

REPORT OF CONFERENCE COMMITTEE

MR. PRESIDENT AND MR. SPEAKER:

We, the undersigned conferees, have had under consideration the amendments to the following entitled BILL:

S. B. No. 2770: Teachers' salaries; provide for \$1,000.00 increase phased in over two years.

We, therefore, respectfully submit the following report and recommendation:

1. That the House recede from its Amendment No. 1.
2. That the Senate and House adopt the following amendment:

Amend by striking all after the enacting clause and inserting in lieu thereof the following:

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

57					
58	Years				
59	Exp.	AAAA	AAA	AA	A
60	0	39,108.00	37,944.00	36,780.00	34,390.00
61	1	39,108.00	37,944.00	36,780.00	34,390.00
62	2	39,108.00	37,944.00	36,780.00	34,390.00
63	3	39,902.00	38,671.00	37,440.00	34,885.00
64	4	40,696.00	39,398.00	38,100.00	35,380.00
65	5	41,490.00	40,125.00	38,760.00	35,875.00
66	6	42,284.00	40,852.00	39,420.00	36,370.00
67	7	43,078.00	41,579.00	40,080.00	36,865.00
68	8	43,872.00	42,306.00	40,740.00	37,360.00
69	9	44,666.00	43,033.00	41,400.00	37,855.00
70	10	45,460.00	43,760.00	42,060.00	38,350.00

71	11	46,254.00	44,487.00	42,720.00	38,845.00
72	12	47,048.00	45,214.00	43,380.00	39,340.00
73	13	47,842.00	45,941.00	44,040.00	39,835.00
74	14	48,636.00	46,668.00	44,700.00	40,330.00
75	15	49,430.00	47,395.00	45,360.00	40,825.00
76	16	50,224.00	48,122.00	46,020.00	41,320.00
77	17	51,018.00	48,849.00	46,680.00	41,815.00
78	18	51,812.00	49,576.00	47,340.00	42,310.00
79	19	52,606.00	50,303.00	48,000.00	42,805.00
80	20	53,400.00	51,030.00	48,660.00	43,300.00
81	21	54,194.00	51,757.00	49,320.00	43,795.00
82	22	54,988.00	52,484.00	49,980.00	44,290.00
83	23	55,782.00	53,211.00	50,640.00	44,785.00
84	24	56,576.00	53,938.00	51,300.00	45,280.00
85	25	59,430.00	56,725.00	54,020.00	47,835.00
86	26	60,224.00	57,452.00	54,680.00	48,330.00
87	27	61,018.00	58,179.00	55,340.00	48,825.00
88	28	61,812.00	58,906.00	56,000.00	49,320.00
89	29	62,606.00	59,633.00	56,660.00	49,815.00
90	30	63,400.00	60,360.00	57,320.00	50,310.00
91	31	64,194.00	61,087.00	57,980.00	50,805.00
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 **2019-2020 MINIMUM SALARY SCHEDULE**

