

By: Representatives Bennett, Sykes

To: Education

HOUSE BILL NO. 1246

1 AN ACT TO AMEND SECTIONS 37-9-201, 37-9-203, 37-9-205,
 2 37-9-207, 37-9-209, 37-9-211 AND 37-9-213, MISSISSIPPI CODE OF
 3 1972, WHICH ARE PROVISIONS OF THE BEGINNING TEACHER SUPPORT
 4 PROGRAM, TO CREATE THE MISSISSIPPI TEACHER LEADERSHIP PROGRAM AS A
 5 PILOT PROGRAM WITHIN THE STATE DEPARTMENT OF EDUCATION TO PROVIDE
 6 FINANCIAL INCENTIVES TO TEACHER LEADERS TO PROMOTE THE SUPPORT AND
 7 RETENTION OF EFFECTIVE CLASSROOM TEACHERS; TO AMEND SECTION
 8 37-19-7, MISSISSIPPI CODE OF 1972, TO INCREASE THE AMOUNT OF THE
 9 COMPENSATION TO TEACHER LEADERS IN THE AMOUNT OF \$2,000.00 FOR
 10 EACH BEGINNING TEACHER MENTORED UNDER THE BEGINNING TEACHER
 11 SUPPORT PROGRAM; AND FOR RELATED PURPOSES.

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

13 **SECTION 1.** Section 37-9-201, Mississippi Code of 1972, is
 14 amended as follows:

15 37-9-201. As used in Sections 37-9-201 through 37-9-213:

16 (a) "Beginning teacher" means a teacher who:

17 (i) Possesses a teaching license issued by the
 18 Commission on Teacher and Administrator Education, Certification
 19 and Licensure and Development;

20 (ii) Is employed at least half time, primarily as
 21 a classroom teacher, by a school district; and



22 (iii) Has taught fewer than ninety (90)
23 consecutive days, or one hundred eighty (180) days total, as a
24 licensed teacher in any public school.

25 (b) "District" means any local school district.

26 (c) "Formal assistance" means a program provided by a
27 mentor teacher to a beginning teacher that includes, but is not
28 limited to, direct classroom observation and consultation;
29 assistance in instructional planning and preparation; support in
30 implementation and delivery of classroom instruction; and other
31 assistance intended to enhance the professional performance and
32 development of the beginning teacher.

33 (d) " * * * Teacher leader" means a teacher who:

34 (i) Possesses a standard teaching personnel
35 service or administrative license issued by the Commission on
36 Teacher and Administrator Education, Certification and Licensure
37 and Development;

38 (ii) At the time of selection, is employed under
39 contract primarily as a classroom teacher by a public school
40 district or is retired from a public school district;

41 (iii) Has successfully taught for three (3) or
42 more years as a licensed teacher in any public school;

43 (iv) Has been selected and trained as described in
44 Section 37-9-211; and

45 (v) Has demonstrated mastery of teaching skills
46 and subject matter knowledge.



47 (e) "Teacher" means a licensed employee of a local
48 school district who has direct responsibility for instruction,
49 coordination of educational programs or supervision of teachers
50 and who is compensated for services from public funds.

51 **SECTION 2.** Section 37-9-203, Mississippi Code of 1972, is
52 amended as follows:

53 37-9-203. The Legislature finds that:

54 (a) The quality of teaching in the public schools is of
55 vital importance to the future of this state;

56 (b) This state has a special interest in insuring that
57 the induction of beginning teachers into their profession is
58 conducive to their professional growth and development; and

59 (c) The formal assignment of * * * teacher leaders who
60 have demonstrated mastery of teaching skills and subject matter
61 knowledge should substantially improve the induction and
62 professional growth of beginning teachers in this state, as well
63 as provide * * * teacher leaders with additional and valuable
64 opportunities to enhance their own professional growth.

65 **SECTION 3.** Section 37-9-205, Mississippi Code of 1972, is
66 amended as follows:

67 37-9-205. (1) The Mississippi Teacher Center of the State
68 Department of Education shall establish a beginning teacher
69 support program to provide eligible beginning teachers in this
70 state with continued and sustained support from a formally



71 assigned * * * teacher leader during the first full year of
72 teaching.

