

By: Representatives Reynolds, Clark

To: Education;  
Appropriations

HOUSE BILL NO. 204

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 ADD TALLAHATCHIE AND HOLMES COUNTIES TO THE LIST OF COUNTIES WHERE  
3 NATIONAL BOARD CERTIFIED TEACHERS EMPLOYED IN A PUBLIC SCHOOL  
4 DISTRICT ARE ELIGIBLE FOR AN ADDITIONAL ANNUAL SALARY SUPPLEMENT;  
5 AND FOR RELATED PURPOSES.

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

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

9 37-19-7. (1) The allowance in the Mississippi Adequate  
10 Education Program for teachers' salaries in each county and  
11 separate school district shall be determined and paid in  
12 accordance with the scale for teachers' salaries as provided in  
13 this subsection. For teachers holding the following types of  
14 licenses or the equivalent as determined by the State Board of  
15 Education, and the following number of years of teaching  
16 experience, the scale shall be as follows:

17 \* \* \*

18 \* \* \* **MINIMUM SALARY SCHEDULE**

19 Years



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



45	24	56,576.00	53,938.00	51,300.00	45,280.00
46	25	59,430.00	56,725.00	54,020.00	47,835.00
47	26	60,224.00	57,452.00	54,680.00	48,330.00
48	27	61,018.00	58,179.00	55,340.00	48,825.00
49	28	61,812.00	58,906.00	56,000.00	49,320.00
50	29	62,606.00	59,633.00	56,660.00	49,815.00
51	30	63,400.00	60,360.00	57,320.00	50,310.00
52	31	64,194.00	61,087.00	57,980.00	50,805.00
53	32	64,988.00	61,814.00	58,640.00	51,300.00
54	33	65,782.00	62,541.00	59,300.00	51,795.00
55	34	66,576.00	63,268.00	59,960.00	52,290.00
56	35				
57	& above	67,370.00	63,995.00	60,620.00	52,785.00

58 It is the intent of the Legislature that any state funds made  
59 available for salaries of licensed personnel in excess of the  
60 funds paid for such salaries for the 1986-1987 school year shall  
61 be paid to licensed personnel pursuant to a personnel appraisal  
62 and compensation system implemented by the State Board of  
63 Education. The State Board of Education shall have the authority  
64 to adopt and amend rules and regulations as are necessary to  
65 establish, administer and maintain the system.

66 All teachers employed on a full-time basis shall be paid a  
67 minimum salary in accordance with the above scale. However, no  
68 school district shall receive any funds under this section for any  
69 school year during which the local supplement paid to any



70 individual teacher shall have been reduced to a sum less than that  
71 paid to that individual teacher for performing the same duties  
72 from local supplement during the immediately preceding school  
73 year. The amount actually spent for the purposes of group health  
74 and/or life insurance shall be considered as a part of the  
75 aggregate amount of local supplement but shall not be considered a  
76 part of the amount of individual local supplement.

77 The level of professional training of each teacher to be used  
78 in establishing the salary allotment for the teachers for each  
79 year shall be determined by the type of valid teacher's license  
80 issued to those teachers on or before October 1 of the current  
81 school year. \* \* \* However, \* \* \* school districts are  
82 authorized, in their discretion, to negotiate the salary levels  
83 applicable to \* \* \* licensed employees who are receiving  
84 retirement benefits from the retirement system of another  
85 state \* \* \*.

86 (2) (a) The following employees shall receive an annual  
87 salary supplement in the amount of Six Thousand Dollars  
88 (\$6,000.00), plus fringe benefits, in addition to any other  
89 compensation to which the employee may be entitled:

90 (i) Any licensed teacher who has met the  
91 requirements and acquired a Master Teacher certificate from the  
92 National Board for Professional Teaching Standards and who is  
93 employed by a local school board or the State Board of Education  
94 as a teacher and not as an administrator. Such teacher shall



95 submit documentation to the State Department of Education that the  
96 certificate was received prior to October 15 in order to be  
97 eligible for the full salary supplement in the current school  
98 year, or the teacher shall submit such documentation to the State  
99 Department of Education prior to February 15 in order to be  
100 eligible for a prorated salary supplement beginning with the  
101 second term of the school year.

