement" means evidence-based, empirical data that  
3414 demonstrates a school district's consistent level of overall  
3415 achievement from year-to-year in meeting and surpassing the  
3416 benchmarks established by the State Department of Education, as  
3417 determined by proficiency on statewide summative assessments,  
3418 increased graduation rates, reduced dropout rates and increases in  
3419 the district's accreditation rating.

3420 **SECTION 71.** (1) (a) Notwithstanding any laws of the State  
3421 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3422 2019, the salary of the Superintendent of the Lincoln County  
3423 School District shall be One Hundred Fifteen Thousand Dollars  
3424 (\$115,000.00). During this moratorium period on the  
3425 superintendent's salary the local school board shall not authorize  
3426 a salary increase for any individual serving in the capacity as  
3427 district superintendent upon the effective date of this act.

3428 (b) (i) If by reason of resignation or termination the  
3429 office of superintendent for the Lincoln County School District



3430 becomes vacant during the moratorium period, the school board, in  
3431 establishing the salary of the newly appointed or elected  
3432 superintendent of schools, shall not compensate said person in an  
3433 amount exceeding the salary of the immediate preceding  
3434 superintendent.

3435                   (ii) If by reason of resignation or termination  
3436 the office of superintendent for the Lincoln County School  
3437 District becomes vacant after July 1, 2019, the school board, in  
3438 establishing the salary of the newly appointed or elected  
3439 superintendent of schools, shall comply with the provisions of  
3440 Section 37-9-37, and shall not compensate said person in an amount  
3441 exceeding the salary of the immediate preceding superintendent.  
3442 However, before entering into a contractual agreement for services  
3443 and compensation as superintendent, the school board shall first  
3444 submit the proposed salary to the State Department of Education  
3445 for approval, based on factors established by the department to  
3446 assess the qualifications and experience of the person selected  
3447 for the office of superintendent as provided under subsection (2)  
3448 of this section.

3449           (2) The State Department of Education, in addition to using  
3450 the provisions of Section 37-9-37 as an indicator of administrator  
3451 competencies for superintendents' salary approval, shall establish  
3452 an independent rubric to calculate a school district's progressive  
3453 improvement in determining the eligibility of a superintendent for  
3454 a salary increase based on the recommendation submitted by the



3455 local school board, using the raw, unranked and unweighted  
3456 standardized test score from all student assessments, adopted by  
3457 the State Board of Education and administered in accordance with  
3458 the statewide testing program established under the provisions of  
3459 Chapter 16, Title 37, Mississippi Code of 1972.

3460 (3) As used in this section the term "progressive  
3461 improvement" means evidence-based, empirical data that  
3462 demonstrates a school district's consistent level of overall  
3463 achievement from year-to-year in meeting and surpassing the  
3464 benchmarks established by the State Department of Education, as  
3465 determined by proficiency on statewide summative assessments,  
3466 increased graduation rates, reduced dropout rates and increases in  
3467 the district's accreditation rating.

3468 **SECTION 72.** (1) (a) Notwithstanding any laws of the State  
3469 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3470 2019, the salary of the Superintendent of the Long Beach School  
3471 District shall be One Hundred Twenty-five Thousand Dollars  
3472 (\$125,000.00). During this moratorium period on the  
3473 superintendent's salary the local school board shall not authorize  
3474 a salary increase for any individual serving in the capacity as  
3475 district superintendent upon the effective date of this act.

3476 (b) (i) If by reason of resignation or termination the  
3477 office of superintendent for the Long Beach School District  
3478 becomes vacant during the moratorium period, the school board, in  
3479 establishing the salary of the newly appointed or elected



3480 superintendent of schools, shall not compensate said person in an  
3481 amount exceeding the salary of the immediate preceding  
3482 superintendent.

3483           (ii) If by reason of resignation or termination  
3484 the office of superintendent for the Long Beach School District  
3485 becomes vacant after July 1, 2019, the school board, in  
3486 establishing the salary of the newly appointed or elected  
3487 superintendent of schools, shall comply with the provisions of  
3488 Section 37-9-37, and shall not compensate said person in an amount  
3489 exceeding the salary of the immediate preceding superintendent.  
3490 However, before entering into a contractual agreement for services  
3491 and compensation as superintendent, the school board shall first  
3492 submit the proposed salary to the State Department of Education  
3493 for approval, based on factors established by the department to  
3494 assess the qualifications and experience of the person selected  
3495 for the office of superintendent as provided under subsection (2)  
3496 of this section.

3497           (2) The State Department of Education, in addition to using  
3498 the provisions of Section 37-9-37 as an indicator of administrator  
3499 competencies for superintendents' salary approval, shall establish  
3500 an independent rubric to calculate a school district's progressive  
3501 improvement in determining the eligibility of a superintendent for  
3502 a salary increase based on the recommendation submitted by the  
3503 local school board, using the raw, unranked and unweighted  
3504 standardized test score from all student assessments, adopted by



3505 the State Board of Education and administered in accordance with  
3506 the statewide testing program established under the provisions of  
3507 Chapter 16, Title 37, Mississippi Code of 1972.

3508 (3) As used in this section the term "progressive  
3509 improvement" means evidence-based, empirical data that  
3510 demonstrates a school district's consistent level of overall  
3511 achievement from year-to-year in meeting and surpassing the  
3512 benchmarks established by the State Department of Education, as  
3513 determined by proficiency on statewide summative assessments,  
3514 increased graduation rates, reduced dropout rates and increases in  
3515 the district's accreditation rating.

3516 **SECTION 73.** (1) (a) Notwithstanding any laws of the State  
3517 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3518 2019, the salary of the Superintendent of the Louisville Municipal  
3519 School District shall be One Hundred Fifteen Thousand Dollars  
3520 (\$115,000.00). During this moratorium period on the  
3521 superintendent's salary the local school board shall not authorize  
3522 a salary increase for any individual serving in the capacity as  
3523 district superintendent upon the effective date of this act.

3524 (b) (i) If by reason of resignation or termination the  
3525 office of superintendent for the Louisville Municipal School  
3526 District becomes vacant during the moratorium period, the school  
3527 board, in establishing the salary of the newly appointed or  
3528 elected superintendent of schools, shall not compensate said



3529 person in an amount exceeding the salary of the immediate  
3530 preceding superintendent.

3531 (ii) If by reason of resignation or termination  
3532 the office of superintendent for the Louisville Municipal School  
3533 District becomes vacant after July 1, 2019, the school board, in  
3534 establishing the salary of the newly appointed or elected  
3535 superintendent of schools, shall comply with the provisions of  
3536 Section 37-9-37, and shall not compensate said person in an amount  
3537 exceeding the salary of the immediate preceding superintendent.  
3538 However, before entering into a contractual agreement for services  
3539 and compensation as superintendent, the school board shall first  
3540 submit the proposed salary to the State Department of Education  
3541 for approval, based on factors established by the department to  
3542 assess the qualifications and experience of the person selected  
3543 for the office of superintendent as provided under subsection (2)  
3544 of this section.

3545 (2) The State Department of Education, in addition to using  
3546 the provisions of Section 37-9-37 as an indicator of administrator  
3547 competencies for superintendents' salary approval, shall establish  
3548 an independent rubric to calculate a school district's progressive  
3549 improvement in determining the eligibility of a superintendent for  
3550 a salary increase based on the recommendation submitted by the  
3551 local school board, using the raw, unranked and unweighted  
3552 standardized test score from all student assessments, adopted by  
3553 the State Board of Education and administered in accordance with



3554 the statewide testing program established under the provisions of  
3555 Chapter 16, Title 37, Mississippi Code of 1972.

3556 (3) As used in this section the term "progressive  
3557 improvement" means evidence-based, empirical data that  
3558 demonstrates a school district's consistent level of overall  
3559 achievement from year-to-year in meeting and surpassing the  
3560 benchmarks established by the State Department of Education, as  
3561 determined by proficiency on statewide summative assessments,  
3562 increased graduation rates, reduced dropout rates and increases in  
3563 the district's accreditation rating.

3564 **SECTION 74.** (1) (a) Notwithstanding any laws of the State  
3565 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3566 2019, the salary of the Superintendent of the Lowndes County  
3567 School District shall be One Hundred Eighteen Thousand Dollars  
3568 (\$118,000.00). During this moratorium period on the  
3569 superintendent's salary the local school board shall not authorize  
3570 a salary increase for any individual serving in the capacity as  
3571 district superintendent upon the effective date of this act.

3572 (b) (i) If by reason of resignation or termination the  
3573 office of superintendent for the Lowndes County School District  
3574 becomes vacant during the moratorium period, the school board, in  
3575 establishing the salary of the newly appointed or elected  
3576 superintendent of schools, shall not compensate said person in an  
3577 amount exceeding the salary of the immediate preceding  
3578 superintendent.



3579                   (ii) If by reason of resignation or termination  
3580 the office of superintendent for the Lowndes County School  
3581 District becomes vacant after July 1, 2019, the school board, in  
3582 establishing the salary of the newly appointed or elected  
3583 superintendent of schools, shall comply with the provisions of  
3584 Section 37-9-37, and shall not compensate said person in an amount  
3585 exceeding the salary of the immediate preceding superintendent.  
3586 However, before entering into a contractual agreement for services  
3587 and compensation as superintendent, the school board shall first  
3588 submit the proposed salary to the State Department of Education  
3589 for approval, based on factors established by the department to  
3590 assess the qualifications and experience of the person selected  
3591 for the office of superintendent as provided under subsection (2)  
3592 of this section.

3593           (2) The State Department of Education, in addition to using  
3594 the provisions of Section 37-9-37 as an indicator of administrator  
3595 competencies for superintendents' salary approval, shall establish  
3596 an independent rubric to calculate a school district's progressive  
3597 improvement in determining the eligibility of a superintendent for  
3598 a salary increase based on the recommendation submitted by the  
3599 local school board, using the raw, unranked and unweighted  
3600 standardized test score from all student assessments, adopted by  
3601 the State Board of Education and administered in accordance with  
3602 the statewide testing program established under the provisions of  
3603 Chapter 16, Title 37, Mississippi Code of 1972.



3604 (3) As used in this section the term "progressive  
3605 improvement" means evidence-based, empirical data that  
3606 demonstrates a school district's consistent level of overall  
3607 achievement from year-to-year in meeting and surpassing the  
3608 benchmarks established by the State Department of Education, as  
3609 determined by proficiency on statewide summative assessments,  
3610 increased graduation rates, reduced dropout rates and increases in  
3611 the district's accreditation rating.

3612 **SECTION 75.** (1) (a) Notwithstanding any laws of the State  
3613 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3614 2019, the salary of the Superintendent of the Lumberton Public  
3615 School District shall be Ninety-four Thousand Five Hundred  
3616 Fifty-four Dollars (\$94,554.00). During this moratorium period on  
3617 the superintendent's salary the local school board shall not  
3618 authorize a salary increase for any individual serving in the  
3619 capacity as district superintendent upon the effective date of  
3620 this act.

3621 (b) (i) If by reason of resignation or termination the  
3622 office of superintendent for the Lumberton Public School District  
3623 becomes vacant during the moratorium period, the school board, in  
3624 establishing the salary of the newly appointed or elected  
3625 superintendent of schools, shall not compensate said person in an  
3626 amount exceeding the salary of the immediate preceding  
3627 superintendent.



3628 (ii) If by reason of resignation or termination  
3629 the office of superintendent for the Lumberton Public School  
3630 District becomes vacant after July 1, 2019, the school board, in  
3631 establishing the salary of the newly appointed or elected  
3632 superintendent of schools, shall comply with the provisions of  
3633 Section 37-9-37, and shall not compensate said person in an amount  
3634 exceeding the salary of the immediate preceding superintendent.  
3635 However, before entering into a contractual agreement for services  
3636 and compensation as superintendent, the school board shall first  
3637 submit the proposed salary to the State Department of Education  
3638 for approval, based on factors established by the department to  
3639 assess the qualifications and experience of the person selected  
3640 for the office of superintendent as provided under subsection (2)  
3641 of this section.

3642 (2) The State Department of Education, in addition to using  
3643 the provisions of Section 37-9-37 as an indicator of administrator  
3644 competencies for superintendents' salary approval, shall establish  
3645 an independent rubric to calculate a school district's progressive  
3646 improvement in determining the eligibility of a superintendent for  
3647 a salary increase based on the recommendation submitted by the  
3648 local school board, using the raw, unranked and unweighted  
3649 standardized test score from all student assessments, adopted by  
3650 the State Board of Education and administered in accordance with  
3651 the statewide testing program established under the provisions of  
3652 Chapter 16, Title 37, Mississippi Code of 1972.



3653 (3) As used in this section the term "progressive  
3654 improvement" means evidence-based, empirical data that  
3655 demonstrates a school district's consistent level of overall  
3656 achievement from year-to-year in meeting and surpassing the  
3657 benchmarks established by the State Department of Education, as  
3658 determined by proficiency on statewide summative assessments,  
3659 increased graduation rates, reduced dropout rates and increases in  
3660 the district's accreditation rating.

3661 **SECTION 76.** (1) (a) Notwithstanding any laws of the State  
3662 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3663 2019, the salary of the Superintendent of the Madison County  
3664 School District shall be One Hundred Fifty-six Thousand  
3665 Five Hundred Thirty-six Dollars (\$156,536.00). During this  
3666 moratorium period on the superintendent's salary the local school  
3667 board shall not authorize a salary increase for any individual  
3668 serving in the capacity as district superintendent upon the  
3669 effective date of this act.

3670 (b) (i) If by reason of resignation or termination the  
3671 office of superintendent for the Madison County School District  
3672 becomes vacant during the moratorium period, the school board, in  
3673 establishing the salary of the newly appointed or elected  
3674 superintendent of schools, shall not compensate said person in an  
3675 amount exceeding the salary of the immediate preceding  
3676 superintendent.



3677 (ii) If by reason of resignation or termination  
3678 the office of superintendent for the Madison County School  
3679 District becomes vacant after July 1, 2019, the school board, in  
3680 establishing the salary of the newly appointed or elected  
3681 superintendent of schools, shall comply with the provisions of  
3682 Section 37-9-37, and shall not compensate said person in an amount  
3683 exceeding the salary of the immediate preceding superintendent.  
3684 However, before entering into a contractual agreement for services  
3685 and compensation as superintendent, the school board shall first  
3686 submit the proposed salary to the State Department of Education  
3687 for approval, based on factors established by the department to  
3688 assess the qualifications and experience of the person selected  
3689 for the office of superintendent as provided under subsection (2)  
3690 of this section.

3691 (2) The State Department of Education, in addition to using  
3692 the provisions of Section 37-9-37 as an indicator of administrator  
3693 competencies for superintendents' salary approval, shall establish  
3694 an independent rubric to calculate a school district's progressive  
3695 improvement in determining the eligibility of a superintendent for  
3696 a salary increase based on the recommendation submitted by the  
3697 local school board, using the raw, unranked and unweighted  
3698 standardized test score from all student assessments, adopted by  
3699 the State Board of Education and administered in accordance with  
3700 the statewide testing program established under the provisions of  
3701 Chapter 16, Title 37, Mississippi Code of 1972.



3702 (3) As used in this section the term "progressive  
3703 improvement" means evidence-based, empirical data that  
3704 demonstrates a school district's consistent level of overall  
3705 achievement from year-to-year in meeting and surpassing the  
3706 benchmarks established by the State Department of Education, as  
3707 determined by proficiency on statewide summative assessments,  
3708 increased graduation rates, reduced dropout rates and increases in  
3709 the district's accreditation rating.

3710 **SECTION 77.** (1) (a) Notwithstanding any laws of the State  
3711 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3712 2019, the salary of the Superintendent of the Marion County School  
3713 District shall be One Hundred Seven Thousand Eight Hundred  
3714 Sixty-five Dollars (\$107,865.00). During this moratorium period  
3715 on the superintendent's salary the local school board shall not  
3716 authorize a salary increase for any individual serving in the  
3717 capacity as district superintendent upon the effective date of  
3718 this act.

3719 (b) (i) If by reason of resignation or termination the  
3720 office of superintendent for the Marion County School District  
3721 becomes vacant during the moratorium period, the school board, in  
3722 establishing the salary of the newly appointed or elected  
3723 superintendent of schools, shall not compensate said person in an  
3724 amount exceeding the salary of the immediate preceding  
3725 superintendent.



3726 (ii) If by reason of resignation or termination  
3727 the office of superintendent for the Marion County School District  
3728 becomes vacant after July 1, 2019, the school board, in  
3729 establishing the salary of the newly appointed or elected  
3730 superintendent of schools, shall comply with the provisions of  
3731 Section 37-9-37, and shall not compensate said person in an amount  
3732 exceeding the salary of the immediate preceding superintendent.  
3733 However, before entering into a contractual agreement for services  
3734 and compensation as superintendent, the school board shall first  
3735 submit the proposed salary to the State Department of Education  
3736 for approval, based on factors established by the department to  
3737 assess the qualifications and experience of the person selected  
3738 for the office of superintendent as provided under subsection (2)  
3739 of this section.

3740 (2) The State Department of Education, in addition to using  
3741 the provisions of Section 37-9-37 as an indicator of administrator  
3742 competencies for superintendents' salary approval, shall establish  
3743 an independent rubric to calculate a school district's progressive  
3744 improvement in determining the eligibility of a superintendent for  
3745 a salary increase based on the recommendation submitted by the  
3746 local school board, using the raw, unranked and unweighted  
3747 standardized test score from all student assessments, adopted by  
3748 the State Board of Education and administered in accordance with  
3749 the statewide testing program established under the provisions of  
3750 Chapter 16, Title 37, Mississippi Code of 1972.



3751 (3) As used in this section the term "progressive  
3752 improvement" means evidence-based, empirical data that  
3753 demonstrates a school district's consistent level of overall  
3754 achievement from year-to-year in meeting and surpassing the  
3755 benchmarks established by the State Department of Education, as  
3756 determined by proficiency on statewide summative assessments,  
3757 increased graduation rates, reduced dropout rates and increases in  
3758 the district's accreditation rating.

3759 **SECTION 78.** (1) (a) Notwithstanding any laws of the State  
3760 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3761 2019, the salary of the Superintendent of the Marshall County  
3762 School District shall be One Hundred One Thousand Eight Hundred  
3763 Forty-six Dollars (\$101,846.00). During this moratorium period on  
3764 the superintendent's salary the local school board shall not  
3765 authorize a salary increase for any individual serving in the  
3766 capacity as district superintendent upon the effective date of  
3767 this act.

3768 (b) (i) If by reason of resignation or termination the  
3769 office of superintendent for the Marshall County School District  
3770 becomes vacant during the moratorium period, the school board, in  
3771 establishing the salary of the newly appointed or elected  
3772 superintendent of schools, shall not compensate said person in an  
3773 amount exceeding the salary of the immediate preceding  
3774 superintendent.



3775                   (ii) If by reason of resignation or termination  
3776 the office of superintendent for the Marshall County School  
3777 District becomes vacant after July 1, 2019, the school board, in  
3778 establishing the salary of the newly appointed or elected  
3779 superintendent of schools, shall comply with the provisions of  
3780 Section 37-9-37, and shall not compensate said person in an amount  
3781 exceeding the salary of the immediate preceding superintendent.  
3782 However, before entering into a contractual agreement for services  
3783 and compensation as superintendent, the school board shall first  
3784 submit the proposed salary to the State Department of Education  
3785 for approval, based on factors established by the department to  
3786 assess the qualifications and experience of the person selected  
3787 for the office of superintendent as provided under subsection (2)  
3788 of this section.

3789           (2) The State Department of Education, in addition to using  
3790 the provisions of Section 37-9-37 as an indicator of administrator  
3791 competencies for superintendents' salary approval, shall establish  
3792 an independent rubric to calculate a school district's progressive  
3793 improvement in determining the eligibility of a superintendent for  
3794 a salary increase based on the recommendation submitted by the  
3795 local school board, using the raw, unranked and unweighted  
3796 standardized test score from all student assessments, adopted by  
3797 the State Board of Education and administered in accordance with  
3798 the statewide testing program established under the provisions of  
3799 Chapter 16, Title 37, Mississippi Code of 1972.



3800 (3) As used in this section the term "progressive  
3801 improvement" means evidence-based, empirical data that  
3802 demonstrates a school district's consistent level of overall  
3803 achievement from year-to-year in meeting and surpassing the  
3804 benchmarks established by the State Department of Education, as  
3805 determined by proficiency on statewide summative assessments,  
3806 increased graduation rates, reduced dropout rates and increases in  
3807 the district's accreditation rating.

3808 **SECTION 79.** (1) (a) Notwithstanding any laws of the State  
3809 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3810 2019, the salary of the Superintendent of the McComb School  
3811 District shall be One Hundred Fifty-two Thousand Seven Hundred  
3812 Twenty-five Dollars (\$152,725.00). During this moratorium period  
3813 on the superintendent's salary the local school board shall not  
3814 authorize a salary increase for any individual serving in the  
3815 capacity as district superintendent upon the effective date of  
3816 this act.

3817 (b) (i) If by reason of resignation or termination the  
3818 office of superintendent for the McComb School District becomes  
3819 vacant during the moratorium period, the school board, in  
3820 establishing the salary of the newly appointed or elected  
3821 superintendent of schools, shall not compensate said person in an  
3822 amount exceeding the salary of the immediate preceding  
3823 superintendent.



3824 (ii) If by reason of resignation or termination  
3825 the office of superintendent for the McComb School District  
3826 becomes vacant after July 1, 2019, the school board, in  
3827 establishing the salary of the newly appointed or elected  
3828 superintendent of schools, shall comply with the provisions of  
3829 Section 37-9-37, and shall not compensate said person in an amount  
3830 exceeding the salary of the immediate preceding superintendent.  
3831 However, before entering into a contractual agreement for services  
3832 and compensation as superintendent, the school board shall first  
3833 submit the proposed salary to the State Department of Education  
3834 for approval, based on factors established by the department to  
3835 assess the qualifications and experience of the person selected  
3836 for the office of superintendent as provided under subsection (2)  
3837 of this section.

3838 (2) The State Department of Education, in addition to using  
3839 the provisions of Section 37-9-37 as an indicator of administrator  
3840 competencies for superintendents' salary approval, shall establish  
3841 an independent rubric to calculate a school district's progressive  
3842 improvement in determining the eligibility of a superintendent for  
3843 a salary increase based on the recommendation submitted by the  
3844 local school board, using the raw, unranked and unweighted  
3845 standardized test score from all student assessments, adopted by  
3846 the State Board of Education and administered in accordance with  
3847 the statewide testing program established under the provisions of  
3848 Chapter 16, Title 37, Mississippi Code of 1972.



3849 (3) As used in this section the term "progressive  
3850 improvement" means evidence-based, empirical data that  
3851 demonstrates a school district's consistent level of overall  
3852 achievement from year-to-year in meeting and surpassing the  
3853 benchmarks established by the State Department of Education, as  
3854 determined by proficiency on statewide summative assessments,  
3855 increased graduation rates, reduced dropout rates and increases in  
3856 the district's accreditation rating.

3857 **SECTION 80.** (1) (a) Notwithstanding any laws of the State  
3858 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3859 2019, the salary of the Superintendent of the Meridian Public  
3860 School District shall be One Hundred Sixty-one Thousand Dollars  
3861 (\$161,000.00). During this moratorium period on the  
3862 superintendent's salary the local school board shall not authorize  
3863 a salary increase for any individual serving in the capacity as  
3864 district superintendent upon the effective date of this act.

3865 (b) (i) If by reason of resignation or termination the  
3866 office of superintendent for the Meridian Public School District  
3867 becomes vacant during the moratorium period, the school board, in  
3868 establishing the salary of the newly appointed or elected  
3869 superintendent of schools, shall not compensate said person in an  
3870 amount exceeding the salary of the immediate preceding  
3871 superintendent.

3872 (ii) If by reason of resignation or termination  
3873 the office of superintendent for the Meridian Public School



3874 District becomes vacant after July 1, 2019, the school board, in  
3875 establishing the salary of the newly appointed or elected  
3876 superintendent of schools, shall comply with the provisions of  
3877 Section 37-9-37, and shall not compensate said person in an amount  
3878 exceeding the salary of the immediate preceding superintendent.  
3879 However, before entering into a contractual agreement for services  
3880 and compensation as superintendent, the school board shall first  
3881 submit the proposed salary to the State Department of Education  
3882 for approval, based on factors established by the department to  
3883 assess the qualifications and experience of the person selected  
3884 for the office of superintendent as provided under subsection (2)  
3885 of this section.

3886 (2) The State Department of Education, in addition to using  
3887 the provisions of Section 37-9-37 as an indicator of administrator  
3888 competencies for superintendents' salary approval, shall establish  
3889 an independent rubric to calculate a school district's progressive  
3890 improvement in determining the eligibility of a superintendent for  
3891 a salary increase based on the recommendation submitted by the  
3892 local school board, using the raw, unranked and unweighted  
3893 standardized test score from all student assessments, adopted by  
3894 the State Board of Education and administered in accordance with  
3895 the statewide testing program established under the provisions of  
3896 Chapter 16, Title 37, Mississippi Code of 1972.

