

By: Representatives Paden, Johnson (94th),
Banks, Baria, Dortch, Hines, Hopkins, Hughes

To: Education;
Appropriations

HOUSE BILL NO. 939

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 INCREASE TEACHERS' SALARIES OVER THE FOLLOWING FIVE YEARS SO THAT
3 BEGINNING IN THE 2022-2023 SCHOOL YEAR, THE AVERAGE SALARY OF
4 MISSISSIPPI PUBLIC SCHOOL TEACHERS IS EQUAL TO THE SOUTHEASTERN
5 AVERAGE TEACHER'S SALARY, AS DETERMINED BY THE SOUTHERN REGIONAL
6 EDUCATION BOARD (SREB); 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) (a) 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 * * *

2018-2019 MINIMUM SALARY SCHEDULE

20 Years



| 21 | <u>Exp.</u> | <u>AAAA</u> | <u>AAA</u> | <u>AA</u> | <u>A</u> |
|----|-------------|------------------|------------------|------------------|------------------|
| 22 | <u>0</u> | <u>41,352.00</u> | <u>40,188.00</u> | <u>39,024.00</u> | <u>36,634.00</u> |
| 23 | <u>1</u> | <u>41,352.00</u> | <u>40,188.00</u> | <u>39,024.00</u> | <u>36,634.00</u> |
| 24 | <u>2</u> | <u>41,352.00</u> | <u>40,188.00</u> | <u>39,024.00</u> | <u>36,634.00</u> |
| 25 | <u>3</u> | <u>42,146.00</u> | <u>41,005.00</u> | <u>39,684.00</u> | <u>37,129.00</u> |
| 26 | <u>4</u> | <u>42,940.00</u> | <u>41,642.00</u> | <u>40,344.00</u> | <u>37,624.00</u> |
| 27 | <u>5</u> | <u>43,734.00</u> | <u>42,369.00</u> | <u>41,004.00</u> | <u>38,119.00</u> |
| 28 | <u>6</u> | <u>44,528.00</u> | <u>43,096.00</u> | <u>41,664.00</u> | <u>38,614.00</u> |
| 29 | <u>7</u> | <u>45,322.00</u> | <u>43,823.00</u> | <u>42,324.00</u> | <u>39,109.00</u> |
| 30 | <u>8</u> | <u>46,066.00</u> | <u>44,550.00</u> | <u>42,984.00</u> | <u>39,604.00</u> |
| 31 | <u>9</u> | <u>46,910.00</u> | <u>45,277.00</u> | <u>43,644.00</u> | <u>40,099.00</u> |
| 32 | <u>10</u> | <u>47,704.00</u> | <u>46,004.00</u> | <u>44,304.00</u> | <u>40,594.00</u> |
| 33 | <u>11</u> | <u>48,498.00</u> | <u>46,731.00</u> | <u>44,964.00</u> | <u>41,089.00</u> |
| 34 | <u>12</u> | <u>49,292.00</u> | <u>47,458.00</u> | <u>45,624.00</u> | <u>41,584.00</u> |
| 35 | <u>13</u> | <u>50,086.00</u> | <u>48,185.00</u> | <u>46,284.00</u> | <u>42,079.00</u> |
| 36 | <u>14</u> | <u>50,880.00</u> | <u>48,912.00</u> | <u>46,944.00</u> | <u>42,574.00</u> |
| 37 | <u>15</u> | <u>51,674.00</u> | <u>49,639.00</u> | <u>47,604.00</u> | <u>43,069.00</u> |
| 38 | <u>16</u> | <u>52,468.00</u> | <u>50,366.00</u> | <u>48,264.00</u> | <u>43,564.00</u> |
| 39 | <u>17</u> | <u>53,262.00</u> | <u>51,093.00</u> | <u>48,924.00</u> | <u>44,059.00</u> |
| 40 | <u>18</u> | <u>54,056.00</u> | <u>51,820.00</u> | <u>49,584.00</u> | <u>44,554.00</u> |
| 41 | <u>19</u> | <u>54,850.00</u> | <u>52,547.00</u> | <u>50,244.00</u> | <u>45,049.00</u> |
| 42 | <u>20</u> | <u>55,644.00</u> | <u>53,274.00</u> | <u>50,904.00</u> | <u>45,544.00</u> |
| 43 | <u>21</u> | <u>56,438.00</u> | <u>54,001.00</u> | <u>51,564.00</u> | <u>46,039.00</u> |
| 44 | <u>22</u> | <u>57,232.00</u> | <u>54,728.00</u> | <u>52,224.00</u> | <u>46,534.00</u> |
| 45 | <u>23</u> | <u>58,026.00</u> | <u>55,455.00</u> | <u>52,884.00</u> | <u>47,029.00</u> |