98	<u>Years</u>				
99	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
100	<u>0</u>	<u>40,608.00</u>	<u>39,444.00</u>	<u>38,280.00</u>	<u>35,890.00</u>
101	<u>1</u>	<u>40,608.00</u>	<u>39,444.00</u>	<u>38,280.00</u>	<u>35,890.00</u>
102	<u>2</u>	<u>40,608.00</u>	<u>39,444.00</u>	<u>38,280.00</u>	<u>35,890.00</u>
103	<u>3</u>	<u>41,402.00</u>	<u>40,171.00</u>	<u>38,940.00</u>	<u>36,385.00</u>
104	<u>4</u>	<u>42,196.00</u>	<u>40,898.00</u>	<u>39,600.00</u>	<u>36,880.00</u>
105	<u>5</u>	<u>42,990.00</u>	<u>41,625.00</u>	<u>40,260.00</u>	<u>37,375.00</u>
106	<u>6</u>	<u>43,784.00</u>	<u>42,352.00</u>	<u>40,920.00</u>	<u>37,870.00</u>
107	<u>7</u>	<u>44,578.00</u>	<u>43,079.00</u>	<u>41,580.00</u>	<u>38,365.00</u>
108	<u>8</u>	<u>45,372.00</u>	<u>43,806.00</u>	<u>42,240.00</u>	<u>38,860.00</u>
109	<u>9</u>	<u>46,166.00</u>	<u>44,533.00</u>	<u>42,900.00</u>	<u>39,355.00</u>
110	<u>10</u>	<u>46,960.00</u>	<u>45,260.00</u>	<u>43,560.00</u>	<u>39,850.00</u>
111	<u>11</u>	<u>47,754.00</u>	<u>45,987.00</u>	<u>44,220.00</u>	<u>40,345.00</u>
112	<u>12</u>	<u>48,548.00</u>	<u>46,714.00</u>	<u>44,880.00</u>	<u>40,840.00</u>
113	<u>13</u>	<u>49,342.00</u>	<u>47,441.00</u>	<u>45,540.00</u>	<u>41,335.00</u>
114	<u>14</u>	<u>50,136.00</u>	<u>48,168.00</u>	<u>46,200.00</u>	<u>41,830.00</u>
115	<u>15</u>	<u>50,930.00</u>	<u>48,895.00</u>	<u>46,860.00</u>	<u>42,325.00</u>
116	<u>16</u>	<u>51,724.00</u>	<u>49,622.00</u>	<u>47,520.00</u>	<u>42,820.00</u>
117	<u>17</u>	<u>52,518.00</u>	<u>50,349.00</u>	<u>48,180.00</u>	<u>43,315.00</u>
118	<u>18</u>	<u>53,312.00</u>	<u>51,076.00</u>	<u>48,840.00</u>	<u>43,810.00</u>
119	<u>19</u>	<u>54,106.00</u>	<u>51,803.00</u>	<u>49,500.00</u>	<u>44,305.00</u>
120	<u>20</u>	<u>54,900.00</u>	<u>52,530.00</u>	<u>50,160.00</u>	<u>44,800.00</u>

121	<u>21</u>	<u>55,694.00</u>	<u>53,257.00</u>	<u>50,820.00</u>	<u>45,295.00</u>
122	<u>22</u>	<u>56,488.00</u>	<u>53,984.00</u>	<u>51,480.00</u>	<u>45,790.00</u>
123	<u>23</u>	<u>57,282.00</u>	<u>54,711.00</u>	<u>52,140.00</u>	<u>46,285.00</u>
124	<u>24</u>	<u>58,076.00</u>	<u>55,438.00</u>	<u>52,800.00</u>	<u>46,780.00</u>
125	<u>25</u>	<u>60,930.00</u>	<u>58,225.00</u>	<u>55,520.00</u>	<u>49,335.00</u>
126	<u>26</u>	<u>61,724.00</u>	<u>58,952.00</u>	<u>56,180.00</u>	<u>49,830.00</u>
127	<u>27</u>	<u>62,518.00</u>	<u>59,679.00</u>	<u>56,840.00</u>	<u>50,325.00</u>
128	<u>28</u>	<u>63,312.00</u>	<u>60,406.00</u>	<u>57,500.00</u>	<u>50,820.00</u>
129	<u>29</u>	<u>64,106.00</u>	<u>61,133.00</u>	<u>58,160.00</u>	<u>51,315.00</u>
130	<u>30</u>	<u>64,900.00</u>	<u>61,860.00</u>	<u>58,820.00</u>	<u>51,810.00</u>
131	<u>31</u>	<u>65,694.00</u>	<u>62,587.00</u>	<u>59,480.00</u>	<u>52,305.00</u>
132	<u>32</u>	<u>66,488.00</u>	<u>63,314.00</u>	<u>60,140.00</u>	<u>52,800.00</u>
133	<u>33</u>	<u>67,282.00</u>	<u>64,041.00</u>	<u>60,800.00</u>	<u>53,295.00</u>
134	<u>34</u>	<u>68,076.00</u>	<u>64,768.00</u>	<u>61,460.00</u>	<u>53,790.00</u>
135	<u>35</u>				
136	<u>& above</u>	<u>68,870.00</u>	<u>65,495.00</u>	<u>62,120.00</u>	<u>54,285.00</u>

137 It is the intent of the Legislature that any state funds made
138 available for salaries of licensed personnel in excess of the
139 funds paid for such salaries for the 1986-1987 school year shall
140 be paid to licensed personnel pursuant to a personnel appraisal
141 and compensation system implemented by the State Board of
142 Education. The State Board of Education shall have the authority
143 to adopt and amend rules and regulations as are necessary to
144 establish, administer and maintain the system.

