

By: Representative Moore

To: Education; Revenue and
Expenditure General Bills

HOUSE BILL NO. 207
(As Sent to Governor)

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 AUTHORIZE A PROCESS REIMBURSEMENT FOR EACH COMPONENT OF NATIONAL
3 BOARD CERTIFICATION FOR TEACHERS; TO AUTHORIZE AND PROVIDE FOR A
4 SALARY SUPPLEMENT PILOT PROGRAM FOR NATIONAL BOARD CERTIFIED
5 TEACHERS EMPLOYED IN A PUBLIC SCHOOL DISTRICT LOCATED IN CERTAIN
6 COUNTIES; AND FOR RELATED PURPOSES.

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

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

10 37-19-7. (1) The allowance in the Mississippi Adequate
11 Education Program for teachers' salaries in each county and
12 separate school district shall be determined and paid in
13 accordance with the scale for teachers' salaries as provided in
14 this subsection. For teachers holding the following types of
15 licenses or the equivalent as determined by the State Board of
16 Education, and the following number of years of teaching
17 experience, the scale shall be as follows:

18 **2014-2015 MINIMUM SALARY SCHEDULE**

19	Years				
20	Exp.	AAAA	AAA	AA	A



21	0	38,108.00	36,944.00	35,780.00	33,390.00
22	1	38,108.00	36,944.00	35,780.00	33,390.00
23	2	38,108.00	36,944.00	35,780.00	33,390.00
24	3	38,902.00	37,671.00	36,440.00	33,885.00
25	4	39,696.00	38,398.00	37,100.00	34,380.00
26	5	40,490.00	39,125.00	37,760.00	34,875.00
27	6	41,284.00	39,852.00	38,420.00	35,370.00
28	7	42,078.00	40,579.00	39,080.00	35,865.00
29	8	42,872.00	41,306.00	39,740.00	36,360.00
30	9	43,666.00	42,033.00	40,400.00	36,855.00
31	10	44,460.00	42,760.00	41,060.00	37,350.00
32	11	45,254.00	43,487.00	41,720.00	37,845.00
33	12	46,048.00	44,214.00	42,380.00	38,340.00
34	13	46,842.00	44,941.00	43,040.00	38,835.00
35	14	47,636.00	45,668.00	43,700.00	39,330.00
36	15	48,430.00	46,395.00	44,360.00	39,825.00
37	16	49,224.00	47,122.00	45,020.00	40,320.00
38	17	50,018.00	47,849.00	45,680.00	40,815.00
39	18	50,812.00	48,576.00	46,340.00	41,310.00
40	19	51,606.00	49,303.00	47,000.00	41,805.00
41	20	52,400.00	50,030.00	47,660.00	42,300.00
42	21	53,194.00	50,757.00	48,320.00	42,795.00
43	22	53,988.00	51,484.00	48,980.00	43,290.00
44	23	54,782.00	52,211.00	49,640.00	43,785.00
45	24	55,576.00	52,938.00	50,300.00	44,280.00



46	25	58,430.00	55,725.00	53,020.00	46,835.00
47	26	59,224.00	56,452.00	53,680.00	47,330.00
48	27	60,018.00	57,179.00	54,340.00	47,825.00
49	28	60,812.00	57,906.00	55,000.00	48,320.00
50	29	61,606.00	58,633.00	55,660.00	48,815.00
51	30	62,400.00	59,360.00	56,320.00	49,310.00
52	31	63,194.00	60,087.00	56,980.00	49,805.00
53	32	63,988.00	60,814.00	57,640.00	50,300.00
54	33	64,782.00	61,541.00	58,300.00	50,795.00
55	34	65,576.00	62,268.00	58,960.00	51,290.00
56	35				
57	& above	66,370.00	62,995.00	59,620.00	51,785.00

2015-2016 MINIMUM SALARY SCHEDULE

59	Years				
60	Exp.	AAAA	AAA	AA	A
61	0	39,108.00	37,944.00	36,780.00	34,390.00
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91	30	63,400.00	60,360.00	57,320.00	50,310.00
92	31	64,194.00	61,087.00	57,980.00	50,805.00
93	32	64,988.00	61,814.00	58,640.00	51,300.00
94	33	65,782.00	62,541.00	59,300.00	51,795.00
95	34	66,576.00	63,268.00	59,960.00	52,290.00



96 35

97 & above 67,370.00 63,995.00 60,620.00 52,785.00

98 It is the intent of the Legislature that any state funds made
99 available for salaries of licensed personnel in excess of the
100 funds paid for such salaries for the 1986-1987 school year shall
101 be paid to licensed personnel pursuant to a personnel appraisal
102 and compensation system implemented by the State Board of
103 Education. The State Board of Education shall have the authority
104 to adopt and amend rules and regulations as are necessary to
105 establish, administer and maintain the system.