3897 (3) As used in this section the term "progressive  
3898 improvement" means evidence-based, empirical data that



3899 demonstrates a school district's consistent level of overall  
3900 achievement from year-to-year in meeting and surpassing the  
3901 benchmarks established by the State Department of Education, as  
3902 determined by proficiency on statewide summative assessments,  
3903 increased graduation rates, reduced dropout rates and increases in  
3904 the district's accreditation rating.

3905       **SECTION 81.** (1) (a) Notwithstanding any laws of the State  
3906 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3907 2019, the salary of the Director of the Mississippi School for  
3908 Mathematics and Science shall be Ninety-three Thousand Six Hundred  
3909 Ninety-eight Dollars (\$93,698.00). During this moratorium period  
3910 on the director's salary, the State Board of Education, shall not  
3911 authorize a salary increase for any individual serving in the  
3912 capacity as director upon the effective date of this act.

3913               (b) (i) If by reason of resignation or termination the  
3914 office of director for the Mississippi School for Mathematics and  
3915 Science becomes vacant during the moratorium period, the State  
3916 Board of Education, in establishing the salary of the newly  
3917 appointed director, shall not compensate said person in an amount  
3918 exceeding the salary of the immediate preceding director.

3919               (ii) If by reason of resignation or termination  
3920 the office of director for the Mississippi School for Mathematics  
3921 and Science becomes vacant after July 1, 2019, the State Board of  
3922 Education, in establishing the salary of the newly appointed  
3923 director, shall comply with the provisions of Section 37-9-37, and



3924 shall not compensate said person in an amount exceeding the salary  
3925 of the immediate preceding director. However, before entering  
3926 into a contractual agreement for services and compensation as  
3927 director, the State Board of Education shall first submit the  
3928 proposed salary to the State Department of Education for approval,  
3929 based on factors established by the department to assess the  
3930 qualifications and experience of the person selected for the  
3931 office of director as provided under subsection (2) of this  
3932 section.

3933 (2) The State Department of Education, in addition to using  
3934 the provisions of Section 37-9-37 as an indicator of administrator  
3935 competencies for special purpose school directors' salary  
3936 approval, shall establish an independent rubric to calculate a  
3937 school's progressive improvement in determining the eligibility of  
3938 a director for a salary increase based on the recommendation  
3939 submitted by the local school board, using the raw, unranked and  
3940 unweighted standardized test score from all student assessments,  
3941 adopted by the State Board of Education and administered in  
3942 accordance with the statewide testing program established under  
3943 the provisions of Chapter 16, Title 37, Mississippi Code of 1972.

3944 (3) As used in this section the term "progressive  
3945 improvement" means evidence-based, empirical data that  
3946 demonstrates a school district's consistent level of overall  
3947 achievement from year-to-year in meeting and surpassing the  
3948 benchmarks established by the State Department of Education, as



3949 determined by proficiency on statewide summative assessments,  
3950 increased graduation rates, reduced dropout rates and increases in  
3951 the district's accreditation rating.

3952       **SECTION 82.** (1) (a) Notwithstanding any laws of the State  
3953 of Mississippi to the contrary, from July 1, 2016, until June 30,  
3954 2019, the salary of the Superintendent of the Mississippi School  
3955 for the Blind shall be Ninety-one Thousand Five Hundred Sixty  
3956 Dollars (\$91,560.00). During this moratorium period on the  
3957 superintendent's salary, the State Board of Education, shall not  
3958 authorize a salary increase for any individual serving in the  
3959 capacity as superintendent upon the effective date of this act.

3960               (b) (i) If by reason of resignation or termination the  
3961 office of superintendent for the Mississippi School for the Blind  
3962 becomes vacant during the moratorium period, the State Board of  
3963 Education, in establishing the salary of the newly appointed  
3964 superintendent, shall not compensate said person in an amount  
3965 exceeding the salary of the immediate preceding superintendent.

3966               (ii) If by reason of resignation or termination  
3967 the office of superintendent for the Mississippi School for the  
3968 Blind becomes vacant after July 1, 2019, the State Board of  
3969 Education, in establishing the salary of the newly appointed  
3970 superintendent, shall comply with the provisions of Section  
3971 37-9-37, and shall not compensate said person in an amount  
3972 exceeding the salary of the immediate preceding superintendent.

3973 However, before entering into a contractual agreement for services



3974 and compensation as superintendent, the State Board of Education  
3975 shall first submit the proposed salary to the State Department of  
3976 Education for approval, based on factors established by the  
3977 department to assess the qualifications and experience of the  
3978 person selected for the office of superintendent as provided under  
3979 subsection (2) of this section.

3980 (2) The State Department of Education, in addition to using  
3981 the provisions of Section 37-9-37 as an indicator of administrator  
3982 competencies for superintendents' salary approval, shall establish  
3983 an independent rubric to calculate a school district's progressive  
3984 improvement in determining the eligibility of a superintendent for  
3985 a salary increase based on the recommendation submitted by the  
3986 local school board, using the raw, unranked and unweighted  
3987 standardized test score from all student assessments, adopted by  
3988 the State Board of Education and administered in accordance with  
3989 the statewide testing program established under the provisions of  
3990 Chapter 16, Title 37, Mississippi Code of 1972.

3991 (3) As used in this section the term "progressive  
3992 improvement" means evidence-based, empirical data that  
3993 demonstrates a school district's consistent level of overall  
3994 achievement from year-to-year in meeting and surpassing the  
3995 benchmarks established by the State Department of Education, as  
3996 determined by proficiency on statewide summative assessments,  
3997 increased graduation rates, reduced dropout rates and increases in  
3998 the district's accreditation rating.



3999           **SECTION 83.** (1) (a) Notwithstanding any laws of the State  
4000 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4001 2019, the salary of the Superintendent of the Mississippi School  
4002 for the Deaf shall be Ninety-one Thousand Five Hundred Sixty  
4003 Dollars (\$91,560.00). During this moratorium period on the  
4004 superintendent's salary, the State Board of Education, shall not  
4005 authorize a salary increase for any individual serving in the  
4006 capacity as superintendent upon the effective date of this act.

4007                   (b) (i) If by reason of resignation or termination the  
4008 office of superintendent for the Mississippi School for the Deaf  
4009 becomes vacant during the moratorium period, the State Board of  
4010 Education, in establishing the salary of the newly appointed  
4011 superintendent, shall not compensate said person in an amount  
4012 exceeding the salary of the immediate preceding superintendent.

4013                   (ii) If by reason of resignation or termination  
4014 the office of superintendent for the Mississippi School for the  
4015 Deaf becomes vacant after July 1, 2019, the State Board of  
4016 Education, in establishing the salary of the newly appointed  
4017 superintendent, shall comply with the provisions of Section  
4018 37-9-37, and shall not compensate said person in an amount  
4019 exceeding the salary of the immediate preceding superintendent.  
4020 However, before entering into a contractual agreement for services  
4021 and compensation as superintendent, the State Board of Education  
4022 shall first submit the proposed salary to the State Department of  
4023 Education for approval, based on factors established by the



4024 department to assess the qualifications and experience of the  
4025 person selected for the office of superintendent as provided under  
4026 subsection (2) of this section.

4027 (2) The State Department of Education, in addition to using  
4028 the provisions of Section 37-9-37 as an indicator of administrator  
4029 competencies for superintendents' salary approval, shall establish  
4030 an independent rubric to calculate a school district's progressive  
4031 improvement in determining the eligibility of a superintendent for  
4032 a salary increase based on the recommendation submitted by the  
4033 local school board, using the raw, unranked and unweighted  
4034 standardized test score from all student assessments, adopted by  
4035 the State Board of Education and administered in accordance with  
4036 the statewide testing program established under the provisions of  
4037 Chapter 16, Title 37, Mississippi Code of 1972.

4038 (3) As used in this section the term "progressive  
4039 improvement" means evidence-based, empirical data that  
4040 demonstrates a school district's consistent level of overall  
4041 achievement from year-to-year in meeting and surpassing the  
4042 benchmarks established by the State Department of Education, as  
4043 determined by proficiency on statewide summative assessments,  
4044 increased graduation rates, reduced dropout rates and increases in  
4045 the district's accreditation rating.

4046 **SECTION 84.** (1) (a) Notwithstanding any laws of the State  
4047 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4048 2019, the salary of the Director of the Mississippi School of the



4049 Arts shall be Ninety-six Thousand Ninety-eight Dollars  
4050 (\$96,098.00). During this moratorium period on the director's  
4051 salary, the State Board of Education, shall not authorize a salary  
4052 increase for any individual serving in the capacity as director  
4053 upon the effective date of this act.

4054 (b) (i) If by reason of resignation or termination the  
4055 office of director for the Mississippi School of the Arts becomes  
4056 vacant during the moratorium period, the State Board of Education,  
4057 in establishing the salary of the newly appointed director, shall  
4058 not compensate said person in an amount exceeding the salary of  
4059 the immediate preceding director.

4060 (ii) If by reason of resignation or termination  
4061 the office of director for the Mississippi School of the Arts  
4062 becomes vacant after July 1, 2019, the State Board of Education,  
4063 in establishing the salary of the newly appointed director, shall  
4064 comply with the provisions of Section 37-9-37, and shall not  
4065 compensate said person in an amount exceeding the salary of the  
4066 immediate preceding director. However, before entering into a  
4067 contractual agreement for services and compensation as director,  
4068 the State Board of Education shall first submit the proposed  
4069 salary to the State Department of Education for approval, based on  
4070 factors established by the department to assess the qualifications  
4071 and experience of the person selected for the office of director  
4072 as provided under subsection (2) of this section.



4073           (2) The State Department of Education, in addition to using  
4074 the provisions of Section 37-9-37 as an indicator of administrator  
4075 competencies for special purpose school directors' salary  
4076 approval, shall establish an independent rubric to calculate a  
4077 school's progressive improvement in determining the eligibility of  
4078 a director for a salary increase based on the recommendation  
4079 submitted by the local school board, using the raw, unranked and  
4080 unweighted standardized test score from all student assessments,  
4081 adopted by the State Board of Education and administered in  
4082 accordance with the statewide testing program established under  
4083 the provisions of Chapter 16, Title 37, Mississippi Code of 1972.

4084           (3) As used in this section the term "progressive  
4085 improvement" means evidence-based, empirical data that  
4086 demonstrates a school district's consistent level of overall  
4087 achievement from year-to-year in meeting and surpassing the  
4088 benchmarks established by the State Department of Education, as  
4089 determined by proficiency on statewide summative assessments,  
4090 increased graduation rates, reduced dropout rates and increases in  
4091 the district's accreditation rating.

4092           **SECTION 85.** (1) (a) Notwithstanding any laws of the State  
4093 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4094 2019, the salary of the Superintendent of the Monroe County School  
4095 District shall be One Hundred Twelve Thousand Dollars  
4096 (\$112,000.00). During this moratorium period on the  
4097 superintendent's salary the local school board shall not authorize



4098 a salary increase for any individual serving in the capacity as  
4099 district superintendent upon the effective date of this act.

4100 (b) (i) If by reason of resignation or termination the  
4101 office of superintendent for the Monroe County School District  
4102 becomes vacant during the moratorium period, the school board, in  
4103 establishing the salary of the newly appointed or elected  
4104 superintendent of schools, shall not compensate said person in an  
4105 amount exceeding the salary of the immediate preceding  
4106 superintendent.

4107 (ii) If by reason of resignation or termination  
4108 the office of superintendent for the Monroe County School District  
4109 becomes vacant after July 1, 2019, the school board, in  
4110 establishing the salary of the newly appointed or elected  
4111 superintendent of schools, shall comply with the provisions of  
4112 Section 37-9-37, and shall not compensate said person in an amount  
4113 exceeding the salary of the immediate preceding superintendent.  
4114 However, before entering into a contractual agreement for services  
4115 and compensation as superintendent, the school board shall first  
4116 submit the proposed salary to the State Department of Education  
4117 for approval, based on factors established by the department to  
4118 assess the qualifications and experience of the person selected  
4119 for the office of superintendent as provided under subsection (2)  
4120 of this section.

4121 (2) The State Department of Education, in addition to using  
4122 the provisions of Section 37-9-37 as an indicator of administrator



4123 competencies for superintendents' salary approval, shall establish  
4124 an independent rubric to calculate a school district's progressive  
4125 improvement in determining the eligibility of a superintendent for  
4126 a salary increase based on the recommendation submitted by the  
4127 local school board, using the raw, unranked and unweighted  
4128 standardized test score from all student assessments, adopted by  
4129 the State Board of Education and administered in accordance with  
4130 the statewide testing program established under the provisions of  
4131 Chapter 16, Title 37, Mississippi Code of 1972.

4132 (3) As used in this section the term "progressive  
4133 improvement" means evidence-based, empirical data that  
4134 demonstrates a school district's consistent level of overall  
4135 achievement from year-to-year in meeting and surpassing the  
4136 benchmarks established by the State Department of Education, as  
4137 determined by proficiency on statewide summative assessments,  
4138 increased graduation rates, reduced dropout rates and increases in  
4139 the district's accreditation rating.

4140 **SECTION 86.** (1) (a) Notwithstanding any laws of the State  
4141 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4142 2019, the salary of the Superintendent of the Montgomery County  
4143 School District shall be Seventy-five Thousand One Hundred Ninety  
4144 Dollars (\$75,190.00). During this moratorium period on the  
4145 superintendent's salary the local school board shall not authorize  
4146 a salary increase for any individual serving in the capacity as  
4147 district superintendent upon the effective date of this act.



4148 (b) (i) If by reason of resignation or termination the  
4149 office of superintendent for the Montgomery County School District  
4150 becomes vacant during the moratorium period, the school board, in  
4151 establishing the salary of the newly appointed or elected  
4152 superintendent of schools, shall not compensate said person in an  
4153 amount exceeding the salary of the immediate preceding  
4154 superintendent.

4155 (ii) If by reason of resignation or termination  
4156 the office of superintendent for the Montgomery County School  
4157 District becomes vacant after July 1, 2019, the school board, in  
4158 establishing the salary of the newly appointed or elected  
4159 superintendent of schools, shall comply with the provisions of  
4160 Section 37-9-37, and shall not compensate said person in an amount  
4161 exceeding the salary of the immediate preceding superintendent.  
4162 However, before entering into a contractual agreement for services  
4163 and compensation as superintendent, the school board shall first  
4164 submit the proposed salary to the State Department of Education  
4165 for approval, based on factors established by the department to  
4166 assess the qualifications and experience of the person selected  
4167 for the office of superintendent as provided under subsection (2)  
4168 of this section.

4169 (2) The State Department of Education, in addition to using  
4170 the provisions of Section 37-9-37 as an indicator of administrator  
4171 competencies for superintendents' salary approval, shall establish  
4172 an independent rubric to calculate a school district's progressive



4173 improvement in determining the eligibility of a superintendent for  
4174 a salary increase based on the recommendation submitted by the  
4175 local school board, using the raw, unranked and unweighted  
4176 standardized test score from all student assessments, adopted by  
4177 the State Board of Education and administered in accordance with  
4178 the statewide testing program established under the provisions of  
4179 Chapter 16, Title 37, Mississippi Code of 1972.

4180 (3) As used in this section the term "progressive  
4181 improvement" means evidence-based, empirical data that  
4182 demonstrates a school district's consistent level of overall  
4183 achievement from year-to-year in meeting and surpassing the  
4184 benchmarks established by the State Department of Education, as  
4185 determined by proficiency on statewide summative assessments,  
4186 increased graduation rates, reduced dropout rates and increases in  
4187 the district's accreditation rating.

4188 **SECTION 87.** (1) (a) Notwithstanding any laws of the State  
4189 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4190 2019, the salary of the Superintendent of the Moss Point Separate  
4191 School District shall be One Hundred Fifteen Thousand Dollars  
4192 (\$115,000.00). During this moratorium period on the  
4193 superintendent's salary the local school board shall not authorize  
4194 a salary increase for any individual serving in the capacity as  
4195 district superintendent upon the effective date of this act.

4196 (b) (i) If by reason of resignation or termination the  
4197 office of superintendent for the Moss Point Separate School



4198 District becomes vacant during the moratorium period, the school  
4199 board, in establishing the salary of the newly appointed or  
4200 elected superintendent of schools, shall not compensate said  
4201 person in an amount exceeding the salary of the immediate  
4202 preceding superintendent.

4203                   (ii) If by reason of resignation or termination  
4204 the office of superintendent for the Moss Point Separate School  
4205 District becomes vacant after July 1, 2019, the school board, in  
4206 establishing the salary of the newly appointed or elected  
4207 superintendent of schools, shall comply with the provisions of  
4208 Section 37-9-37, and shall not compensate said person in an amount  
4209 exceeding the salary of the immediate preceding superintendent.  
4210 However, before entering into a contractual agreement for services  
4211 and compensation as superintendent, the school board shall first  
4212 submit the proposed salary to the State Department of Education  
4213 for approval, based on factors established by the department to  
4214 assess the qualifications and experience of the person selected  
4215 for the office of superintendent as provided under subsection (2)  
4216 of this section.

4217           (2) The State Department of Education, in addition to using  
4218 the provisions of Section 37-9-37 as an indicator of administrator  
4219 competencies for superintendents' salary approval, shall establish  
4220 an independent rubric to calculate a school district's progressive  
4221 improvement in determining the eligibility of a superintendent for  
4222 a salary increase based on the recommendation submitted by the



4223 local school board, using the raw, unranked and unweighted  
4224 standardized test score from all student assessments, adopted by  
4225 the State Board of Education and administered in accordance with  
4226 the statewide testing program established under the provisions of  
4227 Chapter 16, Title 37, Mississippi Code of 1972.

4228 (3) As used in this section the term "progressive  
4229 improvement" means evidence-based, empirical data that  
4230 demonstrates a school district's consistent level of overall  
4231 achievement from year-to-year in meeting and surpassing the  
4232 benchmarks established by the State Department of Education, as  
4233 determined by proficiency on statewide summative assessments,  
4234 increased graduation rates, reduced dropout rates and increases in  
4235 the district's accreditation rating.

4236 **SECTION 88.** (1) (a) Notwithstanding any laws of the State  
4237 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4238 2019, the salary of the Superintendent of the Natchez-Adams School  
4239 District shall be One Hundred Thirty-three Thousand Five Hundred  
4240 Dollars (\$133,500.00). During this moratorium period on the  
4241 superintendent's salary the local school board shall not authorize  
4242 a salary increase for any individual serving in the capacity as  
4243 district superintendent upon the effective date of this act.

4244 (b) (i) If by reason of resignation or termination the  
4245 office of superintendent for the Natchez-Adams School District  
4246 becomes vacant during the moratorium period, the school board, in  
4247 establishing the salary of the newly appointed or elected



4248 superintendent of schools, shall not compensate said person in an  
4249 amount exceeding the salary of the immediate preceding  
4250 superintendent.

4251 (ii) If by reason of resignation or termination  
4252 the office of superintendent for the Natchez-Adams School District  
4253 becomes vacant after July 1, 2019, the school board, in  
4254 establishing the salary of the newly appointed or elected  
4255 superintendent of schools, shall comply with the provisions of  
4256 Section 37-9-37, and shall not compensate said person in an amount  
4257 exceeding the salary of the immediate preceding superintendent.  
4258 However, before entering into a contractual agreement for services  
4259 and compensation as superintendent, the school board shall first  
4260 submit the proposed salary to the State Department of Education  
4261 for approval, based on factors established by the department to  
4262 assess the qualifications and experience of the person selected  
4263 for the office of superintendent as provided under subsection (2)  
4264 of this section.

4265 (2) The State Department of Education, in addition to using  
4266 the provisions of Section 37-9-37 as an indicator of administrator  
4267 competencies for superintendents' salary approval, shall establish  
4268 an independent rubric to calculate a school district's progressive  
4269 improvement in determining the eligibility of a superintendent for  
4270 a salary increase based on the recommendation submitted by the  
4271 local school board, using the raw, unranked and unweighted  
4272 standardized test score from all student assessments, adopted by



4273 the State Board of Education and administered in accordance with  
4274 the statewide testing program established under the provisions of  
4275 Chapter 16, Title 37, Mississippi Code of 1972.

4276 (3) As used in this section the term "progressive  
4277 improvement" means evidence-based, empirical data that  
4278 demonstrates a school district's consistent level of overall  
4279 achievement from year-to-year in meeting and surpassing the  
4280 benchmarks established by the State Department of Education, as  
4281 determined by proficiency on statewide summative assessments,  
4282 increased graduation rates, reduced dropout rates and increases in  
4283 the district's accreditation rating.

4284 **SECTION 89.** (1) (a) Notwithstanding any laws of the State  
4285 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4286 2019, the salary of the Superintendent of the Neshoba County  
4287 School District shall be Ninety Thousand Dollars (\$90,000.00).  
4288 During this moratorium period on the superintendent's salary the  
4289 local school board shall not authorize a salary increase for any  
4290 individual serving in the capacity as district superintendent upon  
4291 the effective date of this act.

4292 (b) (i) If by reason of resignation or termination the  
4293 office of superintendent for the Neshoba County School District  
4294 becomes vacant during the moratorium period, the school board, in  
4295 establishing the salary of the newly appointed or elected  
4296 superintendent of schools, shall not compensate said person in an



4297 amount exceeding the salary of the immediate preceding  
4298 superintendent.

4299 (ii) If by reason of resignation or termination  
4300 the office of superintendent for the Neshoba County School  
4301 District becomes vacant after July 1, 2019, the school board, in  
4302 establishing the salary of the newly appointed or elected  
4303 superintendent of schools, shall comply with the provisions of  
4304 Section 37-9-37, and shall not compensate said person in an amount  
4305 exceeding the salary of the immediate preceding superintendent.  
4306 However, before entering into a contractual agreement for services  
4307 and compensation as superintendent, the school board shall first  
4308 submit the proposed salary to the State Department of Education  
4309 for approval, based on factors established by the department to  
4310 assess the qualifications and experience of the person selected  
4311 for the office of superintendent as provided under subsection (2)  
4312 of this section.

4313 (2) The State Department of Education, in addition to using  
4314 the provisions of Section 37-9-37 as an indicator of administrator  
4315 competencies for superintendents' salary approval, shall establish  
4316 an independent rubric to calculate a school district's progressive  
4317 improvement in determining the eligibility of a superintendent for  
4318 a salary increase based on the recommendation submitted by the  
4319 local school board, using the raw, unranked and unweighted  
4320 standardized test score from all student assessments, adopted by  
4321 the State Board of Education and administered in accordance with



4322 the statewide testing program established under the provisions of  
4323 Chapter 16, Title 37, Mississippi Code of 1972.

4324 (3) As used in this section the term "progressive  
4325 improvement" means evidence-based, empirical data that  
4326 demonstrates a school district's consistent level of overall  
4327 achievement from year-to-year in meeting and surpassing the  
4328 benchmarks established by the State Department of Education, as  
4329 determined by proficiency on statewide summative assessments,  
4330 increased graduation rates, reduced dropout rates and increases in  
4331 the district's accreditation rating.

4332 **SECTION 90.** (1) (a) Notwithstanding any laws of the State  
4333 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4334 2019, the salary of the Superintendent of the Nettleton School  
4335 District shall be Ninety-five Thousand Dollars (\$95,000.00).  
4336 During this moratorium period on the superintendent's salary the  
4337 local school board shall not authorize a salary increase for any  
4338 individual serving in the capacity as district superintendent upon  
4339 the effective date of this act.

4340 (b) (i) If by reason of resignation or termination the  
4341 office of superintendent for the Nettleton School District becomes  
4342 vacant during the moratorium period, the school board, in  
4343 establishing the salary of the newly appointed or elected  
4344 superintendent of schools, shall not compensate said person in an  
4345 amount exceeding the salary of the immediate preceding  
4346 superintendent.



4347                   (ii) If by reason of resignation or termination  
4348 the office of superintendent for the Nettleton School District  
4349 becomes vacant after July 1, 2019, the school board, in  
4350 establishing the salary of the newly appointed or elected  
4351 superintendent of schools, shall comply with the provisions of  
4352 Section 37-9-37, and shall not compensate said person in an amount  
4353 exceeding the salary of the immediate preceding superintendent.  
4354 However, before entering into a contractual agreement for services  
4355 and compensation as superintendent, the school board shall first  
4356 submit the proposed salary to the State Department of Education  
4357 for approval, based on factors established by the department to  
4358 assess the qualifications and experience of the person selected  
4359 for the office of superintendent as provided under subsection (2)  
4360 of this section.

4361           (2) The State Department of Education, in addition to using  
4362 the provisions of Section 37-9-37 as an indicator of administrator  
4363 competencies for superintendents' salary approval, shall establish  
4364 an independent rubric to calculate a school district's progressive  
4365 improvement in determining the eligibility of a superintendent for  
4366 a salary increase based on the recommendation submitted by the  
4367 local school board, using the raw, unranked and unweighted  
4368 standardized test score from all student assessments, adopted by  
4369 the State Board of Education and administered in accordance with  
4370 the statewide testing program established under the provisions of  
4371 Chapter 16, Title 37, Mississippi Code of 1972.



4372 (3) As used in this section the term "progressive  
4373 improvement" means evidence-based, empirical data that  
4374 demonstrates a school district's consistent level of overall  
4375 achievement from year-to-year in meeting and surpassing the  
4376 benchmarks established by the State Department of Education, as  
4377 determined by proficiency on statewide summative assessments,  
4378 increased graduation rates, reduced dropout rates and increases in  
4379 the district's accreditation rating.

