

By: Representative Gibbs (72nd)

To: Education;
Appropriations

HOUSE BILL NO. 993

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 PROVIDE A \$5,000.00 SIGNING BONUS TO FIRST-YEAR LICENSED TEACHERS
3 WHO CONTRACT FOR EMPLOYMENT IN A CRITICAL SHORTAGE AREA AS
4 DETERMINED BY THE STATE DEPARTMENT OF EDUCATION; TO AMEND SECTIONS
5 37-159-5 AND 37-159-11, MISSISSIPPI CODE OF 1972, WHICH ARE
6 PROVISIONS OF THE MISSISSIPPI CRITICAL TEACHER SHORTAGE ACT OF
7 1998, IN CONFORMITY TO THE PRECEDING PROVISIONS; AND FOR RELATED
8 PURPOSES.

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

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

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

20 **2014-2015 MINIMUM SALARY SCHEDULE**

21 Years



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



47	24	55,576.00	52,938.00	50,300.00	44,280.00
48	25	58,430.00	55,725.00	53,020.00	46,835.00
49	26	59,224.00	56,452.00	53,680.00	47,330.00
50	27	60,018.00	57,179.00	54,340.00	47,825.00
51	28	60,812.00	57,906.00	55,000.00	48,320.00
52	29	61,606.00	58,633.00	55,660.00	48,815.00
53	30	62,400.00	59,360.00	56,320.00	49,310.00
54	31	63,194.00	60,087.00	56,980.00	49,805.00
55	32	63,988.00	60,814.00	57,640.00	50,300.00
56	33	64,782.00	61,541.00	58,300.00	50,795.00
57	34	65,576.00	62,268.00	58,960.00	51,290.00
58	35				
59	& above	66,370.00	62,995.00	59,620.00	51,785.00

2015-2016 MINIMUM SALARY SCHEDULE

61	Years				
62	Exp.	AAAA	AAA	AA	A
63	0	39,108.00	37,944.00	36,780.00	34,390.00
64	1	39,108.00	37,944.00	36,780.00	34,390.00
65	2	39,108.00	37,944.00	36,780.00	34,390.00
66	3	39,902.00	38,671.00	37,440.00	34,885.00
67	4	40,696.00	39,398.00	38,100.00	35,380.00
68	5	41,490.00	40,125.00	38,760.00	35,875.00
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76	13	47,842.00	45,941.00	44,040.00	39,835.00
77	14	48,636.00	46,668.00	44,700.00	40,330.00
78	15	49,430.00	47,395.00	45,360.00	40,825.00
79	16	50,224.00	48,122.00	46,020.00	41,320.00
80	17	51,018.00	48,849.00	46,680.00	41,815.00
81	18	51,812.00	49,576.00	47,340.00	42,310.00
82	19	52,606.00	50,303.00	48,000.00	42,805.00
83	20	53,400.00	51,030.00	48,660.00	43,300.00
84	21	54,194.00	51,757.00	49,320.00	43,795.00
85	22	54,988.00	52,484.00	49,980.00	44,290.00
86	23	55,782.00	53,211.00	50,640.00	44,785.00
87	24	56,576.00	53,938.00	51,300.00	45,280.00
88	25	59,430.00	56,725.00	54,020.00	47,835.00
89	26	60,224.00	57,452.00	54,680.00	48,330.00
90	27	61,018.00	58,179.00	55,340.00	48,825.00
91	28	61,812.00	58,906.00	56,000.00	49,320.00
92	29	62,606.00	59,633.00	56,660.00	49,815.00
93	30	63,400.00	60,360.00	57,320.00	50,310.00
94	31	64,194.00	61,087.00	57,980.00	50,805.00
95	32	64,988.00	61,814.00	58,640.00	51,300.00
96	33	65,782.00	62,541.00	59,300.00	51,795.00



97	34	66,576.00	63,268.00	59,960.00	52,290.00
98	35				
99	& above	67,370.00	63,995.00	60,620.00	52,785.00

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

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

119 The level of professional training of each teacher to be used
120 in establishing the salary allotment for the teachers for each
121 year shall be determined by the type of valid teacher's license



122 issued to those teachers on or before October 1 of the current
123 school year. Provided, however, that school districts are
124 authorized, in their discretion, to negotiate the salary levels
125 applicable to certificated employees who are receiving retirement
126 benefits from the retirement system of another state, and the
127 annual experience increment provided above in Section 37-19-7
128 shall not be applicable to any such retired certificated employee.

129 (2) (a) The following employees shall receive an annual
130 salary supplement in the amount of Six Thousand Dollars
131 (\$6,000.00), plus fringe benefits, in addition to any other
132 compensation to which the employee may be entitled:

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

145 (ii) A licensed nurse who has met the requirements
146 and acquired a certificate from the National Board for



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

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



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

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



197 the school year. However, the total number of certified academic
198 language therapists eligible for a salary supplement under this
199 paragraph (iv) shall not exceed twenty (20).