| | | | | | |
|----|--------------------|------------------|------------------|------------------|------------------|
| 46 | <u>24</u> | <u>58,820.00</u> | <u>56,182.00</u> | <u>53,544.00</u> | <u>47,524.00</u> |
| 47 | <u>25</u> | <u>61,674.00</u> | <u>58,969.00</u> | <u>56,264.00</u> | <u>50,079.00</u> |
| 48 | <u>26</u> | <u>62,468.00</u> | <u>59,696.00</u> | <u>56,924.00</u> | <u>50,574.00</u> |
| 49 | <u>27</u> | <u>63,262.00</u> | <u>60,423.00</u> | <u>57,584.00</u> | <u>51,069.00</u> |
| 50 | <u>28</u> | <u>64,056.00</u> | <u>61,150.00</u> | <u>58,244.00</u> | <u>51,564.00</u> |
| 51 | <u>29</u> | <u>64,850.00</u> | <u>61,877.00</u> | <u>58,904.00</u> | <u>52,059.00</u> |
| 52 | <u>30</u> | <u>65,644.00</u> | <u>62,604.00</u> | <u>59,564.00</u> | <u>52,554.00</u> |
| 53 | <u>31</u> | <u>66,438.00</u> | <u>63,331.00</u> | <u>60,224.00</u> | <u>53,049.00</u> |
| 54 | <u>32</u> | <u>67,232.00</u> | <u>64,058.00</u> | <u>60,884.00</u> | <u>53,544.00</u> |
| 55 | <u>33</u> | <u>68,026.00</u> | <u>64,788.00</u> | <u>61,544.00</u> | <u>54,039.00</u> |
| 56 | <u>34</u> | <u>68,820.00</u> | <u>65,512.00</u> | <u>62,204.00</u> | <u>54,534.00</u> |
| 57 | <u>35</u> | | | | |
| 58 | <u>& above</u> | <u>69,614.00</u> | <u>66,239.00</u> | <u>62,864.00</u> | <u>55,029.00</u> |

2019-2020 MINIMUM SALARY SCHEDULE

| | | | | | |
|----|--------------|------------------|------------------|------------------|------------------|
| 60 | <u>Years</u> | | | | |
| 61 | <u>Exp.</u> | <u>AAAA</u> | <u>AAA</u> | <u>AA</u> | <u>A</u> |
| 62 | <u>0</u> | <u>42,474.00</u> | <u>41,310.00</u> | <u>40,146.00</u> | <u>37,756.00</u> |
| 63 | <u>1</u> | <u>42,474.00</u> | <u>41,310.00</u> | <u>40,146.00</u> | <u>37,756.00</u> |
| 64 | <u>2</u> | <u>42,474.00</u> | <u>41,310.00</u> | <u>40,146.00</u> | <u>37,756.00</u> |
| 65 | <u>3</u> | <u>43,268.00</u> | <u>42,127.00</u> | <u>40,806.00</u> | <u>38,251.00</u> |
| 66 | <u>4</u> | <u>44,062.00</u> | <u>42,764.00</u> | <u>41,466.00</u> | <u>38,746.00</u> |
| 67 | <u>5</u> | <u>44,856.00</u> | <u>43,491.00</u> | <u>42,126.00</u> | <u>39,241.00</u> |
| 68 | <u>6</u> | <u>45,650.00</u> | <u>44,218.00</u> | <u>42,786.00</u> | <u>39,736.00</u> |
| 69 | <u>7</u> | <u>46,444.00</u> | <u>44,945.00</u> | <u>43,446.00</u> | <u>40,231.00</u> |
| 70 | <u>8</u> | <u>47,188.00</u> | <u>45,672.00</u> | <u>44,106.00</u> | <u>40,726.00</u> |



