

By: Representative Busby

To: Education

HOUSE BILL NO. 1349

1 AN ACT TO ESTABLISH THE "MISSISSIPPI GREAT TEACHERS ACT OF
2 2019" FOR THE PURPOSE OF PROVIDING INCENTIVES TO INDIVIDUALS TO
3 ENTER INTO THE TEACHING PROFESSION AND TO ADDRESS THE CRITICAL
4 TEACHER SHORTAGE IN THE STATE; TO AMEND SECTION 37-3-2,
5 MISSISSIPPI CODE OF 1972, TO REVISE THE ELIGIBILITY QUALIFICATIONS
6 FOR TEACHER PREPARATION PROGRAMS FOR PURPOSES OF ISSUANCE OF A
7 STANDARD EDUCATOR LICENSE; TO CLARIFY THE MEMBERSHIP OF THE
8 COMMISSION ON TEACHER AND ADMINISTRATOR EDUCATION, CERTIFICATION
9 AND LICENSURE AND DEVELOPMENT; TO CLARIFY PROCEDURES FOR APPEAL OF
10 EDUCATOR LICENSURE DECISIONS BY THE COMMISSION, ITS SUBCOMMITTEE
11 OR HEARING OFFICER; TO REVISE THE GROUNDS FOR DENIAL OF EDUCATOR
12 LICENSURE APPLICATIONS AND TO PROVIDE AUTHORITY FOR LICENSURES
13 PROBATION; TO CLARIFY GROUNDS FOR EDUCATION LICENSURE SUSPENSION
14 OR REVOCATION AND TO CLARIFY PROCEDURES FOR EDUCATOR LICENSURE
15 REINSTATEMENT FOLLOWING SUSPENSION; TO AUTHORIZE THE STATE
16 DEPARTMENT OF EDUCATION TO ISSUE A NONTRADITIONAL TEACHING ROUTE
17 STANDARD LICENSE TO INDIVIDUALS HOLDING ADVANCED DEGREES AND
18 ACHIEVING THE NATIONALLY RECOMMENDED PASSING SCORE ON THE PRAXIS
19 CORE ACADEMIC SKILLS FOR EDUCATORS EXAMINATION AND PRAXIS II
20 EXAMINATION PROVIDING THAT SUCH INDIVIDUALS COMPLETED THE COURSE
21 OF STUDY FOR THE ADVANCED DEGREE PROGRAM WITH THE GRADE OF A "C"
22 OR HIGHER AT THE TIME APPLICATION FOR LICENSURE IS SUBMITTED; TO
23 AMEND SECTIONS 37-9-201, 37-9-203, 37-9-205, 37-9-207, 37-9-209,
24 37-9-211 AND 37-9-213, MISSISSIPPI CODE OF 1972, WHICH ARE
25 PROVISIONS OF THE BEGINNING TEACHER SUPPORT PROGRAM, TO PROVIDE
26 FINANCIAL INCENTIVES TO TEACHER LEADERS TO PROMOTE THE SUPPORT AND
27 RETENTION OF EFFECTIVE CLASSROOM TEACHERS; TO AMEND SECTION
28 37-19-7, MISSISSIPPI CODE OF 1972, TO INCREASE THE MINIMUM TEACHER
29 SALARY SCALE BY \$2,000.00, TO BE PHASED IN OVER A TWO-YEAR PERIOD
30 AT \$1,000.00 PER YEAR BEGINNING WITH THE 2019-2020 SCHOOL YEAR; TO
31 INCREASE THE AMOUNT OF THE COMPENSATION TO TEACHER LEADERS IN THE
32 AMOUNT OF \$2,000.00 FOR EACH BEGINNING TEACHER MENTORED UNDER THE
33 BEGINNING TEACHER SUPPORT PROGRAM; TO AMEND SECTION 37-106-35,
34 MISSISSIPPI CODE OF 1972, TO REVISE THE ASSISTANT TEACHER



35 FORGIVABLE LOAN PROGRAM TO INCREASE THE AMOUNT OF FINANCIAL
36 ASSISTANCE AVAILABLE TO TEACHER ASSISTANTS TO EQUAL THE ACTUAL
37 COST OF SIX THREE-HOUR COURSES PER YEAR; TO REMOVE THE PROVISION
38 LIMITING THE PURPOSE OF THE LOAN FOR CRITICAL TEACHER SHORTAGE
39 AREAS; TO AMEND SECTION 37-149-1, MISSISSIPPI CODE OF 1972, TO
40 ESTABLISH SCHOLARSHIP PROGRAMS FOR THE MILITARY AND EXPERT
41 CITIZENS TO ENTER THE TEACHING PROFESSION; TO AMEND SECTION
42 37-159-9, MISSISSIPPI CODE OF 1972, TO ESTABLISH THE MISSISSIPPI
43 CLASSIFIED SCHOOL EMPLOYEE TEACHER CREDENTIALING AND RETENTION
44 GRANT PROGRAM FOR THE PURPOSE OF PROVIDING SCHOLARSHIPS TO
45 ASSISTANT TEACHERS AND PARAPROFESSIONALS AS AN OPPORTUNITY TO EARN
46 A BACHELOR OF EDUCATION DEGREE FOR THE PURPOSE OF EMPLOYMENT AS
47 LICENSED TEACHERS IN GEOGRAPHICAL CRITICAL TEACHER SHORTAGE AREAS
48 AS DETERMINED BY THE STATE BOARD OF EDUCATION; TO REQUIRE
49 PARTICIPATING INSTITUTIONS OF HIGHER LEARNING TO COLLABORATE WITH
50 THE MISSISSIPPI TEACHER CENTER TO IDENTIFY, RECRUIT AND PLACE
51 TEACHER EDUCATION GRADUATES IN GEOGRAPHICAL CRITICAL TEACHER
52 SHORTAGE AREAS; TO REQUIRE ASSISTANT TEACHERS AND
53 PARAPROFESSIONALS WHO COMPLETE THE PROGRAM WITH A BACHELOR OF
54 EDUCATION DEGREE TO COMMIT TO TEACHING IN A PUBLIC SCHOOL IN A
55 GEOGRAPHICAL CRITICAL TEACHER SHORTAGE AREA FOR A PERIOD OF NOT
56 LESS THAN THREE YEARS AFTER COMPLETION; TO PROVIDE THAT
57 INDIVIDUALS THAT FAIL TO COMPLETE THE PROGRAM OR COMPLY WITH
58 EMPLOYMENT REQUIREMENTS SHALL BE LIABLE FOR THE SUM OF ALL AWARDS
59 RECEIVED UNDER THE PROGRAMS, PLUS INTEREST ACCRUING AT THE CURRENT
60 STAFFORD LOAN RATE; TO EXTEND THE DATE OF REPEAL ON THESE PROGRAMS
61 UNTIL JULY 1, 2024; TO CREATE NEW SECTION 25-11-126, MISSISSIPPI
62 CODE OF 1972, TO PROVIDE THAT PERSONS WHO HAVE AT LEAST 25 YEARS
63 OF CREDITABLE SERVICE IN THE PUBLIC EMPLOYEES' RETIREMENT SYSTEM,
64 WHO WERE EMPLOYED AS PUBLIC SCHOOLTEACHERS AT THE TIME OF THEIR
65 RETIREMENT AND WHO HAVE BEEN RETIRED AND RECEIVING A RETIREMENT
66 ALLOWANCE FOR AT LEAST ONE YEAR, MAY BE EMPLOYED AS TEACHERS BY A
67 PUBLIC SCHOOL DISTRICT AFTER THEIR RETIREMENT AND RECEIVE A
68 RETIREMENT ALLOWANCE FROM THE PUBLIC EMPLOYEES' RETIREMENT SYSTEM
69 DURING THEIR EMPLOYMENT AS TEACHERS IN ADDITION TO RECEIVING A
70 BEGINNING TEACHER'S SALARY; TO BRING FORWARD SECTION 25-11-105,
71 MISSISSIPPI CODE OF 1972, FOR THE PURPOSE OF POSSIBLE AMENDMENTS;
72 TO AMEND SECTIONS 25-11-123 AND 25-11-127, MISSISSIPPI CODE OF
73 1972, IN CONFORMITY THERETO; TO AMEND SECTION 37-21-7, MISSISSIPPI
74 CODE IF 1972, TO INCREASE THE MINIMUM SALARY OF ASSISTANT TEACHERS
75 BY \$1,000.00, TO BE PHASED IN OVER A TWO-YEAR PERIOD AT \$500.00
76 PER YEAR BEGINNING WITH THE 2019-2020 SCHOOL YEAR; AND FOR RELATED
77 PURPOSES.

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

79 **SECTION 1.** This act shall be known and may be cited as the

80 "Mississippi Great Teachers Act of 2019."



81 **SECTION 2.** Section 37-3-2, Mississippi Code of 1972, is
82 amended as follows:

83 37-3-2. (1) There is established within the State
84 Department of Education the Commission on Teacher and
85 Administrator Education, Certification and Licensure and
86 Development. It shall be the purpose and duty of the commission
87 to make recommendations to the State Board of Education regarding
88 standards for the certification and licensure and continuing
89 professional development of those who teach or perform tasks of an
90 educational nature in the public schools of Mississippi.

91 (2) The commission shall be composed of fifteen (15)
92 qualified members. The membership of the commission shall be
93 composed of the following members to be appointed, three (3) from
94 each congressional district, as such districts existed on January
95 1, 2011, in accordance with the population calculations determined
96 by the 2010 federal decennial census, and three (3) members at
97 large. The make up of the commission members shall include: four
98 (4) classroom teachers; three (3) school administrators; one (1)
99 representative of schools of education of institutions of higher
100 learning located within the state to be recommended by the Board
101 of Trustees of State Institutions of Higher Learning; one (1)
102 representative from the schools of education of independent
103 institutions of higher learning to be recommended by the Board of
104 the Mississippi Association of Independent Colleges; one (1)
105 representative from public community and junior colleges located



106 within the state to be recommended by the Mississippi Community
107 College Board; one (1) local school board member; and four (4)
108 laypersons. All appointments shall be made by the State Board of
109 Education after consultation with the State Superintendent of
110 Public Education. The first appointments by the State Board of
111 Education shall be made as follows: five (5) members shall be
112 appointed for a term of one (1) year; five (5) members shall be
113 appointed for a term of two (2) years; and five (5) members shall
114 be appointed for a term of three (3) years. Thereafter, all
115 members shall be appointed for a term of four (4) years.

116 (3) The State Board of Education when making appointments
117 shall designate a chairman. The commission shall meet at least
118 once every two (2) months or more often if needed. Members of the
119 commission shall be compensated at a rate of per diem as
120 authorized by Section 25-3-69 and be reimbursed for actual and
121 necessary expenses as authorized by Section 25-3-41.

122 (4) (a) An appropriate staff member of the State Department
123 of Education shall be designated and assigned by the State
124 Superintendent of Public Education to serve as executive secretary
125 and coordinator for the commission. No less than two (2) other
126 appropriate staff members of the State Department of Education
127 shall be designated and assigned by the State Superintendent of
128 Public Education to serve on the staff of the commission.

129 (b) An Office of Educator Misconduct Evaluations shall
130 be established within the State Department of Education to assist



131 the commission in responding to infractions and violations, and in
132 conducting hearings and enforcing the provisions of subsections
133 (11), (12), (13), (14) and (15) of this section, and violations of
134 the Mississippi Educator Code of Ethics.

135 (5) It shall be the duty of the commission to:

136 (a) Set standards and criteria, subject to the approval
137 of the State Board of Education, for all educator preparation
138 programs in the state;

139 (b) Recommend to the State Board of Education each year
140 approval or disapproval of each educator preparation program in
141 the state, subject to a process and schedule determined by the
142 State Board of Education;

143 (c) Establish, subject to the approval of the State
144 Board of Education, standards for initial teacher certification
145 and licensure in all fields;

146 (d) Establish, subject to the approval of the State
147 Board of Education, standards for the renewal of teacher licenses
148 in all fields;

149 (e) Review and evaluate objective measures of teacher
150 performance, such as test scores, which may form part of the
151 licensure process, and to make recommendations for their use;

152 (f) Review all existing requirements for certification
153 and licensure;

154 (g) Consult with groups whose work may be affected by
155 the commission's decisions;



156 (h) Prepare reports from time to time on current
157 practices and issues in the general area of teacher education and
158 certification and licensure;

159 (i) Hold hearings concerning standards for teachers'
160 and administrators' education and certification and licensure with
161 approval of the State Board of Education;

162 (j) Hire expert consultants with approval of the State
163 Board of Education;

164 (k) Set up ad hoc committees to advise on specific
165 areas; and

166 (l) Perform such other functions as may fall within
167 their general charge and which may be delegated to them by the
168 State Board of Education.

169 (6) (a) **Standard License - Approved Program Route.** An
170 educator entering the school system of Mississippi for the first
171 time and meeting all requirements as established by the State
172 Board of Education shall be granted a standard five-year license.
173 Persons who possess two (2) years of classroom experience as an
174 assistant teacher or who have taught for one (1) year in an
175 accredited public or private school shall be allowed to fulfill
176 student teaching requirements under the supervision of a qualified
177 participating teacher approved by an accredited college of
178 education. The local school district in which the assistant
179 teacher is employed shall compensate such assistant teachers at
180 the required salary level during the period of time such



181 individual is completing student teaching requirements.
182 Applicants for a standard license shall submit to the department:
183 (i) An application on a department form;
184 (ii) An official transcript of completion of a
185 teacher education program approved by the department or a
186 nationally accredited program, subject to the following:
187 Licensure to teach in Mississippi prekindergarten through
188 kindergarten classrooms shall require completion of a teacher
189 education program or a Bachelor of Science degree with child
190 development emphasis from a program accredited by the American
191 Association of Family and Consumer Sciences (AAFCS) or by the
192 National Association for Education of Young Children (NAEYC) or by
193 the National Council for Accreditation of Teacher Education
194 (NCATE). Licensure to teach in Mississippi kindergarten, for
195 those applicants who have completed a teacher education program,
196 and in Grade 1 through Grade 4 shall require the completion of an
197 interdisciplinary program of studies. Licenses for Grades 4
198 through 8 shall require the completion of an interdisciplinary
199 program of studies with two (2) or more areas of concentration.
200 Licensure to teach in Mississippi Grades 7 through 12 shall
201 require a major in an academic field other than education, or a
202 combination of disciplines other than education. Students
203 preparing to teach a subject shall complete a major in the
204 respective subject discipline. All applicants for standard
205 licensure shall demonstrate that such person's college preparation



206 in those fields was in accordance with the standards set forth by
207 the National Council for Accreditation of Teacher Education
208 (NCATE) or the National Association of State Directors of Teacher
209 Education and Certification (NASDTEC) or, for those applicants who
210 have a Bachelor of Science degree with child development emphasis,
211 the American Association of Family and Consumer Sciences (AAFCS).
212 Effective July 1, 2016, for initial elementary education
213 licensure, a teacher candidate must earn a passing score on a
214 rigorous test of scientifically research-based reading instruction
215 and intervention and data-based decision-making principles as
216 approved by the State Board of Education;

217 (iii) A copy of test scores evidencing
218 satisfactory completion of nationally administered examinations of
219 achievement, such as the Educational Testing Service's teacher
220 testing examinations;

221 (iv) Any other document required by the State
222 Board of Education; and

223 (v) From and after September 30, * * * 2019, no
224 teacher candidate shall be licensed to teach in Mississippi who
225 did not meet the following criteria for entrance into an approved
226 teacher education program:

227 1. A composite score of twenty-one (21) on
228 the ACT or SAT equivalent * * *; * * * or

229 2. * * * A minimum GPA of 3.0 on pre-major
230 coursework * * *; or



231 3. Achieve a qualifying score, approved by
232 the State Board of Education, on the Praxis Core Academic Skills
233 for Educators examination.