73 (2) After the 1992-1993 school year, any district is
74 eligible to participate in the beginning teacher support program.

75 (3) Two (2) or more districts may operate jointly a
76 beginning teacher support program if they meet all the
77 requirements of Sections 37-9-201 through 37-9-213.

78 (4) Educational consortia established for approved teacher
79 education programs pursuant to rules of the Mississippi Teacher
80 Center are eligible to operate a beginning teacher support program
81 to serve beginning teachers in a participating school district.

82 (5) To the extent practicable, school districts may
83 coordinate with institutions of higher education in the design,
84 implementation and evaluation of * * * teacher leadership
85 programs.

86 **SECTION 4.** Section 37-9-207, Mississippi Code of 1972, is
87 amended as follows:

88 37-9-207. Each district that wishes to participate in the
89 beginning teacher support program shall submit a formal
90 application to the Mississippi Teacher Center no later than
91 September 15 of each school year, according to rules of the
92 Mississippi Teacher Center. By that date, districts shall inform
93 the department of:



94 (a) The names of all eligible beginning teachers
95 employed by the district and a description of their teaching
96 assignments and extracurricular duties;

97 (b) The names of * * * teacher leaders selected by a
98 district and a description of their teaching assignments and the
99 endorsement area in which they are certified to teach;

100 (c) A description of the content and calendar of the
101 proposed beginning teacher support program. The program must
102 provide a minimum of ninety (90) hours of direct contact
103 between * * * teacher leaders and beginning teachers, including
104 observation of or assistance with classroom teaching, or both,
105 during the school day;

106 (d) A description of the amount and nature of each
107 eligible beginning teacher's classroom and extracurricular duties
108 and assurance that these duties are not unreasonable for a
109 beginning teacher; and

110 (e) A certification that no eligible beginning teacher
111 is or may be misassigned outside the teacher's endorsement area,
112 except as provided for by rules of the Mississippi Teacher Center.

113 **SECTION 5.** Section 37-9-209, Mississippi Code of 1972, is
114 amended as follows:

115 37-9-209. After consulting with representatives of teachers,
116 administrators, school boards, schools of education, the
117 institutions of higher learning and such others as it considers
118 appropriate, the Mississippi Teacher Center shall develop or



119 approve workshops to provide training for * * * teacher leaders
120 and beginning teachers.

121 **SECTION 6.** Section 37-9-211, Mississippi Code of 1972, is
122 amended as follows:

123 37-9-211. (1) There is established the Mississippi Teacher
124 Leadership Program, as a four-year pilot program within the State
125 Department of Education. The purpose of the program shall be to
126 support and retain effective classroom teachers through teacher
127 leadership opportunities by making stipends available to teachers
128 who desire to lead while remaining in the classroom.

129 (* * * 2) The selection, nature and extent of duties of
130 * * * teacher leaders shall be determined by the school district.
131 The following guidelines shall apply:

132 (a) No teacher shall be designated as a * * * teacher
133 leader unless willing to perform in that role;

134 (b) No * * * teacher leader shall participate in the
135 evaluation of beginning teachers;

136 (c) Each * * * teacher leader shall complete
137 successfully a training workshop provided or approved by the
138 Mississippi Teacher Center * * * before participating in the
139 beginning teacher support program; and

140 (d) If a * * * teacher leader receives additional
141 release time to support a beginning teacher, it is expected that
142 the total workload of other teachers regularly employed by the
143 school district should not increase in any substantial manner.



144 (2) A district may: (a) compensate * * * teacher leaders
145 from any available funds for additional duties to support a
146 beginning teacher which are performed after regular school hours;
147 (b) grant additional release time to * * * teacher leaders for
148 additional duties to support a beginning teacher which are
149 performed after regular school hours; and (c) employ and
150 compensate substitute teachers from any available funds for
151 assuming the regular teaching duties of * * * teacher leaders who
152 are participating in the beginning teacher program.