| | | | | | |
|----|-----------|------------------|------------------|------------------|------------------|
| 71 | <u>9</u> | <u>48,032.00</u> | <u>46,399.00</u> | <u>44,766.00</u> | <u>41,221.00</u> |
| 72 | <u>10</u> | <u>48,826.00</u> | <u>47,126.00</u> | <u>45,426.00</u> | <u>41,716.00</u> |
| 73 | <u>11</u> | <u>49,620.00</u> | <u>48,975.00</u> | <u>47,208.00</u> | <u>42,211.00</u> |
| 74 | <u>12</u> | <u>50,414.00</u> | <u>48,580.00</u> | <u>46,746.00</u> | <u>42,706.00</u> |
| 75 | <u>13</u> | <u>51,208.00</u> | <u>49,307.00</u> | <u>47,406.00</u> | <u>43,201.00</u> |
| 76 | <u>14</u> | <u>52,002.00</u> | <u>50,034.00</u> | <u>48,066.00</u> | <u>43,696.00</u> |
| 77 | <u>15</u> | <u>52,796.00</u> | <u>50,761.00</u> | <u>48,726.00</u> | <u>44,191.00</u> |
| 78 | <u>16</u> | <u>53,590.00</u> | <u>51,488.00</u> | <u>49,386.00</u> | <u>44,808.00</u> |
| 79 | <u>17</u> | <u>54,384.00</u> | <u>52,215.00</u> | <u>50,046.00</u> | <u>45,181.00</u> |
| 80 | <u>18</u> | <u>55,178.00</u> | <u>52,942.00</u> | <u>50,706.00</u> | <u>45,676.00</u> |
| 81 | <u>19</u> | <u>55,972.00</u> | <u>53,669.00</u> | <u>51,366.00</u> | <u>46,171.00</u> |
| 82 | <u>20</u> | <u>56,766.00</u> | <u>54,396.00</u> | <u>52,026.00</u> | <u>46,666.00</u> |
| 83 | <u>21</u> | <u>57,560.00</u> | <u>55,123.00</u> | <u>52,686.00</u> | <u>47,161.00</u> |
| 84 | <u>22</u> | <u>58,354.00</u> | <u>55,850.00</u> | <u>53,346.00</u> | <u>47,656.00</u> |
| 85 | <u>23</u> | <u>59,148.00</u> | <u>56,577.00</u> | <u>54,006.00</u> | <u>48,151.00</u> |
| 86 | <u>24</u> | <u>59,942.00</u> | <u>57,304.00</u> | <u>54,666.00</u> | <u>48,646.00</u> |
| 87 | <u>25</u> | <u>62,786.00</u> | <u>60,091.00</u> | <u>57,386.00</u> | <u>51,201.00</u> |
| 88 | <u>26</u> | <u>63,590.00</u> | <u>60,818.00</u> | <u>58,046.00</u> | <u>51,696.00</u> |
| 89 | <u>27</u> | <u>64,386.00</u> | <u>61,545.00</u> | <u>58,706.00</u> | <u>52,191.00</u> |
| 90 | <u>28</u> | <u>65,180.00</u> | <u>62,272.00</u> | <u>59,366.00</u> | <u>52,686.00</u> |
| 91 | <u>29</u> | <u>65,974.00</u> | <u>62,999.00</u> | <u>60,026.00</u> | <u>53,181.00</u> |
| 92 | <u>30</u> | <u>66,766.00</u> | <u>63,726.00</u> | <u>60,686.00</u> | <u>53,676.00</u> |
| 93 | <u>31</u> | <u>67,560.00</u> | <u>64,453.00</u> | <u>61,346.00</u> | <u>54,171.00</u> |
| 94 | <u>32</u> | <u>68,354.00</u> | <u>65,180.00</u> | <u>62,006.00</u> | <u>54,666.00</u> |
| 95 | <u>33</u> | <u>69,148.00</u> | <u>65,910.00</u> | <u>62,666.00</u> | <u>55,161.00</u> |



| | | | | | |
|----|--------------------|------------------|------------------|------------------|------------------|
| 96 | <u>34</u> | <u>69,942.00</u> | <u>66,634.00</u> | <u>63,326.00</u> | <u>56,778.00</u> |
| 97 | <u>35</u> | | | | |
| 98 | <u>& above</u> | <u>70,736.00</u> | <u>67,361.00</u> | <u>63,986.00</u> | <u>56,151.00</u> |