234 (b) **Standard License - Nontraditional Teaching Route.**

235 From and after September 30, * * * 2019, no teacher candidate
236 shall be licensed to teach in Mississippi under the alternate
237 route who did not meet the following criteria:

238 (i) A composite score of twenty-one (21) on the
239 ACT or SAT equivalent * * *; * * * or

240 (ii) * * * A minimum GPA of 3.0 * * * on pre-major
241 coursework * * *; or

242 (iii) Achieve a qualifying score, approved by the
243 State Board of Education, on the Praxis Core Academic Skills for
244 Educators examination.

245 Beginning January 1, * * * 2020, an individual who has
246 attained a * * * State Board of Education approved qualifying
247 score on the Praxis * * * Core Academic Skills for Educators, or
248 earned a composite score of twenty-one (21) on the ACT or SAT
249 equivalent or maintained a minimum GPA of 3.0 on pre-major
250 coursework, and attained a passing score on the Praxis * * *
251 Subject Assessment in the requested area of endorsement may apply
252 for admission to the Teach Mississippi Institute (TMI) program to
253 teach students in Grades 7 through 12 if the individual meets the
254 requirements of this paragraph (b). The State Board of Education
255 shall adopt rules requiring that teacher preparation institutions



256 which provide the Teach Mississippi Institute (TMI) program for
257 the preparation of nontraditional teachers shall meet the
258 standards and comply with the provisions of this paragraph.

259 (i) The Teach Mississippi Institute (TMI) shall
260 include an intensive eight-week, nine-semester-hour summer program
261 or a curriculum of study in which the student matriculates in the
262 fall or spring semester, which shall include, but not be limited
263 to, instruction in education, effective teaching strategies,
264 classroom management, state curriculum requirements, planning and
265 instruction, instructional methods and pedagogy, using test
266 results to improve instruction, and a one (1) semester three-hour
267 supervised internship to be completed while the teacher is
268 employed as a full-time teacher intern in a local school district.
269 The TMI shall be implemented * * * with courses to be offered at
270 up to four (4) locations in the state, with one (1) TMI site to be
271 located in each of the * * * four (4) Congressional districts.

272 (ii) The school sponsoring the teacher intern
273 shall enter into a written agreement with the institution
274 providing the Teach Mississippi Institute (TMI) program, under
275 terms and conditions as agreed upon by the contracting parties,
276 providing that the school district shall provide teacher interns
277 seeking a nontraditional provisional teaching license with a
278 one-year classroom teaching experience. The teacher intern shall
279 successfully complete the one (1) semester three-hour intensive
280 internship in the school district during the semester immediately



281 following successful completion of the TMI and prior to the end of
282 the one-year classroom teaching experience.

283 (iii) Upon completion of the nine-semester-hour
284 TMI or the fall or spring semester option, the individual shall
285 submit his transcript to the commission for provisional licensure
286 of the intern teacher, and the intern teacher shall be issued a
287 provisional teaching license by the commission, which will allow
288 the individual to legally serve as a teacher while the person
289 completes a nontraditional teacher preparation internship program.

290 (iv) During the semester of internship in the
291 school district, the teacher preparation institution shall monitor
292 the performance of the intern teacher. The school district that
293 employs the provisional teacher shall supervise the provisional
294 teacher during the teacher's intern year of employment under a
295 nontraditional provisional license, and shall, in consultation
296 with the teacher intern's mentor at the school district of
297 employment, submit to the commission a comprehensive evaluation of
298 the teacher's performance sixty (60) days prior to the expiration
299 of the nontraditional provisional license. If the comprehensive
300 evaluation establishes that the provisional teacher intern's
301 performance fails to meet the standards of the approved
302 nontraditional teacher preparation internship program, the
303 individual shall not be approved for a standard license.

304 (v) An individual issued a provisional teaching
305 license under this nontraditional route shall successfully



306 complete, at a minimum, a one-year beginning teacher mentoring and
307 induction program administered by the employing school district
308 with the assistance of the State Department of Education.

309 (vi) Upon successful completion of the TMI and the
310 internship provisional license period, applicants for a Standard
311 License - Nontraditional Route shall submit to the commission a
312 transcript of successful completion of the twelve (12) semester
313 hours required in the internship program, and the employing school
314 district shall submit to the commission a recommendation for
315 standard licensure of the intern. If the school district
316 recommends licensure, the applicant shall be issued a Standard
317 License - Nontraditional Route which shall be valid for a
318 five-year period and be renewable.

319 (vii) At the discretion of the teacher preparation
320 institution, the individual shall be allowed to credit the twelve
321 (12) semester hours earned in the nontraditional teacher
322 internship program toward the graduate hours required for a Master
323 of Arts in Teacher (MAT) Degree.

324 (viii) The local school district in which the
325 nontraditional teacher intern or provisional licensee is employed
326 shall compensate such teacher interns at Step 1 of the required
327 salary level during the period of time such individual is
328 completing teacher internship requirements * * *.

329 Implementation of the TMI program provided for under this
330 paragraph (b) shall be contingent upon the availability of funds



331 appropriated specifically for such purpose by the Legislature.
332 Such implementation of the TMI program may not be deemed to
333 prohibit the State Board of Education from developing and
334 implementing additional alternative route teacher licensure
335 programs, as deemed appropriate by the board. The emergency
336 certification program in effect prior to July 1, 2002, shall
337 remain in effect.

338 (ix) From and after July 1, 2017, an individual
339 who has received a graduate degree in any subject matter or
340 educational discipline on the master's, educational specialist's
341 or doctoral level, who completes the college course of study
342 specific to that degree with at least eighteen (18) hours in the
343 same content area with a grade of "C" or higher at a regionally or
344 nationally accredited senior college or university, and who has
345 achieved the nationally recommended passing score on the Praxis
346 Core and Praxis II Specialty Area Test in the requested area of
347 endorsement at the time application for licensure is submitted,
348 and who has completed required additional coursework, including,
349 but not limited to, instruction in education, effective teaching
350 strategies, classroom management, state curriculum requirements,
351 planning and instruction, instructional methods and pedagogy, and
352 using test results to improve instruction, shall be issued an
353 alternate license to teach in Mississippi. When submitting the
354 application for licensure, applicants seeking licensure under this
355 subparagraph (ix) shall include an official transcript in a sealed



356 envelope or e-Scrip bearing the seal or signature of the registrar
357 of the institution from which the transcript was requested.

358 A Standard License - Approved Program Route shall be issued
359 for a five-year period, and may be renewed. Recognizing teaching
360 as a profession, a hiring preference shall be granted to persons
361 holding a Standard License - Approved Program Route or Standard
362 License - Nontraditional Teaching Route over persons holding any
363 other license.

364 (c) **Special License - Expert Citizen.** In order to
365 allow a school district to offer specialized or technical courses,
366 the State Department of Education, in accordance with rules and
367 regulations established by the State Board of Education, may grant
368 a one-year expert citizen-teacher license to local business or
369 other professional personnel to teach in a public school or
370 nonpublic school accredited or approved by the state. Such person
371 may begin teaching upon his employment by the local school board
372 and licensure by the Mississippi Department of Education. The
373 board shall adopt rules and regulations to administer the expert
374 citizen-teacher license. A Special License - Expert Citizen may
375 be renewed in accordance with the established rules and
376 regulations of the State Department of Education.

377 (d) **Special License - Nonrenewable.** The State Board of
378 Education is authorized to establish rules and regulations to
379 allow those educators not meeting requirements in paragraph (a),
380 (b) or (c) of this subsection (6) to be licensed for a period of



381 not more than three (3) years, except by special approval of the
382 State Board of Education.

383 (e) **Nonlicensed Teaching Personnel.** A nonlicensed
384 person may teach for a maximum of three (3) periods per teaching
385 day in a public school district or a nonpublic school
386 accredited/approved by the state. Such person shall submit to the
387 department a transcript or record of his education and experience
388 which substantiates his preparation for the subject to be taught
389 and shall meet other qualifications specified by the commission
390 and approved by the State Board of Education. In no case shall
391 any local school board hire nonlicensed personnel as authorized
392 under this paragraph in excess of five percent (5%) of the total
393 number of licensed personnel in any single school.

394 (f) **Special License - Transitional Bilingual Education.**
395 Beginning July 1, 2003, the commission shall grant special
396 licenses to teachers of transitional bilingual education who
397 possess such qualifications as are prescribed in this section.
398 Teachers of transitional bilingual education shall be compensated
399 by local school boards at not less than one (1) step on the
400 regular salary schedule applicable to permanent teachers licensed
401 under this section. The commission shall grant special licenses
402 to teachers of transitional bilingual education who present the
403 commission with satisfactory evidence that they (i) possess a
404 speaking and reading ability in a language, other than English, in
405 which bilingual education is offered and communicative skills in



406 English; (ii) are in good health and sound moral character; (iii)
407 possess a bachelor's degree or an associate's degree in teacher
408 education from an accredited institution of higher education; (iv)
409 meet such requirements as to courses of study, semester hours
410 therein, experience and training as may be required by the
411 commission; and (v) are legally present in the United States and
412 possess legal authorization for employment. A teacher of
413 transitional bilingual education serving under a special license
414 shall be under an exemption from standard licensure if he achieves
415 the requisite qualifications therefor. Two (2) years of service
416 by a teacher of transitional bilingual education under such an
417 exemption shall be credited to the teacher in acquiring a Standard
418 Educator License. Nothing in this paragraph shall be deemed to
419 prohibit a local school board from employing a teacher licensed in
420 an appropriate field as approved by the State Department of
421 Education to teach in a program in transitional bilingual
422 education.

423 (g) In the event any school district meets the highest
424 accreditation standards as defined by the State Board of Education
425 in the accountability system, the State Board of Education, in its
426 discretion, may exempt such school district from any restrictions
427 in paragraph (e) relating to the employment of nonlicensed
428 teaching personnel.

429 * * *



430 (7) **Administrator License.** The State Board of Education is
431 authorized to establish rules and regulations and to administer
432 the licensure process of the school administrators in the State of
433 Mississippi. There will be four (4) categories of administrator
434 licensure with exceptions only through special approval of the
435 State Board of Education.

436 (a) **Administrator License - Nonpracticing.** Those
437 educators holding administrative endorsement but having no
438 administrative experience or not serving in an administrative
439 position on January 15, 1997.

440 (b) **Administrator License - Entry Level.** Those
441 educators holding administrative endorsement and having met the
442 department's qualifications to be eligible for employment in a
443 Mississippi school district. Administrator License - Entry Level
444 shall be issued for a five-year period and shall be nonrenewable.

445 (c) **Standard Administrator License - Career Level.** An
446 administrator who has met all the requirements of the department
447 for standard administrator licensure.

448 (d) **Administrator License - Nontraditional Route.** The
449 board may establish a nontraditional route for licensing
450 administrative personnel. Such nontraditional route for
451 administrative licensure shall be available for persons holding,
452 but not limited to, a master of business administration degree, a
453 master of public administration degree, a master of public
454 planning and policy degree or a doctor of jurisprudence degree



455 from an accredited college or university, with five (5) years of
456 administrative or supervisory experience. Successful completion
457 of the requirements of alternate route licensure for
458 administrators shall qualify the person for a standard
459 administrator license.

460 Individuals seeking school administrator licensure under
461 paragraph (b), (c) or (d) shall successfully complete a training
462 program and an assessment process prescribed by the State Board of
463 Education. All applicants for school administrator licensure
464 shall meet all requirements prescribed by the department under
465 paragraph (b), (c) or (d), and the cost of the assessment process
466 required shall be paid by the applicant.

467 (8) **Reciprocity.** (a) The department shall grant a standard
468 license to any individual who possesses a valid standard license
469 from another state and meets minimum Mississippi license
470 requirements or equivalent requirements as determined by the State
471 Board of Education. The issuance of a license by reciprocity to a
472 military-trained applicant or military spouse shall be subject to
473 the provisions of Section 73-50-1.

474 (b) The department shall grant a nonrenewable special
475 license to any individual who possesses a credential which is less
476 than a standard license or certification from another state. Such
477 special license shall be valid for the current school year plus
478 one (1) additional school year to expire on June 30 of the second
479 year, not to exceed a total period of twenty-four (24) months,



480 during which time the applicant shall be required to complete the
481 requirements for a standard license in Mississippi.

482 (9) **Renewal and Reinstatement of Licenses.** The State Board
483 of Education is authorized to establish rules and regulations for
484 the renewal and reinstatement of educator and administrator
485 licenses. Effective May 15, 1997, the valid standard license held
486 by an educator shall be extended five (5) years beyond the
487 expiration date of the license in order to afford the educator
488 adequate time to fulfill new renewal requirements established
489 pursuant to this subsection. An educator completing a master of
490 education, educational specialist or doctor of education degree in
491 May 1997 for the purpose of upgrading the educator's license to a
492 higher class shall be given this extension of five (5) years plus
493 five (5) additional years for completion of a higher degree.

494 (10) All controversies involving the issuance, revocation,
495 suspension or any change whatsoever in the licensure of an
496 educator required to hold a license shall be initially heard in a
497 hearing de novo, by the commission or by a subcommittee
498 established by the commission and composed of commission members
499 or by a hearing officer retained and appointed by the commission
500 for the purpose of holding hearings. Any complaint seeking the
501 denial of issuance, revocation or suspension of a license shall be
502 by sworn affidavit filed with the Commission on Teacher and
503 Administrator Education, Certification and Licensure and
504 Development. The decision thereon by the commission or its



505 subcommittee or hearing officer shall be final, unless the
506 aggrieved party shall appeal to the State Board of Education,
507 within ten (10) days, of the decision of the * * * commission, its
508 subcommittee or hearing officer. An appeal to the State Board of
509 Education shall be perfected upon filing a notice of the appeal
510 and by the prepayment of the costs of the preparation of the
511 record of the proceedings by the commission, its subcommittee or
512 hearing officer. An appeal shall be on the record previously made
513 before the commission * * *, its subcommittee or hearing officer,
514 unless otherwise provided by rules and regulations adopted by the
515 board. The decision of the commission, its subcommittee or
516 hearing officer shall not be disturbed in appeal if: (i)
517 supported by substantial evidence; (ii) was not arbitrary and
518 capricious; (iii) was within the authority of the commission; and
519 (iv) did not violate some statutory or constitutional right. The
520 State Board of Education in its authority may reverse, or remand
521 with instructions, the decision of the * * * commission, its
522 subcommittee or hearing officer. The decision of the State Board
523 of Education shall be final.