102 (ii) A licensed nurse who has met the requirements  
103 and acquired a certificate from the National Board for  
104 Certification of School Nurses, Inc., and who is employed by a  
105 local school board or the State Board of Education as a school  
106 nurse and not as an administrator. The licensed school nurse  
107 shall submit documentation to the State Department of Education  
108 that the certificate was received before October 15 in order to be  
109 eligible for the full salary supplement in the current school  
110 year, or the licensed school nurse shall submit the documentation  
111 to the State Department of Education before February 15 in order  
112 to be eligible for a prorated salary supplement beginning with the  
113 second term of the school year. \* \* \* However, \* \* \* the total  
114 number of licensed school nurses eligible for a salary supplement  
115 under this subparagraph (ii) shall not exceed thirty-five (35).

116 (iii) Any licensed school counselor who has met  
117 the requirements and acquired a National Certified School  
118 Counselor (NCSC) endorsement from the National Board of Certified  
119 Counselors and who is employed by a local school board or the



120 State Board of Education as a counselor and not as an  
121 administrator. Such licensed school counselor shall submit  
122 documentation to the State Department of Education that the  
123 endorsement was received prior to October 15 in order to be  
124 eligible for the full salary supplement in the current school  
125 year, or the licensed school counselor shall submit such  
126 documentation to the State Department of Education prior to  
127 February 15 in order to be eligible for a prorated salary  
128 supplement beginning with the second term of the school year.  
129 However, any school counselor who started the National Board for  
130 Professional Teaching Standards process for school counselors  
131 between June 1, 2003, and June 30, 2004, and completes the  
132 requirements and acquires the Master Teacher certificate shall be  
133 entitled to the master teacher supplement, and those counselors  
134 who complete the process shall be entitled to a one-time  
135 reimbursement for the actual cost of the process as outlined in  
136 paragraph (b) of this subsection.

137 (iv) Any licensed speech-language pathologist and  
138 audiologist who has met the requirements and acquired a  
139 Certificate of Clinical Competence from the American  
140 Speech-Language-Hearing Association and any certified academic  
141 language therapist (CALT) who has met the certification  
142 requirements of the Academic Language Therapy Association and who  
143 is employed by a local school board or is employed by a state  
144 agency under the State Personnel Board. The licensed



145 speech-language pathologist and audiologist and certified academic  
146 language therapist shall submit documentation to the State  
147 Department of Education that the certificate or endorsement was  
148 received before October 15 in order to be eligible for the full  
149 salary supplement in the current school year, or the licensed  
150 speech-language pathologist and audiologist and certified academic  
151 language therapist shall submit the documentation to the State  
152 Department of Education before February 15 in order to be eligible  
153 for a prorated salary supplement beginning with the second term of  
154 the school year. However, the total number of certified academic  
155 language therapists eligible for a salary supplement under this  
156 paragraph (iv) shall not exceed twenty (20).

157 (b) An employee shall be reimbursed for the actual cost  
158 of completing each component of acquiring the certificate or  
159 endorsement, excluding any costs incurred for postgraduate  
160 courses, not to exceed Five Hundred Dollars (\$500.00) for each  
161 component, not to exceed four (4) components, for a teacher,  
162 school counselor or speech-language pathologist and audiologist,  
163 regardless of whether or not the process resulted in the award of  
164 the certificate or endorsement. A local school district or any  
165 private individual or entity may pay the cost of completing the  
166 process of acquiring the certificate or endorsement for any  
167 employee of the school district described under paragraph (a), and  
168 the State Department of Education shall reimburse the school  
169 district for such cost, regardless of whether or not the process



170 resulted in the award of the certificate or endorsement. If a  
171 private individual or entity has paid the cost of completing the  
172 process of acquiring the certificate or endorsement for an  
173 employee, the local school district may agree to directly  
174 reimburse the individual or entity for such cost on behalf of the  
175 employee.

176 (c) All salary supplements, fringe benefits and process  
177 reimbursement authorized under this subsection shall be paid  
178 directly by the State Department of Education to the local school  
179 district and shall be in addition to its \* \* \* adequate education  
180 program allotments and not a part thereof in accordance with  
181 regulations promulgated by the State Board of Education. Local  
182 school districts shall not reduce the local supplement paid to any  
183 employee receiving such salary supplement, and the employee shall  
184 receive any local supplement to which employees with similar  
185 training and experience otherwise are entitled. However, an  
186 educational employee shall receive the salary supplement in the  
187 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the  
188 qualifying certifications authorized under paragraph (a) of this  
189 subsection. No school district shall provide more than one (1)  
190 annual salary supplement under the provisions of this subsection  
191 to any one individual employee holding multiple qualifying  
192 national certifications.