2020-2021 MINIMUM SALARY SCHEDULE

| | | | | | |
|-----|--------------|------------------|------------------|------------------|------------------|
| 100 | <u>Years</u> | | | | |
| 101 | <u>Exp.</u> | <u>AAAA</u> | <u>AAA</u> | <u>AA</u> | <u>A</u> |
| 102 | <u>0</u> | <u>43,596.00</u> | <u>42,432.00</u> | <u>41,268.00</u> | <u>38,878.00</u> |
| 103 | <u>1</u> | <u>43,596.00</u> | <u>42,432.00</u> | <u>41,268.00</u> | <u>38,878.00</u> |
| 104 | <u>2</u> | <u>43,596.00</u> | <u>42,432.00</u> | <u>41,268.00</u> | <u>38,878.00</u> |
| 105 | <u>3</u> | <u>44,390.00</u> | <u>43,249.00</u> | <u>41,928.00</u> | <u>39,373.00</u> |
| 106 | <u>4</u> | <u>45,184.00</u> | <u>43,886.00</u> | <u>42,588.00</u> | <u>39,868.00</u> |
| 107 | <u>5</u> | <u>45,978.00</u> | <u>44,613.00</u> | <u>43,248.00</u> | <u>40,363.00</u> |
| 108 | <u>6</u> | <u>46,772.00</u> | <u>45,340.00</u> | <u>43,908.00</u> | <u>40,858.00</u> |
| 109 | <u>7</u> | <u>47,566.00</u> | <u>46,067.00</u> | <u>44,568.00</u> | <u>41,353.00</u> |
| 110 | <u>8</u> | <u>48,310.00</u> | <u>46,794.00</u> | <u>45,228.00</u> | <u>41,848.00</u> |
| 111 | <u>9</u> | <u>49,154.00</u> | <u>47,521.00</u> | <u>45,888.00</u> | <u>42,343.00</u> |
| 112 | <u>10</u> | <u>49,948.00</u> | <u>48,248.00</u> | <u>46,548.00</u> | <u>42,838.00</u> |
| 113 | <u>11</u> | <u>50,742.00</u> | <u>48,975.00</u> | <u>47,208.00</u> | <u>43,333.00</u> |
| 114 | <u>12</u> | <u>51,536.00</u> | <u>49,702.00</u> | <u>47,868.00</u> | <u>43,828.00</u> |
| 115 | <u>13</u> | <u>52,330.00</u> | <u>50,429.00</u> | <u>48,528.00</u> | <u>44,323.00</u> |
| 116 | <u>14</u> | <u>53,124.00</u> | <u>51,156.00</u> | <u>49,188.00</u> | <u>44,818.00</u> |
| 117 | <u>15</u> | <u>53,918.00</u> | <u>51,883.00</u> | <u>49,848.00</u> | <u>45,313.00</u> |
| 118 | <u>16</u> | <u>54,712.00</u> | <u>52,610.00</u> | <u>50,508.00</u> | <u>45,808.00</u> |
| 119 | <u>17</u> | <u>55,506.00</u> | <u>53,337.00</u> | <u>51,168.00</u> | <u>46,303.00</u> |
| 120 | <u>18</u> | <u>56,300.00</u> | <u>54,064.00</u> | <u>51,828.00</u> | <u>46,798.00</u> |



| | | | | | |
|-----|--------------------|------------------|------------------|------------------|------------------|
| 121 | <u>19</u> | <u>57,094.00</u> | <u>54,791.00</u> | <u>52,488.00</u> | <u>47,293.00</u> |
| 122 | <u>20</u> | <u>57,888.00</u> | <u>55,518.00</u> | <u>53,148.00</u> | <u>47,788.00</u> |
| 123 | <u>21</u> | <u>58,682.00</u> | <u>56,245.00</u> | <u>53,808.00</u> | <u>48,283.00</u> |
| 124 | <u>22</u> | <u>59,476.00</u> | <u>56,972.00</u> | <u>54,468.00</u> | <u>48,778.00</u> |
| 125 | <u>23</u> | <u>60,270.00</u> | <u>57,699.00</u> | <u>55,128.00</u> | <u>49,273.00</u> |
| 126 | <u>24</u> | <u>61,064.00</u> | <u>58,426.00</u> | <u>55,788.00</u> | <u>49,768.00</u> |
| 127 | <u>25</u> | <u>63,908.00</u> | <u>61,213.00</u> | <u>58,508.00</u> | <u>52,323.00</u> |
| 128 | <u>26</u> | <u>64,712.00</u> | <u>61,940.00</u> | <u>59,168.00</u> | <u>52,818.00</u> |
| 129 | <u>27</u> | <u>65,506.00</u> | <u>62,667.00</u> | <u>59,828.00</u> | <u>53,313.00</u> |
| 130 | <u>28</u> | <u>66,302.00</u> | <u>63,394.00</u> | <u>60,488.00</u> | <u>53,808.00</u> |
| 131 | <u>29</u> | <u>67,096.00</u> | <u>64,121.00</u> | <u>61,148.00</u> | <u>54,303.00</u> |
| 132 | <u>30</u> | <u>67,888.00</u> | <u>64,848.00</u> | <u>61,808.00</u> | <u>54,798.00</u> |
| 133 | <u>31</u> | <u>68,682.00</u> | <u>65,575.00</u> | <u>62,468.00</u> | <u>55,293.00</u> |
| 134 | <u>32</u> | <u>69,476.00</u> | <u>66,302.00</u> | <u>63,128.00</u> | <u>55,788.00</u> |
| 135 | <u>33</u> | <u>70,270.00</u> | <u>67,032.00</u> | <u>63,788.00</u> | <u>56,283.00</u> |
| 136 | <u>34</u> | <u>71,064.00</u> | <u>67,756.00</u> | <u>64,448.00</u> | <u>57,900.00</u> |
| 137 | <u>35</u> | | | | |
| 138 | <u>& above</u> | <u>71,858.00</u> | <u>68,483.00</u> | <u>65,108.00</u> | <u>57,273.00</u> |