145 All teachers employed on a full-time basis shall be paid a
146 minimum salary in accordance with the above scale. However, no
147 school district shall receive any funds under this section for any
148 school year during which the local supplement paid to any
149 individual teacher shall have been reduced to a sum less than that
150 paid to that individual teacher for performing the same duties
151 from local supplement during the immediately preceding school
152 year. The amount actually spent for the purposes of group health
153 and/or life insurance shall be considered as a part of the
154 aggregate amount of local supplement but shall not be considered a
155 part of the amount of individual local supplement.

156 The level of professional training of each teacher to be used
157 in establishing the salary allotment for the teachers for each
158 year shall be determined by the type of valid teacher's license
159 issued to those teachers on or before October 1 of the current
160 school year. Provided, however, that school districts are
161 authorized, in their discretion, to negotiate the salary levels
162 applicable to certificated employees who are receiving retirement
163 benefits from the retirement system of another state, and the
164 annual experience increment provided above in Section 37-19-7
165 shall not be applicable to any such retired certificated employee.

166 (2) (a) The following employees shall receive an annual
167 salary supplement in the amount of Six Thousand Dollars
168 (\$6,000.00), plus fringe benefits, in addition to any other
169 compensation to which the employee may be entitled:

170 (i) Any licensed teacher who has met the
171 requirements and acquired a Master Teacher certificate from the
172 National Board for Professional Teaching Standards and who is
173 employed by a local school board or the State Board of Education
174 as a teacher and not as an administrator. Such teacher shall
175 submit documentation to the State Department of Education that the
176 certificate was received prior to October 15 in order to be
177 eligible for the full salary supplement in the current school
178 year, or the teacher shall submit such documentation to the State
179 Department of Education prior to February 15 in order to be
180 eligible for a prorated salary supplement beginning with the
181 second term of the school year.

182 (ii) A licensed nurse who has met the requirements
183 and acquired a certificate from the National Board for
184 Certification of School Nurses, Inc., and who is employed by a
185 local school board or the State Board of Education as a school
186 nurse and not as an administrator. The licensed school nurse
187 shall submit documentation to the State Department of Education
188 that the certificate was received before October 15 in order to be
189 eligible for the full salary supplement in the current school
190 year, or the licensed school nurse shall submit the documentation
191 to the State Department of Education before February 15 in order
192 to be eligible for a prorated salary supplement beginning with the
193 second term of the school year. Provided, however, that the total

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

196 (iii) Any licensed school counselor who has met
197 the requirements and acquired a National Certified School
198 Counselor (NCSC) endorsement from the National Board of Certified
199 Counselors and who is employed by a local school board or the
200 State Board of Education as a counselor and not as an
201 administrator. Such licensed school counselor shall submit
202 documentation to the State Department of Education that the
203 endorsement was received prior to October 15 in order to be
204 eligible for the full salary supplement in the current school
205 year, or the licensed school counselor shall submit such
206 documentation to the State Department of Education prior to
207 February 15 in order to be eligible for a prorated salary
208 supplement beginning with the second term of the school year.
209 However, any school counselor who started the National Board for
210 Professional Teaching Standards process for school counselors
211 between June 1, 2003, and June 30, 2004, and completes the
212 requirements and acquires the Master Teacher certificate shall be
213 entitled to the master teacher supplement, and those counselors
214 who complete the process shall be entitled to a one-time
215 reimbursement for the actual cost of the process as outlined in
216 paragraph (b) of this subsection.

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

219 Certificate of Clinical Competence from the American
220 Speech-Language-Hearing Association and any certified academic
221 language therapist (CALT) who has met the certification
222 requirements of the Academic Language Therapy Association and who
223 is employed by a local school board or is employed by a state
224 agency under the State Personnel Board. The licensed
225 speech-language pathologist and audiologist and certified academic
226 language therapist shall submit documentation to the State
227 Department of Education that the certificate or endorsement was
228 received before October 15 in order to be eligible for the full
229 salary supplement in the current school year, or the licensed
230 speech-language pathologist and audiologist and certified academic
231 language therapist shall submit the documentation to the State
232 Department of Education before February 15 in order to be eligible
233 for a prorated salary supplement beginning with the second term of
234 the school year. However, the total number of certified academic
235 language therapists eligible for a salary supplement under this
236 paragraph (iv) shall not exceed twenty (20).