524 (11) The State Board of Education, acting through the
525 commission, may deny an application for any teacher or
526 administrator license for one or more of the following:

527 (a) Lack of qualifications which are prescribed by law
528 or regulations adopted by the State Board of Education;



529 (b) The applicant has a physical, emotional or mental
530 disability that renders the applicant unfit to perform the duties
531 authorized by the license, as certified by a licensed psychologist
532 or psychiatrist;

533 (c) The applicant is actively addicted to or actively
534 dependent on alcohol or other habit-forming drugs or is a habitual
535 user of narcotics, barbiturates, amphetamines, hallucinogens or
536 other drugs having similar effect, at the time of application for
537 a license;

538 (d) Revocation, suspension or surrender of an
539 applicant's certificate or license by another state shall result
540 in immediate denial of licensure until such time that the records
541 predicated the revocation, suspension or surrender in the prior
542 state have been cleared;

543 (e) Fraud or deceit committed by the applicant in
544 securing or attempting to secure such certification and license;

545 (f) Failing or refusing to furnish reasonable evidence
546 of identification;

547 (g) The applicant has been convicted, has pled guilty
548 or entered a plea of nolo contendere to a felony, as defined by
549 federal or state law;

550 (h) The applicant has been convicted, has pled guilty
551 or entered a plea of nolo contendere to a sex offense as defined
552 by federal or state law, shall result in the immediate denial of
553 licensure application. For purposes of this paragraph (h) and



554 paragraph (g) of this subsection, a "guilty plea" includes a plea
555 of guilty, entry of a plea of nolo contendere, or entry of an
556 order granting pretrial or judicial diversion; * * *

557 (i) Probation or post-release supervision for a felony
558 or * * * conviction, as defined by federal or state law, shall
559 result in the immediate denial of licensure application until
560 expiration of the probationary or post-release supervision
561 period * * *; or

562 (j) Probation or post-release supervision for a sex
563 offense conviction, as defined by federal or state law, shall
564 result in the immediate denial of licensure application.

565 (12) The State Board of Education, acting through the
566 commission, may revoke, suspend or refuse to renew any teacher or
567 administrator license for specified periods of time or may place
568 on probation, * * * reprimand a licensee, or take other
569 disciplinary action with regard to any license issued under this
570 chapter for one or more of the following:

571 (a) Breach of contract or abandonment of employment may
572 result in the suspension of the license for one (1) school year as
573 provided in Section 37-9-57;

574 (b) Obtaining a license by fraudulent means shall
575 result in immediate suspension and continued suspension for one
576 (1) year after correction is made;

577 (c) Suspension or revocation of a certificate or
578 license by another state shall result in immediate suspension or



579 revocation and shall continue until records in the prior state
580 have been cleared;

581 (d) The license holder has been convicted, has pled
582 guilty or entered a plea of nolo contendere to a felony, as
583 defined by federal or state law. For purposes of this paragraph,
584 a "guilty plea" includes a plea of guilty, entry of a plea of nolo
585 contendere, or entry of an order granting pretrial or judicial
586 diversion;

587 (e) The license holder has been convicted, has pled
588 guilty or entered a plea of nolo contendere to a sex offense, as
589 defined by federal or state law, shall result in immediate
590 suspension or revocation;

591 (f) The license holder has received probation or
592 post-release supervision for a felony or sex offense conviction,
593 as defined by federal or state law, which shall result in
594 immediate suspension or revocation until expiration of the
595 probationary or post-release supervision period;

596 (g) The license holder knowingly and willfully
597 committing any of the acts affecting validity of mandatory uniform
598 test results as provided in Section 37-16-4(1);

599 (h) The license holder has engaged in unethical conduct
600 relating to an educator/student relationship as identified by the
601 State Board of Education in its rules;



602 (i) The license holder has fondled a student as
603 described in Section 97-5-23, or had any type of sexual
604 involvement with a student as described in Section 97-3-95;

605 (j) The license holder has failed to report sexual
606 involvement of a school employee with a student as required by
607 Section 97-5-24;

608 (k) The license holder served as superintendent or
609 principal in a school district during the time preceding and/or
610 that resulted in the Governor declaring a state of emergency and
611 the State Board of Education appointing a conservator;

612 (l) The license holder submitted a false certification
613 to the State Department of Education that a statewide test was
614 administered in strict accordance with the Requirements of the
615 Mississippi Statewide Assessment System; or

616 (m) The license holder has failed to comply with the
617 Procedures for Reporting Infractions as promulgated by the
618 commission and approved by the State Board of Education pursuant
619 to subsection (15) of this section.

620 For purposes of this subsection, probation shall be defined
621 as a length of time determined by the commission, its subcommittee
622 or hearing officer, and based on the severity of the offense, in
623 which the license holder shall meet certain requirements as
624 prescribed by the commission, its subcommittee or hearing officer.
625 Failure to complete the requirements of the time specified shall
626 result in immediate suspension of the license for one (1) year.



627 (13) (a) Dismissal or suspension of a licensed employee by
628 a local school board pursuant to Section 37-9-59, or a local
629 school board approved resignation of a licensed employee which
630 results from a violation of any of the professional code of ethics
631 and standards of conduct adopted by the State Board of Education,
632 may result in the suspension or revocation of a license for a
633 length of time which shall be determined by the commission and
634 based upon the severity of the offense.

635 (b) Any offense committed or attempted in any other
636 state shall result in the same penalty as if committed or
637 attempted in this state.

638 (c) A person may voluntarily surrender a license. The
639 surrender of such license may result in the commission
640 recommending any of the above penalties without the necessity of a
641 hearing. However, any such license which has voluntarily been
642 surrendered by a licensed employee may only be reinstated by a
643 majority vote of all members of the commission present at the
644 meeting called for such purpose.

645 (14) (a) A person whose license has been * * * suspended or
646 surrendered on any grounds except criminal grounds may petition
647 for reinstatement of the license after one (1) year from the date
648 of * * * suspension or surrender, or after one-half (1/2) of
649 the * * * suspended or surrendered time has lapsed, whichever is
650 greater. A person whose license has been suspended or revoked on
651 any grounds or violations under subsection (12) of this section



652 may be reinstated automatically or approved for a reinstatement
653 hearing, upon submission of a written request to the commission.
654 A license suspended, revoked or surrendered on criminal grounds
655 may be reinstated upon petition to the commission filed after
656 expiration of the sentence and parole or probationary period
657 imposed upon conviction. A revoked, suspended or surrendered
658 license may be reinstated upon satisfactory showing of evidence of
659 rehabilitation. The commission shall require all who petition for
660 reinstatement to furnish evidence satisfactory to the commission
661 of good character, good mental, emotional and physical health and
662 such other evidence as the commission may deem necessary to
663 establish the petitioner's rehabilitation and fitness to perform
664 the duties authorized by the license.

665 (b) A person whose license expires while under
666 investigation by the Office of Educator Misconduct for an alleged
667 violation may not be reinstated without a hearing before the
668 commission if required based on the results of the investigation.

669 (15) Reporting procedures and hearing procedures for dealing
670 with infractions under this section shall be promulgated by the
671 commission, subject to the approval of the State Board of
672 Education. The revocation or suspension of a license shall be
673 effected at the time indicated on the notice of suspension or
674 revocation. The commission shall immediately notify the
675 superintendent of the school district or school board where the
676 teacher or administrator is employed of any disciplinary action



677 and also notify the teacher or administrator of such revocation or
678 suspension and shall maintain records of action taken. The State
679 Board of Education may reverse or remand with instructions any
680 decision of the commission, its subcommittee or hearing officer,
681 regarding a petition for reinstatement of a license, and any such
682 decision of the State Board of Education shall be final.

683 (16) An appeal from the action of the State Board of
684 Education in denying an application, revoking or suspending a
685 license or otherwise disciplining any person under the provisions
686 of this section shall be filed in the Chancery Court of the First
687 Judicial District of Hinds County, Mississippi, on the record
688 made, including a verbatim transcript of the testimony at the
689 hearing. The appeal shall be filed within thirty (30) days after
690 notification of the action of the board is mailed or served and
691 the proceedings in chancery court shall be conducted as other
692 matters coming before the court. The appeal shall be perfected
693 upon filing notice of the appeal and by the prepayment of all
694 costs, including the cost of preparation of the record of the
695 proceedings by the State Board of Education, and the filing of a
696 bond in the sum of Two Hundred Dollars (\$200.00) conditioned that
697 if the action of the board be affirmed by the chancery court, the
698 applicant or license holder shall pay the costs of the appeal and
699 the action of the chancery court.

700 (17) All such programs, rules, regulations, standards and
701 criteria recommended or authorized by the commission shall become



702 effective upon approval by the State Board of Education as
703 designated by appropriate orders entered upon the minutes thereof.

704 (18) The granting of a license shall not be deemed a
705 property right nor a guarantee of employment in any public school
706 district. A license is a privilege indicating minimal eligibility
707 for teaching in the public school districts of Mississippi. This
708 section shall in no way alter or abridge the authority of local
709 school districts to require greater qualifications or standards of
710 performance as a prerequisite of initial or continued employment
711 in such districts.

712 (19) In addition to the reasons specified in subsections
713 (12) and (13) of this section, the board shall be authorized to
714 suspend the license of any licensee for being out of compliance
715 with an order for support, as defined in Section 93-11-153. The
716 procedure for suspension of a license for being out of compliance
717 with an order for support, and the procedure for the reissuance or
718 reinstatement of a license suspended for that purpose, and the
719 payment of any fees for the reissuance or reinstatement of a
720 license suspended for that purpose, shall be governed by Section
721 93-11-157 or 93-11-163, as the case may be. Actions taken by the
722 board in suspending a license when required by Section 93-11-157
723 or 93-11-163 are not actions from which an appeal may be taken
724 under this section. Any appeal of a license suspension that is
725 required by Section 93-11-157 or 93-11-163 shall be taken in
726 accordance with the appeal procedure specified in Section



727 93-11-157 or 93-11-163, as the case may be, rather than the
728 procedure specified in this section. If there is any conflict
729 between any provision of Section 93-11-157 or 93-11-163 and any
730 provision of this chapter, the provisions of Section 93-11-157 or
731 93-11-163, as the case may be, shall control.

732 **SECTION 3.** Section 37-9-201, Mississippi Code of 1972, is
733 amended as follows:

734 37-9-201. As used in Sections 37-9-201 through 37-9-213:

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

736 (i) Possesses a teaching license issued by the
737 Commission on Teacher and Administrator Education, Certification
738 and Licensure and Development;

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

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

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

745 (c) "Formal assistance" means a program provided by a
746 mentor teacher to a beginning teacher that includes, but is not
747 limited to, direct classroom observation and consultation;
748 assistance in instructional planning and preparation; support in
749 implementation and delivery of classroom instruction; and other
750 assistance intended to enhance the professional performance and
751 development of the beginning teacher.



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

753 (i) Possesses a standard teaching personnel
754 service or administrative license issued by the Commission on
755 Teacher and Administrator Education, Certification and Licensure
756 and Development;

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

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

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

764 (v) Has demonstrated mastery of teaching skills
765 and subject matter knowledge.

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

770 **SECTION 4.** Section 37-9-203, Mississippi Code of 1972, is
771 amended as follows:

772 37-9-203. The Legislature finds that:

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



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

778 (c) The formal assignment of * * * teacher leaders who
779 have demonstrated mastery of teaching skills and subject matter
780 knowledge should substantially improve the induction and
781 professional growth of beginning teachers in this state, as well
782 as provide * * * teacher leaders with additional and valuable
783 opportunities to enhance their own professional growth.

784 **SECTION 5.** Section 37-9-205, Mississippi Code of 1972, is
785 amended as follows:

786 37-9-205. (1) The Mississippi Teacher Center of the State
787 Department of Education shall establish a beginning teacher
788 support program to provide eligible beginning teachers in this
789 state with continued and sustained support from a formally
790 assigned * * * teacher leader during the first full year of
791 teaching.

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

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

797 (4) Educational consortia established for approved teacher
798 education programs pursuant to rules of the Mississippi Teacher



799 Center are eligible to operate a beginning teacher support program
800 to serve beginning teachers in a participating school district.

801 (5) To the extent practicable, school districts may
802 coordinate with institutions of higher education in the design,
803 implementation and evaluation of * * * teacher leadership
804 programs.

805 **SECTION 6.** Section 37-9-207, Mississippi Code of 1972, is
806 amended as follows:

807 37-9-207. Each district that wishes to participate in the
808 beginning teacher support program shall submit a formal
809 application to the Mississippi Teacher Center no later than
810 September 15 of each school year, according to rules of the
811 Mississippi Teacher Center. By that date, districts shall inform
812 the department of:

813 (a) The names of all eligible beginning teachers
814 employed by the district and a description of their teaching
815 assignments and extracurricular duties;

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

819 (c) A description of the content and calendar of the
820 proposed beginning teacher support program. The program must
821 provide a minimum of ninety (90) hours of direct contact
822 between * * * teacher leaders and beginning teachers, including



823 observation of or assistance with classroom teaching, or both,
824 during the school day;

825 (d) A description of the amount and nature of each
826 eligible beginning teacher's classroom and extracurricular duties
827 and assurance that these duties are not unreasonable for a
828 beginning teacher; and

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

832 **SECTION 7.** Section 37-9-209, Mississippi Code of 1972, is
833 amended as follows:

834 37-9-209. After consulting with representatives of teachers,
835 administrators, school boards, schools of education, the
836 institutions of higher learning and such others as it considers
837 appropriate, the Mississippi Teacher Center shall develop or
838 approve workshops to provide training for * * * teacher leaders
839 and beginning teachers.

840 **SECTION 8.** Section 37-9-211, Mississippi Code of 1972, is
841 amended as follows:

842 37-9-211. (1) There is established the Mississippi Teacher
843 Leadership Program, as a four-year pilot program within the State
844 Department of Education. The purpose of the program shall be to
845 support and retain effective classroom teachers through teacher
846 leadership opportunities by making stipends available to teachers
847 who desire to lead while remaining in the classroom.



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

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

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

855 (c) Each * * * teacher leader shall complete
856 successfully a training workshop provided or approved by the
857 Mississippi Teacher Center * * * before participating in the
858 beginning teacher support program; and

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

863 (2) A district may: (a) compensate * * * teacher leaders
864 from any available funds for additional duties to support a
865 beginning teacher which are performed after regular school hours;

866 (b) grant additional release time to * * * teacher leaders for
867 additional duties to support a beginning teacher which are
868 performed after regular school hours; and (c) employ and
869 compensate substitute teachers from any available funds for
870 assuming the regular teaching duties of * * * teacher leaders who
871 are participating in the beginning teacher program.



872 **SECTION 9.** Section 37-9-213, Mississippi Code of 1972, is
873 amended as follows:

874 37-9-213. The Mississippi Teacher Center shall be
875 responsible for the regular and ongoing evaluation of the
876 beginning teacher support program and may contract for such
877 evaluation. The evaluation shall include, but not be limited to,
878 assessments of the following:

879 (a) A survey and follow-up of all eligible * * *
880 teacher leaders and beginning teachers and appropriate district
881 officials, to assess satisfaction with and the effectiveness of
882 the beginning teacher support program;

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

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

887 (d) The effectiveness of the * * * teacher leadership
888 program in enhancing the professional development and retention of
889 new teachers in the district;

890 (e) The desirability of extending this assistance
891 program to students participating in graduate level teacher
892 preparation programs similar to those which have been proposed by
893 the Board of Trustees of State Institutions of Higher Learning;
894 and

895 (f) The desirability of extending this assistance
896 program to all probationary teachers.