4380 **SECTION 91.** (1) (a) Notwithstanding any laws of the State  
4381 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4382 2019, the salary of the Superintendent of the New Albany Public  
4383 School District shall be One Hundred Twenty-five Thousand Dollars  
4384 (\$125,000.00). During this moratorium period on the  
4385 superintendent's salary the local school board shall not authorize  
4386 a salary increase for any individual serving in the capacity as  
4387 district superintendent upon the effective date of this act.

4388 (b) (i) If by reason of resignation or termination the  
4389 office of superintendent for the New Albany Public School District  
4390 becomes vacant during the moratorium period, the school board, in  
4391 establishing the salary of the newly appointed or elected  
4392 superintendent of schools, shall not compensate said person in an  
4393 amount exceeding the salary of the immediate preceding  
4394 superintendent.

4395 (ii) If by reason of resignation or termination  
4396 the office of superintendent for the New Albany Public School



4397 District becomes vacant after July 1, 2019, the school board, in  
4398 establishing the salary of the newly appointed or elected  
4399 superintendent of schools, shall comply with the provisions of  
4400 Section 37-9-37, and shall not compensate said person in an amount  
4401 exceeding the salary of the immediate preceding superintendent.  
4402 However, before entering into a contractual agreement for services  
4403 and compensation as superintendent, the school board shall first  
4404 submit the proposed salary to the State Department of Education  
4405 for approval, based on factors established by the department to  
4406 assess the qualifications and experience of the person selected  
4407 for the office of superintendent as provided under subsection (2)  
4408 of this section.

4409 (2) The State Department of Education, in addition to using  
4410 the provisions of Section 37-9-37 as an indicator of administrator  
4411 competencies for superintendents' salary approval, shall establish  
4412 an independent rubric to calculate a school district's progressive  
4413 improvement in determining the eligibility of a superintendent for  
4414 a salary increase based on the recommendation submitted by the  
4415 local school board, using the raw, unranked and unweighted  
4416 standardized test score from all student assessments, adopted by  
4417 the State Board of Education and administered in accordance with  
4418 the statewide testing program established under the provisions of  
4419 Chapter 16, Title 37, Mississippi Code of 1972.

4420 (3) As used in this section the term "progressive  
4421 improvement" means evidence-based, empirical data that



4422 demonstrates a school district's consistent level of overall  
4423 achievement from year-to-year in meeting and surpassing the  
4424 benchmarks established by the State Department of Education, as  
4425 determined by proficiency on statewide summative assessments,  
4426 increased graduation rates, reduced dropout rates and increases in  
4427 the district's accreditation rating.

4428        **SECTION 92.** (1) (a) Notwithstanding any laws of the State  
4429 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4430 2019, the salary of the Superintendent of the Newton County School  
4431 District shall be Eighty-six Thousand Five Hundred Dollars  
4432 (\$86,500.00). During this moratorium period on the  
4433 superintendent's salary the local school board shall not authorize  
4434 a salary increase for any individual serving in the capacity as  
4435 district superintendent upon the effective date of this act.

4436           (b) (i) If by reason of resignation or termination the  
4437 office of superintendent for the Newton County School District  
4438 becomes vacant during the moratorium period, the school board, in  
4439 establishing the salary of the newly appointed or elected  
4440 superintendent of schools, shall not compensate said person in an  
4441 amount exceeding the salary of the immediate preceding  
4442 superintendent.

4443           (ii) If by reason of resignation or termination  
4444 the office of superintendent for the Newton County School District  
4445 becomes vacant after July 1, 2019, the school board, in  
4446 establishing the salary of the newly appointed or elected



4447 superintendent of schools, shall comply with the provisions of  
4448 Section 37-9-37, and shall not compensate said person in an amount  
4449 exceeding the salary of the immediate preceding superintendent.  
4450 However, before entering into a contractual agreement for services  
4451 and compensation as superintendent, the school board shall first  
4452 submit the proposed salary to the State Department of Education  
4453 for approval, based on factors established by the department to  
4454 assess the qualifications and experience of the person selected  
4455 for the office of superintendent as provided under subsection (2)  
4456 of this section.

4457 (2) The State Department of Education, in addition to using  
4458 the provisions of Section 37-9-37 as an indicator of administrator  
4459 competencies for superintendents' salary approval, shall establish  
4460 an independent rubric to calculate a school district's progressive  
4461 improvement in determining the eligibility of a superintendent for  
4462 a salary increase based on the recommendation submitted by the  
4463 local school board, using the raw, unranked and unweighted  
4464 standardized test score from all student assessments, adopted by  
4465 the State Board of Education and administered in accordance with  
4466 the statewide testing program established under the provisions of  
4467 Chapter 16, Title 37, Mississippi Code of 1972.

4468 (3) As used in this section the term "progressive  
4469 improvement" means evidence-based, empirical data that  
4470 demonstrates a school district's consistent level of overall  
4471 achievement from year-to-year in meeting and surpassing the



4472 benchmarks established by the State Department of Education, as  
4473 determined by proficiency on statewide summative assessments,  
4474 increased graduation rates, reduced dropout rates and increases in  
4475 the district's accreditation rating.

4476         **SECTION 93.** (1) (a) Notwithstanding any laws of the State  
4477 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4478 2019, the salary of the Superintendent of the Newton Municipal  
4479 School District shall be One Hundred Nine Thousand Fifteen Dollars  
4480 (\$109,015.00). During this moratorium period on the  
4481 superintendent's salary the local school board shall not authorize  
4482 a salary increase for any individual serving in the capacity as  
4483 district superintendent upon the effective date of this act.

4484                 (b) (i) If by reason of resignation or termination the  
4485 office of superintendent for the Newton Municipal School District  
4486 becomes vacant during the moratorium period, the school board, in  
4487 establishing the salary of the newly appointed or elected  
4488 superintendent of schools, shall not compensate said person in an  
4489 amount exceeding the salary of the immediate preceding  
4490 superintendent.

4491                 (ii) If by reason of resignation or termination  
4492 the office of superintendent for the Newton Municipal School  
4493 District becomes vacant after July 1, 2019, the school board, in  
4494 establishing the salary of the newly appointed or elected  
4495 superintendent of schools, shall comply with the provisions of  
4496 Section 37-9-37, and shall not compensate said person in an amount



4497 exceeding the salary of the immediate preceding superintendent.  
4498 However, before entering into a contractual agreement for services  
4499 and compensation as superintendent, the school board shall first  
4500 submit the proposed salary to the State Department of Education  
4501 for approval, based on factors established by the department to  
4502 assess the qualifications and experience of the person selected  
4503 for the office of superintendent as provided under subsection (2)  
4504 of this section.

4505 (2) The State Department of Education, in addition to using  
4506 the provisions of Section 37-9-37 as an indicator of administrator  
4507 competencies for superintendents' salary approval, shall establish  
4508 an independent rubric to calculate a school district's progressive  
4509 improvement in determining the eligibility of a superintendent for  
4510 a salary increase based on the recommendation submitted by the  
4511 local school board, using the raw, unranked and unweighted  
4512 standardized test score from all student assessments, adopted by  
4513 the State Board of Education and administered in accordance with  
4514 the statewide testing program established under the provisions of  
4515 Chapter 16, Title 37, Mississippi Code of 1972.

4516 (3) As used in this section the term "progressive  
4517 improvement" means evidence-based, empirical data that  
4518 demonstrates a school district's consistent level of overall  
4519 achievement from year-to-year in meeting and surpassing the  
4520 benchmarks established by the State Department of Education, as  
4521 determined by proficiency on statewide summative assessments,



4522 increased graduation rates, reduced dropout rates and increases in  
4523 the district's accreditation rating.

4524         **SECTION 94.** (1) (a) Notwithstanding any laws of the State  
4525 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4526 2019, the salary of the Superintendent of the North Bolivar  
4527 Consolidated School District shall be One Hundred Fifteen Thousand  
4528 Dollars (\$115,000.00). During this moratorium period on the  
4529 superintendent's salary the local school board shall not authorize  
4530 a salary increase for any individual serving in the capacity as  
4531 district superintendent upon the effective date of this act.

4532                 (b) (i) If by reason of resignation or termination the  
4533 office of superintendent for the North Bolivar Consolidated  
4534 School District becomes vacant during the moratorium period, the  
4535 school board, in establishing the salary of the newly appointed or  
4536 elected superintendent of schools, shall not compensate said  
4537 person in an amount exceeding the salary of the immediate  
4538 preceding superintendent.

4539                 (ii) If by reason of resignation or termination  
4540 the office of superintendent for the North Bolivar Consolidated  
4541 School District becomes vacant after July 1, 2019, the school  
4542 board, in establishing the salary of the newly appointed or  
4543 elected superintendent of schools, shall comply with the  
4544 provisions of Section 37-9-37, and shall not compensate said  
4545 person in an amount exceeding the salary of the immediate  
4546 preceding superintendent. However, before entering into a



4547 contractual agreement for services and compensation as  
4548 superintendent, the school board shall first submit the proposed  
4549 salary to the State Department of Education for approval, based on  
4550 factors established by the department to assess the qualifications  
4551 and experience of the person selected for the office of  
4552 superintendent as provided under subsection (2) of this section.

4553 (2) The State Department of Education, in addition to using  
4554 the provisions of Section 37-9-37 as an indicator of administrator  
4555 competencies for superintendents' salary approval, shall establish  
4556 an independent rubric to calculate a school district's progressive  
4557 improvement in determining the eligibility of a superintendent for  
4558 a salary increase based on the recommendation submitted by the  
4559 local school board, using the raw, unranked and unweighted  
4560 standardized test score from all student assessments, adopted by  
4561 the State Board of Education and administered in accordance with  
4562 the statewide testing program established under the provisions of  
4563 Chapter 16, Title 37, Mississippi Code of 1972.

4564 (3) As used in this section the term "progressive  
4565 improvement" means evidence-based, empirical data that  
4566 demonstrates a school district's consistent level of overall  
4567 achievement from year-to-year in meeting and surpassing the  
4568 benchmarks established by the State Department of Education, as  
4569 determined by proficiency on statewide summative assessments,  
4570 increased graduation rates, reduced dropout rates and increases in  
4571 the district's accreditation rating.



4572           SECTION 95. (1) (a) Notwithstanding any laws of the State  
4573 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4574 2019, the salary of the Superintendent of the North Panola School  
4575 District shall be One Hundred Thousand Dollars (\$100,000.00).  
4576 During this moratorium period on the superintendent's salary the  
4577 local school board shall not authorize a salary increase for any  
4578 individual serving in the capacity as district superintendent upon  
4579 the effective date of this act.

4580                   (b) (i) If by reason of resignation or termination the  
4581 office of superintendent for the North Panola School District  
4582 becomes vacant during the moratorium period, the school board, in  
4583 establishing the salary of the newly appointed or elected  
4584 superintendent of schools, shall not compensate said person in an  
4585 amount exceeding the salary of the immediate preceding  
4586 superintendent.

4587                   (ii) If by reason of resignation or termination  
4588 the office of superintendent for the North Panola School District  
4589 becomes vacant after July 1, 2019, the school board, in  
4590 establishing the salary of the newly appointed or elected  
4591 superintendent of schools, shall comply with the provisions of  
4592 Section 37-9-37, and shall not compensate said person in an amount  
4593 exceeding the salary of the immediate preceding superintendent.  
4594 However, before entering into a contractual agreement for services  
4595 and compensation as superintendent, the school board shall first  
4596 submit the proposed salary to the State Department of Education



4597 for approval, based on factors established by the department to  
4598 assess the qualifications and experience of the person selected  
4599 for the office of superintendent as provided under subsection (2)  
4600 of this section.

4601 (2) The State Department of Education, in addition to using  
4602 the provisions of Section 37-9-37 as an indicator of administrator  
4603 competencies for superintendents' salary approval, shall establish  
4604 an independent rubric to calculate a school district's progressive  
4605 improvement in determining the eligibility of a superintendent for  
4606 a salary increase based on the recommendation submitted by the  
4607 local school board, using the raw, unranked and unweighted  
4608 standardized test score from all student assessments, adopted by  
4609 the State Board of Education and administered in accordance with  
4610 the statewide testing program established under the provisions of  
4611 Chapter 16, Title 37, Mississippi Code of 1972.

4612 (3) As used in this section the term "progressive  
4613 improvement" means evidence-based, empirical data that  
4614 demonstrates a school district's consistent level of overall  
4615 achievement from year-to-year in meeting and surpassing the  
4616 benchmarks established by the State Department of Education, as  
4617 determined by proficiency on statewide summative assessments,  
4618 increased graduation rates, reduced dropout rates and increases in  
4619 the district's accreditation rating.

4620 **SECTION 96.** (1) (a) Notwithstanding any laws of the State  
4621 of Mississippi to the contrary, from July 1, 2016, until June 30,



4622 2019, the salary of the Superintendent of the North Pike School  
4623 District shall be One Hundred Nineteen Thousand Fifty Dollars  
4624 (\$119,050.00). During this moratorium period on the  
4625 superintendent's salary the local school board shall not authorize  
4626 a salary increase for any individual serving in the capacity as  
4627 district superintendent upon the effective date of this act.

4628 (b) (i) If by reason of resignation or termination the  
4629 office of superintendent for the North Pike School District  
4630 becomes vacant during the moratorium period, the school board, in  
4631 establishing the salary of the newly appointed or elected  
4632 superintendent of schools, shall not compensate said person in an  
4633 amount exceeding the salary of the immediate preceding  
4634 superintendent.

4635 (ii) If by reason of resignation or termination  
4636 the office of superintendent for the North Pike School District  
4637 becomes vacant after July 1, 2019, the school board, in  
4638 establishing the salary of the newly appointed or elected  
4639 superintendent of schools, shall comply with the provisions of  
4640 Section 37-9-37, and shall not compensate said person in an amount  
4641 exceeding the salary of the immediate preceding superintendent.  
4642 However, before entering into a contractual agreement for services  
4643 and compensation as superintendent, the school board shall first  
4644 submit the proposed salary to the State Department of Education  
4645 for approval, based on factors established by the department to  
4646 assess the qualifications and experience of the person selected



4647 for the office of superintendent as provided under subsection (2)  
4648 of this section.

4649 (2) The State Department of Education, in addition to using  
4650 the provisions of Section 37-9-37 as an indicator of administrator  
4651 competencies for superintendents' salary approval, shall establish  
4652 an independent rubric to calculate a school district's progressive  
4653 improvement in determining the eligibility of a superintendent for  
4654 a salary increase based on the recommendation submitted by the  
4655 local school board, using the raw, unranked and unweighted  
4656 standardized test score from all student assessments, adopted by  
4657 the State Board of Education and administered in accordance with  
4658 the statewide testing program established under the provisions of  
4659 Chapter 16, Title 37, Mississippi Code of 1972.

4660 (3) As used in this section the term "progressive  
4661 improvement" means evidence-based, empirical data that  
4662 demonstrates a school district's consistent level of overall  
4663 achievement from year-to-year in meeting and surpassing the  
4664 benchmarks established by the State Department of Education, as  
4665 determined by proficiency on statewide summative assessments,  
4666 increased graduation rates, reduced dropout rates and increases in  
4667 the district's accreditation rating.

4668 **SECTION 97.** (1) (a) Notwithstanding any laws of the State  
4669 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4670 2019, the salary of the Superintendent of the North Tippah School  
4671 District shall be One Hundred Three Thousand Eight Hundred



4672 Seventy-five Dollars (\$103,875.00). During this moratorium period  
4673 on the superintendent's salary the local school board shall not  
4674 authorize a salary increase for any individual serving in the  
4675 capacity as district superintendent upon the effective date of  
4676 this act.

4677 (b) (i) If by reason of resignation or termination the  
4678 office of superintendent for the North Tippah School District  
4679 becomes vacant during the moratorium period, the school board, in  
4680 establishing the salary of the newly appointed or elected  
4681 superintendent of schools, shall not compensate said person in an  
4682 amount exceeding the salary of the immediate preceding  
4683 superintendent.

4684 (ii) If by reason of resignation or termination  
4685 the office of superintendent for the North Tippah School District  
4686 becomes vacant after July 1, 2019, the school board, in  
4687 establishing the salary of the newly appointed or elected  
4688 superintendent of schools, shall comply with the provisions of  
4689 Section 37-9-37, and shall not compensate said person in an amount  
4690 exceeding the salary of the immediate preceding superintendent.  
4691 However, before entering into a contractual agreement for services  
4692 and compensation as superintendent, the school board shall first  
4693 submit the proposed salary to the State Department of Education  
4694 for approval, based on factors established by the department to  
4695 assess the qualifications and experience of the person selected



4696 for the office of superintendent as provided under subsection (2)  
4697 of this section.

4698 (2) The State Department of Education, in addition to using  
4699 the provisions of Section 37-9-37 as an indicator of administrator  
4700 competencies for superintendents' salary approval, shall establish  
4701 an independent rubric to calculate a school district's progressive  
4702 improvement in determining the eligibility of a superintendent for  
4703 a salary increase based on the recommendation submitted by the  
4704 local school board, using the raw, unranked and unweighted  
4705 standardized test score from all student assessments, adopted by  
4706 the State Board of Education and administered in accordance with  
4707 the statewide testing program established under the provisions of  
4708 Chapter 16, Title 37, Mississippi Code of 1972.

4709 (3) As used in this section the term "progressive  
4710 improvement" means evidence-based, empirical data that  
4711 demonstrates a school district's consistent level of overall  
4712 achievement from year-to-year in meeting and surpassing the  
4713 benchmarks established by the State Department of Education, as  
4714 determined by proficiency on statewide summative assessments,  
4715 increased graduation rates, reduced dropout rates and increases in  
4716 the district's accreditation rating.

4717 **SECTION 98.** (1) (a) Notwithstanding any laws of the State  
4718 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4719 2019, the salary of the Superintendent of the Noxubee County  
4720 School District shall be Ninety Thousand Two Hundred Seventeen



4721 Dollars (\$90,217.00). During this moratorium period on the  
4722 superintendent's salary the local school board shall not authorize  
4723 a salary increase for any individual serving in the capacity as  
4724 district superintendent upon the effective date of this act.

4725 (b) (i) If by reason of resignation or termination the  
4726 office of superintendent for the Noxubee County School District  
4727 becomes vacant during the moratorium period, the school board, in  
4728 establishing the salary of the newly appointed or elected  
4729 superintendent of schools, shall not compensate said person in an  
4730 amount exceeding the salary of the immediate preceding  
4731 superintendent.

4732 (ii) If by reason of resignation or termination  
4733 the office of superintendent for the Noxubee County School  
4734 District becomes vacant after July 1, 2019, the school board, in  
4735 establishing the salary of the newly appointed or elected  
4736 superintendent of schools, shall comply with the provisions of  
4737 Section 37-9-37, and shall not compensate said person in an amount  
4738 exceeding the salary of the immediate preceding superintendent.  
4739 However, before entering into a contractual agreement for services  
4740 and compensation as superintendent, the school board shall first  
4741 submit the proposed salary to the State Department of Education  
4742 for approval, based on factors established by the department to  
4743 assess the qualifications and experience of the person selected  
4744 for the office of superintendent as provided under subsection (2)  
4745 of this section.



4746 (2) The State Department of Education, in addition to using  
4747 the provisions of Section 37-9-37 as an indicator of administrator  
4748 competencies for superintendents' salary approval, shall establish  
4749 an independent rubric to calculate a school district's progressive  
4750 improvement in determining the eligibility of a superintendent for  
4751 a salary increase based on the recommendation submitted by the  
4752 local school board, using the raw, unranked and unweighted  
4753 standardized test score from all student assessments, adopted by  
4754 the State Board of Education and administered in accordance with  
4755 the statewide testing program established under the provisions of  
4756 Chapter 16, Title 37, Mississippi Code of 1972.

4757 (3) As used in this section the term "progressive  
4758 improvement" means evidence-based, empirical data that  
4759 demonstrates a school district's consistent level of overall  
4760 achievement from year-to-year in meeting and surpassing the  
4761 benchmarks established by the State Department of Education, as  
4762 determined by proficiency on statewide summative assessments,  
4763 increased graduation rates, reduced dropout rates and increases in  
4764 the district's accreditation rating.

4765 **SECTION 99.** (1) (a) Notwithstanding any laws of the State  
4766 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4767 2019, the salary of the Superintendent of the Ocean Springs School  
4768 District shall be One Hundred Fifty-eight Thousand Eight Hundred  
4769 Seventy-five Dollars (\$158,875.00). During this moratorium period  
4770 on the superintendent's salary the local school board shall not



4771 authorize a salary increase for any individual serving in the  
4772 capacity as district superintendent upon the effective date of  
4773 this act.

4774           (b) (i) If by reason of resignation or termination the  
4775 office of superintendent for the Ocean Springs School District  
4776 becomes vacant during the moratorium period, the school board, in  
4777 establishing the salary of the newly appointed or elected  
4778 superintendent of schools, shall not compensate said person in an  
4779 amount exceeding the salary of the immediate preceding  
4780 superintendent.

4781           (ii) If by reason of resignation or termination  
4782 the office of superintendent for the Ocean Springs School District  
4783 becomes vacant after July 1, 2019, the school board, in  
4784 establishing the salary of the newly appointed or elected  
4785 superintendent of schools, shall comply with the provisions of  
4786 Section 37-9-37, and shall not compensate said person in an amount  
4787 exceeding the salary of the immediate preceding superintendent.  
4788 However, before entering into a contractual agreement for services  
4789 and compensation as superintendent, the school board shall first  
4790 submit the proposed salary to the State Department of Education  
4791 for approval, based on factors established by the department to  
4792 assess the qualifications and experience of the person selected  
4793 for the office of superintendent as provided under subsection (2)  
4794 of this section.



4795           (2) The State Department of Education, in addition to using  
4796 the provisions of Section 37-9-37 as an indicator of administrator  
4797 competencies for superintendents' salary approval, shall establish  
4798 an independent rubric to calculate a school district's progressive  
4799 improvement in determining the eligibility of a superintendent for  
4800 a salary increase based on the recommendation submitted by the  
4801 local school board, using the raw, unranked and unweighted  
4802 standardized test score from all student assessments, adopted by  
4803 the State Board of Education and administered in accordance with  
4804 the statewide testing program established under the provisions of  
4805 Chapter 16, Title 37, Mississippi Code of 1972.

4806           (3) As used in this section the term "progressive  
4807 improvement" means evidence-based, empirical data that  
4808 demonstrates a school district's consistent level of overall  
4809 achievement from year-to-year in meeting and surpassing the  
4810 benchmarks established by the State Department of Education, as  
4811 determined by proficiency on statewide summative assessments,  
4812 increased graduation rates, reduced dropout rates and increases in  
4813 the district's accreditation rating.

4814           **SECTION 100.** (1) (a) Notwithstanding any laws of the State  
4815 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4816 2019, the salary of the Superintendent of the Okolona Separate  
4817 School District shall be Ninety-eight Thousand Six Hundred Fifteen  
4818 Dollars (\$98,615.00). During this moratorium period on the  
4819 superintendent's salary the local school board shall not authorize



4820 a salary increase for any individual serving in the capacity as  
4821 district superintendent upon the effective date of this act.

4822 (b) (i) If by reason of resignation or termination the  
4823 office of superintendent for the Okolona Separate School District  
4824 becomes vacant during the moratorium period, the school board, in  
4825 establishing the salary of the newly appointed or elected  
4826 superintendent of schools, shall not compensate said person in an  
4827 amount exceeding the salary of the immediate preceding  
4828 superintendent.

4829 (ii) If by reason of resignation or termination  
4830 the office of superintendent for the Okolona Separate School  
4831 District becomes vacant after July 1, 2019, the school board, in  
4832 establishing the salary of the newly appointed or elected  
4833 superintendent of schools, shall comply with the provisions of  
4834 Section 37-9-37, and shall not compensate said person in an amount  
4835 exceeding the salary of the immediate preceding superintendent.  
4836 However, before entering into a contractual agreement for services  
4837 and compensation as superintendent, the school board shall first  
4838 submit the proposed salary to the State Department of Education  
4839 for approval, based on factors established by the department to  
4840 assess the qualifications and experience of the person selected  
4841 for the office of superintendent as provided under subsection (2)  
4842 of this section.

4843 (2) The State Department of Education, in addition to using  
4844 the provisions of Section 37-9-37 as an indicator of administrator



4845 competencies for superintendents' salary approval, shall establish  
4846 an independent rubric to calculate a school district's progressive  
4847 improvement in determining the eligibility of a superintendent for  
4848 a salary increase based on the recommendation submitted by the  
4849 local school board, using the raw, unranked and unweighted  
4850 standardized test score from all student assessments, adopted by  
4851 the State Board of Education and administered in accordance with  
4852 the statewide testing program established under the provisions of  
4853 Chapter 16, Title 37, Mississippi Code of 1972.

4854 (3) As used in this section the term "progressive  
4855 improvement" means evidence-based, empirical data that  
4856 demonstrates a school district's consistent level of overall  
4857 achievement from year-to-year in meeting and surpassing the  
4858 benchmarks established by the State Department of Education, as  
4859 determined by proficiency on statewide summative assessments,  
4860 increased graduation rates, reduced dropout rates and increases in  
4861 the district's accreditation rating.