153 **SECTION 7.** Section 37-9-213, Mississippi Code of 1972, is
154 amended as follows:

155 37-9-213. The Mississippi Teacher Center shall be
156 responsible for the regular and ongoing evaluation of the
157 beginning teacher support program and may contract for such
158 evaluation. The evaluation shall include, but not be limited to,
159 assessments of the following:

160 (a) A survey and follow-up of all eligible * * *
161 teacher leaders and beginning teachers and appropriate district
162 officials, to assess satisfaction with and the effectiveness of
163 the beginning teacher support program;

164 (b) The amount and quality of the contact time
165 between * * * teacher leaders and beginning teachers;

166 (c) The effectiveness of workshops and other training
167 required under Sections 37-9-201 through 37-9-211;



168 (d) The effectiveness of the * * * teacher leadership
169 program in enhancing the professional development and retention of
170 new teachers in the district;

171 (e) The desirability of extending this assistance
172 program to students participating in graduate level teacher
173 preparation programs similar to those which have been proposed by
174 the Board of Trustees of State Institutions of Higher Learning;
175 and

176 (f) The desirability of extending this assistance
177 program to all probationary teachers.

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

180 37-19-7. (1) The allowance in the Mississippi Adequate
181 Education Program for teachers' salaries in each county and
182 separate school district shall be determined and paid in
183 accordance with the scale for teachers' salaries as provided in
184 this subsection. For teachers holding the following types of
185 licenses or the equivalent as determined by the State Board of
186 Education, and the following number of years of teaching
187 experience, the scale shall be as follows:

188 **2014-2015 MINIMUM SALARY SCHEDULE**

189 Years

190	Exp.	AAAA	AAA	AA	A
191	0	38,108.00	36,944.00	35,780.00	33,390.00
192	1	38,108.00	36,944.00	35,780.00	33,390.00



193	2	38,108.00	36,944.00	35,780.00	33,390.00
194	3	38,902.00	37,671.00	36,440.00	33,885.00
195	4	39,696.00	38,398.00	37,100.00	34,380.00
196	5	40,490.00	39,125.00	37,760.00	34,875.00
197	6	41,284.00	39,852.00	38,420.00	35,370.00
198	7	42,078.00	40,579.00	39,080.00	35,865.00
199	8	42,872.00	41,306.00	39,740.00	36,360.00
200	9	43,666.00	42,033.00	40,400.00	36,855.00
201	10	44,460.00	42,760.00	41,060.00	37,350.00
202	11	45,254.00	43,487.00	41,720.00	37,845.00
203	12	46,048.00	44,214.00	42,380.00	38,340.00
204	13	46,842.00	44,941.00	43,040.00	38,835.00
205	14	47,636.00	45,668.00	43,700.00	39,330.00
206	15	48,430.00	46,395.00	44,360.00	39,825.00
207	16	49,224.00	47,122.00	45,020.00	40,320.00
208	17	50,018.00	47,849.00	45,680.00	40,815.00
209	18	50,812.00	48,576.00	46,340.00	41,310.00
210	19	51,606.00	49,303.00	47,000.00	41,805.00
211	20	52,400.00	50,030.00	47,660.00	42,300.00
212	21	53,194.00	50,757.00	48,320.00	42,795.00
213	22	53,988.00	51,484.00	48,980.00	43,290.00
214	23	54,782.00	52,211.00	49,640.00	43,785.00
215	24	55,576.00	52,938.00	50,300.00	44,280.00
216	25	58,430.00	55,725.00	53,020.00	46,835.00
217	26	59,224.00	56,452.00	53,680.00	47,330.00



218	27	60,018.00	57,179.00	54,340.00	47,825.00
219	28	60,812.00	57,906.00	55,000.00	48,320.00
220	29	61,606.00	58,633.00	55,660.00	48,815.00
221	30	62,400.00	59,360.00	56,320.00	49,310.00
222	31	63,194.00	60,087.00	56,980.00	49,805.00
223	32	63,988.00	60,814.00	57,640.00	50,300.00
224	33	64,782.00	61,541.00	58,300.00	50,795.00
225	34	65,576.00	62,268.00	58,960.00	51,290.00
226	35				
227	& above	66,370.00	62,995.00	59,620.00	51,785.00