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

899 37-19-7. (1) The allowance in the Mississippi Adequate
900 Education Program for teachers' salaries in each county and
901 separate school district shall be determined and paid in
902 accordance with the scale for teachers' salaries as provided in
903 this subsection. For teachers holding the following types of
904 licenses or the equivalent as determined by the State Board of
905 Education, and the following number of years of teaching
906 experience, the scale shall be as follows: * * *

907
908 **2019-2020 MINIMUM SALARY SCHEDULE**

909	<u>Years</u>				
910	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
911	<u>0</u>	<u>39,608.00</u>	<u>38,444.00</u>	<u>37,280.00</u>	<u>34,890.00</u>
912	<u>1</u>	<u>39,608.00</u>	<u>38,444.00</u>	<u>37,280.00</u>	<u>34,890.00</u>
913	<u>2</u>	<u>39,608.00</u>	<u>38,444.00</u>	<u>37,280.00</u>	<u>34,890.00</u>
914	<u>3</u>	<u>40,402.00</u>	<u>39,171.00</u>	<u>37,940.00</u>	<u>35,385.00</u>
915	<u>4</u>	<u>41,196.00</u>	<u>39,898.00</u>	<u>38,600.00</u>	<u>35,880.00</u>
916	<u>5</u>	<u>41,990.00</u>	<u>40,625.00</u>	<u>39,260.00</u>	<u>36,375.00</u>
917	<u>6</u>	<u>42,784.00</u>	<u>41,352.00</u>	<u>39,920.00</u>	<u>36,870.00</u>
918	<u>7</u>	<u>43,578.00</u>	<u>42,079.00</u>	<u>40,580.00</u>	<u>37,365.00</u>
919	<u>8</u>	<u>44,372.00</u>	<u>42,806.00</u>	<u>41,240.00</u>	<u>37,860.00</u>
920	<u>9</u>	<u>45,166.00</u>	<u>43,533.00</u>	<u>41,900.00</u>	<u>38,355.00</u>
921	<u>10</u>	<u>45,960.00</u>	<u>44,260.00</u>	<u>42,560.00</u>	<u>38,850.00</u>



922	<u>11</u>	<u>46,754.00</u>	<u>44,987.00</u>	<u>43,220.00</u>	<u>39,345.00</u>
923	<u>12</u>	<u>47,548.00</u>	<u>45,714.00</u>	<u>43,880.00</u>	<u>39,840.00</u>
924	<u>13</u>	<u>48,342.00</u>	<u>46,441.00</u>	<u>44,540.00</u>	<u>40,335.00</u>
925	<u>14</u>	<u>49,136.00</u>	<u>47,168.00</u>	<u>45,200.00</u>	<u>40,830.00</u>
926	<u>15</u>	<u>49,930.00</u>	<u>47,895.00</u>	<u>45,860.00</u>	<u>41,325.00</u>
927	<u>16</u>	<u>50,724.00</u>	<u>48,622.00</u>	<u>46,520.00</u>	<u>41,820.00</u>
928	<u>17</u>	<u>51,518.00</u>	<u>49,349.00</u>	<u>47,180.00</u>	<u>42,315.00</u>
929	<u>18</u>	<u>52,312.00</u>	<u>50,076.00</u>	<u>47,840.00</u>	<u>42,810.00</u>
930	<u>19</u>	<u>53,106.00</u>	<u>50,803.00</u>	<u>48,500.00</u>	<u>43,305.00</u>
931	<u>20</u>	<u>53,900.00</u>	<u>51,530.00</u>	<u>49,160.00</u>	<u>43,800.00</u>
932	<u>21</u>	<u>54,694.00</u>	<u>52,257.00</u>	<u>49,820.00</u>	<u>44,295.00</u>
933	<u>22</u>	<u>55,488.00</u>	<u>52,984.00</u>	<u>50,480.00</u>	<u>44,790.00</u>
934	<u>23</u>	<u>56,282.00</u>	<u>53,711.00</u>	<u>51,140.00</u>	<u>45,285.00</u>
935	<u>24</u>	<u>57,076.00</u>	<u>54,438.00</u>	<u>51,800.00</u>	<u>45,780.00</u>
936	<u>25</u>	<u>59,930.00</u>	<u>57,225.00</u>	<u>54,520.00</u>	<u>48,335.00</u>
937	<u>26</u>	<u>60,724.00</u>	<u>57,952.00</u>	<u>55,180.00</u>	<u>48,830.00</u>
938	<u>27</u>	<u>61,518.00</u>	<u>58,679.00</u>	<u>55,840.00</u>	<u>49,325.00</u>
939	<u>28</u>	<u>62,312.00</u>	<u>59,406.00</u>	<u>56,500.00</u>	<u>49,820.00</u>
940	<u>29</u>	<u>63,106.00</u>	<u>60,133.00</u>	<u>57,160.00</u>	<u>50,315.00</u>
941	<u>30</u>	<u>63,900.00</u>	<u>60,860.00</u>	<u>57,820.00</u>	<u>50,810.00</u>
942	<u>31</u>	<u>64,694.00</u>	<u>61,587.00</u>	<u>58,480.00</u>	<u>51,305.00</u>
943	<u>32</u>	<u>65,488.00</u>	<u>62,314.00</u>	<u>59,140.00</u>	<u>51,800.00</u>
944	<u>33</u>	<u>66,282.00</u>	<u>63,041.00</u>	<u>59,800.00</u>	<u>52,295.00</u>
945	<u>34</u>	<u>67,076.00</u>	<u>63,768.00</u>	<u>60,460.00</u>	<u>52,790.00</u>
946	<u>35</u>				



972	<u>21</u>	<u>55,194.00</u>	<u>52,757.00</u>	<u>50,320.00</u>	<u>44,795.00</u>
973	<u>22</u>	<u>55,988.00</u>	<u>53,484.00</u>	<u>50,980.00</u>	<u>45,290.00</u>
974	<u>23</u>	<u>56,782.00</u>	<u>54,211.00</u>	<u>51,640.00</u>	<u>45,785.00</u>
975	<u>24</u>	<u>57,576.00</u>	<u>54,938.00</u>	<u>52,300.00</u>	<u>46,280.00</u>
976	<u>25</u>	<u>60,430.00</u>	<u>57,725.00</u>	<u>55,020.00</u>	<u>48,835.00</u>
977	<u>26</u>	<u>61,224.00</u>	<u>58,452.00</u>	<u>55,680.00</u>	<u>49,330.00</u>
978	<u>27</u>	<u>62,018.00</u>	<u>59,179.00</u>	<u>56,340.00</u>	<u>49,825.00</u>
979	<u>28</u>	<u>62,812.00</u>	<u>59,906.00</u>	<u>57,000.00</u>	<u>50,320.00</u>
980	<u>29</u>	<u>63,606.00</u>	<u>60,633.00</u>	<u>57,660.00</u>	<u>50,815.00</u>
981	<u>30</u>	<u>64,400.00</u>	<u>61,360.00</u>	<u>58,320.00</u>	<u>51,310.00</u>
982	<u>31</u>	<u>65,194.00</u>	<u>62,087.00</u>	<u>58,980.00</u>	<u>51,805.00</u>
983	<u>32</u>	<u>65,988.00</u>	<u>62,814.00</u>	<u>59,640.00</u>	<u>52,300.00</u>
984	<u>33</u>	<u>66,782.00</u>	<u>63,541.00</u>	<u>60,300.00</u>	<u>52,795.00</u>
985	<u>34</u>	<u>67,576.00</u>	<u>64,268.00</u>	<u>60,960.00</u>	<u>53,290.00</u>
986	<u>35</u>				
987	<u>& above</u>	<u>68,370.00</u>	<u>64,995.00</u>	<u>61,620.00</u>	<u>53,785.00</u>

988 It is the intent of the Legislature that any state funds made
989 available for salaries of licensed personnel in excess of the
990 funds paid for such salaries for the 1986-1987 school year shall
991 be paid to licensed personnel pursuant to a personnel appraisal
992 and compensation system implemented by the State Board of
993 Education. The State Board of Education shall have the authority
994 to adopt and amend rules and regulations as are necessary to
995 establish, administer and maintain the system.



996 All teachers employed on a full-time basis shall be paid a
997 minimum salary in accordance with the above scale. However, no
998 school district shall receive any funds under this section for any
999 school year during which the local supplement paid to any
1000 individual teacher shall have been reduced to a sum less than that
1001 paid to that individual teacher for performing the same duties
1002 from local supplement during the immediately preceding school
1003 year. The amount actually spent for the purposes of group health
1004 and/or life insurance shall be considered as a part of the
1005 aggregate amount of local supplement but shall not be considered a
1006 part of the amount of individual local supplement.

1007 The level of professional training of each teacher to be used
1008 in establishing the salary allotment for the teachers for each
1009 year shall be determined by the type of valid teacher's license
1010 issued to those teachers on or before October 1 of the current
1011 school year. Provided, however, that school districts are
1012 authorized, in their discretion, to negotiate the salary levels
1013 applicable to certificated employees who are receiving retirement
1014 benefits from the retirement system of another state, and the
1015 annual experience increment provided above in Section 37-19-7
1016 shall not be applicable to any such retired certificated employee.

1017 (2) (a) The following employees shall receive an annual
1018 salary supplement in the amount of Six Thousand Dollars
1019 (\$6,000.00), plus fringe benefits, in addition to any other
1020 compensation to which the employee may be entitled:



1021 (i) Any licensed teacher who has met the
1022 requirements and acquired a Master Teacher certificate from the
1023 National Board for Professional Teaching Standards and who is
1024 employed by a local school board or the State Board of Education
1025 as a teacher and not as an administrator. Such teacher shall
1026 submit documentation to the State Department of Education that the
1027 certificate was received prior to October 15 in order to be
1028 eligible for the full salary supplement in the current school
1029 year, or the teacher shall submit such documentation to the State
1030 Department of Education prior to February 15 in order to be
1031 eligible for a prorated salary supplement beginning with the
1032 second term of the school year.

1033 (ii) A licensed nurse who has met the requirements
1034 and acquired a certificate from the National Board for
1035 Certification of School Nurses, Inc., and who is employed by a
1036 local school board or the State Board of Education as a school
1037 nurse and not as an administrator. The licensed school nurse
1038 shall submit documentation to the State Department of Education
1039 that the certificate was received before October 15 in order to be
1040 eligible for the full salary supplement in the current school
1041 year, or the licensed school nurse shall submit the documentation
1042 to the State Department of Education before February 15 in order
1043 to be eligible for a prorated salary supplement beginning with the
1044 second term of the school year. Provided, however, that the total



1045 number of licensed school nurses eligible for a salary supplement
1046 under this subparagraph (ii) shall not exceed thirty-five (35).

1047 (iii) Any licensed school counselor who has met
1048 the requirements and acquired a National Certified School
1049 Counselor (NCSC) endorsement from the National Board of Certified
1050 Counselors and who is employed by a local school board or the
1051 State Board of Education as a counselor and not as an
1052 administrator. Such licensed school counselor shall submit
1053 documentation to the State Department of Education that the
1054 endorsement was received prior to October 15 in order to be
1055 eligible for the full salary supplement in the current school
1056 year, or the licensed school counselor shall submit such
1057 documentation to the State Department of Education prior to
1058 February 15 in order to be eligible for a prorated salary
1059 supplement beginning with the second term of the school year.
1060 However, any school counselor who started the National Board for
1061 Professional Teaching Standards process for school counselors
1062 between June 1, 2003, and June 30, 2004, and completes the
1063 requirements and acquires the Master Teacher certificate shall be
1064 entitled to the master teacher supplement, and those counselors
1065 who complete the process shall be entitled to a one-time
1066 reimbursement for the actual cost of the process as outlined in
1067 paragraph (b) of this subsection.

1068 (iv) Any licensed speech-language pathologist and
1069 audiologist who has met the requirements and acquired a



1070 Certificate of Clinical Competence from the American
1071 Speech-Language-Hearing Association and any certified academic
1072 language therapist (CALT) who has met the certification
1073 requirements of the Academic Language Therapy Association and who
1074 is employed by a local school board or is employed by a state
1075 agency under the State Personnel Board. The licensed
1076 speech-language pathologist and audiologist and certified academic
1077 language therapist shall submit documentation to the State
1078 Department of Education that the certificate or endorsement was
1079 received before October 15 in order to be eligible for the full
1080 salary supplement in the current school year, or the licensed
1081 speech-language pathologist and audiologist and certified academic
1082 language therapist shall submit the documentation to the State
1083 Department of Education before February 15 in order to be eligible
1084 for a prorated salary supplement beginning with the second term of
1085 the school year. However, the total number of certified academic
1086 language therapists eligible for a salary supplement under this
1087 paragraph (iv) shall not exceed twenty (20).

1088 (b) An employee shall be reimbursed for the actual cost
1089 of completing each component of acquiring the certificate or
1090 endorsement, excluding any costs incurred for postgraduate
1091 courses, not to exceed Five Hundred Dollars (\$500.00) for each
1092 component, not to exceed four (4) components, for a teacher,
1093 school counselor or speech-language pathologist and audiologist,
1094 regardless of whether or not the process resulted in the award of



1095 the certificate or endorsement. A local school district or any
1096 private individual or entity may pay the cost of completing the
1097 process of acquiring the certificate or endorsement for any
1098 employee of the school district described under paragraph (a), and
1099 the State Department of Education shall reimburse the school
1100 district for such cost, regardless of whether or not the process
1101 resulted in the award of the certificate or endorsement. If a
1102 private individual or entity has paid the cost of completing the
1103 process of acquiring the certificate or endorsement for an
1104 employee, the local school district may agree to directly
1105 reimburse the individual or entity for such cost on behalf of the
1106 employee.

1107 (c) All salary supplements, fringe benefits and process
1108 reimbursement authorized under this subsection shall be paid
1109 directly by the State Department of Education to the local school
1110 district and shall be in addition to its minimum education program
1111 allotments and not a part thereof in accordance with regulations
1112 promulgated by the State Board of Education. Local school
1113 districts shall not reduce the local supplement paid to any
1114 employee receiving such salary supplement, and the employee shall
1115 receive any local supplement to which employees with similar
1116 training and experience otherwise are entitled. However, an
1117 educational employee shall receive the salary supplement in the
1118 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
1119 qualifying certifications authorized under paragraph (a) of this



1120 subsection. No school district shall provide more than one (1)
1121 annual salary supplement under the provisions of this subsection
1122 to any one individual employee holding multiple qualifying
1123 national certifications.

1124 (d) If an employee for whom such cost has been paid, in
1125 full or in part, by a local school district or private individual
1126 or entity fails to complete the certification or endorsement
1127 process, the employee shall be liable to the school district or
1128 individual or entity for all amounts paid by the school district
1129 or individual or entity on behalf of that employee toward his or
1130 her certificate or endorsement.