2021-2022 MINIMUM SALARY SCHEDULE

| | | | | | |
|-----|--------------|------------------|------------------|------------------|------------------|
| 140 | <u>Years</u> | | | | |
| 141 | <u>Exp.</u> | <u>AAAA</u> | <u>AAA</u> | <u>AA</u> | <u>A</u> |
| 142 | <u>0</u> | <u>44,718.00</u> | <u>43,554.00</u> | <u>42,390.00</u> | <u>40,000.00</u> |
| 143 | <u>1</u> | <u>44,718.00</u> | <u>43,554.00</u> | <u>42,390.00</u> | <u>40,000.00</u> |
| 144 | <u>2</u> | <u>44,718.00</u> | <u>43,554.00</u> | <u>42,390.00</u> | <u>40,000.00</u> |
| 145 | <u>3</u> | <u>45,512.00</u> | <u>44,371.00</u> | <u>43,050.00</u> | <u>40,495.00</u> |



| | | | | | |
|-----|-----------|------------------|------------------|------------------|------------------|
| 146 | <u>4</u> | <u>46,306.00</u> | <u>45,008.00</u> | <u>43,710.00</u> | <u>40,990.00</u> |
| 147 | <u>5</u> | <u>47,100.00</u> | <u>45,735.00</u> | <u>44,370.00</u> | <u>41,485.00</u> |
| 148 | <u>6</u> | <u>47,894.00</u> | <u>46,462.00</u> | <u>45,030.00</u> | <u>41,980.00</u> |
| 149 | <u>7</u> | <u>48,688.00</u> | <u>47,189.00</u> | <u>45,690.00</u> | <u>42,475.00</u> |
| 150 | <u>8</u> | <u>49,432.00</u> | <u>47,916.00</u> | <u>46,350.00</u> | <u>42,970.00</u> |
| 151 | <u>9</u> | <u>50,276.00</u> | <u>48,643.00</u> | <u>47,010.00</u> | <u>43,465.00</u> |
| 152 | <u>10</u> | <u>51,070.00</u> | <u>49,370.00</u> | <u>47,670.00</u> | <u>43,960.00</u> |
| 153 | <u>11</u> | <u>51,864.00</u> | <u>50,097.00</u> | <u>48,330.00</u> | <u>44,455.00</u> |
| 154 | <u>12</u> | <u>52,658.00</u> | <u>50,824.00</u> | <u>48,990.00</u> | <u>44,950.00</u> |
| 155 | <u>13</u> | <u>53,452.00</u> | <u>51,551.00</u> | <u>49,650.00</u> | <u>45,445.00</u> |
| 156 | <u>14</u> | <u>54,246.00</u> | <u>52,278.00</u> | <u>50,310.00</u> | <u>45,940.00</u> |
| 157 | <u>15</u> | <u>55,040.00</u> | <u>53,005.00</u> | <u>50,970.00</u> | <u>46,435.00</u> |
| 158 | <u>16</u> | <u>55,834.00</u> | <u>53,732.00</u> | <u>51,630.00</u> | <u>46,930.00</u> |
| 159 | <u>17</u> | <u>56,628.00</u> | <u>54,459.00</u> | <u>52,290.00</u> | <u>47,425.00</u> |
| 160 | <u>18</u> | <u>57,422.00</u> | <u>55,186.00</u> | <u>52,950.00</u> | <u>47,920.00</u> |
| 161 | <u>19</u> | <u>58,216.00</u> | <u>55,913.00</u> | <u>53,610.00</u> | <u>48,415.00</u> |
| 162 | <u>20</u> | <u>59,010.00</u> | <u>56,640.00</u> | <u>54,270.00</u> | <u>48,910.00</u> |
| 163 | <u>21</u> | <u>59,804.00</u> | <u>57,367.00</u> | <u>54,930.00</u> | <u>49,405.00</u> |
| 164 | <u>22</u> | <u>60,598.00</u> | <u>58,094.00</u> | <u>55,590.00</u> | <u>49,900.00</u> |
| 165 | <u>23</u> | <u>61,392.00</u> | <u>58,821.00</u> | <u>56,250.00</u> | <u>50,395.00</u> |
| 166 | <u>24</u> | <u>62,186.00</u> | <u>59,548.00</u> | <u>56,910.00</u> | <u>50,890.00</u> |
| 167 | <u>25</u> | <u>65,030.00</u> | <u>62,335.00</u> | <u>59,630.00</u> | <u>53,445.00</u> |
| 168 | <u>26</u> | <u>65,834.00</u> | <u>63,062.00</u> | <u>60,290.00</u> | <u>53,940.00</u> |
| 169 | <u>27</u> | <u>66,628.00</u> | <u>63,789.00</u> | <u>60,950.00</u> | <u>54,435.00</u> |
| 170 | <u>28</u> | <u>67,424.00</u> | <u>64,516.00</u> | <u>61,610.00</u> | <u>54,930.00</u> |