2015-2016 MINIMUM SALARY SCHEDULE

229	Years				
230	Exp.	AAAA	AAA	AA	A
231	0	39,108.00	37,944.00	36,780.00	34,390.00
232	1	39,108.00	37,944.00	36,780.00	34,390.00
233	2	39,108.00	37,944.00	36,780.00	34,390.00
234	3	39,902.00	38,671.00	37,440.00	34,885.00
235	4	40,696.00	39,398.00	38,100.00	35,380.00
236	5	41,490.00	40,125.00	38,760.00	35,875.00
237	6	42,284.00	40,852.00	39,420.00	36,370.00
238	7	43,078.00	41,579.00	40,080.00	36,865.00
239	8	43,872.00	42,306.00	40,740.00	37,360.00
240	9	44,666.00	43,033.00	41,400.00	37,855.00
241	10	45,460.00	43,760.00	42,060.00	38,350.00
242	11	46,254.00	44,487.00	42,720.00	38,845.00



243	12	47,048.00	45,214.00	43,380.00	39,340.00
244	13	47,842.00	45,941.00	44,040.00	39,835.00
245	14	48,636.00	46,668.00	44,700.00	40,330.00
246	15	49,430.00	47,395.00	45,360.00	40,825.00
247	16	50,224.00	48,122.00	46,020.00	41,320.00
248	17	51,018.00	48,849.00	46,680.00	41,815.00
249	18	51,812.00	49,576.00	47,340.00	42,310.00
250	19	52,606.00	50,303.00	48,000.00	42,805.00
251	20	53,400.00	51,030.00	48,660.00	43,300.00
252	21	54,194.00	51,757.00	49,320.00	43,795.00
253	22	54,988.00	52,484.00	49,980.00	44,290.00
254	23	55,782.00	53,211.00	50,640.00	44,785.00
255	24	56,576.00	53,938.00	51,300.00	45,280.00
256	25	59,430.00	56,725.00	54,020.00	47,835.00
257	26	60,224.00	57,452.00	54,680.00	48,330.00
258	27	61,018.00	58,179.00	55,340.00	48,825.00
259	28	61,812.00	58,906.00	56,000.00	49,320.00
260	29	62,606.00	59,633.00	56,660.00	49,815.00
261	30	63,400.00	60,360.00	57,320.00	50,310.00
262	31	64,194.00	61,087.00	57,980.00	50,805.00
263	32	64,988.00	61,814.00	58,640.00	51,300.00
264	33	65,782.00	62,541.00	59,300.00	51,795.00
265	34	66,576.00	63,268.00	59,960.00	52,290.00
266	35				
267	& above	67,370.00	63,995.00	60,620.00	52,785.00



268 It is the intent of the Legislature that any state funds made
269 available for salaries of licensed personnel in excess of the
270 funds paid for such salaries for the 1986-1987 school year shall
271 be paid to licensed personnel pursuant to a personnel appraisal
272 and compensation system implemented by the State Board of
273 Education. The State Board of Education shall have the authority
274 to adopt and amend rules and regulations as are necessary to
275 establish, administer and maintain the system.

276 All teachers employed on a full-time basis shall be paid a
277 minimum salary in accordance with the above scale. However, no
278 school district shall receive any funds under this section for any
279 school year during which the local supplement paid to any
280 individual teacher shall have been reduced to a sum less than that
281 paid to that individual teacher for performing the same duties
282 from local supplement during the immediately preceding school
283 year. The amount actually spent for the purposes of group health
284 and/or life insurance shall be considered as a part of the
285 aggregate amount of local supplement but shall not be considered a
286 part of the amount of individual local supplement.

287 The level of professional training of each teacher to be used
288 in establishing the salary allotment for the teachers for each
289 year shall be determined by the type of valid teacher's license
290 issued to those teachers on or before October 1 of the current
291 school year. Provided, however, that school districts are
292 authorized, in their discretion, to negotiate the salary levels



293 applicable to certificated employees who are receiving retirement
294 benefits from the retirement system of another state, and the
295 annual experience increment provided above in Section 37-19-7
296 shall not be applicable to any such retired certificated employee.