1131 (3) The following employees shall receive an annual salary
1132 supplement in the amount of Four Thousand Dollars (\$4,000.00),
1133 plus fringe benefits, in addition to any other compensation to
1134 which the employee may be entitled:

1135 Effective July 1, 2016, if funds are available for that
1136 purpose, any licensed teacher who has met the requirements and
1137 acquired a Master Teacher Certificate from the National Board for
1138 Professional Teaching Standards and who is employed in a public
1139 school district located in one (1) of the following counties:

1140 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
1141 Leflore, Quitman, Sharkey, Issaquena, Sunflower and Washington.

1142 The salary supplement awarded under the provisions of this
1143 subsection (3) shall be in addition to the salary supplement
1144 awarded under the provisions of subsection (2) of this section.



1145 Teachers who meet the qualifications for a salary supplement
1146 under this subsection (3) who are assigned for less than one (1)
1147 full year or less than full time for the school year shall receive
1148 the salary supplement in a prorated manner, with the portion of
1149 the teacher's assignment to the critical geographic area to be
1150 determined as of June 15th of the school year.

1151 (4) (a) This section shall be known and may be cited as the
1152 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
1153 the minimum base pay described in this section, only after full
1154 funding of MAEP and if funds are available for that purpose, the
1155 State of Mississippi may provide monies from state funds to school
1156 districts for the purposes of rewarding certified teachers,
1157 administrators and nonlicensed personnel at individual schools
1158 showing improvement in student test scores. The MPBP plan shall
1159 be developed by the State Department of Education based on the
1160 following criteria:

1161 (i) It is the express intent of this legislation
1162 that the MPBP plan shall utilize only existing standards of
1163 accreditation and assessment as established by the State Board of
1164 Education.

1165 (ii) To ensure that all of Mississippi's teachers,
1166 administrators and nonlicensed personnel at all schools have equal
1167 access to the monies set aside in this section, the MPBP program
1168 shall be designed to calculate each school's performance as
1169 determined by the school's increase in scores from the prior



1170 school year. The MPBP program shall be based on a standardized
1171 scores rating where all levels of schools can be judged in a
1172 statistically fair and reasonable way upon implementation. At the
1173 end of each year, after all student achievement scores have been
1174 standardized, the State Department of Education shall implement
1175 the MPBP plan.

1176 (iii) To ensure all teachers cooperate in the
1177 spirit of teamwork, individual schools shall submit a plan to the
1178 local school district to be approved before the beginning of each
1179 school year beginning July 1, 2008. The plan shall include, but
1180 not be limited to, how all teachers, regardless of subject area,
1181 and administrators will be responsible for improving student
1182 achievement for their individual school.

1183 (b) The State Board of Education shall develop the
1184 processes and procedures for designating schools eligible to
1185 participate in the MPBP. State assessment results, growth in
1186 student achievement at individual schools and other measures
1187 deemed appropriate in designating successful student achievement
1188 shall be used in establishing MPBP criteria. The State Board of
1189 Education shall develop the MPBP policies and procedures and
1190 report to the Legislature and Governor by December 1, 2006.

1191 (5) (a) Beginning * * * with the * * * 2019-2020 school
1192 year through the 2022-2023 school years, if funds are available
1193 for * * * the purpose of the * * * Mississippi * * * Teacher
1194 Leadership Program pilot, as * * * established under Sections



1195 37-9-201 through 37-9-213, * * * teachers who assumes a teacher
1196 leadership role while remaining in the classroom shall receive
1197 additional base compensation provided for by the State Legislature
1198 in the amount of * * * Two Thousand Dollars (\$2,000.00) per each
1199 beginning teacher that is being mentored. The additional state
1200 compensation shall be limited to those * * * teacher leaders that
1201 provide mentoring services to beginning teachers. For the
1202 purposes of such funding, a beginning teacher shall be defined as
1203 any teacher in any school in Mississippi that has less than one
1204 (1) year of classroom experience teaching in a public school. For
1205 the purposes of such funding, no full-time academic teacher shall
1206 mentor more than two (2) beginning teachers.

1207 (b) To be eligible for this * * * consideration,
1208 teachers serving in teacher leader capacities * * * must be
1209 employed in schools that have a classroom management program
1210 approved by the local school board.

1211 (6) Effective with the 2014-2015 school year, the school
1212 districts participating in the Pilot Performance-Based
1213 Compensation System pursuant to Section 37-19-9 may award
1214 additional teacher and administrator pay based thereon.

1215 **SECTION 11.** Section 37-106-35, Mississippi Code of 1972, is
1216 amended as follows:

1217 37-106-35. (1) There is established the Assistant Teacher
1218 Forgivable Loan Program for the purpose of assisting eligible
1219 assistant teachers and teacher's aides to become certificated



1220 teachers through the awarding of forgivable loans and to attract
1221 and retain qualified teachers * * *. The forgivable loan program
1222 shall be implemented and administered by the board and is subject
1223 to the availability of funds appropriated specifically therefor by
1224 the Legislature.

1225 (2) Under the Assistant Teacher Forgivable Loan Program,
1226 qualified assistant teachers and teacher's aides may be awarded
1227 financial assistance in an amount that is equal to the actual cost
1228 of * * * six (6) three-hour academic courses per year. * * * An
1229 assistant teacher forgivable loan shall not be based upon an
1230 applicant's financial need, and the receipt of any other
1231 forgivable loan or financial assistance shall not affect an
1232 assistant teacher's or teacher's aide's eligibility under the
1233 program.

1234 (3) In order to qualify for an assistant teacher * * *
1235 forgivable loan, an applicant must satisfy the following
1236 requirements:

1237 (a) The applicant must be employed full-time as an
1238 assistant teacher or teacher's aide with a local school district;

1239 (b) The applicant must be accepted for enrollment at a
1240 baccalaureate degree-granting institution of higher learning in
1241 the State of Mississippi that is regionally accredited and
1242 approved by the board;

1243 (c) The assistant teacher or teacher's aide must
1244 maintain a minimum cumulative grade point average of * * * 2.75



1245 calculated on a 4.0 scale for all courses funded through the
1246 assistant teacher forgivable loan program; and

1247 (d) The assistant teacher or teacher's aide must have
1248 expressed in writing a present intention to teach in a critical
1249 teacher shortage geographic or academic subject area.

1250 (4) At the beginning of the school year next succeeding the
1251 date on which a person who has received an assistant teacher
1252 forgivable loan obtains a baccalaureate degree, that person shall
1253 begin to render service as a certificated teacher in a school
1254 district or academic subject area, or both, designated by the
1255 State Board of Education. The board shall establish by rule and
1256 regulation the duration of teaching service due for recipients of
1257 forgivable loans based upon the number of academic hours funded
1258 through the Assistant Teacher Forgivable Loan Program. Repayment
1259 and conversion terms shall be the same as those outlined in
1260 Section 37-106-53.

1261 **SECTION 12.** Section 37-149-1, Mississippi Code of 1972, is
1262 amended as follows:

1263 37-149-1. (1) There is established within the State
1264 Department of Education, the Mississippi Teacher Center for the
1265 purpose of insuring that the children of our state are taught by
1266 quality professionals. The center shall serve as an interagency
1267 center focused on teacher recruitment, enhanced training and
1268 initial instructional support.



1269 (2) The center shall have a staff which shall consist of one
1270 (1) director, one (1) administrative assistant and professional
1271 teacher recruiters. A steering committee shall be established
1272 which shall consist of one (1) member from each of the following:
1273 the Board of Trustees of State Institutions of Higher Learning,
1274 the Mississippi Community College Board, the State Board of
1275 Education, the Board of the Mississippi Association of Independent
1276 Colleges, the Board of the Mississippi Association of Colleges of
1277 Teacher Education, trustees of the local school boards, teachers
1278 and the private sector. The members of the steering committee
1279 shall be appointed by the state superintendent with the approval
1280 of the board. The steering committee shall direct the work and
1281 establish policies for the purpose of operating the center.

1282 (3) The center shall provide leadership for the following
1283 initiatives:

1284 (a) The initiation and monitoring of high school
1285 programs for teacher recruitment;

1286 (b) The initiation and monitoring of college level
1287 programs for teacher recruitment;

1288 (c) The establishment of a Beginning Teacher/Mentoring
1289 program, as authorized in Sections 37-9-201 through 37-9-213;

1290 (d) The sponsorship of a teacher renewal institute;

1291 (e) The continuation of the Teacher Corps program;

1292 (f) The enhancement of the William Winter Scholarship
1293 program;



1294 (g) Research for the development of professional
1295 teaching standards;

1296 (h) Provide additional scholarships for any targeted
1297 populations needing potential teachers; and

1298 (i) Provide assistance to local school districts in
1299 identifying and locating specific teacher needs.

1300 (4) * * * The Legislature recognizes that a highly qualified
1301 teacher in every public classroom in this state is fundamental to
1302 a quality education. The Legislature also recognizes that
1303 Mississippi has a serious shortage of qualified teachers to serve
1304 in the public schools of this state and that it has a
1305 responsibility to enact public policy in an effort to remedy that
1306 shortage of qualified teachers.

1307 (* * * 5) (a) There is hereby established * * * the
1308 Mississippi "Troops to Teachers" * * * Scholarship Program * * *
1309 to specifically assist former military personnel in completing the
1310 teacher certification process in order to teach in an elementary,
1311 secondary, vocational or career-technical school in the State of
1312 Mississippi and begin a second career in public education as a
1313 teacher. Individuals who wish to be considered for the
1314 Mississippi "Troops to Teachers" Scholarship Program must adhere
1315 to the requirements specified by the national "Troop to Teachers"
1316 program and the Mississippi Standard License-Nontraditional
1317 Teacher Route certification process as an alternate path to
1318 quality teaching certification, which shall include a one-year



1319 mentoring program conducted by the local school district, as
1320 authorized under Section 37-9-201 through 37-9-213. The Teacher
1321 Center in the State Department of Education shall collaborate with
1322 the national "Troops to Teachers" program to establish the
1323 criteria and procedures for allocation of funds provided by the
1324 federal government to administer the * * * scholarship program to
1325 ensure the most effective placement of such teachers around the
1326 state taking into consideration the degree of teacher shortage in
1327 each school district.

1328 (b) For each eligible individual authorized under
1329 paragraph (a) of this subsection who meet the requirements of the
1330 Mississippi Standard License-Nontraditional Teacher Route
1331 certification process as an alternate path to quality teaching
1332 certification, the Mississippi Teacher Center shall reimburse the
1333 actual cost of the Praxis Core Academic Skills for Educators
1334 Examination and Praxis II examination for the first administration
1335 of each examination.

1336 (c) For fiscal year 2020, and each fiscal year
1337 thereafter, the Legislature shall appropriate an additional Two
1338 Hundred Thousand Dollars (\$200,000.00) to the State Department of
1339 Education for the purpose of providing scholarships under the
1340 program established in this subsection. The funds * * *
1341 appropriated for the support of * * * the scholarship
1342 program * * * will not supplant federal funds provided for that
1343 purpose. The Office of the Governor shall transfer any federal



1344 funds provided for the Mississippi "Troops to Teachers"
1345 Scholarship Program to the State Department of Education for the
1346 administration of this program. Any unexpended amounts and
1347 interests generated therefrom remaining in the scholarship fund at
1348 the end of the fiscal year shall not lapse into the State General
1349 Fund, but shall remain inviolate to the credit of the State
1350 Department of Education and carried forward for the same purposes
1351 in succeeding fiscal years.

1352 * * *

1353 (6) (a) There is hereby established the Expert Citizen to
1354 Teacher Scholarship Program to specifically assist personnel of
1355 the business, professional and noneducator communities in
1356 completing the teacher certification process in order to teach in
1357 an elementary, secondary, vocational or career-technical school in
1358 the State of Mississippi and begin a second career in public
1359 education as a teacher. Individuals who wish to be considered for
1360 the program must adhere to the requirements specified by the
1361 Mississippi Standard License-Nontraditional Teacher Route
1362 certification process as an alternate path to quality teaching
1363 certification, which shall include a one-year mentoring program
1364 conducted by the local school district, as authorized under
1365 Section 37-9-201 through 37-9-213.

1366 (b) For each eligible individual authorized under
1367 paragraph (a) of this subsection who meet the requirements of the
1368 Mississippi Standard License-Nontraditional Teacher Route



1369 certification process as an alternate path to quality teaching
1370 certification, the Mississippi Teacher Center shall reimburse the
1371 actual cost of the Praxis Core Academic Skills for Educators
1372 Examination and Praxis II examination for the first administration
1373 of each examination.

1374 (c) For fiscal year 2020, and each fiscal year
1375 thereafter, the Legislature shall appropriate an additional Two
1376 Hundred Thousand Dollars (\$200,000.00) to the State Department of
1377 Education for the purpose of providing scholarships under the
1378 program established in this subsection. Any unexpended amounts
1379 and interests generated therefrom remaining in the scholarship
1380 fund at the end of the fiscal year shall not lapse into the State
1381 General Fund, but shall remain inviolate to the credit of the
1382 State Department of Education and carried forward for the same
1383 purposes in succeeding fiscal years.

1384 **SECTION 13.** Section 37-159-9, Mississippi Code of 1972, is
1385 amended as follows:

1386 37-159-9. (1) There is established the University Assisted
1387 Teacher Recruitment and Retention Grant Program within the State
1388 Department of Education. The purposes of the program shall be to
1389 attract additional qualified teachers to those geographical areas
1390 of the state where there exists a critical shortage of teachers
1391 and to retain the qualified teachers already serving as licensed
1392 teachers in geographical critical teacher shortage areas by making
1393 available scholarships to persons working towards a Master of



1394 Education degree or an Educational Specialist degree at an
1395 institution of higher learning whose teacher education program is
1396 approved by the State Board of Education.

1397 (2) Any institution of higher learning in the State of
1398 Mississippi which offers a Master of Education degree or an
1399 Educational Specialist degree may apply to the department for
1400 participation in the program. As part of the program,
1401 participating institutions shall collaborate with the Mississippi
1402 Teacher Center to identify, recruit and place teacher education
1403 graduates, from both within the state and out of state, in school
1404 districts situated within those areas of the state where there
1405 exists a critical shortage of teachers, as designated by the State
1406 Board of Education.

1407 (3) There is established the Mississippi Classified School
1408 Employee Teacher Credentialing and Retention Grant Program within
1409 the State Department of Education. The purposes of the program
1410 shall be to attract additional qualified teachers to those
1411 geographical areas of the state where there exists a critical
1412 shortage of teachers and to grow persons already serving as
1413 assistant teachers or paraprofessionals in geographical critical
1414 teacher shortage areas by making available scholarships towards
1415 earning a bachelor of education degree at any institution of
1416 higher learning in the State of Mississippi, whether public or
1417 private, which has its teacher education program approved by the
1418 State Board of Education.