193 (d) If an employee for whom such cost has been paid, in  
194 full or in part, by a local school district or private individual



195 or entity fails to complete the certification or endorsement  
196 process, the employee shall be liable to the school district or  
197 individual or entity for all amounts paid by the school district  
198 or individual or entity on behalf of that employee toward his or  
199 her certificate or endorsement.

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

204 \* \* \* If funds are available for that purpose, any licensed  
205 teacher who has met the requirements and acquired a Master Teacher  
206 Certificate from the National Board for Professional Teaching  
207 Standards and who is employed in a public school district located  
208 in one (1) of the following counties: Claiborne, Adams,  
209 Jefferson, Wilkinson, Amite, Bolivar, Coahoma, Leflore,  
210 Tallahatchie, Holmes, Quitman, Sharkey, Issaquena, Sunflower and  
211 Washington. The salary supplement awarded under the provisions of  
212 this subsection (3) shall be in addition to the salary supplement  
213 awarded under the provisions of subsection (2) of this section.

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



220 (4) (a) This subsection shall be known and may be cited as  
221 the "Mississippi Performance-Based Pay (MPBP)" plan. In addition  
222 to the minimum base pay described in this section, only after full  
223 funding of MAEP and if funds are available for that purpose, the  
224 State of Mississippi may provide monies from state funds to school  
225 districts for the purposes of rewarding \* \* \* licensed teachers,  
226 administrators and nonlicensed personnel at individual schools  
227 showing improvement in student test scores. The MPBP plan shall  
228 be developed by the State Department of Education based on the  
229 following criteria:

230 (i) It is the express intent of this \* \* \*  
231 subsection that the MPBP plan shall utilize only existing  
232 standards of accreditation and assessment as established by the  
233 State Board of Education.

234 (ii) To ensure that all of Mississippi's teachers,  
235 administrators and nonlicensed personnel at all schools have equal  
236 access to the monies set aside in this subsection, the MPBP  
237 program shall be designed to calculate each school's performance  
238 as determined by the school's increase in scores from the prior  
239 school year. The MPBP program shall be based on a standardized  
240 scores rating where all levels of schools can be judged in a  
241 statistically fair and reasonable way upon implementation. At the  
242 end of each year, after all student achievement scores have been  
243 standardized, the State Department of Education shall implement  
244 the MPBP plan.



245 (iii) To ensure all teachers cooperate in the  
246 spirit of teamwork, individual schools shall submit a plan to the  
247 local school district to be approved before the beginning of each  
248 school year beginning July 1, 2008. The plan shall include, but  
249 not be limited to, how all teachers, regardless of subject area,  
250 and administrators will be responsible for improving student  
251 achievement for their individual school.

252 (b) The State Board of Education shall develop the  
253 processes, policies and procedures for designating schools  
254 eligible to participate in the MPBP. State assessment results,  
255 growth in student achievement at individual schools and other  
256 measures deemed appropriate in designating successful student  
257 achievement shall be used in establishing MPBP criteria. \* \* \*

258 (5) (a) Beginning in the 2008-2009 school year, if funds  
259 are available for that purpose, each school in Mississippi shall  
260 have mentor teachers, as defined by Sections 37-9-201 through  
261 37-9-213, who shall receive additional base compensation provided  
262 for by the State Legislature in the amount of One Thousand Dollars  
263 (\$1,000.00) per each beginning teacher that is being mentored.  
264 The additional state compensation shall be limited to those mentor  
265 teachers that provide mentoring services to beginning teachers.  
266 For the purposes of such funding, a beginning teacher shall be  
267 defined as any teacher in any school in Mississippi that has less  
268 than one (1) year of classroom experience teaching in a public



269 school. For the purposes of such funding, no full-time academic  
270 teacher shall mentor more than two (2) beginning teachers.

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

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

278 **SECTION 2.** This act shall take effect and be in force from  
279 and after July 1, 2018.