4862 **SECTION 101.** (1) (a) Notwithstanding any laws of the State  
4863 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4864 2019, the salary of the Superintendent of the Oxford School  
4865 District shall be One Hundred Forty-one Thousand Four Hundred  
4866 Twenty-seven Dollars (\$141,427.00). During this moratorium period  
4867 on the superintendent's salary the local school board shall not  
4868 authorize a salary increase for any individual serving in the



4869 capacity as district superintendent upon the effective date of  
4870 this act.

4871 (b) (i) If by reason of resignation or termination the  
4872 office of superintendent for the Oxford School District becomes  
4873 vacant during the moratorium period, the school board, in  
4874 establishing the salary of the newly appointed or elected  
4875 superintendent of schools, shall not compensate said person in an  
4876 amount exceeding the salary of the immediate preceding  
4877 superintendent.

4878 (ii) If by reason of resignation or termination  
4879 the office of superintendent for the Oxford School District  
4880 becomes vacant after July 1, 2019, the school board, in  
4881 establishing the salary of the newly appointed or elected  
4882 superintendent of schools, shall comply with the provisions of  
4883 Section 37-9-37, and shall not compensate said person in an amount  
4884 exceeding the salary of the immediate preceding superintendent.  
4885 However, before entering into a contractual agreement for services  
4886 and compensation as superintendent, the school board shall first  
4887 submit the proposed salary to the State Department of Education  
4888 for approval, based on factors established by the department to  
4889 assess the qualifications and experience of the person selected  
4890 for the office of superintendent as provided under subsection (2)  
4891 of this section.

4892 (2) The State Department of Education, in addition to using  
4893 the provisions of Section 37-9-37 as an indicator of administrator



4894 competencies for superintendents' salary approval, shall establish  
4895 an independent rubric to calculate a school district's progressive  
4896 improvement in determining the eligibility of a superintendent for  
4897 a salary increase based on the recommendation submitted by the  
4898 local school board, using the raw, unranked and unweighted  
4899 standardized test score from all student assessments, adopted by  
4900 the State Board of Education and administered in accordance with  
4901 the statewide testing program established under the provisions of  
4902 Chapter 16, Title 37, Mississippi Code of 1972.

4903 (3) As used in this section the term "progressive  
4904 improvement" means evidence-based, empirical data that  
4905 demonstrates a school district's consistent level of overall  
4906 achievement from year-to-year in meeting and surpassing the  
4907 benchmarks established by the State Department of Education, as  
4908 determined by proficiency on statewide summative assessments,  
4909 increased graduation rates, reduced dropout rates and increases in  
4910 the district's accreditation rating.

4911 **SECTION 102.** (1) (a) Notwithstanding any laws of the State  
4912 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4913 2019, the salary of the Superintendent of the Pascagoula School  
4914 District shall be One Hundred Fifty-five Thousand Dollars  
4915 (\$155,000.00). During this moratorium period on the  
4916 superintendent's salary the local school board shall not authorize  
4917 a salary increase for any individual serving in the capacity as  
4918 district superintendent upon the effective date of this act.



4919                   (b)   (i)   If by reason of resignation or termination the  
4920 office of superintendent for the Pascagoula School District  
4921 becomes vacant during the moratorium period, the school board, in  
4922 establishing the salary of the newly appointed or elected  
4923 superintendent of schools, shall not compensate said person in an  
4924 amount exceeding the salary of the immediate preceding  
4925 superintendent.

4926                   (ii)   If by reason of resignation or termination  
4927 the office of superintendent for the Pascagoula School District  
4928 becomes vacant after July 1, 2019, the school board, in  
4929 establishing the salary of the newly appointed or elected  
4930 superintendent of schools, shall comply with the provisions of  
4931 Section 37-9-37, and shall not compensate said person in an amount  
4932 exceeding the salary of the immediate preceding superintendent.  
4933 However, before entering into a contractual agreement for services  
4934 and compensation as superintendent, the school board shall first  
4935 submit the proposed salary to the State Department of Education  
4936 for approval, based on factors established by the department to  
4937 assess the qualifications and experience of the person selected  
4938 for the office of superintendent as provided under subsection (2)  
4939 of this section.

4940                   (2)   The State Department of Education, in addition to using  
4941 the provisions of Section 37-9-37 as an indicator of administrator  
4942 competencies for superintendents' salary approval, shall establish  
4943 an independent rubric to calculate a school district's progressive



4944 improvement in determining the eligibility of a superintendent for  
4945 a salary increase based on the recommendation submitted by the  
4946 local school board, using the raw, unranked and unweighted  
4947 standardized test score from all student assessments, adopted by  
4948 the State Board of Education and administered in accordance with  
4949 the statewide testing program established under the provisions of  
4950 Chapter 16, Title 37, Mississippi Code of 1972.

4951 (3) As used in this section the term "progressive  
4952 improvement" means evidence-based, empirical data that  
4953 demonstrates a school district's consistent level of overall  
4954 achievement from year-to-year in meeting and surpassing the  
4955 benchmarks established by the State Department of Education, as  
4956 determined by proficiency on statewide summative assessments,  
4957 increased graduation rates, reduced dropout rates and increases in  
4958 the district's accreditation rating.

4959 **SECTION 103.** (1) (a) Notwithstanding any laws of the State  
4960 of Mississippi to the contrary, from July 1, 2016, until June 30,  
4961 2019, the salary of the Superintendent of the Pass Christian  
4962 Public School District shall be One Hundred Twenty Thousand  
4963 Dollars (\$120,000.00). During this moratorium period on the  
4964 superintendent's salary the local school board shall not authorize  
4965 a salary increase for any individual serving in the capacity as  
4966 district superintendent upon the effective date of this act.

4967 (b) (i) If by reason of resignation or termination the  
4968 office of superintendent for the Pass Christian Public School



4969 District becomes vacant during the moratorium period, the school  
4970 board, in establishing the salary of the newly appointed or  
4971 elected superintendent of schools, shall not compensate said  
4972 person in an amount exceeding the salary of the immediate  
4973 preceding superintendent.

4974 (ii) If by reason of resignation or termination  
4975 the office of superintendent for the Pass Christian Public School  
4976 District becomes vacant after July 1, 2019, the school board, in  
4977 establishing the salary of the newly appointed or elected  
4978 superintendent of schools, shall comply with the provisions of  
4979 Section 37-9-37, and shall not compensate said person in an amount  
4980 exceeding the salary of the immediate preceding superintendent.  
4981 However, before entering into a contractual agreement for services  
4982 and compensation as superintendent, the school board shall first  
4983 submit the proposed salary to the State Department of Education  
4984 for approval, based on factors established by the department to  
4985 assess the qualifications and experience of the person selected  
4986 for the office of superintendent as provided under subsection (2)  
4987 of this section.

4988 (2) The State Department of Education, in addition to using  
4989 the provisions of Section 37-9-37 as an indicator of administrator  
4990 competencies for superintendents' salary approval, shall establish  
4991 an independent rubric to calculate a school district's progressive  
4992 improvement in determining the eligibility of a superintendent for  
4993 a salary increase based on the recommendation submitted by the



4994 local school board, using the raw, unranked and unweighted  
4995 standardized test score from all student assessments, adopted by  
4996 the State Board of Education and administered in accordance with  
4997 the statewide testing program established under the provisions of  
4998 Chapter 16, Title 37, Mississippi Code of 1972.

4999 (3) As used in this section the term "progressive  
5000 improvement" means evidence-based, empirical data that  
5001 demonstrates a school district's consistent level of overall  
5002 achievement from year-to-year in meeting and surpassing the  
5003 benchmarks established by the State Department of Education, as  
5004 determined by proficiency on statewide summative assessments,  
5005 increased graduation rates, reduced dropout rates and increases in  
5006 the district's accreditation rating.

5007 **SECTION 104.** (1) (a) Notwithstanding any laws of the State  
5008 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5009 2019, the salary of the Superintendent of the Pearl Public School  
5010 District shall be One Hundred Forty-three Thousand Three Hundred  
5011 Twenty Dollars (\$143,320.00). During this moratorium period on  
5012 the superintendent's salary the local school board shall not  
5013 authorize a salary increase for any individual serving in the  
5014 capacity as district superintendent upon the effective date of  
5015 this act.

5016 (b) (i) If by reason of resignation or termination the  
5017 office of superintendent for the Pearl Public School District  
5018 becomes vacant during the moratorium period, the school board, in



5019 establishing the salary of the newly appointed or elected  
5020 superintendent of schools, shall not compensate said person in an  
5021 amount exceeding the salary of the immediate preceding  
5022 superintendent.

5023                   (ii) If by reason of resignation or termination  
5024 the office of superintendent for the Pearl Public School District  
5025 becomes vacant after July 1, 2019, the school board, in  
5026 establishing the salary of the newly appointed or elected  
5027 superintendent of schools, shall comply with the provisions of  
5028 Section 37-9-37, and shall not compensate said person in an amount  
5029 exceeding the salary of the immediate preceding superintendent.  
5030 However, before entering into a contractual agreement for services  
5031 and compensation as superintendent, the school board shall first  
5032 submit the proposed salary to the State Department of Education  
5033 for approval, based on factors established by the department to  
5034 assess the qualifications and experience of the person selected  
5035 for the office of superintendent as provided under subsection (2)  
5036 of this section.

5037                   (2) The State Department of Education, in addition to using  
5038 the provisions of Section 37-9-37 as an indicator of administrator  
5039 competencies for superintendents' salary approval, shall establish  
5040 an independent rubric to calculate a school district's progressive  
5041 improvement in determining the eligibility of a superintendent for  
5042 a salary increase based on the recommendation submitted by the  
5043 local school board, using the raw, unranked and unweighted



5044 standardized test score from all student assessments, adopted by  
5045 the State Board of Education and administered in accordance with  
5046 the statewide testing program established under the provisions of  
5047 Chapter 16, Title 37, Mississippi Code of 1972.

5048 (3) As used in this section the term "progressive  
5049 improvement" means evidence-based, empirical data that  
5050 demonstrates a school district's consistent level of overall  
5051 achievement from year-to-year in meeting and surpassing the  
5052 benchmarks established by the State Department of Education, as  
5053 determined by proficiency on statewide summative assessments,  
5054 increased graduation rates, reduced dropout rates and increases in  
5055 the district's accreditation rating.

5056 **SECTION 105.** (1) (a) Notwithstanding any laws of the State  
5057 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5058 2019, the salary of the Superintendent of the Pearl River County  
5059 School District shall be One Hundred Ten Thousand Dollars  
5060 (\$110,000.00). During this moratorium period on the  
5061 superintendent's salary the local school board shall not authorize  
5062 a salary increase for any individual serving in the capacity as  
5063 district superintendent upon the effective date of this act.

5064 (b) (i) If by reason of resignation or termination the  
5065 office of superintendent for the Pearl River County School  
5066 District becomes vacant during the moratorium period, the school  
5067 board, in establishing the salary of the newly appointed or  
5068 elected superintendent of schools, shall not compensate said



5069 person in an amount exceeding the salary of the immediate  
5070 preceding superintendent.

5071 (ii) If by reason of resignation or termination  
5072 the office of superintendent for the Pearl River County School  
5073 District becomes vacant after July 1, 2019, the school board, in  
5074 establishing the salary of the newly appointed or elected  
5075 superintendent of schools, shall comply with the provisions of  
5076 Section 37-9-37, and shall not compensate said person in an amount  
5077 exceeding the salary of the immediate preceding superintendent.  
5078 However, before entering into a contractual agreement for services  
5079 and compensation as superintendent, the school board shall first  
5080 submit the proposed salary to the State Department of Education  
5081 for approval, based on factors established by the department to  
5082 assess the qualifications and experience of the person selected  
5083 for the office of superintendent as provided under subsection (2)  
5084 of this section.

5085 (2) The State Department of Education, in addition to using  
5086 the provisions of Section 37-9-37 as an indicator of administrator  
5087 competencies for superintendents' salary approval, shall establish  
5088 an independent rubric to calculate a school district's progressive  
5089 improvement in determining the eligibility of a superintendent for  
5090 a salary increase based on the recommendation submitted by the  
5091 local school board, using the raw, unranked and unweighted  
5092 standardized test score from all student assessments, adopted by  
5093 the State Board of Education and administered in accordance with



5094 the statewide testing program established under the provisions of  
5095 Chapter 16, Title 37, Mississippi Code of 1972.

5096 (3) As used in this section the term "progressive  
5097 improvement" means evidence-based, empirical data that  
5098 demonstrates a school district's consistent level of overall  
5099 achievement from year-to-year in meeting and surpassing the  
5100 benchmarks established by the State Department of Education, as  
5101 determined by proficiency on statewide summative assessments,  
5102 increased graduation rates, reduced dropout rates and increases in  
5103 the district's accreditation rating.

5104 **SECTION 106.** (1) (a) Notwithstanding any laws of the State  
5105 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5106 2019, the salary of the Superintendent of the Perry County School  
5107 District shall be Seventy-four Thousand Five Hundred Thirty-six  
5108 Dollars (\$74,536.00). During this moratorium period on the  
5109 superintendent's salary the local school board shall not authorize  
5110 a salary increase for any individual serving in the capacity as  
5111 district superintendent upon the effective date of this act.

5112 (b) (i) If by reason of resignation or termination the  
5113 office of superintendent for the Perry County School District  
5114 becomes vacant during the moratorium period, the school board, in  
5115 establishing the salary of the newly appointed or elected  
5116 superintendent of schools, shall not compensate said person in an  
5117 amount exceeding the salary of the immediate preceding  
5118 superintendent.



5119 (ii) If by reason of resignation or termination  
5120 the office of superintendent for the Perry County School District  
5121 becomes vacant after July 1, 2019, the school board, in  
5122 establishing the salary of the newly appointed or elected  
5123 superintendent of schools, shall comply with the provisions of  
5124 Section 37-9-37, and shall not compensate said person in an amount  
5125 exceeding the salary of the immediate preceding superintendent.  
5126 However, before entering into a contractual agreement for services  
5127 and compensation as superintendent, the school board shall first  
5128 submit the proposed salary to the State Department of Education  
5129 for approval, based on factors established by the department to  
5130 assess the qualifications and experience of the person selected  
5131 for the office of superintendent as provided under subsection (2)  
5132 of this section.

5133 (2) The State Department of Education, in addition to using  
5134 the provisions of Section 37-9-37 as an indicator of administrator  
5135 competencies for superintendents' salary approval, shall establish  
5136 an independent rubric to calculate a school district's progressive  
5137 improvement in determining the eligibility of a superintendent for  
5138 a salary increase based on the recommendation submitted by the  
5139 local school board, using the raw, unranked and unweighted  
5140 standardized test score from all student assessments, adopted by  
5141 the State Board of Education and administered in accordance with  
5142 the statewide testing program established under the provisions of  
5143 Chapter 16, Title 37, Mississippi Code of 1972.



5144 (3) As used in this section the term "progressive  
5145 improvement" means evidence-based, empirical data that  
5146 demonstrates a school district's consistent level of overall  
5147 achievement from year-to-year in meeting and surpassing the  
5148 benchmarks established by the State Department of Education, as  
5149 determined by proficiency on statewide summative assessments,  
5150 increased graduation rates, reduced dropout rates and increases in  
5151 the district's accreditation rating.

5152 **SECTION 107.** (1) (a) Notwithstanding any laws of the State  
5153 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5154 2019, the salary of the Superintendent of the Petal Public School  
5155 District shall be One Hundred Eighty-three Thousand Dollars  
5156 (\$183,000.00). During this moratorium period on the  
5157 superintendent's salary the local school board shall not authorize  
5158 a salary increase for any individual serving in the capacity as  
5159 district superintendent upon the effective date of this act.

5160 (b) (i) If by reason of resignation or termination the  
5161 office of superintendent for the Petal Public School District  
5162 becomes vacant during the moratorium period, the school board, in  
5163 establishing the salary of the newly appointed or elected  
5164 superintendent of schools, shall not compensate said person in an  
5165 amount exceeding the salary of the immediate preceding  
5166 superintendent.

5167 (ii) If by reason of resignation or termination  
5168 the office of superintendent for the Petal Public School District



5169 becomes vacant after July 1, 2019, the school board, in  
5170 establishing the salary of the newly appointed or elected  
5171 superintendent of schools, shall comply with the provisions of  
5172 Section 37-9-37, and shall not compensate said person in an amount  
5173 exceeding the salary of the immediate preceding superintendent.  
5174 However, before entering into a contractual agreement for services  
5175 and compensation as superintendent, the school board shall first  
5176 submit the proposed salary to the State Department of Education  
5177 for approval, based on factors established by the department to  
5178 assess the qualifications and experience of the person selected  
5179 for the office of superintendent as provided under subsection (2)  
5180 of this section.

5181 (2) The State Department of Education, in addition to using  
5182 the provisions of Section 37-9-37 as an indicator of administrator  
5183 competencies for superintendents' salary approval, shall establish  
5184 an independent rubric to calculate a school district's progressive  
5185 improvement in determining the eligibility of a superintendent for  
5186 a salary increase based on the recommendation submitted by the  
5187 local school board, using the raw, unranked and unweighted  
5188 standardized test score from all student assessments, adopted by  
5189 the State Board of Education and administered in accordance with  
5190 the statewide testing program established under the provisions of  
5191 Chapter 16, Title 37, Mississippi Code of 1972.

5192 (3) As used in this section the term "progressive  
5193 improvement" means evidence-based, empirical data that



5194 demonstrates a school district's consistent level of overall  
5195 achievement from year-to-year in meeting and surpassing the  
5196 benchmarks established by the State Department of Education, as  
5197 determined by proficiency on statewide summative assessments,  
5198 increased graduation rates, reduced dropout rates and increases in  
5199 the district's accreditation rating.

5200        **SECTION 108.** (1) (a) Notwithstanding any laws of the State  
5201 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5202 2019, the salary of the Superintendent of the Philadelphia Public  
5203 School District shall be One Hundred Five Thousand Dollars  
5204 (\$105,000.00). During this moratorium period on the  
5205 superintendent's salary the local school board shall not authorize  
5206 a salary increase for any individual serving in the capacity as  
5207 district superintendent upon the effective date of this act.

5208           (b) (i) If by reason of resignation or termination the  
5209 office of superintendent for the Philadelphia Public School  
5210 District becomes vacant during the moratorium period, the school  
5211 board, in establishing the salary of the newly appointed or  
5212 elected superintendent of schools, shall not compensate said  
5213 person in an amount exceeding the salary of the immediate  
5214 preceding superintendent.

5215           (ii) If by reason of resignation or termination  
5216 the office of superintendent for the Philadelphia Public School  
5217 District becomes vacant after July 1, 2019, the school board, in  
5218 establishing the salary of the newly appointed or elected



5219 superintendent of schools, shall comply with the provisions of  
5220 Section 37-9-37, and shall not compensate said person in an amount  
5221 exceeding the salary of the immediate preceding superintendent.  
5222 However, before entering into a contractual agreement for services  
5223 and compensation as superintendent, the school board shall first  
5224 submit the proposed salary to the State Department of Education  
5225 for approval, based on factors established by the department to  
5226 assess the qualifications and experience of the person selected  
5227 for the office of superintendent as provided under subsection (2)  
5228 of this section.

5229 (2) The State Department of Education, in addition to using  
5230 the provisions of Section 37-9-37 as an indicator of administrator  
5231 competencies for superintendents' salary approval, shall establish  
5232 an independent rubric to calculate a school district's progressive  
5233 improvement in determining the eligibility of a superintendent for  
5234 a salary increase based on the recommendation submitted by the  
5235 local school board, using the raw, unranked and unweighted  
5236 standardized test score from all student assessments, adopted by  
5237 the State Board of Education and administered in accordance with  
5238 the statewide testing program established under the provisions of  
5239 Chapter 16, Title 37, Mississippi Code of 1972.

5240 (3) As used in this section the term "progressive  
5241 improvement" means evidence-based, empirical data that  
5242 demonstrates a school district's consistent level of overall  
5243 achievement from year-to-year in meeting and surpassing the



5244 benchmarks established by the State Department of Education, as  
5245 determined by proficiency on statewide summative assessments,  
5246 increased graduation rates, reduced dropout rates and increases in  
5247 the district's accreditation rating.

5248         **SECTION 109.** (1) (a) Notwithstanding any laws of the State  
5249 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5250 2019, the salary of the Superintendent of the Picayune School  
5251 District shall be One Hundred Two Thousand Six Hundred Forty-eight  
5252 Dollars (\$102,648.00). During this moratorium period on the  
5253 superintendent's salary the local school board shall not authorize  
5254 a salary increase for any individual serving in the capacity as  
5255 district superintendent upon the effective date of this act.

5256                 (b) (i) If by reason of resignation or termination the  
5257 office of superintendent for the Picayune School District becomes  
5258 vacant during the moratorium period, the school board, in  
5259 establishing the salary of the newly appointed or elected  
5260 superintendent of schools, shall not compensate said person in an  
5261 amount exceeding the salary of the immediate preceding  
5262 superintendent.

5263                 (ii) If by reason of resignation or termination  
5264 the office of superintendent for the Picayune School District  
5265 becomes vacant after July 1, 2019, the school board, in  
5266 establishing the salary of the newly appointed or elected  
5267 superintendent of schools, shall comply with the provisions of  
5268 Section 37-9-37, and shall not compensate said person in an amount



5269 exceeding the salary of the immediate preceding superintendent.  
5270 However, before entering into a contractual agreement for services  
5271 and compensation as superintendent, the school board shall first  
5272 submit the proposed salary to the State Department of Education  
5273 for approval, based on factors established by the department to  
5274 assess the qualifications and experience of the person selected  
5275 for the office of superintendent as provided under subsection (2)  
5276 of this section.

5277 (2) The State Department of Education, in addition to using  
5278 the provisions of Section 37-9-37 as an indicator of administrator  
5279 competencies for superintendents' salary approval, shall establish  
5280 an independent rubric to calculate a school district's progressive  
5281 improvement in determining the eligibility of a superintendent for  
5282 a salary increase based on the recommendation submitted by the  
5283 local school board, using the raw, unranked and unweighted  
5284 standardized test score from all student assessments, adopted by  
5285 the State Board of Education and administered in accordance with  
5286 the statewide testing program established under the provisions of  
5287 Chapter 16, Title 37, Mississippi Code of 1972.

5288 (3) As used in this section the term "progressive  
5289 improvement" means evidence-based, empirical data that  
5290 demonstrates a school district's consistent level of overall  
5291 achievement from year-to-year in meeting and surpassing the  
5292 benchmarks established by the State Department of Education, as  
5293 determined by proficiency on statewide summative assessments,



5294 increased graduation rates, reduced dropout rates and increases in  
5295 the district's accreditation rating.

5296         **SECTION 110.** (1) (a) Notwithstanding any laws of the State  
5297 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5298 2019, the salary of the Superintendent of the Pontotoc City School  
5299 District shall be One Hundred Twenty Thousand Three Hundred  
5300 Dollars (\$120,300.00). During this moratorium period on the  
5301 superintendent's salary the local school board shall not authorize  
5302 a salary increase for any individual serving in the capacity as  
5303 district superintendent upon the effective date of this act.

5304                 (b) (i) If by reason of resignation or termination the  
5305 office of superintendent for the Pontotoc City School District  
5306 becomes vacant during the moratorium period, the school board, in  
5307 establishing the salary of the newly appointed or elected  
5308 superintendent of schools, shall not compensate said person in an  
5309 amount exceeding the salary of the immediate preceding  
5310 superintendent.

5311                 (ii) If by reason of resignation or termination  
5312 the office of superintendent for the Pontotoc City School District  
5313 becomes vacant after July 1, 2019, the school board, in  
5314 establishing the salary of the newly appointed or elected  
5315 superintendent of schools, shall comply with the provisions of  
5316 Section 37-9-37, and shall not compensate said person in an amount  
5317 exceeding the salary of the immediate preceding superintendent.  
5318 However, before entering into a contractual agreement for services



5319 and compensation as superintendent, the school board shall first  
5320 submit the proposed salary to the State Department of Education  
5321 for approval, based on factors established by the department to  
5322 assess the qualifications and experience of the person selected  
5323 for the office of superintendent as provided under subsection (2)  
5324 of this section.

5325 (2) The State Department of Education, in addition to using  
5326 the provisions of Section 37-9-37 as an indicator of administrator  
5327 competencies for superintendents' salary approval, shall establish  
5328 an independent rubric to calculate a school district's progressive  
5329 improvement in determining the eligibility of a superintendent for  
5330 a salary increase based on the recommendation submitted by the  
5331 local school board, using the raw, unranked and unweighted  
5332 standardized test score from all student assessments, adopted by  
5333 the State Board of Education and administered in accordance with  
5334 the statewide testing program established under the provisions of  
5335 Chapter 16, Title 37, Mississippi Code of 1972.

5336 (3) As used in this section the term "progressive  
5337 improvement" means evidence-based, empirical data that  
5338 demonstrates a school district's consistent level of overall  
5339 achievement from year-to-year in meeting and surpassing the  
5340 benchmarks established by the State Department of Education, as  
5341 determined by proficiency on statewide summative assessments,  
5342 increased graduation rates, reduced dropout rates and increases in  
5343 the district's accreditation rating.