1419 (4) Any institution of higher learning in the State of
1420 Mississippi, whether public or private, which offers a Bachelor
1421 of Education degree, may apply to the department for participation
1422 in the program described in subsection (3) of this section. As
1423 part of the program, participating institutions of higher learning
1424 shall collaborate with the Mississippi Teacher Center to identify,
1425 recruit and place teacher education graduates, from within the
1426 state, in school districts situated within those areas of the
1427 state where there exists a critical shortage of teachers, as
1428 designated by the State Board of Education.

1429 (* * *5) The State Department of Education shall provide
1430 funds to participating institutions of higher learning for the
1431 purpose of awarding scholarships to qualified persons pursuing a
1432 Master of Education degree or an Educational Specialist degree
1433 under subsections (1) and (2) of this section, and to qualified
1434 persons pursuing a bachelor of education degree under subsections
1435 (3) and (4) of this section, at such institutions while rendering
1436 service to the state as a licensed teacher in a school district in
1437 a geographical area of the state where there exists a critical
1438 shortage of teachers, as approved by the State Board of Education.
1439 The financial scholarship shall be applied to the total cost for
1440 tuition, books, materials and fees at the institution in which the
1441 student is enrolled, not to exceed an amount equal to the highest
1442 total cost of tuition, books, materials and fees assessed by a
1443 state institution of higher learning during that school year.



1444 Teachers who relocate within Mississippi from out of state in
1445 order to participate in the programs shall be classified as
1446 residents of the state for tuition purposes.

1447 (* * *6) Students awarded financial scholarships under the
1448 University Assisted Teacher Recruitment and Retention Grant
1449 Program and the Mississippi Classified School Employee Teacher
1450 Credentialing and Retention Grant Program may receive such awards
1451 for a maximum of four (4) school years; however, the maximum
1452 number of awards which may be made shall not exceed the length of
1453 time required to complete the number of academic hours necessary
1454 to obtain a bachelor of education degree, master of education
1455 degree or an educational specialist degree, respective to the
1456 program in which the student is a participant. Financial
1457 scholarships under the programs shall not be based upon an
1458 applicant's eligibility for financial aid.

1459 (* * *7) Persons relocating to a geographical area of the
1460 state where there exists a critical shortage of teachers, as
1461 approved by the State Board of Education, to participate in the
1462 University Assisted Teacher Recruitment and Retention Grant
1463 Program and the Mississippi Classified School Employee Teacher
1464 Credentialing and Retention Grant Program shall be eligible for
1465 reimbursement for their moving expenses to the critical teacher
1466 shortage area from the State Board of Education. The State Board
1467 of Education shall promulgate rules and regulations necessary for
1468 the administration of the relocation expense reimbursement



1469 component of the University Assisted Teacher Recruitment and
1470 Retention Grant Program and the Mississippi Classified School
1471 Employee Teacher Credentialing and Retention Grant Program.

1472 (* * *8) Subject to the availability of funds, the State
1473 Board of Education may provide for professional development and
1474 support services as may be necessary for the retention of teachers
1475 participating in the programs in those geographical areas of the
1476 state where there exists a critical shortage of teachers.

1477 (* * *9) Any person participating in the programs who fails
1478 to complete a program of study that will enable that person to
1479 obtain a bachelor of education degree, master of education degree
1480 or educational specialist degree shall become liable immediately
1481 to the State Board of Education for the sum of all awards made to
1482 that person under the programs, plus interest accruing at the
1483 current Stafford Loan rate at the time the person abrogates his
1484 participation in the programs.

1485 (* * *10) (a) As a condition for participation in the
1486 programs, a teacher, assistant teacher or paraprofessional shall
1487 agree to employment as a licensed teacher in a school district
1488 located in a geographical area of the state where there exists a
1489 critical shortage of teachers, as designated by the State Board of
1490 Education * * *:

1491 (i) For licensed teachers, for a period of not
1492 less than three (3) years, which shall include those years of



1493 service rendered while obtaining the master of education degree or
1494 educational specialist degree;

1495 (ii) For assistant teachers and paraprofessionals,
1496 for a period of not less than three (3) years after obtaining the
1497 bachelor of education degree * * *; and

1498 (iii) * * * For any person who obtained a
1499 baccalaureate degree in education with a financial scholarship
1500 under the Critical Needs Teacher Scholarship Program and who
1501 entered the University Assisted Teacher Recruitment and Retention
1502 Grant Program before rendering service as a teacher, the period of
1503 employment for the purposes of this subsection shall be two (2)
1504 years, in addition to the employment commitment required under the
1505 Critical Needs Teacher Scholarship Program.

1506 (b) Service rendered by a participant as a licensed
1507 teacher in a school district in a geographical critical teacher
1508 shortage area before that teacher becomes a participant in the
1509 program may not be considered to fulfill the employment commitment
1510 required under this subsection. Any person failing to comply with
1511 this employment commitment in any required school year shall
1512 immediately be in breach of contract and become liable immediately
1513 to the State Department of Education for the sum of all
1514 scholarships awarded and relocation expenses granted to that
1515 person, less one-third (1/3) of the amount of that sum for each
1516 year that service was rendered, or for those persons whose
1517 required period of employment is two (2) years, less one-half



1518 (1/2) of the amount of that sum for each year that service was
1519 rendered, plus interest accruing at the current Stafford Loan rate
1520 at the time the breach occurs, except in the case of a deferral
1521 for cause by the State Board of Education when there is no
1522 employment position immediately available upon the teacher's
1523 obtaining of the bachelor of education degree, master of education
1524 degree or educational specialist degree. After the period of such
1525 deferral, the person shall begin or resume the required teaching
1526 duties or shall become liable to the board under this subsection.
1527 If a claim for repayment under this subsection is placed in the
1528 hands of an attorney for collection after default, then the
1529 obligor shall be liable for an additional amount equal to a
1530 reasonable attorney's fee.

1531 (* * * 11) All funds received by the State Department of
1532 Education from the repayment of scholarship awards and relocation
1533 expenses by program participants shall be deposited in the
1534 Mississippi Critical Teacher Shortage Fund.

1535 (* * * 12) The State Board of Education shall promulgate
1536 rules and regulations necessary for the proper administration of
1537 the University Assisted Teacher Recruitment and Retention Grant
1538 Program and the Mississippi Classified School Employee Teacher
1539 Credentialing and Retention Grant Program.

1540 This section shall stand repealed on July 1, * * * 2024.

1541 **SECTION 14.** The following shall be codified as Section
1542 25-11-126, Mississippi Code of 1972:



1543 25-11-126. (1) Any person who has at least twenty-five (25)
1544 years of creditable service, who was employed as a public
1545 schoolteacher at the time of his or her retirement and who has
1546 been retired and receiving a retirement allowance for at least one
1547 (1) year, may be employed as a teacher in a public school district
1548 located in a geographic area of the state designated as a critical
1549 teacher shortage area by the State Board of Education after
1550 retirement, and choose to continue receiving the retirement
1551 allowance under this article during his or her employment as a
1552 teacher after retirement in addition to receiving the salary
1553 authorized under Section 37-19-7 for teachers with zero to three
1554 (3) years of teaching experience with a Class A certification for
1555 the duration of his or her post-retirement reemployment.

1556 (2) (a) The retired teacher may be employed as a teacher,
1557 continue receiving his or her retirement allowance and be a
1558 contributing member of the system without accruing additional
1559 retirement benefits. This method is designed specifically to
1560 provide funding for the system to actuarially offset any pension
1561 liability by providing the employer contribution plus three
1562 percent (3%) of earned compensation as the employee contribution
1563 of employees hired under the authority of this section.

1564 (b) The State Department of Education shall transfer to
1565 the system the Mississippi Adequate Education Program funds of
1566 local school districts that on or after July 1, 2018, hire retired
1567 members as teachers under this section and other funds that



1568 otherwise would have been payable to the districts if the
1569 districts had not taken advantage of this section. The crediting
1570 of assets and financing shall follow the provisions of Section
1571 25-11-123.

1572 (c) Local educational agencies shall transfer to the
1573 system Mississippi Adequate Education Program funds of local
1574 school districts that on or after July 1, 2018, hire retired
1575 members as teachers under this section and other funds that
1576 otherwise would have been payable to the districts if the
1577 districts had not taken advantage of this section. The crediting
1578 of assets and financing must follow the provisions of Section
1579 25-11-123.

1580 (3) A person may be hired under this section subject to the
1581 following conditions:

1582 (a) The retired member holds any teacher's professional
1583 license or certificate as may be required in Section 37-3-2.

1584 (b) The superintendent of schools of the employing
1585 school district certifies in writing to the State Department of
1586 Education that the retired member has the requisite experience,
1587 training and expertise for the position to be filled and that no
1588 other qualified persons are available to fill the position.

1589 (c) The superintendent of schools of the district
1590 certifies or the principal of the school certifies that there was
1591 no preexisting arrangement for the person to be hired.



1592 (d) The person had a satisfactory performance review
1593 for the most recent period before retirement.

1594 (4) The State Superintendent of Public Education shall
1595 report the persons who are employed under this section to the
1596 Executive Director of the Public Employees' Retirement System.

1597 **SECTION 15.** Section 25-11-105, Mississippi Code of 1972, is
1598 brought forward as follows:

1599 25-11-105. **I. THOSE WHO ARE ELIGIBLE FOR MEMBERSHIP**

1600 The membership of this retirement system shall be composed as
1601 follows:

1602 (a) (i) All persons who become employees in the state
1603 service after January 31, 1953, and whose wages are subject to
1604 payroll taxes and are lawfully reported on IRS Form W-2, except
1605 those specifically excluded, or as to whom election is provided in
1606 Articles 1 and 3, shall become members of the retirement system as
1607 a condition of their employment.

1608 (ii) From and after July 1, 2002, any individual
1609 who is employed by a governmental entity to perform professional
1610 services shall become a member of the system if the individual is
1611 paid regular periodic compensation for those services that is
1612 subject to payroll taxes, is provided all other employee benefits
1613 and meets the membership criteria established by the regulations
1614 adopted by the board of trustees that apply to all other members
1615 of the system; however, any active member employed in such a



1616 position on July 1, 2002, will continue to be an active member for
1617 as long as they are employed in any such position.

1618 (b) All persons who become employees in the state
1619 service after January 31, 1953, except those specifically excluded
1620 or as to whom election is provided in Articles 1 and 3, unless
1621 they file with the board before the lapse of sixty (60) days of
1622 employment or sixty (60) days after the effective date of the
1623 cited articles, whichever is later, on a form prescribed by the
1624 board, a notice of election not to be covered by the membership of
1625 the retirement system and a duly executed waiver of all present
1626 and prospective benefits that would otherwise inure to them on
1627 account of their participation in the system, shall become members
1628 of the retirement system; however, no credit for prior service
1629 will be granted to members who became members of the system before
1630 July 1, 2007, until they have contributed to Article 3 of the
1631 retirement system for a minimum period of at least four (4) years,
1632 or to members who became members of the system on or after July 1,
1633 2007, until they have contributed to Article 3 of the retirement
1634 system for a minimum period of at least eight (8) years. Those
1635 members shall receive credit for services performed before January
1636 1, 1953, in employment now covered by Article 3, but no credit
1637 shall be granted for retroactive services between January 1, 1953,
1638 and the date of their entry into the retirement system, unless the
1639 employee pays into the retirement system both the employer's and
1640 the employee's contributions on wages paid him during the period



1641 from January 31, 1953, to the date of his becoming a contributing
1642 member, together with interest at the rate determined by the board
1643 of trustees. Members reentering after withdrawal from service
1644 shall qualify for prior service under the provisions of Section
1645 25-11-117. From and after July 1, 1998, upon eligibility as noted
1646 above, the member may receive credit for such retroactive service
1647 provided:

1648 (i) The member shall furnish proof satisfactory to
1649 the board of trustees of certification of that service from the
1650 covered employer where the services were performed; and

1651 (ii) The member shall pay to the retirement system
1652 on the date he or she is eligible for that credit or at any time
1653 thereafter before the date of retirement the actuarial cost for
1654 each year of that creditable service. The provisions of this
1655 subparagraph (ii) shall be subject to the limitations of Section
1656 415 of the Internal Revenue Code and regulations promulgated under
1657 Section 415.

1658 Nothing contained in this paragraph (b) shall be construed to
1659 limit the authority of the board to allow the correction of
1660 reporting errors or omissions based on the payment of the employee
1661 and employer contributions plus applicable interest.

1662 (c) All persons who become employees in the state
1663 service after January 31, 1953, and who are eligible for
1664 membership in any other retirement system shall become members of
1665 this retirement system as a condition of their employment, unless



1666 they elect at the time of their employment to become a member of
1667 that other system.

1668 (d) All persons who are employees in the state service
1669 on January 31, 1953, and who are members of any nonfunded
1670 retirement system operated by the State of Mississippi, or any of
1671 its departments or agencies, shall become members of this system
1672 with prior service credit unless, before February 1, 1953, they
1673 file a written notice with the board of trustees that they do not
1674 elect to become members.

1675 (e) All persons who are employees in the state service
1676 on January 31, 1953, and who under existing laws are members of
1677 any fund operated for the retirement of employees by the State of
1678 Mississippi, or any of its departments or agencies, shall not be
1679 entitled to membership in this retirement system unless, before
1680 February 1, 1953, any such person indicates by a notice filed with
1681 the board, on a form prescribed by the board, his individual
1682 election and choice to participate in this system, but no such
1683 person shall receive prior service credit unless he becomes a
1684 member on or before February 1, 1953.

1685 (f) Each political subdivision of the state and each
1686 instrumentality of the state or a political subdivision, or both,
1687 is authorized to submit, for approval by the board of trustees, a
1688 plan for extending the benefits of this article to employees of
1689 any such political subdivision or instrumentality. Each such plan
1690 or any amendment to the plan for extending benefits thereof shall



1691 be approved by the board of trustees if it finds that the plan, or
1692 the plan as amended, is in conformity with such requirements as
1693 are provided in Articles 1 and 3; however, upon approval of the
1694 plan or any such plan previously approved by the board of
1695 trustees, the approved plan shall not be subject to cancellation
1696 or termination by the political subdivision or instrumentality.
1697 No such plan shall be approved unless:

1698 (i) It provides that all services that constitute
1699 employment as defined in Section 25-11-5 and are performed in the
1700 employ of the political subdivision or instrumentality, by any
1701 employees thereof, shall be covered by the plan, with the
1702 exception of municipal employees who are already covered by
1703 existing retirement plans; however, those employees in this class
1704 may elect to come under the provisions of this article;

1705 (ii) It specifies the source or sources from which
1706 the funds necessary to make the payments required by paragraph (d)
1707 of Section 25-11-123 and of paragraph (f)(v)2 and 3 of this
1708 section are expected to be derived and contains reasonable
1709 assurance that those sources will be adequate for that purpose;

1710 (iii) It provides for such methods of
1711 administration of the plan by the political subdivision or
1712 instrumentality as are found by the board of trustees to be
1713 necessary for the proper and efficient administration thereof;

1714 (iv) It provides that the political subdivision or
1715 instrumentality will make such reports, in such form and



1716 containing such information, as the board of trustees may from
1717 time to time require;

1718 (v) It authorizes the board of trustees to
1719 terminate the plan in its entirety in the discretion of the board
1720 if it finds that there has been a failure to comply substantially
1721 with any provision contained in the plan, the termination to take
1722 effect at the expiration of such notice and on such conditions as
1723 may be provided by regulations of the board and as may be
1724 consistent with applicable federal law.