237 (b) An employee shall be reimbursed for the actual cost
238 of completing each component of acquiring the certificate or
239 endorsement, excluding any costs incurred for postgraduate
240 courses, not to exceed Five Hundred Dollars (\$500.00) for each
241 component, not to exceed four (4) components, for a teacher,
242 school counselor or speech-language pathologist and audiologist,
243 regardless of whether or not the process resulted in the award of

244 the certificate or endorsement. A local school district or any
245 private individual or entity may pay the cost of completing the
246 process of acquiring the certificate or endorsement for any
247 employee of the school district described under paragraph (a), and
248 the State Department of Education shall reimburse the school
249 district for such cost, regardless of whether or not the process
250 resulted in the award of the certificate or endorsement. If a
251 private individual or entity has paid the cost of completing the
252 process of acquiring the certificate or endorsement for an
253 employee, the local school district may agree to directly
254 reimburse the individual or entity for such cost on behalf of the
255 employee.

256 (c) All salary supplements, fringe benefits and process
257 reimbursement authorized under this subsection shall be paid
258 directly by the State Department of Education to the local school
259 district and shall be in addition to its minimum education program
260 allotments and not a part thereof in accordance with regulations
261 promulgated by the State Board of Education. Local school
262 districts shall not reduce the local supplement paid to any
263 employee receiving such salary supplement, and the employee shall
264 receive any local supplement to which employees with similar
265 training and experience otherwise are entitled. However, an
266 educational employee shall receive the salary supplement in the
267 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
268 qualifying certifications authorized under paragraph (a) of this

269 subsection. No school district shall provide more than one (1)
270 annual salary supplement under the provisions of this subsection
271 to any one individual employee holding multiple qualifying
272 national certifications.

273 (d) If an employee for whom such cost has been paid, in
274 full or in part, by a local school district or private individual
275 or entity fails to complete the certification or endorsement
276 process, the employee shall be liable to the school district or
277 individual or entity for all amounts paid by the school district
278 or individual or entity on behalf of that employee toward his or
279 her certificate or endorsement.

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

284 Effective July 1, 2016, if funds are available for that
285 purpose, any licensed teacher who has met the requirements and
286 acquired a Master Teacher Certificate from the National Board for
287 Professional Teaching Standards and who is employed in a public
288 school district located in one (1) of the following counties:
289 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
290 Leflore, Quitman, Sharkey, Issaquena, Sunflower * * *~~and,~~
291 Washington, Holmes, Yazoo and Tallahatchie. The salary supplement
292 awarded under the provisions of this subsection (3) shall be in

293 addition to the salary supplement awarded under the provisions of
294 subsection (2) of this section.

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

301 (4) (a) This section shall be known and may be cited as the
302 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
303 the minimum base pay described in this section, only after full
304 funding of MAEP and if funds are available for that purpose, the
305 State of Mississippi may provide monies from state funds to school
306 districts for the purposes of rewarding certified teachers,
307 administrators and nonlicensed personnel at individual schools
308 showing improvement in student test scores. The MPBP plan shall
309 be developed by the State Department of Education based on the
310 following criteria:

311 (i) It is the express intent of this legislation
312 that the MPBP plan shall utilize only existing standards of
313 accreditation and assessment as established by the State Board of
314 Education.

315 (ii) To ensure that all of Mississippi's teachers,
316 administrators and nonlicensed personnel at all schools have equal
317 access to the monies set aside in this section, the MPBP program

318 shall be designed to calculate each school's performance as
319 determined by the school's increase in scores from the prior
320 school year. The MPBP program shall be based on a standardized
321 scores rating where all levels of schools can be judged in a
322 statistically fair and reasonable way upon implementation. At the
323 end of each year, after all student achievement scores have been
324 standardized, the State Department of Education shall implement
325 the MPBP plan.

326 (iii) To ensure all teachers cooperate in the
327 spirit of teamwork, individual schools shall submit a plan to the
328 local school district to be approved before the beginning of each
329 school year beginning July 1, 2008. The plan shall include, but
330 not be limited to, how all teachers, regardless of subject area,
331 and administrators will be responsible for improving student
332 achievement for their individual school.