5344           SECTION 111. (1) (a) Notwithstanding any laws of the State  
5345 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5346 2019, the salary of the Superintendent of the Pontotoc County  
5347 School District shall be One Hundred Eighteen Thousand Six Hundred  
5348 Nineteen Dollars (\$118,619.00). During this moratorium period on  
5349 the superintendent's salary the local school board shall not  
5350 authorize a salary increase for any individual serving in the  
5351 capacity as district superintendent upon the effective date of  
5352 this act.

5353                   (b) (i) If by reason of resignation or termination the  
5354 office of superintendent for the Pontotoc County School District  
5355 becomes vacant during the moratorium period, the school board, in  
5356 establishing the salary of the newly appointed or elected  
5357 superintendent of schools, shall not compensate said person in an  
5358 amount exceeding the salary of the immediate preceding  
5359 superintendent.

5360                   (ii) If by reason of resignation or termination  
5361 the office of superintendent for the Pontotoc County School  
5362 District becomes vacant after July 1, 2019, the school board, in  
5363 establishing the salary of the newly appointed or elected  
5364 superintendent of schools, shall comply with the provisions of  
5365 Section 37-9-37, and shall not compensate said person in an amount  
5366 exceeding the salary of the immediate preceding superintendent.  
5367 However, before entering into a contractual agreement for services  
5368 and compensation as superintendent, the school board shall first



5369 submit the proposed salary to the State Department of Education  
5370 for approval, based on factors established by the department to  
5371 assess the qualifications and experience of the person selected  
5372 for the office of superintendent as provided under subsection (2)  
5373 of this section.

5374 (2) The State Department of Education, in addition to using  
5375 the provisions of Section 37-9-37 as an indicator of administrator  
5376 competencies for superintendents' salary approval, shall establish  
5377 an independent rubric to calculate a school district's progressive  
5378 improvement in determining the eligibility of a superintendent for  
5379 a salary increase based on the recommendation submitted by the  
5380 local school board, using the raw, unranked and unweighted  
5381 standardized test score from all student assessments, adopted by  
5382 the State Board of Education and administered in accordance with  
5383 the statewide testing program established under the provisions of  
5384 Chapter 16, Title 37, Mississippi Code of 1972.

5385 (3) As used in this section the term "progressive  
5386 improvement" means evidence-based, empirical data that  
5387 demonstrates a school district's consistent level of overall  
5388 achievement from year-to-year in meeting and surpassing the  
5389 benchmarks established by the State Department of Education, as  
5390 determined by proficiency on statewide summative assessments,  
5391 increased graduation rates, reduced dropout rates and increases in  
5392 the district's accreditation rating.



5393            **SECTION 112.** (1) (a) Notwithstanding any laws of the State  
5394 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5395 2019, the salary of the Superintendent of the Poplarville Separate  
5396 School District shall be One Hundred Twenty-nine Thousand Seven  
5397 Hundred Dollars (\$129,700.00). During this moratorium period on  
5398 the superintendent's salary the local school board shall not  
5399 authorize a salary increase for any individual serving in the  
5400 capacity as district superintendent upon the effective date of  
5401 this act.

5402                    (b) (i) If by reason of resignation or termination the  
5403 office of superintendent for the Poplarville Separate School  
5404 District becomes vacant during the moratorium period, the school  
5405 board, in establishing the salary of the newly appointed or  
5406 elected superintendent of schools, shall not compensate said  
5407 person in an amount exceeding the salary of the immediate  
5408 preceding superintendent.

5409                    (ii) If by reason of resignation or termination  
5410 the office of superintendent for the Poplarville Separate School  
5411 District becomes vacant after July 1, 2019, the school board, in  
5412 establishing the salary of the newly appointed or elected  
5413 superintendent of schools, shall comply with the provisions of  
5414 Section 37-9-37, and shall not compensate said person in an amount  
5415 exceeding the salary of the immediate preceding superintendent.  
5416 However, before entering into a contractual agreement for services  
5417 and compensation as superintendent, the school board shall first



5418 submit the proposed salary to the State Department of Education  
5419 for approval, based on factors established by the department to  
5420 assess the qualifications and experience of the person selected  
5421 for the office of superintendent as provided under subsection (2)  
5422 of this section.

5423 (2) The State Department of Education, in addition to using  
5424 the provisions of Section 37-9-37 as an indicator of administrator  
5425 competencies for superintendents' salary approval, shall establish  
5426 an independent rubric to calculate a school district's progressive  
5427 improvement in determining the eligibility of a superintendent for  
5428 a salary increase based on the recommendation submitted by the  
5429 local school board, using the raw, unranked and unweighted  
5430 standardized test score from all student assessments, adopted by  
5431 the State Board of Education and administered in accordance with  
5432 the statewide testing program established under the provisions of  
5433 Chapter 16, Title 37, Mississippi Code of 1972.

5434 (3) As used in this section the term "progressive  
5435 improvement" means evidence-based, empirical data that  
5436 demonstrates a school district's consistent level of overall  
5437 achievement from year-to-year in meeting and surpassing the  
5438 benchmarks established by the State Department of Education, as  
5439 determined by proficiency on statewide summative assessments,  
5440 increased graduation rates, reduced dropout rates and increases in  
5441 the district's accreditation rating.



5442           **SECTION 113.** (1) (a) Notwithstanding any laws of the State  
5443 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5444 2019, the salary of the Superintendent of the Prentiss County  
5445 School District shall be Eighty-one Thousand Dollars (\$81,000.00).  
5446 During this moratorium period on the superintendent's salary the  
5447 local school board shall not authorize a salary increase for any  
5448 individual serving in the capacity as district superintendent upon  
5449 the effective date of this act.

5450                   (b) (i) If by reason of resignation or termination the  
5451 office of superintendent for the Prentiss County School District  
5452 becomes vacant during the moratorium period, the school board, in  
5453 establishing the salary of the newly appointed or elected  
5454 superintendent of schools, shall not compensate said person in an  
5455 amount exceeding the salary of the immediate preceding  
5456 superintendent.

5457                   (ii) If by reason of resignation or termination  
5458 the office of superintendent for the Prentiss County School  
5459 District becomes vacant after July 1, 2019, the school board, in  
5460 establishing the salary of the newly appointed or elected  
5461 superintendent of schools, shall comply with the provisions of  
5462 Section 37-9-37, and shall not compensate said person in an amount  
5463 exceeding the salary of the immediate preceding superintendent.  
5464 However, before entering into a contractual agreement for services  
5465 and compensation as superintendent, the school board shall first  
5466 submit the proposed salary to the State Department of Education



5467 for approval, based on factors established by the department to  
5468 assess the qualifications and experience of the person selected  
5469 for the office of superintendent as provided under subsection (2)  
5470 of this section.

5471 (2) The State Department of Education, in addition to using  
5472 the provisions of Section 37-9-37 as an indicator of administrator  
5473 competencies for superintendents' salary approval, shall establish  
5474 an independent rubric to calculate a school district's progressive  
5475 improvement in determining the eligibility of a superintendent for  
5476 a salary increase based on the recommendation submitted by the  
5477 local school board, using the raw, unranked and unweighted  
5478 standardized test score from all student assessments, adopted by  
5479 the State Board of Education and administered in accordance with  
5480 the statewide testing program established under the provisions of  
5481 Chapter 16, Title 37, Mississippi Code of 1972.

5482 (3) As used in this section the term "progressive  
5483 improvement" means evidence-based, empirical data that  
5484 demonstrates a school district's consistent level of overall  
5485 achievement from year-to-year in meeting and surpassing the  
5486 benchmarks established by the State Department of Education, as  
5487 determined by proficiency on statewide summative assessments,  
5488 increased graduation rates, reduced dropout rates and increases in  
5489 the district's accreditation rating.

5490 **SECTION 114.** (1) (a) Notwithstanding any laws of the State  
5491 of Mississippi to the contrary, from July 1, 2016, until June 30,



5492 2019, the salary of the Superintendent of the Quitman Consolidated  
5493 School District shall be One Hundred Two Thousand Four Hundred  
5494 Thirty-five Dollars (\$102,435.00). During this moratorium period  
5495 on the superintendent's salary the local school board shall not  
5496 authorize a salary increase for any individual serving in the  
5497 capacity as district superintendent upon the effective date of  
5498 this act.

5499 (b) (i) If by reason of resignation or termination the  
5500 office of superintendent for the Quitman Consolidated School  
5501 District becomes vacant during the moratorium period, the school  
5502 board, in establishing the salary of the newly appointed or  
5503 elected superintendent of schools, shall not compensate said  
5504 person in an amount exceeding the salary of the immediate  
5505 preceding superintendent.

5506 (ii) If by reason of resignation or termination  
5507 the office of superintendent for the Quitman Consolidated School  
5508 District becomes vacant after July 1, 2019, the school board, in  
5509 establishing the salary of the newly appointed or elected  
5510 superintendent of schools, shall comply with the provisions of  
5511 Section 37-9-37, and shall not compensate said person in an amount  
5512 exceeding the salary of the immediate preceding superintendent.  
5513 However, before entering into a contractual agreement for services  
5514 and compensation as superintendent, the school board shall first  
5515 submit the proposed salary to the State Department of Education  
5516 for approval, based on factors established by the department to



5517 assess the qualifications and experience of the person selected  
5518 for the office of superintendent as provided under subsection (2)  
5519 of this section.

5520 (2) The State Department of Education, in addition to using  
5521 the provisions of Section 37-9-37 as an indicator of administrator  
5522 competencies for superintendents' salary approval, shall establish  
5523 an independent rubric to calculate a school district's progressive  
5524 improvement in determining the eligibility of a superintendent for  
5525 a salary increase based on the recommendation submitted by the  
5526 local school board, using the raw, unranked and unweighted  
5527 standardized test score from all student assessments, adopted by  
5528 the State Board of Education and administered in accordance with  
5529 the statewide testing program established under the provisions of  
5530 Chapter 16, Title 37, Mississippi Code of 1972.

5531 (3) As used in this section the term "progressive  
5532 improvement" means evidence-based, empirical data that  
5533 demonstrates a school district's consistent level of overall  
5534 achievement from year-to-year in meeting and surpassing the  
5535 benchmarks established by the State Department of Education, as  
5536 determined by proficiency on statewide summative assessments,  
5537 increased graduation rates, reduced dropout rates and increases in  
5538 the district's accreditation rating.

5539 **SECTION 115.** (1) (a) Notwithstanding any laws of the State  
5540 of Mississippi to the contrary, from July 1, 2016, until June 30,



5541 2019, the salary of the Superintendent of the Quitman County  
5542 School District shall be Ninety-six Thousand Three Hundred  
5543 Forty-three Dollars (\$96,343.00). During this moratorium period  
5544 on the superintendent's salary the local school board shall not  
5545 authorize a salary increase for any individual serving in the  
5546 capacity as district superintendent upon the effective date of  
5547 this act.

5548 (b) (i) If by reason of resignation or termination the  
5549 office of superintendent for the Quitman County School District  
5550 becomes vacant during the moratorium period, the school board, in  
5551 establishing the salary of the newly appointed or elected  
5552 superintendent of schools, shall not compensate said person in an  
5553 amount exceeding the salary of the immediate preceding  
5554 superintendent.

5555 (ii) If by reason of resignation or termination  
5556 the office of superintendent for the Quitman County School  
5557 District becomes vacant after July 1, 2019, the school board, in  
5558 establishing the salary of the newly appointed or elected  
5559 superintendent of schools, shall comply with the provisions of  
5560 Section 37-9-37, and shall not compensate said person in an amount  
5561 exceeding the salary of the immediate preceding superintendent.  
5562 However, before entering into a contractual agreement for services  
5563 and compensation as superintendent, the school board shall first  
5564 submit the proposed salary to the State Department of Education  
5565 for approval, based on factors established by the department to



5566 assess the qualifications and experience of the person selected  
5567 for the office of superintendent as provided under subsection (2)  
5568 of this section.

5569 (2) The State Department of Education, in addition to using  
5570 the provisions of Section 37-9-37 as an indicator of administrator  
5571 competencies for superintendents' salary approval, shall establish  
5572 an independent rubric to calculate a school district's progressive  
5573 improvement in determining the eligibility of a superintendent for  
5574 a salary increase based on the recommendation submitted by the  
5575 local school board, using the raw, unranked and unweighted  
5576 standardized test score from all student assessments, adopted by  
5577 the State Board of Education and administered in accordance with  
5578 the statewide testing program established under the provisions of  
5579 Chapter 16, Title 37, Mississippi Code of 1972.

5580 (3) As used in this section the term "progressive  
5581 improvement" means evidence-based, empirical data that  
5582 demonstrates a school district's consistent level of overall  
5583 achievement from year-to-year in meeting and surpassing the  
5584 benchmarks established by the State Department of Education, as  
5585 determined by proficiency on statewide summative assessments,  
5586 increased graduation rates, reduced dropout rates and increases in  
5587 the district's accreditation rating.

5588 **SECTION 116.** (1) (a) Notwithstanding any laws of the State  
5589 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5590 2019, the salary of the Superintendent of the Rankin County School



5591 District shall be One Hundred Fifty-three Thousand Nine Hundred  
5592 Seventy-nine Dollars (\$153,979.00). During this moratorium period  
5593 on the superintendent's salary the local school board shall not  
5594 authorize a salary increase for any individual serving in the  
5595 capacity as district superintendent upon the effective date of  
5596 this act.

5597           (b) (i) If by reason of resignation or termination the  
5598 office of superintendent for the Rankin County School District  
5599 becomes vacant during the moratorium period, the school board, in  
5600 establishing the salary of the newly appointed or elected  
5601 superintendent of schools, shall not compensate said person in an  
5602 amount exceeding the salary of the immediate preceding  
5603 superintendent.

5604           (ii) If by reason of resignation or termination  
5605 the office of superintendent for the Rankin County School District  
5606 becomes vacant after July 1, 2019, the school board, in  
5607 establishing the salary of the newly appointed or elected  
5608 superintendent of schools, shall comply with the provisions of  
5609 Section 37-9-37, and shall not compensate said person in an amount  
5610 exceeding the salary of the immediate preceding superintendent.  
5611 However, before entering into a contractual agreement for services  
5612 and compensation as superintendent, the school board shall first  
5613 submit the proposed salary to the State Department of Education  
5614 for approval, based on factors established by the department to  
5615 assess the qualifications and experience of the person selected



5616 for the office of superintendent as provided under subsection (2)  
5617 of this section.

5618 (2) The State Department of Education, in addition to using  
5619 the provisions of Section 37-9-37 as an indicator of administrator  
5620 competencies for superintendents' salary approval, shall establish  
5621 an independent rubric to calculate a school district's progressive  
5622 improvement in determining the eligibility of a superintendent for  
5623 a salary increase based on the recommendation submitted by the  
5624 local school board, using the raw, unranked and unweighted  
5625 standardized test score from all student assessments, adopted by  
5626 the State Board of Education and administered in accordance with  
5627 the statewide testing program established under the provisions of  
5628 Chapter 16, Title 37, Mississippi Code of 1972.

5629 (3) As used in this section the term "progressive  
5630 improvement" means evidence-based, empirical data that  
5631 demonstrates a school district's consistent level of overall  
5632 achievement from year-to-year in meeting and surpassing the  
5633 benchmarks established by the State Department of Education, as  
5634 determined by proficiency on statewide summative assessments,  
5635 increased graduation rates, reduced dropout rates and increases in  
5636 the district's accreditation rating.

5637 **SECTION 117.** (1) (a) Notwithstanding any laws of the State  
5638 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5639 2019, the salary of the Superintendent of the Richton School  
5640 District shall be Seventy-seven Thousand Dollars (\$77,000.00).



5641 During this moratorium period on the superintendent's salary the  
5642 local school board shall not authorize a salary increase for any  
5643 individual serving in the capacity as district superintendent upon  
5644 the effective date of this act.

5645 (b) (i) If by reason of resignation or termination the  
5646 office of superintendent for the Richton School District becomes  
5647 vacant during the moratorium period, the school board, in  
5648 establishing the salary of the newly appointed or elected  
5649 superintendent of schools, shall not compensate said person in an  
5650 amount exceeding the salary of the immediate preceding  
5651 superintendent.

5652 (ii) If by reason of resignation or termination  
5653 the office of superintendent for the Richton School District  
5654 becomes vacant after July 1, 2019, the school board, in  
5655 establishing the salary of the newly appointed or elected  
5656 superintendent of schools, shall comply with the provisions of  
5657 Section 37-9-37, and shall not compensate said person in an amount  
5658 exceeding the salary of the immediate preceding superintendent.  
5659 However, before entering into a contractual agreement for services  
5660 and compensation as superintendent, the school board shall first  
5661 submit the proposed salary to the State Department of Education  
5662 for approval, based on factors established by the department to  
5663 assess the qualifications and experience of the person selected  
5664 for the office of superintendent as provided under subsection (2)  
5665 of this section.



5666 (2) The State Department of Education, in addition to using  
5667 the provisions of Section 37-9-37 as an indicator of administrator  
5668 competencies for superintendents' salary approval, shall establish  
5669 an independent rubric to calculate a school district's progressive  
5670 improvement in determining the eligibility of a superintendent for  
5671 a salary increase based on the recommendation submitted by the  
5672 local school board, using the raw, unranked and unweighted  
5673 standardized test score from all student assessments, adopted by  
5674 the State Board of Education and administered in accordance with  
5675 the statewide testing program established under the provisions of  
5676 Chapter 16, Title 37, Mississippi Code of 1972.

5677 (3) As used in this section the term "progressive  
5678 improvement" means evidence-based, empirical data that  
5679 demonstrates a school district's consistent level of overall  
5680 achievement from year-to-year in meeting and surpassing the  
5681 benchmarks established by the State Department of Education, as  
5682 determined by proficiency on statewide summative assessments,  
5683 increased graduation rates, reduced dropout rates and increases in  
5684 the district's accreditation rating.

5685 **SECTION 118.** (1) (a) Notwithstanding any laws of the State  
5686 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5687 2019, the salary of the Superintendent of the Scott County School  
5688 District shall be One Hundred Fifty Thousand Dollars  
5689 (\$150,000.00). During this moratorium period on the  
5690 superintendent's salary the local school board shall not authorize



5691 a salary increase for any individual serving in the capacity as  
5692 district superintendent upon the effective date of this act.

5693 (b) (i) If by reason of resignation or termination the  
5694 office of superintendent for the Scott County School District  
5695 becomes vacant during the moratorium period, the school board, in  
5696 establishing the salary of the newly appointed or elected  
5697 superintendent of schools, shall not compensate said person in an  
5698 amount exceeding the salary of the immediate preceding  
5699 superintendent.

5700 (ii) If by reason of resignation or termination  
5701 the office of superintendent for the Scott County School District  
5702 becomes vacant after July 1, 2019, the school board, in  
5703 establishing the salary of the newly appointed or elected  
5704 superintendent of schools, shall comply with the provisions of  
5705 Section 37-9-37, and shall not compensate said person in an amount  
5706 exceeding the salary of the immediate preceding superintendent.  
5707 However, before entering into a contractual agreement for services  
5708 and compensation as superintendent, the school board shall first  
5709 submit the proposed salary to the State Department of Education  
5710 for approval, based on factors established by the department to  
5711 assess the qualifications and experience of the person selected  
5712 for the office of superintendent as provided under subsection (2)  
5713 of this section.

5714 (2) The State Department of Education, in addition to using  
5715 the provisions of Section 37-9-37 as an indicator of administrator



5716 competencies for superintendents' salary approval, shall establish  
5717 an independent rubric to calculate a school district's progressive  
5718 improvement in determining the eligibility of a superintendent for  
5719 a salary increase based on the recommendation submitted by the  
5720 local school board, using the raw, unranked and unweighted  
5721 standardized test score from all student assessments, adopted by  
5722 the State Board of Education and administered in accordance with  
5723 the statewide testing program established under the provisions of  
5724 Chapter 16, Title 37, Mississippi Code of 1972.

5725 (3) As used in this section the term "progressive  
5726 improvement" means evidence-based, empirical data that  
5727 demonstrates a school district's consistent level of overall  
5728 achievement from year-to-year in meeting and surpassing the  
5729 benchmarks established by the State Department of Education, as  
5730 determined by proficiency on statewide summative assessments,  
5731 increased graduation rates, reduced dropout rates and increases in  
5732 the district's accreditation rating.

5733 **SECTION 119.** (1) (a) Notwithstanding any laws of the State  
5734 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5735 2019, the salary of the Superintendent of the Senatobia Municipal  
5736 School District shall be One Hundred Twenty-six Thousand Dollars  
5737 (\$126,000.00). During this moratorium period on the  
5738 superintendent's salary the local school board shall not authorize  
5739 a salary increase for any individual serving in the capacity as  
5740 district superintendent upon the effective date of this act.



5741 (b) (i) If by reason of resignation or termination the  
5742 office of superintendent for the Senatobia Municipal School  
5743 District becomes vacant during the moratorium period, the school  
5744 board, in establishing the salary of the newly appointed or  
5745 elected superintendent of schools, shall not compensate said  
5746 person in an amount exceeding the salary of the immediate  
5747 preceding superintendent.

5748 (ii) If by reason of resignation or termination  
5749 the office of superintendent for the Senatobia Municipal School  
5750 District becomes vacant after July 1, 2019, the school board, in  
5751 establishing the salary of the newly appointed or elected  
5752 superintendent of schools, shall comply with the provisions of  
5753 Section 37-9-37, and shall not compensate said person in an amount  
5754 exceeding the salary of the immediate preceding superintendent.  
5755 However, before entering into a contractual agreement for services  
5756 and compensation as superintendent, the school board shall first  
5757 submit the proposed salary to the State Department of Education  
5758 for approval, based on factors established by the department to  
5759 assess the qualifications and experience of the person selected  
5760 for the office of superintendent as provided under subsection (2)  
5761 of this section.

5762 (2) The State Department of Education, in addition to using  
5763 the provisions of Section 37-9-37 as an indicator of administrator  
5764 competencies for superintendents' salary approval, shall establish  
5765 an independent rubric to calculate a school district's progressive



5766 improvement in determining the eligibility of a superintendent for  
5767 a salary increase based on the recommendation submitted by the  
5768 local school board, using the raw, unranked and unweighted  
5769 standardized test score from all student assessments, adopted by  
5770 the State Board of Education and administered in accordance with  
5771 the statewide testing program established under the provisions of  
5772 Chapter 16, Title 37, Mississippi Code of 1972.

5773 (3) As used in this section the term "progressive  
5774 improvement" means evidence-based, empirical data that  
5775 demonstrates a school district's consistent level of overall  
5776 achievement from year-to-year in meeting and surpassing the  
5777 benchmarks established by the State Department of Education, as  
5778 determined by proficiency on statewide summative assessments,  
5779 increased graduation rates, reduced dropout rates and increases in  
5780 the district's accreditation rating.

5781 **SECTION 120.** (1) (a) Notwithstanding any laws of the State  
5782 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5783 2019, the salary of the Superintendent of the Simpson County  
5784 School District shall be One Hundred Six Thousand Six Hundred  
5785 Dollars (\$106,600.00). During this moratorium period on the  
5786 superintendent's salary the local school board shall not authorize  
5787 a salary increase for any individual serving in the capacity as  
5788 district superintendent upon the effective date of this act.

5789 (b) (i) If by reason of resignation or termination the  
5790 office of superintendent for the Simpson County School District



5791 becomes vacant during the moratorium period, the school board, in  
5792 establishing the salary of the newly appointed or elected  
5793 superintendent of schools, shall not compensate said person in an  
5794 amount exceeding the salary of the immediate preceding  
5795 superintendent.

5796 (ii) If by reason of resignation or termination  
5797 the office of superintendent for the Simpson County School  
5798 District becomes vacant after July 1, 2019, the school board, in  
5799 establishing the salary of the newly appointed or elected  
5800 superintendent of schools, shall comply with the provisions of  
5801 Section 37-9-37, and shall not compensate said person in an amount  
5802 exceeding the salary of the immediate preceding superintendent.  
5803 However, before entering into a contractual agreement for services  
5804 and compensation as superintendent, the school board shall first  
5805 submit the proposed salary to the State Department of Education  
5806 for approval, based on factors established by the department to  
5807 assess the qualifications and experience of the person selected  
5808 for the office of superintendent as provided under subsection (2)  
5809 of this section.

5810 (2) The State Department of Education, in addition to using  
5811 the provisions of Section 37-9-37 as an indicator of administrator  
5812 competencies for superintendents' salary approval, shall establish  
5813 an independent rubric to calculate a school district's progressive  
5814 improvement in determining the eligibility of a superintendent for  
5815 a salary increase based on the recommendation submitted by the



5816 local school board, using the raw, unranked and unweighted  
5817 standardized test score from all student assessments, adopted by  
5818 the State Board of Education and administered in accordance with  
5819 the statewide testing program established under the provisions of  
5820 Chapter 16, Title 37, Mississippi Code of 1972.

5821 (3) As used in this section the term "progressive  
5822 improvement" means evidence-based, empirical data that  
5823 demonstrates a school district's consistent level of overall  
5824 achievement from year-to-year in meeting and surpassing the  
5825 benchmarks established by the State Department of Education, as  
5826 determined by proficiency on statewide summative assessments,  
5827 increased graduation rates, reduced dropout rates and increases in  
5828 the district's accreditation rating.

