

By: Representative Ladner

To: Education;  
Appropriations

HOUSE BILL NO. 971

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 REMOVE THE CAP ON THE NUMBER OF LICENSED SCHOOL NURSES WITH A  
3 CERTIFICATE FROM THE NATIONAL BOARD FOR CERTIFICATION OF SCHOOL  
4 NURSES, INC. WHO ARE ELIGIBLE TO RECEIVE THE ANNUAL SALARY  
5 SUPPLEMENT OF \$6,000.00; 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 **2014-2015 MINIMUM SALARY SCHEDULE**

18	Years				
19	Exp.	AAAA	AAA	AA	A



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



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

**2015-2016 MINIMUM SALARY SCHEDULE**

58	Years				
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60	0	39,108.00	37,944.00	36,780.00	34,390.00
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92	32	64,988.00	61,814.00	58,640.00	51,300.00
93	33	65,782.00	62,541.00	59,300.00	51,795.00
94	34	66,576.00	63,268.00	59,960.00	52,290.00



95 35

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

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

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

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



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

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

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

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



145 local school board or the State Board of Education as a school  
146 nurse and not as an administrator. The licensed school nurse  
147 shall submit documentation to the State Department of Education  
148 that the certificate was received before October 15 in order to be  
149 eligible for the full salary supplement in the current school  
150 year, or the licensed school nurse shall submit the documentation  
151 to the State Department of Education before February 15 in order  
152 to be eligible for a prorated salary supplement beginning with the  
153 second term of the school year. \* \* \*

154 (iii) Any licensed school counselor who has met  
155 the requirements and acquired a National Certified School  
156 Counselor (NCSC) endorsement from the National Board of Certified  
157 Counselors and who is employed by a local school board or the  
158 State Board of Education as a counselor and not as an  
159 administrator. Such licensed school counselor shall submit  
160 documentation to the State Department of Education that the  
161 endorsement was received prior to October 15 in order to be  
162 eligible for the full salary supplement in the current school  
163 year, or the licensed school counselor shall submit such  
164 documentation to the State Department of Education prior to  
165 February 15 in order to be eligible for a prorated salary  
166 supplement beginning with the second term of the school year.  
167 However, any school counselor who started the National Board for  
168 Professional Teaching Standards process for school counselors  
169 between June 1, 2003, and June 30, 2004, and completes the



170 requirements and acquires the Master Teacher certificate shall be  
171 entitled to the master teacher supplement, and those counselors  
172 who complete the process shall be entitled to a one-time  
173 reimbursement for the actual cost of the process as outlined in  
174 paragraph (b) of this subsection.

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





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

214           (c) All salary supplements, fringe benefits and process  
215 reimbursement authorized under this subsection shall be paid  
216 directly by the State Department of Education to the local school  
217 district and shall be in addition to its minimum education program  
218 allotments and not a part thereof in accordance with regulations  
219 promulgated by the State Board of Education. Local school



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

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

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

242 Effective July 1, 2016, if funds are available for that  
243 purpose, any licensed teacher who has met the requirements and  
244 acquired a Master Teacher Certificate from the National Board for



245 Professional Teaching Standards and who is employed in a public  
246 school district located in one (1) of the following counties:  
247 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,  
248 Leflore, Quitman, Sharkey, Issaquena, Sunflower and Washington.  
249 The salary supplement awarded under the provisions of this  
250 subsection (3) shall be in addition to the salary supplement  
251 awarded under the provisions of subsection (2) of this section.

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

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

268 (i) It is the express intent of this legislation  
269 that the MPBP plan shall utilize only existing standards of



270 accreditation and assessment as established by the State Board of  
271 Education.

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

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

290           (b) The State Board of Education shall develop the  
291 processes and procedures for designating schools eligible to  
292 participate in the MPBP. State assessment results, growth in  
293 student achievement at individual schools and other measures  
294 deemed appropriate in designating successful student achievement



295 shall be used in establishing MPBP criteria. The State Board of  
296 Education shall develop the MPBP policies and procedures and  
297 report to the Legislature and Governor by December 1, 2006.

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

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

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

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