1725 1. The board of trustees shall not finally
1726 refuse to approve a plan submitted under paragraph (f), and shall
1727 not terminate an approved plan without reasonable notice and
1728 opportunity for hearing to each political subdivision or
1729 instrumentality affected by the board's decision. The board's
1730 decision in any such case shall be final, conclusive and binding
1731 unless an appeal is taken by the political subdivision or
1732 instrumentality aggrieved by the decision to the Circuit Court of
1733 the First Judicial District of Hinds County, Mississippi, in
1734 accordance with the provisions of law with respect to civil causes
1735 by certiorari.

1736 2. Each political subdivision or
1737 instrumentality as to which a plan has been approved under this
1738 section shall pay into the contribution fund, with respect to
1739 wages (as defined in Section 25-11-5), at such time or times as
1740 the board of trustees may by regulation prescribe, contributions



1741 in the amounts and at the rates specified in the applicable
1742 agreement entered into by the board.

1743 3. Every political subdivision or
1744 instrumentality required to make payments under paragraph (f)(v)2
1745 of this section is authorized, in consideration of the employees'
1746 retention in or entry upon employment after enactment of Articles
1747 1 and 3, to impose upon its employees, as to services that are
1748 covered by an approved plan, a contribution with respect to wages
1749 (as defined in Section 25-11-5) not exceeding the amount provided
1750 in Section 25-11-123(d) if those services constituted employment
1751 within the meaning of Articles 1 and 3, and to deduct the amount
1752 of the contribution from the wages as and when paid.

1753 Contributions so collected shall be paid into the contribution
1754 fund as partial discharge of the liability of the political
1755 subdivisions or instrumentalities under paragraph (f)(v)2 of this
1756 section. Failure to deduct the contribution shall not relieve the
1757 employee or employer of liability for the contribution.

1758 4. Any state agency, school, political
1759 subdivision, instrumentality or any employer that is required to
1760 submit contribution payments or wage reports under any section of
1761 this chapter shall be assessed interest on delinquent payments or
1762 wage reports as determined by the board of trustees in accordance
1763 with rules and regulations adopted by the board and delinquent
1764 payments, assessed interest and any other amount certified by the
1765 board as owed by an employer, may be recovered by action in a



1766 court of competent jurisdiction against the reporting agency
1767 liable therefor or may, upon due certification of delinquency and
1768 at the request of the board of trustees, be deducted from any
1769 other monies payable to the reporting agency by any department or
1770 agency of the state.

1771 5. Each political subdivision of the state
1772 and each instrumentality of the state or a political subdivision
1773 or subdivisions that submit a plan for approval of the board, as
1774 provided in this section, shall reimburse the board for coverage
1775 into the expense account, its pro rata share of the total expense
1776 of administering Articles 1 and 3 as provided by regulations of
1777 the board.

1778 (g) The board may, in its discretion, deny the right of
1779 membership in this system to any class of employees whose
1780 compensation is only partly paid by the state or who are occupying
1781 positions on a part-time or intermittent basis. The board may, in
1782 its discretion, make optional with employees in any such classes
1783 their individual entrance into this system.

1784 (h) An employee whose membership in this system is
1785 contingent on his own election, and who elects not to become a
1786 member, may thereafter apply for and be admitted to membership;
1787 but no such employee shall receive prior service credit unless he
1788 becomes a member before July 1, 1953, except as provided in
1789 paragraph (b).



1790 (i) If any member of this system changes his employment
1791 to any agency of the state having an actuarially funded retirement
1792 system, the board of trustees may authorize the transfer of the
1793 member's creditable service and of the present value of the
1794 member's employer's accumulation account and of the present value
1795 of the member's accumulated membership contributions to that other
1796 system, provided that the employee agrees to the transfer of his
1797 accumulated membership contributions and provided that the other
1798 system is authorized to receive and agrees to make the transfer.

1799 If any member of any other actuarially funded system
1800 maintained by an agency of the state changes his employment to an
1801 agency covered by this system, the board of trustees may authorize
1802 the receipt of the transfer of the member's creditable service and
1803 of the present value of the member's employer's accumulation
1804 account and of the present value of the member's accumulated
1805 membership contributions from the other system, provided that the
1806 employee agrees to the transfer of his accumulated membership
1807 contributions to this system and provided that the other system is
1808 authorized and agrees to make the transfer.

1809 (j) Wherever state employment is referred to in this
1810 section, it includes joint employment by state and federal
1811 agencies of all kinds.

1812 (k) Employees of a political subdivision or
1813 instrumentality who were employed by the political subdivision or
1814 instrumentality before an agreement between the entity and the



1815 Public Employees' Retirement System to extend the benefits of this
1816 article to its employees, and which agreement provides for the
1817 establishment of retroactive service credit, and who became
1818 members of the retirement system before July 1, 2007, and have
1819 remained contributors to the retirement system for four (4) years,
1820 or who became members of the retirement system on or after July 1,
1821 2007, and have remained contributors to the retirement system for
1822 eight (8) years, may receive credit for that retroactive service
1823 with the political subdivision or instrumentality, provided that
1824 the employee and/or employer, as provided under the terms of the
1825 modification of the joinder agreement in allowing that coverage,
1826 pay into the retirement system the employer's and employee's
1827 contributions on wages paid the member during the previous
1828 employment, together with interest or actuarial cost as determined
1829 by the board covering the period from the date the service was
1830 rendered until the payment for the credit for the service was
1831 made. Those wages shall be verified by the Social Security
1832 Administration or employer payroll records. Effective July 1,
1833 1998, upon eligibility as noted above, a member may receive credit
1834 for that retroactive service with the political subdivision or
1835 instrumentality provided:

1836 (i) The member shall furnish proof satisfactory to
1837 the board of trustees of certification of those services from the
1838 political subdivision or instrumentality where the services were



1839 rendered or verification by the Social Security Administration;
1840 and

1841 (ii) The member shall pay to the retirement system
1842 on the date he or she is eligible for that credit or at any time
1843 thereafter before the date of retirement the actuarial cost for
1844 each year of that creditable service. The provisions of this
1845 subparagraph (ii) shall be subject to the limitations of Section
1846 415 of the Internal Revenue Code and regulations promulgated under
1847 Section 415.

1848 Nothing contained in this paragraph (k) shall be construed to
1849 limit the authority of the board to allow the correction of
1850 reporting errors or omissions based on the payment of employee and
1851 employer contributions plus applicable interest. Payment for that
1852 time shall be made beginning with the most recent service. Upon
1853 the payment of all or part of the required contributions, plus
1854 interest or the actuarial cost as provided above, the member shall
1855 receive credit for the period of creditable service for which full
1856 payment has been made to the retirement system.

1857 (1) Through June 30, 1998, any state service eligible
1858 for retroactive service credit, no part of which has ever been
1859 reported, and requiring the payment of employee and employer
1860 contributions plus interest, or, from and after July 1, 1998, any
1861 state service eligible for retroactive service credit, no part of
1862 which has ever been reported to the retirement system, and
1863 requiring the payment of the actuarial cost for that creditable



1864 service, may, at the member's option, be purchased in quarterly
1865 increments as provided above at the time that its purchase is
1866 otherwise allowed.

1867 (m) All rights to purchase retroactive service credit
1868 or repay a refund as provided in Section 25-11-101 et seq. shall
1869 terminate upon retirement.

1870 **II. THOSE WHO ARE NOT ELIGIBLE FOR MEMBERSHIP**

1871 The following classes of employees and officers shall not
1872 become members of this retirement system, any other provisions of
1873 Articles 1 and 3 to the contrary notwithstanding:

1874 (a) Patient or inmate help in state charitable, penal
1875 or correctional institutions;

1876 (b) Students of any state educational institution
1877 employed by any agency of the state for temporary, part-time or
1878 intermittent work;

1879 (c) Participants of Comprehensive Employment and
1880 Training Act of 1973 (CETA) being Public Law 93-203, who enroll on
1881 or after July 1, 1979;

1882 (d) From and after July 1, 2002, individuals who are
1883 employed by a governmental entity to perform professional service
1884 on less than a full-time basis who do not meet the criteria
1885 established in I(a)(ii) of this section.

1886 **III. TERMINATION OF MEMBERSHIP**

1887 Membership in this system shall cease by a member withdrawing
1888 his accumulated contributions, or by a member withdrawing from



1889 active service with a retirement allowance, or by a member's
1890 death.

1891 **SECTION 16.** Section 25-11-123, Mississippi Code of 1972, is
1892 amended as follows:

1893 25-11-123. All of the assets of the system shall be credited
1894 according to the purpose for which they are held to one (1) of
1895 four (4) reserves; namely, the annuity savings account, the
1896 annuity reserve, the employer's accumulation account, and the
1897 expense account.

1898 (a) **Annuity savings account.** In the annuity savings account
1899 shall be accumulated the contributions made by members to provide
1900 for their annuities, including interest thereon which shall be
1901 posted monthly. Credits to and charges against the annuity
1902 savings account shall be made as follows:

1903 (1) Beginning July 1, 2010, except as otherwise
1904 provided by Section 25-11-126, the employer shall cause to be
1905 deducted from the salary of each member on each and every payroll
1906 of the employer for each and every payroll period nine percent
1907 (9%) of earned compensation as defined in Section 25-11-103.
1908 Future contributions shall be fixed biennially by the board on the
1909 basis of the liabilities of the retirement system for the various
1910 allowances and benefits as shown by actuarial valuation; however,
1911 any member earning at a rate less than Sixteen Dollars and
1912 Sixty-seven Cents (\$16.67) per month, or Two Hundred Dollars



1913 (\$200.00) per year, shall contribute not less than One Dollar
1914 (\$1.00) per month, or Twelve Dollars (\$12.00) per year.

1915 (2) The deductions provided in paragraph (1) of this
1916 subsection shall be made notwithstanding that the minimum
1917 compensation provided by law for any member is reduced by the
1918 deduction. Every member shall be deemed to consent and agree to
1919 the deductions made and provided for in paragraph (1) of this
1920 subsection and shall receipt for his full salary or compensation,
1921 and payment of salary or compensation less the deduction shall be
1922 a full and complete discharge and acquittance of all claims and
1923 demands whatsoever for the services rendered by the person during
1924 the period covered by the payment, except as to the benefits
1925 provided under Articles 1 and 3. The board shall provide by rules
1926 for the methods of collection of contributions from members and
1927 the employer. The board shall have full authority to require the
1928 production of evidence necessary to verify the correctness of
1929 amounts contributed.

1930 (b) **Annuity reserve.** The annuity reserve shall be the
1931 account representing the actuarial value of all annuities in
1932 force, and to it shall be charged all annuities and all benefits
1933 in lieu of annuities, payable as provided in this article. If a
1934 beneficiary retired on account of disability is restored to active
1935 service with a compensation not less than his average final
1936 compensation at the time of his last retirement, the remainder of
1937 his contributions shall be transferred from the annuity reserve to



1938 the annuity savings account and credited to his individual account
1939 therein, and the balance of his annuity reserve shall be
1940 transferred to the employer's accumulation account.

1941 (c) **Employer's accumulation account.** The employer's
1942 accumulation account shall represent the accumulation of all
1943 reserves for the payment of all retirement allowances and other
1944 benefits payable from contributions made by the employer, and
1945 against this account shall be charged all retirement allowances
1946 and other benefits on account of members. Credits to and charges
1947 against the employer's accumulation account shall be made as
1948 follows:

1949 (1) On account of each member there shall be paid
1950 monthly into the employer's accumulation account by the employers
1951 for the preceding fiscal year an amount equal to a certain
1952 percentage of the total earned compensation, as defined in Section
1953 25-11-103, of each member. The percentage rate of those
1954 contributions shall be fixed biennially by the board on the basis
1955 of the liabilities of the retirement system for the various
1956 allowances and benefits as shown by actuarial valuation.
1957 Beginning January 1, 1990, the rate shall be fixed at nine and
1958 three-fourths percent (9-3/4%). The board shall reduce the
1959 employer's contribution rate by one percent (1%) from and after
1960 July 1 of the year following the year in which the board
1961 determines and the board's actuary certifies that the employer's
1962 contribution rate can be reduced by that amount without causing



1963 the unfunded accrued actuarial liability amortization period for
1964 the retirement system to exceed twenty (20) years. Political
1965 subdivisions joining Article 3 of the Public Employees' Retirement
1966 System after July 1, 1968, may adjust the employer's contributions
1967 by agreement with the Board of Trustees of the Public Employees'
1968 Retirement System to provide service credits for any period before
1969 execution of the agreement based upon an actuarial determination
1970 of employer's contribution rates.

1971 (2) On the basis of regular interest and of such
1972 mortality and other tables as are adopted by the board of
1973 trustees, the actuary engaged by the board to make each valuation
1974 required by this article during the period over which the accrued
1975 liability contribution is payable, immediately after making that
1976 valuation, shall determine the uniform and constant percentage of
1977 the earnable compensation of each member which, if contributed by
1978 the employer on the basis of compensation of the member throughout
1979 his entire period of membership service, would be sufficient to
1980 provide for the payment of any retirement allowance payable on his
1981 account for that service. The percentage rate so determined shall
1982 be known as the "normal contribution rate." After the accrued
1983 liability contribution has ceased to be payable, the normal
1984 contribution rate shall be the percentage rate of the salary of
1985 all members obtained by deducting from the total liabilities on
1986 account of membership service the amount in the employer's
1987 accumulation account, and dividing the remainder by one percent



1988 (1%) of the present value of the prospective future salaries of
1989 all members as computed on the basis of the mortality and service
1990 tables adopted by the board of trustees and regular interest. The
1991 normal rate of contributions shall be determined by the actuary
1992 after each valuation.

1993 (3) The total amount payable in each year to the
1994 employer's accumulation account shall not be less than the sum of
1995 the percentage rate known as the "normal contribution rate" and
1996 the "accrued liability contribution rate" of the total
1997 compensation earnable by all members during the preceding year,
1998 provided that the payment by the employer shall be sufficient,
1999 when combined with the amounts in the account, to provide the
2000 allowances and other benefits chargeable to this account during
2001 the year then current.

2002 (4) The accrued liability contribution shall be
2003 discontinued as soon as the accumulated balance in the employer's
2004 accumulation account shall equal the present value, computed on
2005 the basis of the normal contribution rate then in force, or the
2006 prospective normal contributions to be received on account of all
2007 persons who are at that time members.

2008 (5) All allowances and benefits in lieu thereof, with
2009 the exception of those payable on account of members who receive
2010 no prior service credit, payable from contributions of the
2011 employer, shall be paid from the employer's accumulation account.



2012 (6) Upon the retirement of a member, an amount equal to
2013 his retirement allowance shall be transferred from the employer's
2014 accumulation account to the annuity reserve.

2015 (7) The employer's accumulation account shall be
2016 credited with any assets authorized by law to be credited to the
2017 account.