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

117 The level of professional training of each teacher to be used
118 in establishing the salary allotment for the teachers for each
119 year shall be determined by the type of valid teacher's license
120 issued to those teachers on or before October 1 of the current



121 school year. Provided, however, that school districts are
122 authorized, in their discretion, to negotiate the salary levels
123 applicable to certificated employees who are receiving retirement
124 benefits from the retirement system of another state, and the
125 annual experience increment provided above in Section 37-19-7
126 shall not be applicable to any such retired certificated employee.

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

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

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



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

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



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

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



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

198 (b) An employee shall be reimbursed * * * for the
199 actual cost of completing * * * each component of acquiring the
200 certificate or endorsement, excluding any costs incurred for
201 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)
202 for each component, not to exceed four (4) components, for a
203 teacher, school counselor or speech-language pathologist and
204 audiologist, regardless of whether or not the process resulted in
205 the award of the certificate or endorsement. A local school
206 district or any private individual or entity may pay the cost of
207 completing the process of acquiring the certificate or endorsement
208 for any employee of the school district described under paragraph
209 (a), and the State Department of Education shall reimburse the
210 school district for such cost, regardless of whether or not the
211 process resulted in the award of the certificate or endorsement.
212 If a private individual or entity has paid the cost of completing
213 the process of acquiring the certificate or endorsement for an
214 employee, the local school district may agree to directly
215 reimburse the individual or entity for such cost on behalf of the
216 employee.

217 (c) All salary supplements, fringe benefits and process
218 reimbursement authorized under this subsection shall be paid
219 directly by the State Department of Education to the local school
220 district and shall be in addition to its minimum education program



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

234 (d) * * * If an employee for whom such cost has been
235 paid, in full or in part, by a local school district or private
236 individual or entity fails to complete the certification or
237 endorsement process, the employee shall be liable to the school
238 district or individual or entity for all amounts paid by the
239 school district or individual or entity on behalf of that employee
240 toward his or her certificate or endorsement.

241 (3) The following employees shall receive an annual salary
242 supplement in the amount of Four Thousand Dollars (\$4,000.00),
243 plus fringe benefits, in addition to any other compensation to
244 which the employee may be entitled:

245 * * *



246 * * * Effective July 1, * * * 2016, if funds are available
247 for that purpose, * * * any licensed teacher who has met the
248 requirements and acquired a Master Teacher Certificate from the
249 National Board for Professional Teaching Standards and who is
250 employed in a public school district located in * * * one (1) of
251 the following counties: Claiborne, Adams, Jefferson, Wilkinson,
252 Amite, Bolivar, Coahoma, Leflore, Quitman, Sharkey, Issaquena,
253 Sunflower and Washington. The salary supplement awarded under the
254 provisions of this subsection (3) shall be in addition to the
255 salary supplement awarded under the provisions of subsection (2)
256 of this section.

257 Teachers who meet the qualifications for a salary supplement
258 under this subsection (3) who are assigned for less than one (1)
259 full year or less than full time for the school year shall receive
260 the salary supplement in a prorated manner, with the portion of
261 the teacher's assignment to the critical geographic area to be
262 determined as of June 15th of the school year.

263 (4) (a) This section shall be known and may be cited as the
264 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
265 the minimum base pay described in this section, only after full
266 funding of MAEP and if funds are available for that purpose, the
267 State of Mississippi may provide monies from state funds to school
268 districts for the purposes of rewarding certified teachers,
269 administrators and nonlicensed personnel at individual schools
270 showing improvement in student test scores. The MPBP plan shall



271 be developed by the State Department of Education based on the
272 following criteria:

273 (i) It is the express intent of this legislation
274 that the MPBP plan shall utilize only existing standards of
275 accreditation and assessment as established by the State Board of
276 Education.

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

288 (iii) To ensure all teachers cooperate in the
289 spirit of teamwork, individual schools shall submit a plan to the
290 local school district to be approved before the beginning of each
291 school year beginning July 1, 2008. The plan shall include, but
292 not be limited to, how all teachers, regardless of subject area,
293 and administrators will be responsible for improving student
294 achievement for their individual school.



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

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

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



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

323 **SECTION 2.** This act shall take effect and be in force from
324 and after July 1, 2016.