| | | | | | |
|-----|--------------------|------------------|------------------|------------------|------------------|
| 171 | <u>29</u> | <u>68,218.00</u> | <u>65,243.00</u> | <u>62,270.00</u> | <u>55,425.00</u> |
| 172 | <u>30</u> | <u>69,010.00</u> | <u>65,970.00</u> | <u>62,930.00</u> | <u>55,920.00</u> |
| 173 | <u>31</u> | <u>69,804.00</u> | <u>66,697.00</u> | <u>63,590.00</u> | <u>56,415.00</u> |
| 174 | <u>32</u> | <u>70,598.00</u> | <u>67,424.00</u> | <u>64,250.00</u> | <u>56,910.00</u> |
| 175 | <u>33</u> | <u>71,392.00</u> | <u>68,154.00</u> | <u>64,910.00</u> | <u>57,405.00</u> |
| 176 | <u>34</u> | <u>72,186.00</u> | <u>68,878.00</u> | <u>65,570.00</u> | <u>59,022.00</u> |
| 177 | <u>35</u> | | | | |
| 178 | <u>& above</u> | <u>72,980.00</u> | <u>69,605.00</u> | <u>66,230.00</u> | <u>58,395.00</u> |

179 (b) Beginning with the 2022-2023 school year and in
180 each succeeding school year, the State Department of Education
181 shall adjust the 2021-2022 school year minimum salary schedule
182 provided under paragraph (a) of this subsection in such a manner
183 that the average salary of Mississippi teachers is an amount equal
184 to the southeastern average teacher's salary, as determined and
185 published by the Southern Regional Education Board (SREB) in the
186 document entitled "Average Salaries for Public Elementary and
187 Secondary School Teachers in SREB States."

188 (c) It is the intent of the Legislature that any state
189 funds made available for salaries of licensed personnel in excess
190 of the funds paid for such salaries for the 1986-1987 school year
191 shall be paid to licensed personnel pursuant to a personnel
192 appraisal and compensation system implemented by the State Board
193 of Education. The State Board of Education shall have the
194 authority to adopt and amend rules and regulations as are
195 necessary to establish, administer and maintain the system.



196 (d) All teachers employed on a full-time basis shall be
197 paid a minimum salary in accordance with * * * this subsection.
198 However, no school district shall receive any funds under this
199 section for any school year during which the local supplement paid
200 to any individual teacher shall have been reduced to a sum less
201 than that paid to that individual teacher for performing the same
202 duties from local supplement during the immediately preceding
203 school year. The amount actually spent for the purposes of group
204 health and/or life insurance shall be considered as a part of the
205 aggregate amount of local supplement but shall not be considered a
206 part of the amount of individual local supplement.