297 (2) (a) The following employees shall receive an annual
298 salary supplement in the amount of Six Thousand Dollars
299 (\$6,000.00), plus fringe benefits, in addition to any other
300 compensation to which the employee may be entitled:

301 (i) Any licensed teacher who has met the
302 requirements and acquired a Master Teacher certificate from the
303 National Board for Professional Teaching Standards and who is
304 employed by a local school board or the State Board of Education
305 as a teacher and not as an administrator. Such teacher shall
306 submit documentation to the State Department of Education that the
307 certificate was received prior to October 15 in order to be
308 eligible for the full salary supplement in the current school
309 year, or the teacher shall submit such documentation to the State
310 Department of Education prior to February 15 in order to be
311 eligible for a prorated salary supplement beginning with the
312 second term of the school year.

313 (ii) A licensed nurse who has met the requirements
314 and acquired a certificate from the National Board for
315 Certification of School Nurses, Inc., and who is employed by a
316 local school board or the State Board of Education as a school
317 nurse and not as an administrator. The licensed school nurse



318 shall submit documentation to the State Department of Education
319 that the certificate was received before October 15 in order to be
320 eligible for the full salary supplement in the current school
321 year, or the licensed school nurse shall submit the documentation
322 to the State Department of Education before February 15 in order
323 to be eligible for a prorated salary supplement beginning with the
324 second term of the school year. Provided, however, that the total
325 number of licensed school nurses eligible for a salary supplement
326 under this subparagraph (ii) shall not exceed thirty-five (35).

327 (iii) Any licensed school counselor who has met
328 the requirements and acquired a National Certified School
329 Counselor (NCSC) endorsement from the National Board of Certified
330 Counselors and who is employed by a local school board or the
331 State Board of Education as a counselor and not as an
332 administrator. Such licensed school counselor shall submit
333 documentation to the State Department of Education that the
334 endorsement was received prior to October 15 in order to be
335 eligible for the full salary supplement in the current school
336 year, or the licensed school counselor shall submit such
337 documentation to the State Department of Education prior to
338 February 15 in order to be eligible for a prorated salary
339 supplement beginning with the second term of the school year.
340 However, any school counselor who started the National Board for
341 Professional Teaching Standards process for school counselors
342 between June 1, 2003, and June 30, 2004, and completes the



343 requirements and acquires the Master Teacher certificate shall be
344 entitled to the master teacher supplement, and those counselors
345 who complete the process shall be entitled to a one-time
346 reimbursement for the actual cost of the process as outlined in
347 paragraph (b) of this subsection.

348 (iv) Any licensed speech-language pathologist and
349 audiologist who has met the requirements and acquired a
350 Certificate of Clinical Competence from the American
351 Speech-Language-Hearing Association and any certified academic
352 language therapist (CALT) who has met the certification
353 requirements of the Academic Language Therapy Association and who
354 is employed by a local school board or is employed by a state
355 agency under the State Personnel Board. The licensed
356 speech-language pathologist and audiologist and certified academic
357 language therapist shall submit documentation to the State
358 Department of Education that the certificate or endorsement was
359 received before October 15 in order to be eligible for the full
360 salary supplement in the current school year, or the licensed
361 speech-language pathologist and audiologist and certified academic
362 language therapist shall submit the documentation to the State
363 Department of Education before February 15 in order to be eligible
364 for a prorated salary supplement beginning with the second term of
365 the school year. However, the total number of certified academic
366 language therapists eligible for a salary supplement under this
367 paragraph (iv) shall not exceed twenty (20).



368 (b) An employee shall be reimbursed for the actual cost
369 of completing each component of acquiring the certificate or
370 endorsement, excluding any costs incurred for postgraduate
371 courses, not to exceed Five Hundred Dollars (\$500.00) for each
372 component, not to exceed four (4) components, for a teacher,
373 school counselor or speech-language pathologist and audiologist,
374 regardless of whether or not the process resulted in the award of
375 the certificate or endorsement. A local school district or any
376 private individual or entity may pay the cost of completing the
377 process of acquiring the certificate or endorsement for any
378 employee of the school district described under paragraph (a), and
379 the State Department of Education shall reimburse the school
380 district for such cost, regardless of whether or not the process
381 resulted in the award of the certificate or endorsement. If a
382 private individual or entity has paid the cost of completing the
383 process of acquiring the certificate or endorsement for an
384 employee, the local school district may agree to directly
385 reimburse the individual or entity for such cost on behalf of the
386 employee.