333 (b) The State Board of Education shall develop the
334 processes and procedures for designating schools eligible to
335 participate in the MPBP. State assessment results, growth in
336 student achievement at individual schools and other measures
337 deemed appropriate in designating successful student achievement
338 shall be used in establishing MPBP criteria. The State Board of
339 Education shall develop the MPBP policies and procedures and
340 report to the Legislature and Governor by December 1, 2006.

341 (5) (a) Beginning in the 2008-2009 school year, if funds
342 are available for that purpose, each school in Mississippi shall

343 have mentor teachers, as defined by Sections 37-9-201 through
344 37-9-213, who shall receive additional base compensation provided
345 for by the State Legislature in the amount of One Thousand Dollars
346 (\$1,000.00) per each beginning teacher that is being mentored.
347 The additional state compensation shall be limited to those mentor
348 teachers that provide mentoring services to beginning teachers.
349 For the purposes of such funding, a beginning teacher shall be
350 defined as any teacher in any school in Mississippi that has less
351 than one (1) year of classroom experience teaching in a public
352 school. For the purposes of such funding, no full-time academic
353 teacher shall mentor more than two (2) beginning teachers.

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

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

361 **SECTION 2.** Section 37-21-7, Mississippi Code of 1972, is
362 amended as follows:

363 37-21-7. (1) This section shall be referred to as the
364 "Mississippi Elementary Schools Assistant Teacher Program," the
365 purpose of which shall be to provide an early childhood education
366 program that assists in the instruction of basic skills. The
367 State Board of Education is authorized, empowered and directed to

368 implement a statewide system of assistant teachers in kindergarten
369 classes and in the first, second and third grades. The assistant
370 teacher shall assist pupils in actual instruction under the strict
371 supervision of a licensed teacher.

372 (2) (a) Except as otherwise authorized under subsection
373 (7), each school district shall employ the total number of
374 assistant teachers funded under subsection (6) of this section.
375 The superintendent of each district shall assign the assistant
376 teachers to the kindergarten, first-, second- and third-grade
377 classes in the district in a manner that will promote the maximum
378 efficiency, as determined by the superintendent, in the
379 instruction of skills such as verbal and linguistic skills,
380 logical and mathematical skills, and social skills.

381 (b) If a licensed teacher to whom an assistant teacher
382 has been assigned is required to be absent from the classroom, the
383 assistant teacher may assume responsibility for the classroom in
384 lieu of a substitute teacher. However, no assistant teacher shall
385 assume sole responsibility of the classroom for more than three
386 (3) consecutive school days. Further, in no event shall any
387 assistant teacher be assigned to serve as a substitute teacher for
388 any teacher other than the licensed teacher to whom that assistant
389 teacher has been assigned.

390 (3) Assistant teachers shall have, at a minimum, a high
391 school diploma or a High School Equivalency Diploma equivalent,
392 and shall show demonstratable proficiency in reading and writing

393 skills. The State Department of Education shall develop a testing
394 procedure for assistant teacher applicants to be used in all
395 school districts in the state.

396 (4) (a) In order to receive funding, each school district
397 shall:

398 (i) Submit a plan on the implementation of a
399 reading improvement program to the State Department of Education;
400 and

401 (ii) Develop a plan of educational accountability
402 and assessment of performance, including pretests and posttests,
403 for reading in Grades 1 through 6.

404 (b) Additionally, each school district shall:

405 (i) Provide annually a mandatory preservice
406 orientation session, using an existing in-school service day, for
407 administrators and teachers on the effective use of assistant
408 teachers as part of a team in the classroom setting and on the
409 role of assistant teachers, with emphasis on program goals;

410 (ii) Hold periodic workshops for administrators
411 and teachers on the effective use and supervision of assistant
412 teachers;

413 (iii) Provide training annually on specific
414 instructional skills for assistant teachers;

415 (iv) Annually evaluate their program in accordance
416 with their educational accountability and assessment of
417 performance plan; and

418 (v) Designate the necessary personnel to supervise
419 and report on their program.