207 (e) The level of professional training of each teacher
208 to be used in establishing the salary allotment for the teachers
209 for each year shall be determined by the type of valid teacher's
210 license issued to those teachers on or before October 1 of the
211 current school year. Provided, however, that school districts are
212 authorized, in their discretion, to negotiate the salary levels
213 applicable to certificated employees who are receiving retirement
214 benefits from the retirement system of another state, and the
215 annual experience increment provided above in Section 37-19-7
216 shall not be applicable to any such retired certificated employee.

217 (2) (a) The following employees shall receive an annual
218 salary supplement in the amount of Six Thousand Dollars
219 (\$6,000.00), plus fringe benefits, in addition to any other
220 compensation to which the employee may be entitled:



221 (i) Any licensed teacher who has met the
222 requirements and acquired a Master Teacher certificate from the
223 National Board for Professional Teaching Standards and who is
224 employed by a local school board or the State Board of Education
225 as a teacher and not as an administrator. Such teacher shall
226 submit documentation to the State Department of Education that the
227 certificate was received prior to October 15 in order to be
228 eligible for the full salary supplement in the current school
229 year, or the teacher shall submit such documentation to the State
230 Department of Education prior to February 15 in order to be
231 eligible for a prorated salary supplement beginning with the
232 second term of the school year.

233 (ii) A licensed nurse who has met the requirements
234 and acquired a certificate from the National Board for
235 Certification of School Nurses, Inc., and who is employed by a
236 local school board or the State Board of Education as a school
237 nurse and not as an administrator. The licensed school nurse
238 shall submit documentation to the State Department of Education
239 that the certificate was received before October 15 in order to be
240 eligible for the full salary supplement in the current school
241 year, or the licensed school nurse shall submit the documentation
242 to the State Department of Education before February 15 in order
243 to be eligible for a prorated salary supplement beginning with the
244 second term of the school year. Provided, however, that the total



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

247 (iii) Any licensed school counselor who has met
248 the requirements and acquired a National Certified School
249 Counselor (NCSC) endorsement from the National Board of Certified
250 Counselors and who is employed by a local school board or the
251 State Board of Education as a counselor and not as an
252 administrator. Such licensed school counselor shall submit
253 documentation to the State Department of Education that the
254 endorsement was received prior to October 15 in order to be
255 eligible for the full salary supplement in the current school
256 year, or the licensed school counselor shall submit such
257 documentation to the State Department of Education prior to
258 February 15 in order to be eligible for a prorated salary
259 supplement beginning with the second term of the school year.
260 However, any school counselor who started the National Board for
261 Professional Teaching Standards process for school counselors
262 between June 1, 2003, and June 30, 2004, and completes the
263 requirements and acquires the Master Teacher certificate shall be
264 entitled to the master teacher supplement, and those counselors
265 who complete the process shall be entitled to a one-time
266 reimbursement for the actual cost of the process as outlined in
267 paragraph (b) of this subsection.

268 (iv) Any licensed speech-language pathologist and
269 audiologist who has met the requirements and acquired a



270 Certificate of Clinical Competence from the American
271 Speech-Language-Hearing Association and any certified academic
272 language therapist (CALT) who has met the certification
273 requirements of the Academic Language Therapy Association and who
274 is employed by a local school board or is employed by a state
275 agency under the State Personnel Board. The licensed
276 speech-language pathologist and audiologist and certified academic
277 language therapist shall submit documentation to the State
278 Department of Education that the certificate or endorsement was
279 received before October 15 in order to be eligible for the full
280 salary supplement in the current school year, or the licensed
281 speech-language pathologist and audiologist and certified academic
282 language therapist shall submit the documentation to the State
283 Department of Education before February 15 in order to be eligible
284 for a prorated salary supplement beginning with the second term of
285 the school year. However, the total number of certified academic
286 language therapists eligible for a salary supplement under this
287 paragraph (iv) shall not exceed twenty (20).

288 (b) An employee shall be reimbursed for the actual cost
289 of completing each component of acquiring the certificate or
290 endorsement, excluding any costs incurred for postgraduate
291 courses, not to exceed Five Hundred Dollars (\$500.00) for each
292 component, not to exceed four (4) components, for a teacher,
293 school counselor or speech-language pathologist and audiologist,
294 regardless of whether or not the process resulted in the award of



295 the certificate or endorsement. A local school district or any
296 private individual or entity may pay the cost of completing the
297 process of acquiring the certificate or endorsement for any
298 employee of the school district described under paragraph (a), and
299 the State Department of Education shall reimburse the school
300 district for such cost, regardless of whether or not the process
301 resulted in the award of the certificate or endorsement. If a
302 private individual or entity has paid the cost of completing the
303 process of acquiring the certificate or endorsement for an
304 employee, the local school district may agree to directly
305 reimburse the individual or entity for such cost on behalf of the
306 employee.