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



393 districts shall not reduce the local supplement paid to any
394 employee receiving such salary supplement, and the employee shall
395 receive any local supplement to which employees with similar
396 training and experience otherwise are entitled. However, an
397 educational employee shall receive the salary supplement in the
398 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
399 qualifying certifications authorized under paragraph (a) of this
400 subsection. No school district shall provide more than one (1)
401 annual salary supplement under the provisions of this subsection
402 to any one individual employee holding multiple qualifying
403 national certifications.

404 (d) If an employee for whom such cost has been paid, in
405 full or in part, by a local school district or private individual
406 or entity fails to complete the certification or endorsement
407 process, the employee shall be liable to the school district or
408 individual or entity for all amounts paid by the school district
409 or individual or entity on behalf of that employee toward his or
410 her certificate or endorsement.

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

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



418 Professional Teaching Standards and who is employed in a public
419 school district located in one (1) of the following counties:
420 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
421 Leflore, Quitman, Sharkey, Issaquena, Sunflower and Washington.
422 The salary supplement awarded under the provisions of this
423 subsection (3) shall be in addition to the salary supplement
424 awarded under the provisions of subsection (2) of this section.

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

431 (4) (a) This section shall be known and may be cited as the
432 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
433 the minimum base pay described in this section, only after full
434 funding of MAEP and if funds are available for that purpose, the
435 State of Mississippi may provide monies from state funds to school
436 districts for the purposes of rewarding certified teachers,
437 administrators and nonlicensed personnel at individual schools
438 showing improvement in student test scores. The MPBP plan shall
439 be developed by the State Department of Education based on the
440 following criteria:

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



443 accreditation and assessment as established by the State Board of
444 Education.

445 (ii) To ensure that all of Mississippi's teachers,
446 administrators and nonlicensed personnel at all schools have equal
447 access to the monies set aside in this section, the MPBP program
448 shall be designed to calculate each school's performance as
449 determined by the school's increase in scores from the prior
450 school year. The MPBP program shall be based on a standardized
451 scores rating where all levels of schools can be judged in a
452 statistically fair and reasonable way upon implementation. At the
453 end of each year, after all student achievement scores have been
454 standardized, the State Department of Education shall implement
455 the MPBP plan.

456 (iii) To ensure all teachers cooperate in the
457 spirit of teamwork, individual schools shall submit a plan to the
458 local school district to be approved before the beginning of each
459 school year beginning July 1, 2008. The plan shall include, but
460 not be limited to, how all teachers, regardless of subject area,
461 and administrators will be responsible for improving student
462 achievement for their individual school.

463 (b) The State Board of Education shall develop the
464 processes and procedures for designating schools eligible to
465 participate in the MPBP. State assessment results, growth in
466 student achievement at individual schools and other measures
467 deemed appropriate in designating successful student achievement



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

471 (5) (a) Beginning * * * with the * * * 2019-2020 school
472 year through the 2022-2023 school years, if funds are available
473 for * * * the purpose of the * * * Mississippi * * * Teacher
474 Leadership Program pilot, as * * * established under Sections
475 37-9-201 through 37-9-213, * * * teachers who assume a teacher
476 leadership role while remaining in the classroom shall receive
477 additional base compensation provided for by the State Legislature
478 in the amount of * * * Two Thousand Dollars (\$2,000.00) per each
479 beginning teacher that is being mentored. The additional state
480 compensation shall be limited to those * * * teacher leaders that
481 provide mentoring services to beginning teachers. For the
482 purposes of such funding, a beginning teacher shall be defined as
483 any teacher in any school in Mississippi that has less than one
484 (1) year of classroom experience teaching in a public school. For
485 the purposes of such funding, no full-time academic teacher shall
486 mentor more than two (2) beginning teachers.

487 (b) To be eligible for this * * * consideration,
488 teachers serving in teacher leader capacities * * * must be
489 employed in schools that have a classroom management program
490 approved by the local school board.

491 (6) Effective with the 2014-2015 school year, the school
492 districts participating in the Pilot Performance-Based



493 Compensation System pursuant to Section 37-19-9 may award
494 additional teacher and administrator pay based thereon.

495 **SECTION 9.** This act shall take effect and be in force from
496 and after July 1, 2019.