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

219 (c) All salary supplements, fringe benefits and process
220 reimbursement authorized under this subsection shall be paid
221 directly by the State Department of Education to the local school



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

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

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



247 Effective July 1, 2016, if funds are available for that
248 purpose, any licensed teacher who has met the requirements and
249 acquired a Master Teacher Certificate from the National Board for
250 Professional Teaching Standards and who is employed in a public
251 school district located in one (1) of the following counties:
252 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
253 Leflore, Quitman, Sharkey, Issaquena, Sunflower and Washington.
254 The salary supplement awarded under the provisions of this
255 subsection (3) shall be in addition to the salary supplement
256 awarded under the provisions of subsection (2) 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 (7) Effective July 1, 2019, if funds are available for that
324 purpose, any first-year licensed teacher who enters into a
325 contract for employment in a school district situated within a
326 geographical area of the state where there exists a critical
327 shortage of teachers, as designated by the State Board of
328 Education, including Hinds County, shall be provided a one-time
329 signing bonus with the district of employment in the amount of
330 Five Thousand Dollars (\$5,000.00) which shall be calculated into
331 the contracted salary and paid at a proportionate rate for the
332 duration of the contract's term, and payable by the local school
333 district. Additionally, local school districts in the critical
334 shortage areas described in this subsection are authorized to
335 provide a financial incentive to licensed retired teachers to
336 provide academic instruction on a limited basis and to serve as
337 mentor teachers.

338 **SECTION 2.** Section 37-159-5, Mississippi Code of 1972, is
339 amended as follows:

340 37-159-5. The State Board of Education shall prescribe rules
341 and regulations which, subject to available appropriations, allow
342 for reimbursement to the state licensed teachers, from both in
343 state and out of state, who enter into a contract for employment



344 in a school district situated within a geographical area of the
345 state where there exists a critical shortage of teachers, as
346 designated by the State Board of Education, including Hinds
347 County, for the expense of moving when the employment necessitates
348 the relocation of the teacher to a different geographical area
349 than that in which the teacher resides before entering into such
350 contract. In order to be eligible for the reimbursement, the
351 teacher must apply to the local district and the district must
352 obtain the prior approval from the department for reimbursement
353 before the relocation occurs. If the reimbursement is approved,
354 the department shall provide funds to the school district to
355 reimburse the teacher an amount not to exceed One Thousand Dollars
356 (\$1,000.00) for the documented actual expenses incurred in the
357 course of relocating, including the expense of any professional
358 moving company or persons employed to assist with the move, rented
359 moving vehicles or equipment, mileage in the amount authorized for
360 state employees under Section 25-3-41 if the teacher used his
361 personal vehicle or vehicles for the move, meals and such other
362 expenses associated with the relocation in accordance with the
363 department's established rules and regulations. No teacher may be
364 reimbursed for moving expenses under this section on more than one
365 (1) occasion.

366 Nothing in this section shall be construed to require the
367 actual residence to which the teacher relocates to be within the
368 boundaries of the school district which has executed a contract



369 for employment with the teacher or within the boundaries of the
370 area designated by the State Board of Education as the critical
371 teacher shortage area in order for the teacher to be eligible for
372 reimbursement for his moving expenses. However, teachers must
373 relocate within the boundaries of the State of Mississippi.

374 This section shall stand repealed on July 1, 2020.

375 **SECTION 3.** Section 37-159-11, Mississippi Code of 1972, is
376 amended as follows:

377 37-159-11. (1) There is established the Mississippi
378 Employer-Assisted Housing Teacher Program, which shall be a
379 special home loan program for eligible licensed teachers who
380 render service to the state in a geographical area of the state
381 where there exists a critical shortage of teachers, as designated
382 by the State Board of Education, including Hinds County. The home
383 loan program shall be administered by the State Department of
384 Education in conjunction with the Federal National Mortgage
385 Association (Fannie Mae). The department may contract with one or
386 more public or private entities to provide assistance in
387 implementing and administering the program. The State Board of
388 Education shall adopt rules and regulations regarding the
389 implementation and administration of the program.

390 (2) Participation in the loan program shall be available to
391 any licensed teacher who renders service in a geographical area of
392 the state where there exists a critical shortage of teachers, as
393 designated by the State Board of Education, including Hinds



394 County. Any person who receives a loan under the program shall be
395 required to purchase a house and reside in a county in which the
396 school district for which the teacher is rendering service, or any
397 portion of the school district, is located. The maximum amount of
398 a loan that may be made under the program to any person shall be
399 Six Thousand Dollars (\$6,000.00).

400 (3) Any loan made under the program to a person who actually
401 renders service as a teacher in a geographical area of the state
402 where there exists a critical shortage of teachers, as designated
403 by the State Board of Education, including Hinds County, shall be
404 converted to an interest-free grant on the basis of one (1) year's
405 service for one-third (1/3) of the amount of the loan. Any person
406 who does not render three (3) years' service as a teacher in a
407 geographical area of the state where there exists a critical
408 shortage of teachers, as designated by the State Board of
409 Education, shall be liable to the State Department of Education
410 for one-third (1/3) of the amount of the loan for each year that
411 he does not render such service, plus interest accruing at the
412 current Stafford Loan rate at the time the person discontinues his
413 service. If a claim for repayment under this subsection is placed
414 in the hands of an attorney for collection, the obligor shall be
415 liable for an additional amount equal to a reasonable attorney's
416 fee.



417 (4) All funds received by the State Department of Education
418 as repayment of loans by program participants shall be deposited
419 in the Mississippi Critical Teacher Shortage Fund.

420 This section shall stand repealed on July 1, 2020.

421 **SECTION 4.** This act shall take effect and be in force from
422 and after July 1, 2018.