307 (c) All salary supplements, fringe benefits and process
308 reimbursement authorized under this subsection shall be paid
309 directly by the State Department of Education to the local school
310 district and shall be in addition to its minimum education program
311 allotments and not a part thereof in accordance with regulations
312 promulgated by the State Board of Education. Local school
313 districts shall not reduce the local supplement paid to any
314 employee receiving such salary supplement, and the employee shall
315 receive any local supplement to which employees with similar
316 training and experience otherwise are entitled. However, an
317 educational employee shall receive the salary supplement in the
318 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
319 qualifying certifications authorized under paragraph (a) of this



320 subsection. No school district shall provide more than one (1)
321 annual salary supplement under the provisions of this subsection
322 to any one individual employee holding multiple qualifying
323 national certifications.

324 (d) If an employee for whom such cost has been paid, in
325 full or in part, by a local school district or private individual
326 or entity fails to complete the certification or endorsement
327 process, the employee shall be liable to the school district or
328 individual or entity for all amounts paid by the school district
329 or individual or entity on behalf of that employee toward his or
330 her certificate or endorsement.

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

335 Effective July 1, 2016, if funds are available for that
336 purpose, any licensed teacher who has met the requirements and
337 acquired a Master Teacher Certificate from the National Board for
338 Professional Teaching Standards and who is employed in a public
339 school district located in one (1) of the following counties:
340 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
341 Leflore, Quitman, Sharkey, Issaquena, Sunflower and Washington.
342 The salary supplement awarded under the provisions of this
343 subsection (3) shall be in addition to the salary supplement
344 awarded under the provisions of subsection (2) of this section.



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

351 (4) (a) This section shall be known and may be cited as the
352 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
353 the minimum base pay described in this section, only after full
354 funding of MAEP and if funds are available for that purpose, the
355 State of Mississippi may provide monies from state funds to school
356 districts for the purposes of rewarding certified teachers,
357 administrators and nonlicensed personnel at individual schools
358 showing improvement in student test scores. The MPBP plan shall
359 be developed by the State Department of Education based on the
360 following criteria:

361 (i) It is the express intent of this legislation
362 that the MPBP plan shall utilize only existing standards of
363 accreditation and assessment as established by the State Board of
364 Education.

365 (ii) To ensure that all of Mississippi's teachers,
366 administrators and nonlicensed personnel at all schools have equal
367 access to the monies set aside in this section, the MPBP program
368 shall be designed to calculate each school's performance as
369 determined by the school's increase in scores from the prior



370 school year. The MPBP program shall be based on a standardized
371 scores rating where all levels of schools can be judged in a
372 statistically fair and reasonable way upon implementation. At the
373 end of each year, after all student achievement scores have been
374 standardized, the State Department of Education shall implement
375 the MPBP plan.

376 (iii) To ensure all teachers cooperate in the
377 spirit of teamwork, individual schools shall submit a plan to the
378 local school district to be approved before the beginning of each
379 school year beginning July 1, 2008. The plan shall include, but
380 not be limited to, how all teachers, regardless of subject area,
381 and administrators will be responsible for improving student
382 achievement for their individual school.

383 (b) The State Board of Education shall develop the
384 processes and procedures for designating schools eligible to
385 participate in the MPBP. State assessment results, growth in
386 student achievement at individual schools and other measures
387 deemed appropriate in designating successful student achievement
388 shall be used in establishing MPBP criteria. The State Board of
389 Education shall develop the MPBP policies and procedures and
390 report to the Legislature and Governor by December 1, 2006.

391 (5) (a) Beginning in the 2008-2009 school year, if funds
392 are available for that purpose, each school in Mississippi shall
393 have mentor teachers, as defined by Sections 37-9-201 through
394 37-9-213, who shall receive additional base compensation provided



395 for by the State Legislature in the amount of One Thousand Dollars
396 (\$1,000.00) per each beginning teacher that is being mentored.
397 The additional state compensation shall be limited to those mentor
398 teachers that provide mentoring services to beginning teachers.
399 For the purposes of such funding, a beginning teacher shall be
400 defined as any teacher in any school in Mississippi that has less
401 than one (1) year of classroom experience teaching in a public
402 school. For the purposes of such funding, no full-time academic
403 teacher shall mentor more than two (2) beginning teachers.

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

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

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