5829 **SECTION 121.** (1) (a) Notwithstanding any laws of the State  
5830 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5831 2019, the salary of the Superintendent of the Smith County School  
5832 District shall be One Hundred One Thousand Dollars (\$101,000.00).  
5833 During this moratorium period on the superintendent's salary the  
5834 local school board shall not authorize a salary increase for any  
5835 individual serving in the capacity as district superintendent upon  
5836 the effective date of this act.

5837 (b) (i) If by reason of resignation or termination the  
5838 office of superintendent for the Smith County School District  
5839 becomes vacant during the moratorium period, the school board, in  
5840 establishing the salary of the newly appointed or elected



5841 superintendent of schools, shall not compensate said person in an  
5842 amount exceeding the salary of the immediate preceding  
5843 superintendent.

5844 (ii) If by reason of resignation or termination  
5845 the office of superintendent for the Smith County School District  
5846 becomes vacant after July 1, 2019, the school board, in  
5847 establishing the salary of the newly appointed or elected  
5848 superintendent of schools, shall comply with the provisions of  
5849 Section 37-9-37, and shall not compensate said person in an amount  
5850 exceeding the salary of the immediate preceding superintendent.  
5851 However, before entering into a contractual agreement for services  
5852 and compensation as superintendent, the school board shall first  
5853 submit the proposed salary to the State Department of Education  
5854 for approval, based on factors established by the department to  
5855 assess the qualifications and experience of the person selected  
5856 for the office of superintendent as provided under subsection (2)  
5857 of this section.

5858 (2) The State Department of Education, in addition to using  
5859 the provisions of Section 37-9-37 as an indicator of administrator  
5860 competencies for superintendents' salary approval, shall establish  
5861 an independent rubric to calculate a school district's progressive  
5862 improvement in determining the eligibility of a superintendent for  
5863 a salary increase based on the recommendation submitted by the  
5864 local school board, using the raw, unranked and unweighted  
5865 standardized test score from all student assessments, adopted by



5866 the State Board of Education and administered in accordance with  
5867 the statewide testing program established under the provisions of  
5868 Chapter 16, Title 37, Mississippi Code of 1972.

5869 (3) As used in this section the term "progressive  
5870 improvement" means evidence-based, empirical data that  
5871 demonstrates a school district's consistent level of overall  
5872 achievement from year-to-year in meeting and surpassing the  
5873 benchmarks established by the State Department of Education, as  
5874 determined by proficiency on statewide summative assessments,  
5875 increased graduation rates, reduced dropout rates and increases in  
5876 the district's accreditation rating.

5877 **SECTION 122.** (1) (a) Notwithstanding any laws of the State  
5878 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5879 2019, the salary of the Superintendent of the South Delta School  
5880 District shall be Ninety-two Thousand Seven Hundred Dollars  
5881 (\$92,700.00). During this moratorium period on the  
5882 superintendent's salary the local school board shall not authorize  
5883 a salary increase for any individual serving in the capacity as  
5884 district superintendent upon the effective date of this act.

5885 (b) (i) If by reason of resignation or termination the  
5886 office of superintendent for the South Delta School District  
5887 becomes vacant during the moratorium period, the school board, in  
5888 establishing the salary of the newly appointed or elected  
5889 superintendent of schools, shall not compensate said person in an



5890 amount exceeding the salary of the immediate preceding  
5891 superintendent.

5892                   (ii) If by reason of resignation or termination  
5893 the office of superintendent for the South Delta School District  
5894 becomes vacant after July 1, 2019, the school board, in  
5895 establishing the salary of the newly appointed or elected  
5896 superintendent of schools, shall comply with the provisions of  
5897 Section 37-9-37, and shall not compensate said person in an amount  
5898 exceeding the salary of the immediate preceding superintendent.  
5899 However, before entering into a contractual agreement for services  
5900 and compensation as superintendent, the school board shall first  
5901 submit the proposed salary to the State Department of Education  
5902 for approval, based on factors established by the department to  
5903 assess the qualifications and experience of the person selected  
5904 for the office of superintendent as provided under subsection (2)  
5905 of this section.

5906                   (2) The State Department of Education, in addition to using  
5907 the provisions of Section 37-9-37 as an indicator of administrator  
5908 competencies for superintendents' salary approval, shall establish  
5909 an independent rubric to calculate a school district's progressive  
5910 improvement in determining the eligibility of a superintendent for  
5911 a salary increase based on the recommendation submitted by the  
5912 local school board, using the raw, unranked and unweighted  
5913 standardized test score from all student assessments, adopted by  
5914 the State Board of Education and administered in accordance with



5915 the statewide testing program established under the provisions of  
5916 Chapter 16, Title 37, Mississippi Code of 1972.

5917 (3) As used in this section the term "progressive  
5918 improvement" means evidence-based, empirical data that  
5919 demonstrates a school district's consistent level of overall  
5920 achievement from year-to-year in meeting and surpassing the  
5921 benchmarks established by the State Department of Education, as  
5922 determined by proficiency on statewide summative assessments,  
5923 increased graduation rates, reduced dropout rates and increases in  
5924 the district's accreditation rating.

5925 **SECTION 123.** (1) (a) Notwithstanding any laws of the State  
5926 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5927 2019, the salary of the Superintendent of the South Panola School  
5928 District shall be One Hundred Thirty-six Thousand Five Hundred  
5929 Dollars (\$136,500.00). During this moratorium period on the  
5930 superintendent's salary the local school board shall not authorize  
5931 a salary increase for any individual serving in the capacity as  
5932 district superintendent upon the effective date of this act.

5933 (b) (i) If by reason of resignation or termination the  
5934 office of superintendent for the South Panola School District  
5935 becomes vacant during the moratorium period, the school board, in  
5936 establishing the salary of the newly appointed or elected  
5937 superintendent of schools, shall not compensate said person in an  
5938 amount exceeding the salary of the immediate preceding  
5939 superintendent.



5940 (ii) If by reason of resignation or termination  
5941 the office of superintendent for the South Panola School District  
5942 becomes vacant after July 1, 2019, the school board, in  
5943 establishing the salary of the newly appointed or elected  
5944 superintendent of schools, shall comply with the provisions of  
5945 Section 37-9-37, and shall not compensate said person in an amount  
5946 exceeding the salary of the immediate preceding superintendent.  
5947 However, before entering into a contractual agreement for services  
5948 and compensation as superintendent, the school board shall first  
5949 submit the proposed salary to the State Department of Education  
5950 for approval, based on factors established by the department to  
5951 assess the qualifications and experience of the person selected  
5952 for the office of superintendent as provided under subsection (2)  
5953 of this section.

5954 (2) The State Department of Education, in addition to using  
5955 the provisions of Section 37-9-37 as an indicator of administrator  
5956 competencies for superintendents' salary approval, shall establish  
5957 an independent rubric to calculate a school district's progressive  
5958 improvement in determining the eligibility of a superintendent for  
5959 a salary increase based on the recommendation submitted by the  
5960 local school board, using the raw, unranked and unweighted  
5961 standardized test score from all student assessments, adopted by  
5962 the State Board of Education and administered in accordance with  
5963 the statewide testing program established under the provisions of  
5964 Chapter 16, Title 37, Mississippi Code of 1972.



5965 (3) As used in this section the term "progressive  
5966 improvement" means evidence-based, empirical data that  
5967 demonstrates a school district's consistent level of overall  
5968 achievement from year-to-year in meeting and surpassing the  
5969 benchmarks established by the State Department of Education, as  
5970 determined by proficiency on statewide summative assessments,  
5971 increased graduation rates, reduced dropout rates and increases in  
5972 the district's accreditation rating.

5973 **SECTION 124.** (1) (a) Notwithstanding any laws of the State  
5974 of Mississippi to the contrary, from July 1, 2016, until June 30,  
5975 2019, the salary of the Superintendent of the South Pike School  
5976 District shall be One Hundred Thirty-two Thousand Eight Hundred  
5977 Forty Dollars (\$132,840.00). During this moratorium period on the  
5978 superintendent's salary the local school board shall not authorize  
5979 a salary increase for any individual serving in the capacity as  
5980 district superintendent upon the effective date of this act.

5981 (b) (i) If by reason of resignation or termination the  
5982 office of superintendent for the South Pike School District  
5983 becomes vacant during the moratorium period, the school board, in  
5984 establishing the salary of the newly appointed or elected  
5985 superintendent of schools, shall not compensate said person in an  
5986 amount exceeding the salary of the immediate preceding  
5987 superintendent.

5988 (ii) If by reason of resignation or termination  
5989 the office of superintendent for the South Pike School District



5990 becomes vacant after July 1, 2019, the school board, in  
5991 establishing the salary of the newly appointed or elected  
5992 superintendent of schools, shall comply with the provisions of  
5993 Section 37-9-37, and shall not compensate said person in an amount  
5994 exceeding the salary of the immediate preceding superintendent.  
5995 However, before entering into a contractual agreement for services  
5996 and compensation as superintendent, the school board shall first  
5997 submit the proposed salary to the State Department of Education  
5998 for approval, based on factors established by the department to  
5999 assess the qualifications and experience of the person selected  
6000 for the office of superintendent as provided under subsection (2)  
6001 of this section.

6002 (2) The State Department of Education, in addition to using  
6003 the provisions of Section 37-9-37 as an indicator of administrator  
6004 competencies for superintendents' salary approval, shall establish  
6005 an independent rubric to calculate a school district's progressive  
6006 improvement in determining the eligibility of a superintendent for  
6007 a salary increase based on the recommendation submitted by the  
6008 local school board, using the raw, unranked and unweighted  
6009 standardized test score from all student assessments, adopted by  
6010 the State Board of Education and administered in accordance with  
6011 the statewide testing program established under the provisions of  
6012 Chapter 16, Title 37, Mississippi Code of 1972.

6013 (3) As used in this section the term "progressive  
6014 improvement" means evidence-based, empirical data that



6015 demonstrates a school district's consistent level of overall  
6016 achievement from year-to-year in meeting and surpassing the  
6017 benchmarks established by the State Department of Education, as  
6018 determined by proficiency on statewide summative assessments,  
6019 increased graduation rates, reduced dropout rates and increases in  
6020 the district's accreditation rating.

6021       **SECTION 125.** (1) (a) Notwithstanding any laws of the State  
6022 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6023 2019, the salary of the Superintendent of the South Tippah School  
6024 District shall be One Hundred One Thousand Dollars (\$101,000.00).  
6025 During this moratorium period on the superintendent's salary the  
6026 local school board shall not authorize a salary increase for any  
6027 individual serving in the capacity as district superintendent upon  
6028 the effective date of this act.

6029               (b) (i) If by reason of resignation or termination the  
6030 office of superintendent for the South Tippah School District  
6031 becomes vacant during the moratorium period, the school board, in  
6032 establishing the salary of the newly appointed or elected  
6033 superintendent of schools, shall not compensate said person in an  
6034 amount exceeding the salary of the immediate preceding  
6035 superintendent.

6036               (ii) If by reason of resignation or termination  
6037 the office of superintendent for the South Tippah School District  
6038 becomes vacant after July 1, 2019, the school board, in  
6039 establishing the salary of the newly appointed or elected



6040 superintendent of schools, shall comply with the provisions of  
6041 Section 37-9-37, and shall not compensate said person in an amount  
6042 exceeding the salary of the immediate preceding superintendent.  
6043 However, before entering into a contractual agreement for services  
6044 and compensation as superintendent, the school board shall first  
6045 submit the proposed salary to the State Department of Education  
6046 for approval, based on factors established by the department to  
6047 assess the qualifications and experience of the person selected  
6048 for the office of superintendent as provided under subsection (2)  
6049 of this section.

6050 (2) The State Department of Education, in addition to using  
6051 the provisions of Section 37-9-37 as an indicator of administrator  
6052 competencies for superintendents' salary approval, shall establish  
6053 an independent rubric to calculate a school district's progressive  
6054 improvement in determining the eligibility of a superintendent for  
6055 a salary increase based on the recommendation submitted by the  
6056 local school board, using the raw, unranked and unweighted  
6057 standardized test score from all student assessments, adopted by  
6058 the State Board of Education and administered in accordance with  
6059 the statewide testing program established under the provisions of  
6060 Chapter 16, Title 37, Mississippi Code of 1972.

6061 (3) As used in this section the term "progressive  
6062 improvement" means evidence-based, empirical data that  
6063 demonstrates a school district's consistent level of overall  
6064 achievement from year-to-year in meeting and surpassing the



6065 benchmarks established by the State Department of Education, as  
6066 determined by proficiency on statewide summative assessments,  
6067 increased graduation rates, reduced dropout rates and increases in  
6068 the district's accreditation rating.

6069       **SECTION 126.** (1) (a) Notwithstanding any laws of the State  
6070 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6071 2019, the salary of the Superintendent of the Starkville-Oktibbeha  
6072 Consolidated School District shall be One Hundred Eighty-three  
6073 Thousand Seven Hundred Fifty Dollars (\$183,750.00). During this  
6074 moratorium period on the superintendent's salary the local school  
6075 board shall not authorize a salary increase for any individual  
6076 serving in the capacity as district superintendent upon the  
6077 effective date of this act.

6078           (b) (i) If by reason of resignation or termination the  
6079 office of superintendent for the Starkville-Oktibbeha Consolidated  
6080 School District becomes vacant during the moratorium period, the  
6081 school board, in establishing the salary of the newly appointed or  
6082 elected superintendent of schools, shall not compensate said  
6083 person in an amount exceeding the salary of the immediate  
6084 preceding superintendent.

6085           (ii) If by reason of resignation or termination  
6086 the office of superintendent for the Starkville-Oktibbeha  
6087 Consolidated School District becomes vacant after July 1, 2019,  
6088 the school board, in establishing the salary of the newly  
6089 appointed or elected superintendent of schools, shall comply with



6090 the provisions of Section 37-9-37, and shall not compensate said  
6091 person in an amount exceeding the salary of the immediate  
6092 preceding superintendent. However, before entering into a  
6093 contractual agreement for services and compensation as  
6094 superintendent, the school board shall first submit the proposed  
6095 salary to the State Department of Education for approval, based on  
6096 factors established by the department to assess the qualifications  
6097 and experience of the person selected for the office of  
6098 superintendent as provided under subsection (2) of this section.

6099 (2) The State Department of Education, in addition to using  
6100 the provisions of Section 37-9-37 as an indicator of administrator  
6101 competencies for superintendents' salary approval, shall establish  
6102 an independent rubric to calculate a school district's progressive  
6103 improvement in determining the eligibility of a superintendent for  
6104 a salary increase based on the recommendation submitted by the  
6105 local school board, using the raw, unranked and unweighted  
6106 standardized test score from all student assessments, adopted by  
6107 the State Board of Education and administered in accordance with  
6108 the statewide testing program established under the provisions of  
6109 Chapter 16, Title 37, Mississippi Code of 1972.

6110 (3) As used in this section the term "progressive  
6111 improvement" means evidence-based, empirical data that  
6112 demonstrates a school district's consistent level of overall  
6113 achievement from year-to-year in meeting and surpassing the  
6114 benchmarks established by the State Department of Education, as



6115 determined by proficiency on statewide summative assessments,  
6116 increased graduation rates, reduced dropout rates and increases in  
6117 the district's accreditation rating.

6118         **SECTION 127.** (1) (a) Notwithstanding any laws of the State  
6119 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6120 2019, the salary of the Superintendent of the Stone County School  
6121 District shall be One Hundred Three Thousand Four Hundred  
6122 Thirty-one Dollars (\$103,431.00). During this moratorium period  
6123 on the superintendent's salary the local school board shall not  
6124 authorize a salary increase for any individual serving in the  
6125 capacity as district superintendent upon the effective date of  
6126 this act.

6127                 (b) (i) If by reason of resignation or termination the  
6128 office of superintendent for the Stone County School District  
6129 becomes vacant during the moratorium period, the school board, in  
6130 establishing the salary of the newly appointed or elected  
6131 superintendent of schools, shall not compensate said person in an  
6132 amount exceeding the salary of the immediate preceding  
6133 superintendent.

6134                 (ii) If by reason of resignation or termination  
6135 the office of superintendent for the Stone County School District  
6136 becomes vacant after July 1, 2019, the school board, in  
6137 establishing the salary of the newly appointed or elected  
6138 superintendent of schools, shall comply with the provisions of  
6139 Section 37-9-37, and shall not compensate said person in an amount



6140 exceeding the salary of the immediate preceding superintendent.  
6141 However, before entering into a contractual agreement for services  
6142 and compensation as superintendent, the school board shall first  
6143 submit the proposed salary to the State Department of Education  
6144 for approval, based on factors established by the department to  
6145 assess the qualifications and experience of the person selected  
6146 for the office of superintendent as provided under subsection (2)  
6147 of this section.

6148 (2) The State Department of Education, in addition to using  
6149 the provisions of Section 37-9-37 as an indicator of administrator  
6150 competencies for superintendents' salary approval, shall establish  
6151 an independent rubric to calculate a school district's progressive  
6152 improvement in determining the eligibility of a superintendent for  
6153 a salary increase based on the recommendation submitted by the  
6154 local school board, using the raw, unranked and unweighted  
6155 standardized test score from all student assessments, adopted by  
6156 the State Board of Education and administered in accordance with  
6157 the statewide testing program established under the provisions of  
6158 Chapter 16, Title 37, Mississippi Code of 1972.

6159 (3) As used in this section the term "progressive  
6160 improvement" means evidence-based, empirical data that  
6161 demonstrates a school district's consistent level of overall  
6162 achievement from year-to-year in meeting and surpassing the  
6163 benchmarks established by the State Department of Education, as  
6164 determined by proficiency on statewide summative assessments,



6165 increased graduation rates, reduced dropout rates and increases in  
6166 the district's accreditation rating.

6167         **SECTION 128.** (1) (a) Notwithstanding any laws of the State  
6168 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6169 2019, the salary of the Superintendent of the Sunflower County  
6170 Consolidated School District shall be One Hundred Forty-five  
6171 Thousand Dollars (\$145,000.00). During this moratorium period on  
6172 the superintendent's salary the local school board shall not  
6173 authorize a salary increase for any individual serving in the  
6174 capacity as district superintendent upon the effective date of  
6175 this act.

6176                 (b) (i) If by reason of resignation or termination the  
6177 office of superintendent for the Sunflower County Consolidated  
6178 School District becomes vacant during the moratorium period, the  
6179 school board, in establishing the salary of the newly appointed or  
6180 elected superintendent of schools, shall not compensate said  
6181 person in an amount exceeding the salary of the immediate  
6182 preceding superintendent.

6183                 (ii) If by reason of resignation or termination  
6184 the office of superintendent for the Sunflower County Consolidated  
6185 School District becomes vacant after July 1, 2019, the school  
6186 board, in establishing the salary of the newly appointed or  
6187 elected superintendent of schools, shall comply with the  
6188 provisions of Section 37-9-37, and shall not compensate said  
6189 person in an amount exceeding the salary of the immediate



6190 preceding superintendent. However, before entering into a  
6191 contractual agreement for services and compensation as  
6192 superintendent, the school board shall first submit the proposed  
6193 salary to the State Department of Education for approval, based on  
6194 factors established by the department to assess the qualifications  
6195 and experience of the person selected for the office of  
6196 superintendent as provided under subsection (2) of this section.

6197 (2) The State Department of Education, in addition to using  
6198 the provisions of Section 37-9-37 as an indicator of administrator  
6199 competencies for superintendents' salary approval, shall establish  
6200 an independent rubric to calculate a school district's progressive  
6201 improvement in determining the eligibility of a superintendent for  
6202 a salary increase based on the recommendation submitted by the  
6203 local school board, using the raw, unranked and unweighted  
6204 standardized test score from all student assessments, adopted by  
6205 the State Board of Education and administered in accordance with  
6206 the statewide testing program established under the provisions of  
6207 Chapter 16, Title 37, Mississippi Code of 1972.

6208 (3) As used in this section the term "progressive  
6209 improvement" means evidence-based, empirical data that  
6210 demonstrates a school district's consistent level of overall  
6211 achievement from year-to-year in meeting and surpassing the  
6212 benchmarks established by the State Department of Education, as  
6213 determined by proficiency on statewide summative assessments,



6214 increased graduation rates, reduced dropout rates and increases in  
6215 the district's accreditation rating.

6216         **SECTION 129.** (1) (a) Notwithstanding any laws of the State  
6217 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6218 2019, the salary of the Superintendent of the Tate County School  
6219 District shall be One Hundred Ten Thousand Dollars (\$110,000.00).  
6220 During this moratorium period on the superintendent's salary the  
6221 local school board shall not authorize a salary increase for any  
6222 individual serving in the capacity as district superintendent upon  
6223 the effective date of this act.

6224                 (b) (i) If by reason of resignation or termination the  
6225 office of superintendent for the Tate County School District  
6226 becomes vacant during the moratorium period, the school board, in  
6227 establishing the salary of the newly appointed or elected  
6228 superintendent of schools, shall not compensate said person in an  
6229 amount exceeding the salary of the immediate preceding  
6230 superintendent.

6231                 (ii) If by reason of resignation or termination  
6232 the office of superintendent for the Tate County School District  
6233 becomes vacant after July 1, 2019, the school board, in  
6234 establishing the salary of the newly appointed or elected  
6235 superintendent of schools, shall comply with the provisions of  
6236 Section 37-9-37, and shall not compensate said person in an amount  
6237 exceeding the salary of the immediate preceding superintendent.  
6238 However, before entering into a contractual agreement for services



6239 and compensation as superintendent, the school board shall first  
6240 submit the proposed salary to the State Department of Education  
6241 for approval, based on factors established by the department to  
6242 assess the qualifications and experience of the person selected  
6243 for the office of superintendent as provided under subsection (2)  
6244 of this section.

6245 (2) The State Department of Education, in addition to using  
6246 the provisions of Section 37-9-37 as an indicator of administrator  
6247 competencies for superintendents' salary approval, shall establish  
6248 an independent rubric to calculate a school district's progressive  
6249 improvement in determining the eligibility of a superintendent for  
6250 a salary increase based on the recommendation submitted by the  
6251 local school board, using the raw, unranked and unweighted  
6252 standardized test score from all student assessments, adopted by  
6253 the State Board of Education and administered in accordance with  
6254 the statewide testing program established under the provisions of  
6255 Chapter 16, Title 37, Mississippi Code of 1972.

6256 (3) As used in this section the term "progressive  
6257 improvement" means evidence-based, empirical data that  
6258 demonstrates a school district's consistent level of overall  
6259 achievement from year-to-year in meeting and surpassing the  
6260 benchmarks established by the State Department of Education, as  
6261 determined by proficiency on statewide summative assessments,  
6262 increased graduation rates, reduced dropout rates and increases in  
6263 the district's accreditation rating.



6264           SECTION 130. (1) (a) Notwithstanding any laws of the State  
6265 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6266 2019, the salary of the Superintendent of the Tishomingo County  
6267 School District shall be Ninety-five Thousand Dollars  
6268 (\$95,000.00). During this moratorium period on the  
6269 superintendent's salary the local school board shall not authorize  
6270 a salary increase for any individual serving in the capacity as  
6271 district superintendent upon the effective date of this act.

6272                   (b) (i) If by reason of resignation or termination the  
6273 office of superintendent for the Tishomingo County School District  
6274 becomes vacant during the moratorium period, the school board, in  
6275 establishing the salary of the newly appointed or elected  
6276 superintendent of schools, shall not compensate said person in an  
6277 amount exceeding the salary of the immediate preceding  
6278 superintendent.

6279                   (ii) If by reason of resignation or termination  
6280 the office of superintendent for the Tishomingo County School  
6281 District becomes vacant after July 1, 2019, the school board, in  
6282 establishing the salary of the newly appointed or elected  
6283 superintendent of schools, shall comply with the provisions of  
6284 Section 37-9-37, and shall not compensate said person in an amount  
6285 exceeding the salary of the immediate preceding superintendent.  
6286 However, before entering into a contractual agreement for services  
6287 and compensation as superintendent, the school board shall first  
6288 submit the proposed salary to the State Department of Education



6289 for approval, based on factors established by the department to  
6290 assess the qualifications and experience of the person selected  
6291 for the office of superintendent as provided under subsection (2)  
6292 of this section.

6293 (2) The State Department of Education, in addition to using  
6294 the provisions of Section 37-9-37 as an indicator of administrator  
6295 competencies for superintendents' salary approval, shall establish  
6296 an independent rubric to calculate a school district's progressive  
6297 improvement in determining the eligibility of a superintendent for  
6298 a salary increase based on the recommendation submitted by the  
6299 local school board, using the raw, unranked and unweighted  
6300 standardized test score from all student assessments, adopted by  
6301 the State Board of Education and administered in accordance with  
6302 the statewide testing program established under the provisions of  
6303 Chapter 16, Title 37, Mississippi Code of 1972.

6304 (3) As used in this section the term "progressive  
6305 improvement" means evidence-based, empirical data that  
6306 demonstrates a school district's consistent level of overall  
6307 achievement from year-to-year in meeting and surpassing the  
6308 benchmarks established by the State Department of Education, as  
6309 determined by proficiency on statewide summative assessments,  
6310 increased graduation rates, reduced dropout rates and increases in  
6311 the district's accreditation rating.