420 (5) The State Department of Education shall:

421 (a) Develop and assist in the implementation of a
422 statewide uniform training module, subject to the availability of
423 funds specifically appropriated therefor by the Legislature, which
424 shall be used in all school districts for training administrators,
425 teachers and assistant teachers. The module shall provide for the
426 consolidated training of each assistant teacher and teacher to
427 whom the assistant teacher is assigned, working together as a
428 team, and shall require further periodic training for
429 administrators, teachers and assistant teachers regarding the role
430 of assistant teachers;

431 (b) Annually evaluate the program on the district and
432 state level. Subject to the availability of funds specifically
433 appropriated therefor by the Legislature, the department shall
434 develop: (i) uniform evaluation reports, to be performed by the
435 principal or assistant principal, to collect data for the annual
436 overall program evaluation conducted by the department; or (ii) a
437 program evaluation model that, at a minimum, addresses process
438 evaluation; and

439 (c) Promulgate rules, regulations and such other
440 standards deemed necessary to effectuate the purposes of this
441 section. Noncompliance with the provisions of this section and
442 any rules, regulations or standards adopted by the department may

443 result in a violation of compulsory accreditation standards as
444 established by the State Board of Education and the Commission on
445 School Accreditation.

446 (6) In addition to other funds allotted under the Minimum
447 Education or Adequate Education Program, each school district
448 shall be allotted sufficient funding for the purpose of employing
449 assistant teachers. No assistant teacher shall be paid less than
450 the amount he or she received in the prior school year. No school
451 district shall receive any funds under this section for any school
452 year during which the aggregate amount of the local contribution
453 to the salaries of assistant teachers by the district shall have
454 been reduced below such amount for the previous year.

455 For the * * * ~~2007-2008~~ 2019-2020 school year and school
456 years thereafter, the minimum annual salary for assistant teachers
457 shall be * * * ~~Twelve Thousand Five Hundred Dollars (\$12,500.00)~~
458 Fourteen Thousand Dollars (\$14,000.00).

459 In addition, for each one percent (1%) that the Sine Die
460 General Fund Revenue Estimate Growth exceeds five percent (5%) in
461 fiscal year 2006, as certified by the Legislative Budget Office to
462 the State Board of Education and subject to the specific
463 appropriation therefor by the Legislature, the State Board of
464 Education shall revise the salary scale in the appropriate year to
465 provide an additional one percent (1%) across-the-board increase
466 in the base salaries for assistant teachers. The State Board of
467 Education shall revise the salaries prescribed above for assistant

468 teachers to conform to any adjustments made in prior fiscal years
469 due to revenue growth over and above five percent (5%). The
470 assistant teachers shall not be restricted to working only in the
471 grades for which the funds were allotted, but may be assigned to
472 other classes as provided in subsection (2)(a) of this section.

473 (7) (a) As an alternative to employing assistant teachers,
474 any school district may use the allotment provided under
475 subsection (6) of this section for the purpose of employing
476 licensed teachers for kindergarten, first-, second- and
477 third-grade classes; however, no school district shall be
478 authorized to use the allotment for assistant teachers for the
479 purpose of employing licensed teachers unless the district has
480 established that the employment of licensed teachers using such
481 funds will reduce the teacher:student ratio in the kindergarten,
482 first-, second- and third-grade classes. All state funds for
483 assistant teachers shall be applied to reducing teacher:student
484 ratio in Grades K-3.

485 It is the intent of the Legislature that no school district
486 shall dismiss any assistant teacher for the purpose of using the
487 assistant teacher allotment to employ licensed teachers. School
488 districts may rely only upon normal attrition to reduce the number
489 of assistant teachers employed in that district.

490 (b) Districts meeting the highest levels of
491 accreditation standards, as defined by the State Board of

492 Education, shall be exempted from the provisions of subsection (4)
493 of this section.

494 **SECTION 3.** This act shall take effect and be in force from
495 and after July 1, 2019.

**Further, amend by striking the title in its entirety and
inserting in lieu thereof the following:**

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 REVISE THE MINIMUM TEACHER SALARY SCALE BY INCREASING THE MINIMUM
3 SALARY BY \$1,500.00; TO AMEND SECTION 37-21-7, MISSISSIPPI CODE OF
4 1972, TO INCREASE THE MINIMUM ANNUAL SALARY FOR TEACHER
5 ASSISTANTS; AND FOR RELATED PURPOSES.

CONFEREES FOR THE SENATE

CONFEREES FOR THE HOUSE

X (SIGNED)
Tollison

X (SIGNED)
Bennett

X (SIGNED)
Clarke

X (SIGNED)
Roberson

X (SIGNED)
Caughman

X (SIGNED)
Read