6312 **SECTION 131.** (1) (a) Notwithstanding any laws of the State  
6313 of Mississippi to the contrary, effective on July 1, 2016, for a



6314 period of three (3) years following release from conservatorship,  
6315 at such time as that may be, the salary of the Superintendent of  
6316 the Tunica County School District shall be One Hundred Thousand  
6317 Dollars (\$100,000.00). During this moratorium period on the  
6318 superintendent's salary the local school board shall not authorize  
6319 a salary increase for any individual serving in the capacity as  
6320 district superintendent at the time the district was placed under  
6321 conservatorship status. Neither shall the local school board  
6322 authorize a salary increase for any individual selected to serve  
6323 as district superintendent within the three-year period following  
6324 the district's release from conservatorship after negotiating the  
6325 initial salary to be paid to such persons.

6326 (b) (i) If by reason of resignation or termination the  
6327 office of superintendent for the Tunica County School District  
6328 becomes vacant during the applicable moratorium period as  
6329 determined by its date of release from conservatorship, the school  
6330 board, in establishing the salary of the newly appointed or  
6331 elected superintendent of schools, shall not compensate said  
6332 person in an amount exceeding the salary of the immediate  
6333 preceding superintendent.

6334 (ii) If by reason of resignation or termination  
6335 the office of superintendent for the Tunica County School District  
6336 becomes vacant after the period of three (3) years following  
6337 release from conservatorship, the school board, in establishing  
6338 the salary of the newly appointed or elected superintendent of



6339 schools, shall comply with the provisions of Section 37-9-37, and  
6340 shall not compensate said person in an amount exceeding the salary  
6341 of the immediate preceding superintendent. However, before  
6342 entering into a contractual agreement for services and  
6343 compensation as superintendent, the school board shall first  
6344 submit the proposed salary to the State Department of Education  
6345 for approval, based on factors established by the department to  
6346 assess the qualifications and experience of the person selected  
6347 for the office of superintendent as provided under subsection (2)  
6348 of this section.

6349 (2) The State Department of Education, in addition to using  
6350 the provisions of Section 37-9-37 as an indicator of administrator  
6351 competencies for superintendents' salary approval, shall establish  
6352 an independent rubric to calculate a school district's progressive  
6353 improvement in determining the eligibility of a superintendent for  
6354 a salary increase based on the recommendation submitted by the  
6355 local school board, using the raw, unranked and unweighted  
6356 standardized test score from all student assessments, adopted by  
6357 the State Board of Education and administered in accordance with  
6358 the statewide testing program established under the provisions of  
6359 Chapter 16, Title 37, Mississippi Code of 1972.

6360 (3) As used in this section the term "progressive  
6361 improvement" means evidence-based, empirical data that  
6362 demonstrates a school district's consistent level of overall  
6363 achievement from year-to-year in meeting and surpassing the



6364 benchmarks established by the State Department of Education, as  
6365 determined by proficiency on statewide summative assessments,  
6366 increased graduation rates, reduced dropout rates and increases in  
6367 the district's accreditation rating.

6368        SECTION 132. (1) (a) Notwithstanding any laws of the State  
6369 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6370 2019, the salary of the Superintendent of the Tupelo Public School  
6371 District shall be Two Hundred Two Thousand Seven Hundred  
6372 Thirty-eight Dollars (\$202,738.00). During this moratorium period  
6373 on the superintendent's salary the local school board shall not  
6374 authorize a salary increase for any individual serving in the  
6375 capacity as district superintendent upon the effective date of  
6376 this act.

6377           (b) (i) If by reason of resignation or termination the  
6378 office of superintendent for the Tupelo Public School District  
6379 becomes vacant during the moratorium period, the school board, in  
6380 establishing the salary of the newly appointed or elected  
6381 superintendent of schools, shall not compensate said person in an  
6382 amount exceeding the salary of the immediate preceding  
6383 superintendent.

6384           (ii) If by reason of resignation or termination  
6385 the office of superintendent for the Tupelo Public School District  
6386 becomes vacant after July 1, 2019, the school board, in  
6387 establishing the salary of the newly appointed or elected  
6388 superintendent of schools, shall comply with the provisions of



6389 Section 37-9-37, and shall not compensate said person in an amount  
6390 exceeding the salary of the immediate preceding superintendent.  
6391 However, before entering into a contractual agreement for services  
6392 and compensation as superintendent, the school board shall first  
6393 submit the proposed salary to the State Department of Education  
6394 for approval, based on factors established by the department to  
6395 assess the qualifications and experience of the person selected  
6396 for the office of superintendent as provided under subsection (2)  
6397 of this section.

6398 (2) The State Department of Education, in addition to using  
6399 the provisions of Section 37-9-37 as an indicator of administrator  
6400 competencies for superintendents' salary approval, shall establish  
6401 an independent rubric to calculate a school district's progressive  
6402 improvement in determining the eligibility of a superintendent for  
6403 a salary increase based on the recommendation submitted by the  
6404 local school board, using the raw, unranked and unweighted  
6405 standardized test score from all student assessments, adopted by  
6406 the State Board of Education and administered in accordance with  
6407 the statewide testing program established under the provisions of  
6408 Chapter 16, Title 37, Mississippi Code of 1972.

6409 (3) As used in this section the term "progressive  
6410 improvement" means evidence-based, empirical data that  
6411 demonstrates a school district's consistent level of overall  
6412 achievement from year-to-year in meeting and surpassing the  
6413 benchmarks established by the State Department of Education, as



6414 determined by proficiency on statewide summative assessments,  
6415 increased graduation rates, reduced dropout rates and increases in  
6416 the district's accreditation rating.

6417         **SECTION 133.** (1) (a) Notwithstanding any laws of the State  
6418 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6419 2019, the salary of the Superintendent of the Union County School  
6420 District shall be One Hundred Eleven Thousand Three Hundred  
6421 Seventy-three Dollars (\$111,373.00). During this moratorium  
6422 period on the superintendent's salary the local school board shall  
6423 not authorize a salary increase for any individual serving in the  
6424 capacity as district superintendent upon the effective date of  
6425 this act.

6426                 (b) (i) If by reason of resignation or termination the  
6427 office of superintendent for the Union County School District  
6428 becomes vacant during the moratorium period, the school board, in  
6429 establishing the salary of the newly appointed or elected  
6430 superintendent of schools, shall not compensate said person in an  
6431 amount exceeding the salary of the immediate preceding  
6432 superintendent.

6433                 (ii) If by reason of resignation or termination  
6434 the office of superintendent for the Union County School District  
6435 becomes vacant after July 1, 2019, the school board, in  
6436 establishing the salary of the newly appointed or elected  
6437 superintendent of schools, shall comply with the provisions of  
6438 Section 37-9-37, and shall not compensate said person in an amount



6439 exceeding the salary of the immediate preceding superintendent.  
6440 However, before entering into a contractual agreement for services  
6441 and compensation as superintendent, the school board shall first  
6442 submit the proposed salary to the State Department of Education  
6443 for approval, based on factors established by the department to  
6444 assess the qualifications and experience of the person selected  
6445 for the office of superintendent as provided under subsection (2)  
6446 of this section.

6447         (2) The State Department of Education, in addition to using  
6448 the provisions of Section 37-9-37 as an indicator of administrator  
6449 competencies for superintendents' salary approval, shall establish  
6450 an independent rubric to calculate a school district's progressive  
6451 improvement in determining the eligibility of a superintendent for  
6452 a salary increase based on the recommendation submitted by the  
6453 local school board, using the raw, unranked and unweighted  
6454 standardized test score from all student assessments, adopted by  
6455 the State Board of Education and administered in accordance with  
6456 the statewide testing program established under the provisions of  
6457 Chapter 16, Title 37, Mississippi Code of 1972.

6458         (3) As used in this section the term "progressive  
6459 improvement" means evidence-based, empirical data that  
6460 demonstrates a school district's consistent level of overall  
6461 achievement from year-to-year in meeting and surpassing the  
6462 benchmarks established by the State Department of Education, as  
6463 determined by proficiency on statewide summative assessments,



6464 increased graduation rates, reduced dropout rates and increases in  
6465 the district's accreditation rating.

6466         **SECTION 134.** (1) (a) Notwithstanding any laws of the State  
6467 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6468 2019, the salary of the Superintendent of the Union Public School  
6469 District shall be One Hundred Thousand Dollars (\$100,000.00).  
6470 During this moratorium period on the superintendent's salary the  
6471 local school board shall not authorize a salary increase for any  
6472 individual serving in the capacity as district superintendent upon  
6473 the effective date of this act.

6474                 (b) (i) If by reason of resignation or termination the  
6475 office of superintendent for the Union Public School District  
6476 becomes vacant during the moratorium period, the school board, in  
6477 establishing the salary of the newly appointed or elected  
6478 superintendent of schools, shall not compensate said person in an  
6479 amount exceeding the salary of the immediate preceding  
6480 superintendent.

6481                 (ii) If by reason of resignation or termination  
6482 the office of superintendent for the Union Public School District  
6483 becomes vacant after July 1, 2019, the school board, in  
6484 establishing the salary of the newly appointed or elected  
6485 superintendent of schools, shall comply with the provisions of  
6486 Section 37-9-37, and shall not compensate said person in an amount  
6487 exceeding the salary of the immediate preceding superintendent.  
6488 However, before entering into a contractual agreement for services



6489 and compensation as superintendent, the school board shall first  
6490 submit the proposed salary to the State Department of Education  
6491 for approval, based on factors established by the department to  
6492 assess the qualifications and experience of the person selected  
6493 for the office of superintendent as provided under subsection (2)  
6494 of this section.

6495 (2) The State Department of Education, in addition to using  
6496 the provisions of Section 37-9-37 as an indicator of administrator  
6497 competencies for superintendents' salary approval, shall establish  
6498 an independent rubric to calculate a school district's progressive  
6499 improvement in determining the eligibility of a superintendent for  
6500 a salary increase based on the recommendation submitted by the  
6501 local school board, using the raw, unranked and unweighted  
6502 standardized test score from all student assessments, adopted by  
6503 the State Board of Education and administered in accordance with  
6504 the statewide testing program established under the provisions of  
6505 Chapter 16, Title 37, Mississippi Code of 1972.

6506 (3) As used in this section the term "progressive  
6507 improvement" means evidence-based, empirical data that  
6508 demonstrates a school district's consistent level of overall  
6509 achievement from year-to-year in meeting and surpassing the  
6510 benchmarks established by the State Department of Education, as  
6511 determined by proficiency on statewide summative assessments,  
6512 increased graduation rates, reduced dropout rates and increases in  
6513 the district's accreditation rating.



6514           SECTION 135. (1) (a) Notwithstanding any laws of the State  
6515 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6516 2019, the salary of the Superintendent of the Vicksburg-Warren  
6517 School District shall be One Hundred Thirty-six Thousand Two  
6518 Hundred Fifty Dollars (\$136,250.00). During this moratorium  
6519 period on the superintendent's salary the local school board shall  
6520 not authorize a salary increase for any individual serving in the  
6521 capacity as district superintendent upon the effective date of  
6522 this act.

6523                   (b) (i) If by reason of resignation or termination the  
6524 office of superintendent for the Vicksburg-Warren School District  
6525 becomes vacant during the moratorium period, the school board, in  
6526 establishing the salary of the newly appointed or elected  
6527 superintendent of schools, shall not compensate said person in an  
6528 amount exceeding the salary of the immediate preceding  
6529 superintendent.

6530                   (ii) If by reason of resignation or termination  
6531 the office of superintendent for the Vicksburg-Warren School  
6532 District becomes vacant after July 1, 2019, the school board, in  
6533 establishing the salary of the newly appointed or elected  
6534 superintendent of schools, shall comply with the provisions of  
6535 Section 37-9-37, and shall not compensate said person in an amount  
6536 exceeding the salary of the immediate preceding superintendent.  
6537 However, before entering into a contractual agreement for services  
6538 and compensation as superintendent, the school board shall first



6539 submit the proposed salary to the State Department of Education  
6540 for approval, based on factors established by the department to  
6541 assess the qualifications and experience of the person selected  
6542 for the office of superintendent as provided under subsection (2)  
6543 of this section.

6544 (2) The State Department of Education, in addition to using  
6545 the provisions of Section 37-9-37 as an indicator of administrator  
6546 competencies for superintendents' salary approval, shall establish  
6547 an independent rubric to calculate a school district's progressive  
6548 improvement in determining the eligibility of a superintendent for  
6549 a salary increase based on the recommendation submitted by the  
6550 local school board, using the raw, unranked and unweighted  
6551 standardized test score from all student assessments, adopted by  
6552 the State Board of Education and administered in accordance with  
6553 the statewide testing program established under the provisions of  
6554 Chapter 16, Title 37, Mississippi Code of 1972.

6555 (3) As used in this section the term "progressive  
6556 improvement" means evidence-based, empirical data that  
6557 demonstrates a school district's consistent level of overall  
6558 achievement from year-to-year in meeting and surpassing the  
6559 benchmarks established by the State Department of Education, as  
6560 determined by proficiency on statewide summative assessments,  
6561 increased graduation rates, reduced dropout rates and increases in  
6562 the district's accreditation rating.



6563           SECTION 136. (1) (a) Notwithstanding any laws of the State  
6564 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6565 2019, the salary of the Superintendent of the Walthall County  
6566 School District shall be Ninety-five Thousand Five Hundred Dollars  
6567 (\$95,500.00). During this moratorium period on the  
6568 superintendent's salary the local school board shall not authorize  
6569 a salary increase for any individual serving in the capacity as  
6570 district superintendent upon the effective date of this act.

6571                   (b) (i) If by reason of resignation or termination the  
6572 office of superintendent for the Walthall County School District  
6573 becomes vacant during the moratorium period, the school board, in  
6574 establishing the salary of the newly appointed or elected  
6575 superintendent of schools, shall not compensate said person in an  
6576 amount exceeding the salary of the immediate preceding  
6577 superintendent.

6578                   (ii) If by reason of resignation or termination  
6579 the office of superintendent for the Walthall County School  
6580 District becomes vacant after July 1, 2019, the school board, in  
6581 establishing the salary of the newly appointed or elected  
6582 superintendent of schools, shall comply with the provisions of  
6583 Section 37-9-37, and shall not compensate said person in an amount  
6584 exceeding the salary of the immediate preceding superintendent.  
6585 However, before entering into a contractual agreement for services  
6586 and compensation as superintendent, the school board shall first  
6587 submit the proposed salary to the State Department of Education



6588 for approval, based on factors established by the department to  
6589 assess the qualifications and experience of the person selected  
6590 for the office of superintendent as provided under subsection (2)  
6591 of this section.

6592 (2) The State Department of Education, in addition to using  
6593 the provisions of Section 37-9-37 as an indicator of administrator  
6594 competencies for superintendents' salary approval, shall establish  
6595 an independent rubric to calculate a school district's progressive  
6596 improvement in determining the eligibility of a superintendent for  
6597 a salary increase based on the recommendation submitted by the  
6598 local school board, using the raw, unranked and unweighted  
6599 standardized test score from all student assessments, adopted by  
6600 the State Board of Education and administered in accordance with  
6601 the statewide testing program established under the provisions of  
6602 Chapter 16, Title 37, Mississippi Code of 1972.

6603 (3) As used in this section the term "progressive  
6604 improvement" means evidence-based, empirical data that  
6605 demonstrates a school district's consistent level of overall  
6606 achievement from year-to-year in meeting and surpassing the  
6607 benchmarks established by the State Department of Education, as  
6608 determined by proficiency on statewide summative assessments,  
6609 increased graduation rates, reduced dropout rates and increases in  
6610 the district's accreditation rating.

6611 **SECTION 137.** (1) (a) Notwithstanding any laws of the State  
6612 of Mississippi to the contrary, from July 1, 2016, until June 30,



6613 2019, the salary of the Superintendent of the Water Valley School  
6614 District shall be One Hundred Ten Thousand Dollars (\$110,000.00).  
6615 During this moratorium period on the superintendent's salary the  
6616 local school board shall not authorize a salary increase for any  
6617 individual serving in the capacity as district superintendent upon  
6618 the effective date of this act.

6619 (b) (i) If by reason of resignation or termination the  
6620 office of superintendent for the Water Valley School District  
6621 becomes vacant during the moratorium period, the school board, in  
6622 establishing the salary of the newly appointed or elected  
6623 superintendent of schools, shall not compensate said person in an  
6624 amount exceeding the salary of the immediate preceding  
6625 superintendent.

6626 (ii) If by reason of resignation or termination  
6627 the office of superintendent for the Water Valley School District  
6628 becomes vacant after July 1, 2019, the school board, in  
6629 establishing the salary of the newly appointed or elected  
6630 superintendent of schools, shall comply with the provisions of  
6631 Section 37-9-37, and shall not compensate said person in an amount  
6632 exceeding the salary of the immediate preceding superintendent.  
6633 However, before entering into a contractual agreement for services  
6634 and compensation as superintendent, the school board shall first  
6635 submit the proposed salary to the State Department of Education  
6636 for approval, based on factors established by the department to  
6637 assess the qualifications and experience of the person selected



6638 for the office of superintendent as provided under subsection (2)  
6639 of this section.

6640 (2) The State Department of Education, in addition to using  
6641 the provisions of Section 37-9-37 as an indicator of administrator  
6642 competencies for superintendents' salary approval, shall establish  
6643 an independent rubric to calculate a school district's progressive  
6644 improvement in determining the eligibility of a superintendent for  
6645 a salary increase based on the recommendation submitted by the  
6646 local school board, using the raw, unranked and unweighted  
6647 standardized test score from all student assessments, adopted by  
6648 the State Board of Education and administered in accordance with  
6649 the statewide testing program established under the provisions of  
6650 Chapter 16, Title 37, Mississippi Code of 1972.

6651 (3) As used in this section the term "progressive  
6652 improvement" means evidence-based, empirical data that  
6653 demonstrates a school district's consistent level of overall  
6654 achievement from year-to-year in meeting and surpassing the  
6655 benchmarks established by the State Department of Education, as  
6656 determined by proficiency on statewide summative assessments,  
6657 increased graduation rates, reduced dropout rates and increases in  
6658 the district's accreditation rating.

6659 **SECTION 138.** (1) (a) Notwithstanding any laws of the State  
6660 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6661 2019, the salary of the Superintendent of the Wayne County School  
6662 District shall be One Hundred Four Thousand Eight Hundred



6663 Forty-eight Dollars (\$104,848.00). During this moratorium period  
6664 on the superintendent's salary the local school board shall not  
6665 authorize a salary increase for any individual serving in the  
6666 capacity as district superintendent upon the effective date of  
6667 this act.

6668 (b) (i) If by reason of resignation or termination the  
6669 office of superintendent for the Wayne County School District  
6670 becomes vacant during the moratorium period, the school board, in  
6671 establishing the salary of the newly appointed or elected  
6672 superintendent of schools, shall not compensate said person in an  
6673 amount exceeding the salary of the immediate preceding  
6674 superintendent.

6675 (ii) If by reason of resignation or termination  
6676 the office of superintendent for the Wayne County School District  
6677 becomes vacant after July 1, 2019, the school board, in  
6678 establishing the salary of the newly appointed or elected  
6679 superintendent of schools, shall comply with the provisions of  
6680 Section 37-9-37, and shall not compensate said person in an amount  
6681 exceeding the salary of the immediate preceding superintendent.  
6682 However, before entering into a contractual agreement for services  
6683 and compensation as superintendent, the school board shall first  
6684 submit the proposed salary to the State Department of Education  
6685 for approval, based on factors established by the department to  
6686 assess the qualifications and experience of the person selected



6687 for the office of superintendent as provided under subsection (2)  
6688 of this section.

6689 (2) The State Department of Education, in addition to using  
6690 the provisions of Section 37-9-37 as an indicator of administrator  
6691 competencies for superintendents' salary approval, shall establish  
6692 an independent rubric to calculate a school district's progressive  
6693 improvement in determining the eligibility of a superintendent for  
6694 a salary increase based on the recommendation submitted by the  
6695 local school board, using the raw, unranked and unweighted  
6696 standardized test score from all student assessments, adopted by  
6697 the State Board of Education and administered in accordance with  
6698 the statewide testing program established under the provisions of  
6699 Chapter 16, Title 37, Mississippi Code of 1972.

6700 (3) As used in this section the term "progressive  
6701 improvement" means evidence-based, empirical data that  
6702 demonstrates a school district's consistent level of overall  
6703 achievement from year-to-year in meeting and surpassing the  
6704 benchmarks established by the State Department of Education, as  
6705 determined by proficiency on statewide summative assessments,  
6706 increased graduation rates, reduced dropout rates and increases in  
6707 the district's accreditation rating.

6708 **SECTION 139.** (1) (a) Notwithstanding any laws of the State  
6709 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6710 2019, the salary of the Superintendent of the Webster County  
6711 School District shall be Eighty-five Thousand Dollars



6712 (\$85,000.00). During this moratorium period on the  
6713 superintendent's salary the local school board shall not authorize  
6714 a salary increase for any individual serving in the capacity as  
6715 district superintendent upon the effective date of this act.

6716 (b) (i) If by reason of resignation or termination the  
6717 office of superintendent for the Webster County School District  
6718 becomes vacant during the moratorium period, the school board, in  
6719 establishing the salary of the newly appointed or elected  
6720 superintendent of schools, shall not compensate said person in an  
6721 amount exceeding the salary of the immediate preceding  
6722 superintendent.

6723 (ii) If by reason of resignation or termination  
6724 the office of superintendent for the Webster County School  
6725 District becomes vacant after July 1, 2019, the school board, in  
6726 establishing the salary of the newly appointed or elected  
6727 superintendent of schools, shall comply with the provisions of  
6728 Section 37-9-37, and shall not compensate said person in an amount  
6729 exceeding the salary of the immediate preceding superintendent.  
6730 However, before entering into a contractual agreement for services  
6731 and compensation as superintendent, the school board shall first  
6732 submit the proposed salary to the State Department of Education  
6733 for approval, based on factors established by the department to  
6734 assess the qualifications and experience of the person selected  
6735 for the office of superintendent as provided under subsection (2)  
6736 of this section.



6737 (2) The State Department of Education, in addition to using  
6738 the provisions of Section 37-9-37 as an indicator of administrator  
6739 competencies for superintendents' salary approval, shall establish  
6740 an independent rubric to calculate a school district's progressive  
6741 improvement in determining the eligibility of a superintendent for  
6742 a salary increase based on the recommendation submitted by the  
6743 local school board, using the raw, unranked and unweighted  
6744 standardized test score from all student assessments, adopted by  
6745 the State Board of Education and administered in accordance with  
6746 the statewide testing program established under the provisions of  
6747 Chapter 16, Title 37, Mississippi Code of 1972.

6748 (3) As used in this section the term "progressive  
6749 improvement" means evidence-based, empirical data that  
6750 demonstrates a school district's consistent level of overall  
6751 achievement from year-to-year in meeting and surpassing the  
6752 benchmarks established by the State Department of Education, as  
6753 determined by proficiency on statewide summative assessments,  
6754 increased graduation rates, reduced dropout rates and increases in  
6755 the district's accreditation rating.

6756 **SECTION 140.** (1) (a) Notwithstanding any laws of the State  
6757 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6758 2019, the salary of the Superintendent of the West Bolivar  
6759 Consolidated School District shall be One Hundred Twenty-five  
6760 Thousand Dollars (\$125,000.00). During this moratorium period on  
6761 the superintendent's salary the local school board shall not



6762 authorize a salary increase for any individual serving in the  
6763 capacity as district superintendent upon the effective date of  
6764 this act.

6765           (b) (i) If by reason of resignation or termination the  
6766 office of superintendent for the West Bolivar Consolidated School  
6767 District becomes vacant during the moratorium period, the school  
6768 board, in establishing the salary of the newly appointed or  
6769 elected superintendent of schools, shall not compensate said  
6770 person in an amount exceeding the salary of the immediate  
6771 preceding superintendent.

6772           (ii) If by reason of resignation or termination  
6773 the office of superintendent for the West Bolivar Consolidated  
6774 School District becomes vacant after July 1, 2019, the school  
6775 board, in establishing the salary of the newly appointed or  
6776 elected superintendent of schools, shall comply with the  
6777 provisions of Section 37-9-37, and shall not compensate said  
6778 person in an amount exceeding the salary of the immediate  
6779 preceding superintendent. However, before entering into a  
6780 contractual agreement for services and compensation as  
6781 superintendent, the school board shall first submit the proposed  
6782 salary to the State Department of Education for approval, based on  
6783 factors established by the department to assess the qualifications  
6784 and experience of the person selected for the office of  
6785 superintendent as provided under subsection (2) of this section.



6786 (2) The State Department of Education, in addition to using  
6787 the provisions of Section 37-9-37 as an indicator of administrator  
6788 competencies for superintendents' salary approval, shall establish  
6789 an independent rubric to calculate a school district's progressive  
6790 improvement in determining the eligibility of a superintendent for  
6791 a salary increase based on the recommendation submitted by the  
6792 local school board, using the raw, unranked and unweighted  
6793 standardized test score from all student assessments, adopted by  
6794 the State Board of Education and administered in accordance with  
6795 the statewide testing program established under the provisions of  
6796 Chapter 16, Title 37, Mississippi Code of 1972.

6797 (3) As used in this section the term "progressive  
6798 improvement" means evidence-based, empirical data that  
6799 demonstrates a school district's consistent level of overall  
6800 achievement from year-to-year in meeting and surpassing the  
6801 benchmarks established by the State Department of Education, as  
6802 determined by proficiency on statewide summative assessments,  
6803 increased graduation rates, reduced dropout rates and increases in  
6804 the district's accreditation rating.

6805 **SECTION 141.** (1) (a) Notwithstanding any laws of the State  
6806 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6807 2019, the salary of the Superintendent of the West Jasper  
6808 Consolidated School District shall be One Hundred Twelve Thousand  
6809 Four Hundred Sixty-five Dollars (\$112,465.00). During this  
6810 moratorium period on the superintendent's salary the local school



6811 board shall not authorize a salary increase for any individual  
6812 serving in the capacity as district superintendent upon the  
6813 effective date of this act.

6814           (b) (i) If by reason of resignation or termination the  
6815 office of superintendent for the West Jasper Consolidated School  
6816 District becomes vacant during the moratorium period, the school  
6817 board, in establishing the salary of the newly appointed or  
6818 elected superintendent of schools, shall not compensate said  
6819 person in an amount exceeding the salary of the immediate  
6820 preceding superintendent.

6821           (ii) If by reason of resignation or termination  
6822 the office of superintendent for the West Jasper Consolidated  
6823 School District becomes vacant after July 1, 2019, the school  
6824 board, in establishing the salary of the newly appointed or  
6825 elected superintendent of schools, shall comply with the  
6826 provisions of Section 37-9-37, and shall not compensate said  
6827 person in an amount exceeding the salary of the immediate  
6828 preceding superintendent. However, before entering into a  
6829 contractual agreement for services and compensation as  
6830 superintendent, the school board shall first submit the proposed  
6831 salary to the State Department of Education for approval, based on  
6832 factors established by the department to assess the qualifications  
6833 and experience of the person selected for the office of  
6834 superintendent as provided under subsection (2) of this section.



6835 (2) The State Department of Education, in addition to using  
6836 the provisions of Section 37-9-37 as an indicator of administrator  
6837 competencies for superintendents' salary approval, shall establish  
6838 an independent rubric to calculate a school district's progressive  
6839 improvement in determining the eligibility of a superintendent for  
6840 a salary increase based on the recommendation submitted by the  
6841 local school board, using the raw, unranked and unweighted  
6842 standardized test score from all student assessments, adopted by  
6843 the State Board of Education and administered in accordance with  
6844 the statewide testing program established under the provisions of  
6845 Chapter 16, Title 37, Mississippi Code of 1972.

6846 (3) As used in this section the term "progressive  
6847 improvement" means evidence-based, empirical data that  
6848 demonstrates a school district's consistent level of overall  
6849 achievement from year-to-year in meeting and surpassing the  
6850 benchmarks established by the State Department of Education, as  
6851 determined by proficiency on statewide summative assessments,  
6852 increased graduation rates, reduced dropout rates and increases in  
6853 the district's accreditation rating.

6854 **SECTION 142.** (1) (a) Notwithstanding any laws of the State  
6855 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6856 2019, the salary of the Superintendent of the West Point  
6857 Consolidated School District shall be One Hundred Twenty Thousand  
6858 Seven Hundred Fifty Dollars (\$120,750.00). During this moratorium  
6859 period on the superintendent's salary the local school board shall



6860 not authorize a salary increase for any individual serving in the  
6861 capacity as district superintendent upon the effective date of  
6862 this act.

6863           (b) (i) If by reason of resignation or termination the  
6864 office of superintendent for the West Point Consolidated School  
6865 District becomes vacant during the moratorium period, the school  
6866 board, in establishing the salary of the newly appointed or  
6867 elected superintendent of schools, shall not compensate said  
6868 person in an amount exceeding the salary of the immediate  
6869 preceding superintendent.

6870           (ii) If by reason of resignation or termination  
6871 the office of superintendent for the West Point Consolidated  
6872 School District becomes vacant after July 1, 2019, the school  
6873 board, in establishing the salary of the newly appointed or  
6874 elected superintendent of schools, shall comply with the  
6875 provisions of Section 37-9-37, and shall not compensate said  
6876 person in an amount exceeding the salary of the immediate  
6877 preceding superintendent. However, before entering into a  
6878 contractual agreement for services and compensation as  
6879 superintendent, the school board shall first submit the proposed  
6880 salary to the State Department of Education for approval, based on  
6881 factors established by the department to assess the qualifications  
6882 and experience of the person selected for the office of  
6883 superintendent as provided under subsection (2) of this section.



6884 (2) The State Department of Education, in addition to using  
6885 the provisions of Section 37-9-37 as an indicator of administrator  
6886 competencies for superintendents' salary approval, shall establish  
6887 an independent rubric to calculate a school district's progressive  
6888 improvement in determining the eligibility of a superintendent for  
6889 a salary increase based on the recommendation submitted by the  
6890 local school board, using the raw, unranked and unweighted  
6891 standardized test score from all student assessments, adopted by  
6892 the State Board of Education and administered in accordance with  
6893 the statewide testing program established under the provisions of  
6894 Chapter 16, Title 37, Mississippi Code of 1972.

6895 (3) As used in this section the term "progressive  
6896 improvement" means evidence-based, empirical data that  
6897 demonstrates a school district's consistent level of overall  
6898 achievement from year-to-year in meeting and surpassing the  
6899 benchmarks established by the State Department of Education, as  
6900 determined by proficiency on statewide summative assessments,  
6901 increased graduation rates, reduced dropout rates and increases in  
6902 the district's accreditation rating.

6903 **SECTION 143.** (1) (a) Notwithstanding any laws of the State  
6904 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6905 2019, the salary of the Superintendent of the West Tallahatchie  
6906 Consolidated School District shall be One Hundred Eight Thousand  
6907 Two Hundred Forty Dollars (\$108,240.00). During this moratorium  
6908 period on the superintendent's salary the local school board shall



6909 not authorize a salary increase for any individual serving in the  
6910 capacity as district superintendent upon the effective date of  
6911 this act.

6912 (b) (i) If by reason of resignation or termination the  
6913 office of superintendent for the West Tallahatchie Consolidated  
6914 School District becomes vacant during the moratorium period, the  
6915 school board, in establishing the salary of the newly appointed or  
6916 elected superintendent of schools, shall not compensate said  
6917 person in an amount exceeding the salary of the immediate  
6918 preceding superintendent.

6919 (ii) If by reason of resignation or termination  
6920 the office of superintendent for the West Tallahatchie  
6921 Consolidated School District becomes vacant after July 1, 2019,  
6922 the school board, in establishing the salary of the newly  
6923 appointed or elected superintendent of schools, shall comply with  
6924 the provisions of Section 37-9-37, and shall not compensate said  
6925 person in an amount exceeding the salary of the immediate  
6926 preceding superintendent. However, before entering into a  
6927 contractual agreement for services and compensation as  
6928 superintendent, the school board shall first submit the proposed  
6929 salary to the State Department of Education for approval, based on  
6930 factors established by the department to assess the qualifications  
6931 and experience of the person selected for the office of  
6932 superintendent as provided under subsection (2) of this section.



6933           (2) The State Department of Education, in addition to using  
6934 the provisions of Section 37-9-37 as an indicator of administrator  
6935 competencies for superintendents' salary approval, shall establish  
6936 an independent rubric to calculate a school district's progressive  
6937 improvement in determining the eligibility of a superintendent for  
6938 a salary increase based on the recommendation submitted by the  
6939 local school board, using the raw, unranked and unweighted  
6940 standardized test score from all student assessments, adopted by  
6941 the State Board of Education and administered in accordance with  
6942 the statewide testing program established under the provisions of  
6943 Chapter 16, Title 37, Mississippi Code of 1972.

6944           (3) As used in this section the term "progressive  
6945 improvement" means evidence-based, empirical data that  
6946 demonstrates a school district's consistent level of overall  
6947 achievement from year-to-year in meeting and surpassing the  
6948 benchmarks established by the State Department of Education, as  
6949 determined by proficiency on statewide summative assessments,  
6950 increased graduation rates, reduced dropout rates and increases in  
6951 the district's accreditation rating.

6952           **SECTION 144.** (1) (a) Notwithstanding any laws of the State  
6953 of Mississippi to the contrary, from July 1, 2016, until June 30,  
6954 2019, the salary of the Superintendent of the Western Line School  
6955 District shall be One Hundred Forty-one Thousand Fifty-five  
6956 Dollars (\$141,055.00). During this moratorium period on the  
6957 superintendent's salary the local school board shall not authorize



6958 a salary increase for any individual serving in the capacity as  
6959 district superintendent upon the effective date of this act.

6960 (b) (i) If by reason of resignation or termination the  
6961 office of superintendent for the Western Line School District  
6962 becomes vacant during the moratorium period, the school board, in  
6963 establishing the salary of the newly appointed or elected  
6964 superintendent of schools, shall not compensate said person in an  
6965 amount exceeding the salary of the immediate preceding  
6966 superintendent.

6967 (ii) If by reason of resignation or termination  
6968 the office of superintendent for the Western Line School District  
6969 becomes vacant after July 1, 2019, the school board, in  
6970 establishing the salary of the newly appointed or elected  
6971 superintendent of schools, shall comply with the provisions of  
6972 Section 37-9-37, and shall not compensate said person in an amount  
6973 exceeding the salary of the immediate preceding superintendent.  
6974 However, before entering into a contractual agreement for services  
6975 and compensation as superintendent, the school board shall first  
6976 submit the proposed salary to the State Department of Education  
6977 for approval, based on factors established by the department to  
6978 assess the qualifications and experience of the person selected  
6979 for the office of superintendent as provided under subsection (2)  
6980 of this section.

6981 (2) The State Department of Education, in addition to using  
6982 the provisions of Section 37-9-37 as an indicator of administrator



6983 competencies for superintendents' salary approval, shall establish  
6984 an independent rubric to calculate a school district's progressive  
6985 improvement in determining the eligibility of a superintendent for  
6986 a salary increase based on the recommendation submitted by the  
6987 local school board, using the raw, unranked and unweighted  
6988 standardized test score from all student assessments, adopted by  
6989 the State Board of Education and administered in accordance with  
6990 the statewide testing program established under the provisions of  
6991 Chapter 16, Title 37, Mississippi Code of 1972.

6992 (3) As used in this section the term "progressive  
6993 improvement" means evidence-based, empirical data that  
6994 demonstrates a school district's consistent level of overall  
6995 achievement from year-to-year in meeting and surpassing the  
6996 benchmarks established by the State Department of Education, as  
6997 determined by proficiency on statewide summative assessments,  
6998 increased graduation rates, reduced dropout rates and increases in  
6999 the district's accreditation rating.

7000 **SECTION 145.** (1) (a) Notwithstanding any laws of the State  
7001 of Mississippi to the contrary, from July 1, 2016, until June 30,  
7002 2019, the salary of the Superintendent of the Wilkinson County  
7003 School District shall be Ninety-six Thousand Dollars (\$96,000.00).  
7004 During this moratorium period on the superintendent's salary the  
7005 local school board shall not authorize a salary increase for any  
7006 individual serving in the capacity as district superintendent upon  
7007 the effective date of this act.



7008                   (b) (i) If by reason of resignation or termination the  
7009 office of superintendent for the Wilkinson County School District  
7010 becomes vacant during the moratorium period, the school board, in  
7011 establishing the salary of the newly appointed or elected  
7012 superintendent of schools, shall not compensate said person in an  
7013 amount exceeding the salary of the immediate preceding  
7014 superintendent.

7015                   (ii) If by reason of resignation or termination  
7016 the office of superintendent for the Wilkinson County School  
7017 District becomes vacant after July 1, 2019, the school board, in  
7018 establishing the salary of the newly appointed or elected  
7019 superintendent of schools, shall comply with the provisions of  
7020 Section 37-9-37, and shall not compensate said person in an amount  
7021 exceeding the salary of the immediate preceding superintendent.  
7022 However, before entering into a contractual agreement for services  
7023 and compensation as superintendent, the school board shall first  
7024 submit the proposed salary to the State Department of Education  
7025 for approval, based on factors established by the department to  
7026 assess the qualifications and experience of the person selected  
7027 for the office of superintendent as provided under subsection (2)  
7028 of this section.

7029                   (2) The State Department of Education, in addition to using  
7030 the provisions of Section 37-9-37 as an indicator of administrator  
7031 competencies for superintendents' salary approval, shall establish  
7032 an independent rubric to calculate a school district's progressive



7033 improvement in determining the eligibility of a superintendent for  
7034 a salary increase based on the recommendation submitted by the  
7035 local school board, using the raw, unranked and unweighted  
7036 standardized test score from all student assessments, adopted by  
7037 the State Board of Education and administered in accordance with  
7038 the statewide testing program established under the provisions of  
7039 Chapter 16, Title 37, Mississippi Code of 1972.

7040 (3) As used in this section the term "progressive  
7041 improvement" means evidence-based, empirical data that  
7042 demonstrates a school district's consistent level of overall  
7043 achievement from year-to-year in meeting and surpassing the  
7044 benchmarks established by the State Department of Education, as  
7045 determined by proficiency on statewide summative assessments,  
7046 increased graduation rates, reduced dropout rates and increases in  
7047 the district's accreditation rating.

7048 **SECTION 146.** (1) (a) Notwithstanding any laws of the State  
7049 of Mississippi to the contrary, from July 1, 2016, until June 30,  
7050 2019, the salary of the Superintendent of the Winona Separate  
7051 School District shall be Ninety-seven Thousand Five Hundred  
7052 Dollars (\$97,500.00). During this moratorium period on the  
7053 superintendent's salary the local school board shall not authorize  
7054 a salary increase for any individual serving in the capacity as  
7055 district superintendent upon the effective date of this act.

7056 (b) (i) If by reason of resignation or termination the  
7057 office of superintendent for the Winona Separate School District



7058 becomes vacant during the moratorium period, the school board, in  
7059 establishing the salary of the newly appointed or elected  
7060 superintendent of schools, shall not compensate said person in an  
7061 amount exceeding the salary of the immediate preceding  
7062 superintendent.

7063                   (ii) If by reason of resignation or termination  
7064 the office of superintendent for the Winona Separate School  
7065 District becomes vacant after July 1, 2019, the school board, in  
7066 establishing the salary of the newly appointed or elected  
7067 superintendent of schools, shall comply with the provisions of  
7068 Section 37-9-37, and shall not compensate said person in an amount  
7069 exceeding the salary of the immediate preceding superintendent.  
7070 However, before entering into a contractual agreement for services  
7071 and compensation as superintendent, the school board shall first  
7072 submit the proposed salary to the State Department of Education  
7073 for approval, based on factors established by the department to  
7074 assess the qualifications and experience of the person selected  
7075 for the office of superintendent as provided under subsection (2)  
7076 of this section.

7077           (2) The State Department of Education, in addition to using  
7078 the provisions of Section 37-9-37 as an indicator of administrator  
7079 competencies for superintendents' salary approval, shall establish  
7080 an independent rubric to calculate a school district's progressive  
7081 improvement in determining the eligibility of a superintendent for  
7082 a salary increase based on the recommendation submitted by the



7083 local school board, using the raw, unranked and unweighted  
7084 standardized test score from all student assessments, adopted by  
7085 the State Board of Education and administered in accordance with  
7086 the statewide testing program established under the provisions of  
7087 Chapter 16, Title 37, Mississippi Code of 1972.

7088 (3) As used in this section the term "progressive  
7089 improvement" means evidence-based, empirical data that  
7090 demonstrates a school district's consistent level of overall  
7091 achievement from year-to-year in meeting and surpassing the  
7092 benchmarks established by the State Department of Education, as  
7093 determined by proficiency on statewide summative assessments,  
7094 increased graduation rates, reduced dropout rates and increases in  
7095 the district's accreditation rating.

7096 **SECTION 147.** (1) (a) Notwithstanding any laws of the State  
7097 of Mississippi to the contrary, from July 1, 2016, until June 30,  
7098 2019, the salary of the Superintendent of the Yazoo City Municipal  
7099 School District shall be One Hundred Ten Thousand Dollars  
7100 (\$110,000.00). During this moratorium period on the  
7101 superintendent's salary the local school board shall not authorize  
7102 a salary increase for any individual serving in the capacity as  
7103 district superintendent upon the effective date of this act.

7104 (b) (i) If by reason of resignation or termination the  
7105 office of superintendent for the Yazoo City Municipal School  
7106 District becomes vacant during the moratorium period, the school  
7107 board, in establishing the salary of the newly appointed or



7108 elected superintendent of schools, shall not compensate said  
7109 person in an amount exceeding the salary of the immediate  
7110 preceding superintendent.

7111 (ii) If by reason of resignation or termination  
7112 the office of superintendent for the Yazoo City Municipal School  
7113 District becomes vacant after July 1, 2019, the school board, in  
7114 establishing the salary of the newly appointed or elected  
7115 superintendent of schools, shall comply with the provisions of  
7116 Section 37-9-37, and shall not compensate said person in an amount  
7117 exceeding the salary of the immediate preceding superintendent.  
7118 However, before entering into a contractual agreement for services  
7119 and compensation as superintendent, the school board shall first  
7120 submit the proposed salary to the State Department of Education  
7121 for approval, based on factors established by the department to  
7122 assess the qualifications and experience of the person selected  
7123 for the office of superintendent as provided under subsection (2)  
7124 of this section.

7125 (2) The State Department of Education, in addition to using  
7126 the provisions of Section 37-9-37 as an indicator of administrator  
7127 competencies for superintendents' salary approval, shall establish  
7128 an independent rubric to calculate a school district's progressive  
7129 improvement in determining the eligibility of a superintendent for  
7130 a salary increase based on the recommendation submitted by the  
7131 local school board, using the raw, unranked and unweighted  
7132 standardized test score from all student assessments, adopted by



7133 the State Board of Education and administered in accordance with  
7134 the statewide testing program established under the provisions of  
7135 Chapter 16, Title 37, Mississippi Code of 1972.

7136 (3) As used in this section the term "progressive  
7137 improvement" means evidence-based, empirical data that  
7138 demonstrates a school district's consistent level of overall  
7139 achievement from year-to-year in meeting and surpassing the  
7140 benchmarks established by the State Department of Education, as  
7141 determined by proficiency on statewide summative assessments,  
7142 increased graduation rates, reduced dropout rates and increases in  
7143 the district's accreditation rating.

7144 **SECTION 148.** (1) (a) Notwithstanding any laws of the State  
7145 of Mississippi to the contrary, from July 1, 2016, until June 30,  
7146 2019, the salary of the Superintendent of the Yazoo County School  
7147 District shall be One Hundred Seventeen Thousand Six Hundred  
7148 Sixty-six Dollars (\$117,666.00). During this moratorium period on  
7149 the superintendent's salary the local school board shall not  
7150 authorize a salary increase for any individual serving in the  
7151 capacity as district superintendent upon the effective date of  
7152 this act.

7153 (b) (i) If by reason of resignation or termination the  
7154 office of superintendent for the Yazoo County School District  
7155 becomes vacant during the moratorium period, the school board, in  
7156 establishing the salary of the newly appointed or elected  
7157 superintendent of schools, shall not compensate said person in an



7158 amount exceeding the salary of the immediate preceding  
7159 superintendent.

7160 (ii) If by reason of resignation or termination  
7161 the office of superintendent for the Yazoo County School District  
7162 becomes vacant after July 1, 2019, the school board, in  
7163 establishing the salary of the newly appointed or elected  
7164 superintendent of schools, shall comply with the provisions of  
7165 Section 37-9-37, and shall not compensate said person in an amount  
7166 exceeding the salary of the immediate preceding superintendent.  
7167 However, before entering into a contractual agreement for services  
7168 and compensation as superintendent, the school board shall first  
7169 submit the proposed salary to the State Department of Education  
7170 for approval, based on factors established by the department to  
7171 assess the qualifications and experience of the person selected  
7172 for the office of superintendent as provided under subsection (2)  
7173 of this section.

7174 (2) The State Department of Education, in addition to using  
7175 the provisions of Section 37-9-37 as an indicator of administrator  
7176 competencies for superintendents' salary approval, shall establish  
7177 an independent rubric to calculate a school district's progressive  
7178 improvement in determining the eligibility of a superintendent for  
7179 a salary increase based on the recommendation submitted by the  
7180 local school board, using the raw, unranked and unweighted  
7181 standardized test score from all student assessments, adopted by  
7182 the State Board of Education and administered in accordance with



7183 the statewide testing program established under the provisions of  
7184 Chapter 16, Title 37, Mississippi Code of 1972.

7185 (3) As used in this section the term "progressive  
7186 improvement" means evidence-based, empirical data that  
7187 demonstrates a school district's consistent level of overall  
7188 achievement from year-to-year in meeting and surpassing the  
7189 benchmarks established by the State Department of Education, as  
7190 determined by proficiency on statewide summative assessments,  
7191 increased graduation rates, reduced dropout rates and increases in  
7192 the district's accreditation rating.

7193 **SECTION 149.** The moratorium on salaries imposed under the  
7194 provisions of this act shall not be applicable to any school  
7195 district having an accreditation accountability rating of "A" or  
7196 "B," as determined by the State Department of Education, upon the  
7197 effective date of this act. Such school districts shall continue  
7198 to provide for the initial base salary compensation and award any  
7199 salary increases to superintendents using the established  
7200 criteria, respective to each such school district and its board of  
7201 trustees, to determine the evaluation indicators commensurate with  
7202 the approval of such salaries. However, if any such school  
7203 district's accreditation and accountability ratings fall below  
7204 "B," before July 1, 2019, then the provisions of this act  
7205 pertaining to that respective school district shall be applicable  
7206 for the remainder of the initial moratorium period, provided that  
7207 the annual salary shall be capped at the amount received by the



7208 superintendent of the affected district in the scholastic year  
7209 that the district's accountability rating falls below a "B"  
7210 rating.

7211 **SECTION 150.** Sections 1 through 150 of this act shall stand  
7212 repealed on July 1, 2019.

7213 **SECTION 151.** Section 37-9-33, Mississippi Code of 1972, is  
7214 amended as follows:

7215 37-9-33. (1) In employing and contracting with appointed  
7216 superintendents from and after July 1, 2019, or for a period of  
7217 three (3) years following release from conservatorship, at such  
7218 time as that may be unless otherwise exempted under Section 149 of  
7219 this act, principals and \* \* \* licensed employees, the school  
7220 board shall in all cases determine whether the amount of salary to  
7221 be paid such superintendent, principals and \* \* \* licensed  
7222 employees is in compliance with the provisions of the adequate  
7223 education program. No contract shall be entered into where the  
7224 salary of a superintendent, principal or \* \* \* licensed employee  
7225 is to be paid, in whole or in part, from adequate education  
7226 program funds except where the requirements of said chapter as to  
7227 the amount of such salary are fully met. Except as otherwise  
7228 provided, in determining salary increases for superintendents,  
7229 nothing herein shall be construed, however, to prohibit any school  
7230 district from increasing the salaries of appointed  
7231 superintendents, principals and \* \* \* licensed employees above the  
7232 amounts fixed by said chapter, provided that the amount of such



7233 increase is paid from funds available to such district other than  
7234 adequate program funds. Provided further, that school districts  
7235 are authorized, in their discretion, to negotiate the salary  
7236 levels applicable to \* \* \* licensed employees employed after July  
7237 1, 2009, who are receiving retirement benefits from the retirement  
7238 system of another state, and the annual experience increment  
7239 provided in Section 37-19-7 shall not be applicable to any such  
7240 retired \* \* \* licensed employee. Nothing herein shall be  
7241 construed to prohibit any school district from complying with the  
7242 school district employee furlough provisions of Section 37-7-308.

7243 (2) Each school district shall provide an annual report to  
7244 the State Department of Education on the number of \* \* \* licensed  
7245 and \* \* \* nonlicensed employees receiving a salary from the school  
7246 district who are also receiving retirement benefits from the  
7247 Public Employees' Retirement System. This report shall include  
7248 the name of the employee(s), the hours per week for which the  
7249 employee is under contract and the services for which the employee  
7250 is under contract. Said required annual report shall be in a form  
7251 and deadline promulgated by the State Board of Education.

7252 **SECTION 152.** Section 37-9-37, Mississippi Code of 1972, is  
7253 amended as follows:

7254 37-9-37. Except as otherwise provided, the amount of the  
7255 salary to be paid any superintendent, principal or licensed  
7256 employee shall be fixed by the school board, provided that the  
7257 requirements of Chapter 19 of this title are met as to



7258 superintendents, principals and licensed employees paid in whole  
7259 or in part from minimum education program funds. In employing  
7260 such superintendents, principals and licensed employees and in  
7261 fixing their salaries, the school boards shall take into  
7262 consideration the character, professional training, experience,  
7263 executive ability and teaching capacity of the licensed employee,  
7264 superintendent or principal. It is the intent of the Legislature  
7265 that whenever the salary of the school district superintendent is  
7266 set by a school board, the board shall take into consideration the  
7267 amount of money that the district spends per pupil, and shall  
7268 attempt to insure that the administrative cost of the district and  
7269 the amount of the salary of the superintendent are not excessive  
7270 in comparison to the per pupil expenditure of the district.

7271         **SECTION 153.** This act shall take effect and be in force from  
7272 and after July 1, 2016 and shall stand repealed on June 30, 2016.