2018 (d) **Expense account.** The expense account shall be the
2019 account to which the expenses of the administration of the system
2020 shall be charged, exclusive of amounts payable as retirement
2021 allowances and as other benefits provided herein. The Legislature
2022 shall make annual appropriations in amounts sufficient to
2023 administer the system, which shall be credited to this account.
2024 There shall be transferred to the State Treasury from this
2025 account, not less than once per month, an amount sufficient for
2026 payment of the estimated expenses of the system for the succeeding
2027 thirty (30) days. Any interest earned on the expense account
2028 shall accrue to the benefit of the system. However,
2029 notwithstanding the provisions of Sections 25-11-15(10) and
2030 25-11-105(f) (v)5, all expenses of the administration of the system
2031 shall be paid from the interest earnings, provided the interest
2032 earnings are in excess of the actuarial interest assumption as
2033 determined by the board, and provided the present cost of the
2034 administrative expense fee of two percent (2%) of the
2035 contributions reported by the political subdivisions and
2036 instrumentalities shall be reduced to one percent (1%) from and



2037 after July 1, 1983, through June 30, 1984, and shall be eliminated
2038 thereafter.

2039 (e) **Collection of contributions.** The employer shall cause
2040 to be deducted on each and every payroll of a member for each and
2041 every payroll period, beginning subsequent to January 31, 1953,
2042 the contributions payable by the member as provided in Articles 1
2043 and 3.

2044 The employer shall make deductions from salaries of employees
2045 as provided in Articles 1 and 3 and shall transmit monthly, or at
2046 such time as the board of trustees designates, the amount
2047 specified to be deducted to the Executive Director of the Public
2048 Employees' Retirement System. The executive director, after
2049 making a record of all those receipts, shall deposit such amounts
2050 as provided by law.

2051 (f) (1) Upon the basis of each actuarial valuation provided
2052 herein, the board of trustees shall biennially determine the
2053 normal contribution rate and the accrued liability contribution
2054 rate as provided in this section. The sum of these two (2) rates
2055 shall be known as the "employer's contribution rate." Beginning
2056 on earned compensation effective January 1, 1990, the rate
2057 computed as provided in this section shall be nine and
2058 three-fourths percent (9-3/4%). The board shall reduce the
2059 employer's contribution rate by one percent (1%) from and after
2060 July 1 of the year following the year in which the board
2061 determines and the board's actuary certifies that the employer's



2062 contribution rate can be reduced by that amount without causing
2063 the unfunded accrued actuarial liability amortization period for
2064 the retirement system to exceed twenty (20) years. The percentage
2065 rate of those contributions shall be fixed biennially by the board
2066 on the basis of the liabilities of the retirement system for the
2067 various allowances and benefits as shown by actuarial valuation.

2068 (2) The amount payable by the employer on account of
2069 normal and accrued liability contributions shall be determined by
2070 applying the employer's contribution rate to the amount of
2071 compensation earned by employees who are members of the system.
2072 Monthly, or at such time as the board of trustees designates, each
2073 department or agency shall compute the amount of the employer's
2074 contribution payable, with respect to the salaries of its
2075 employees who are members of the system, and shall cause that
2076 amount to be paid to the board of trustees from the personal
2077 service allotment of the amount appropriated for the operation of
2078 the department or agency, or from funds otherwise available to the
2079 agency, for the payment of salaries to its employees.

2080 (3) Except as otherwise provided in Section 25-11-106:

2081 (i) Constables shall pay employer and employee
2082 contributions on their net fee income as well as the employee
2083 contributions on all direct treasury or county payroll income.

2084 (ii) The county shall be responsible for the
2085 employer contribution on all direct treasury or county payroll
2086 income of constables.



2087 (4) Except as otherwise provided in Section
2088 25-11-106.1, chancery and circuit clerks shall be responsible for
2089 both the employer and employee share of contributions on the
2090 proportionate share of net income attributable to fees, as well as
2091 the employee share of net income attributable to direct treasury
2092 or county payroll income, and the employing county shall be
2093 responsible for the employer contributions on the net income
2094 attributable to direct treasury or county payroll income.

2095 (5) Once each year, under procedures established by the
2096 system, each employer shall submit to the Public Employees'
2097 Retirement System a copy of their report to Social Security of all
2098 employees' earnings.

2099 (6) The board shall provide by rules for the methods of
2100 collection of contributions of employers and members. The amounts
2101 determined due by an agency to the various funds as specified in
2102 Articles 1 and 3 are made obligations of the agency to the board
2103 and shall be paid as provided herein. Failure to deduct those
2104 contributions shall not relieve the employee and employer from
2105 liability thereof. Delinquent employee contributions and any
2106 accrued interest shall be the obligation of the employee and
2107 delinquent employer contributions and any accrued interest shall
2108 be the obligation of the employer. The employer may, in its
2109 discretion, elect to pay any or all of the interest on delinquent
2110 employee contributions. From and after July 1, 1996, under rules
2111 and regulations established by the board, all employers are



2112 authorized and shall transfer all funds due to the Public
2113 Employees' Retirement System electronically and shall transmit any
2114 wage or other reports by computerized reporting systems.

2115 **SECTION 17.** Section 25-11-127, Mississippi Code of 1972, is
2116 amended as follows:

2117 25-11-127. (1) (a) No person who is being paid a
2118 retirement allowance or a pension after retirement under this
2119 article shall be employed or paid for any service by the State of
2120 Mississippi, including services as an employee, contract worker,
2121 contractual employee or independent contractor, until the retired
2122 person has been retired for not less than ninety (90) consecutive
2123 days from his or her effective date of retirement. After the
2124 person has been retired for not less than ninety (90) consecutive
2125 days from his or her effective date of retirement or such later
2126 date as established by the board, he or she may be reemployed
2127 while being paid a retirement allowance under the terms and
2128 conditions provided in this section or in Section 25-11-126.

2129 (b) No retiree of this retirement system who is
2130 reemployed or is reelected to office after retirement shall
2131 continue to draw retirement benefits while so reemployed, except
2132 as provided in this section or in Section 25-11-126.

2133 (c) No person employed or elected under the exceptions
2134 provided for in this section shall become a member under Article 3
2135 of the retirement system.



2136 (2) Except as otherwise provided in Section 25-11-126, any
2137 person who has been retired under the provisions of Article 3 and
2138 who is later reemployed in service covered by this article shall
2139 cease to receive benefits under this article and shall again
2140 become a contributing member of the retirement system. When the
2141 person retires again, if the person has been a contributing member
2142 of the retirement system during the reemployment and the
2143 reemployment exceeds six (6) months, the person shall have his or
2144 her benefit recomputed, including service after again becoming a
2145 member, provided that the total retirement allowance paid to the
2146 retired member in his or her previous retirement shall be deducted
2147 from the member's retirement reserve and taken into consideration
2148 in recalculating the retirement allowance under a new option
2149 selected.

2150 (3) The board shall have the right to prescribe rules and
2151 regulations for carrying out the provisions of this section.

2152 (4) The provisions of this section shall not be construed to
2153 prohibit any retiree, regardless of age, from being employed and
2154 drawing a retirement allowance either:

2155 (a) For a period of time not to exceed one-half (1/2)
2156 of the normal working days for the position in any fiscal year
2157 during which the retiree will receive no more than one-half (1/2)
2158 of the salary in effect for the position at the time of
2159 employment, or



2160 (b) For a period of time in any fiscal year sufficient
2161 in length to permit a retiree to earn not in excess of twenty-five
2162 percent (25%) of retiree's average compensation.

2163 To determine the normal working days for a position under
2164 paragraph (a) of this subsection, the employer shall determine the
2165 required number of working days for the position on a full-time
2166 basis and the equivalent number of hours representing the
2167 full-time position. The retiree then may work up to one-half
2168 (1/2) of the required number of working days or up to one-half
2169 (1/2) of the equivalent number of hours and receive up to one-half
2170 (1/2) of the salary for the position. In the case of employment
2171 with multiple employers, the limitation shall equal one-half (1/2)
2172 of the number of days or hours for a single full-time position.

2173 Notice shall be given in writing to the executive director,
2174 setting forth the facts upon which the employment is being made,
2175 and the notice shall be given within five (5) days from the date
2176 of employment and also from the date of termination of the
2177 employment.

2178 (5) Except as otherwise provided in subsection (6) of this
2179 section, the employer of any person who is receiving a retirement
2180 allowance and who is employed in service covered by subsection (4)
2181 of this section as an employee or a contractual employee shall pay
2182 to the board the full amount of the employer's contribution on the
2183 amount of compensation received by the retiree for his or her
2184 employment in accordance with regulations prescribed by the board.



2185 The retiree shall not receive any additional creditable service in
2186 the retirement system as a result of the payment of the employer's
2187 contribution. This subsection does not apply to persons who are
2188 receiving a retirement allowance and who contract with an employer
2189 to provide services as a true independent contractor, as defined
2190 by the board through regulation.

2191 (6) (a) A member may retire and continue in municipal or
2192 county elective office provided that the member has reached the
2193 age and/or service requirement that will not result in a
2194 prohibited in-service distribution as defined by the Internal
2195 Revenue Service, or a retiree may be elected to a municipal or
2196 county office, provided that the person:

2197 (i) Files annually, in writing, in the office of
2198 the employer and the office of the executive director of the
2199 system before the person takes office or as soon as possible after
2200 retirement, a waiver of all salary or compensation and elects to
2201 receive in lieu of that salary or compensation a retirement
2202 allowance as provided in this section, in which event no salary or
2203 compensation shall thereafter be due or payable for those
2204 services; however, any such officer or employee may receive, in
2205 addition to the retirement allowance, office expense allowance,
2206 mileage or travel expense authorized by any statute of the State
2207 of Mississippi; or

2208 (ii) Elects to receive compensation for that
2209 elective office in an amount not to exceed twenty-five percent



2210 (25%) of the retiree's average compensation. In order to receive
2211 compensation as allowed in this subparagraph, the retiree shall
2212 file annually, in writing, in the office of the employer and the
2213 office of the executive director of the system, an election to
2214 receive, in addition to a retirement allowance, compensation as
2215 allowed in this subparagraph.

2216 (b) The municipality or county in which the retired
2217 person holds elective office shall pay to the board the amount of
2218 the employer's contributions on the full amount of the regular
2219 compensation for the elective office that the retired person
2220 holds.

2221 (c) As used in this subsection, the term "compensation"
2222 does not include office expense allowance, mileage or travel
2223 expense authorized by a statute of the State of Mississippi.

2224 **SECTION 18.** Section 37-21-7, Mississippi Code of 1972, is
2225 amended as follows:

2226 37-21-7. (1) This section shall be referred to as the
2227 "Mississippi Elementary Schools Assistant Teacher Program," the
2228 purpose of which shall be to provide an early childhood education
2229 program that assists in the instruction of basic skills. The
2230 State Board of Education is authorized, empowered and directed to
2231 implement a statewide system of assistant teachers in kindergarten
2232 classes and in the first, second and third grades. The assistant
2233 teacher shall assist pupils in actual instruction under the strict
2234 supervision of a licensed teacher.



2235 (2) (a) Except as otherwise authorized under subsection
2236 (7), each school district shall employ the total number of
2237 assistant teachers funded under subsection (6) of this section.
2238 The superintendent of each district shall assign the assistant
2239 teachers to the kindergarten, first-, second- and third-grade
2240 classes in the district in a manner that will promote the maximum
2241 efficiency, as determined by the superintendent, in the
2242 instruction of skills such as verbal and linguistic skills,
2243 logical and mathematical skills, and social skills.

2244 (b) If a licensed teacher to whom an assistant teacher
2245 has been assigned is required to be absent from the classroom, the
2246 assistant teacher may assume responsibility for the classroom in
2247 lieu of a substitute teacher. However, no assistant teacher shall
2248 assume sole responsibility of the classroom for more than three
2249 (3) consecutive school days. Further, in no event shall any
2250 assistant teacher be assigned to serve as a substitute teacher for
2251 any teacher other than the licensed teacher to whom that assistant
2252 teacher has been assigned.

2253 (3) Assistant teachers shall have, at a minimum, a high
2254 school diploma or a High School Equivalency Diploma equivalent,
2255 and shall show demonstratable proficiency in reading and writing
2256 skills. The State Department of Education shall develop a testing
2257 procedure for assistant teacher applicants to be used in all
2258 school districts in the state.



2259 (4) (a) In order to receive funding, each school district
2260 shall:

2261 (i) Submit a plan on the implementation of a
2262 reading improvement program to the State Department of Education;
2263 and

2264 (ii) Develop a plan of educational accountability
2265 and assessment of performance, including pretests and posttests,
2266 for reading in Grades 1 through 6.

2267 (b) Additionally, each school district shall:

2268 (i) Provide annually a mandatory preservice
2269 orientation session, using an existing in-school service day, for
2270 administrators and teachers on the effective use of assistant
2271 teachers as part of a team in the classroom setting and on the
2272 role of assistant teachers, with emphasis on program goals;

2273 (ii) Hold periodic workshops for administrators
2274 and teachers on the effective use and supervision of assistant
2275 teachers;

2276 (iii) Provide training annually on specific
2277 instructional skills for assistant teachers;

2278 (iv) Annually evaluate their program in accordance
2279 with their educational accountability and assessment of
2280 performance plan; and

2281 (v) Designate the necessary personnel to supervise
2282 and report on their program.

2283 (5) The State Department of Education shall:



2284 (a) Develop and assist in the implementation of a
2285 statewide uniform training module, subject to the availability of
2286 funds specifically appropriated therefor by the Legislature, which
2287 shall be used in all school districts for training administrators,
2288 teachers and assistant teachers. The module shall provide for the
2289 consolidated training of each assistant teacher and teacher to
2290 whom the assistant teacher is assigned, working together as a
2291 team, and shall require further periodic training for
2292 administrators, teachers and assistant teachers regarding the role
2293 of assistant teachers;

2294 (b) Annually evaluate the program on the district and
2295 state level. Subject to the availability of funds specifically
2296 appropriated therefor by the Legislature, the department shall
2297 develop: (i) uniform evaluation reports, to be performed by the
2298 principal or assistant principal, to collect data for the annual
2299 overall program evaluation conducted by the department; or (ii) a
2300 program evaluation model that, at a minimum, addresses process
2301 evaluation; and

2302 (c) Promulgate rules, regulations and such other
2303 standards deemed necessary to effectuate the purposes of this
2304 section. Noncompliance with the provisions of this section and
2305 any rules, regulations or standards adopted by the department may
2306 result in a violation of compulsory accreditation standards as
2307 established by the State Board of Education and the Commission on
2308 School Accreditation.



2309 (6) In addition to other funds allotted under the Minimum
2310 Education or Adequate Education Program, each school district
2311 shall be allotted sufficient funding for the purpose of employing
2312 assistant teachers. No assistant teacher shall be paid less than
2313 the amount he or she received in the prior school year. No school
2314 district shall receive any funds under this section for any school
2315 year during which the aggregate amount of the local contribution
2316 to the salaries of assistant teachers by the district shall have
2317 been reduced below such amount for the previous year.

2318 For the * * * 2019-2020 school year * * *, the minimum annual
2319 salary for assistant teachers shall be * * * Thirteen Thousand
2320 Dollars (\$13,000.00). For the 2020-2021 school year, the minimum
2321 annual salary for assistant teachers shall be Thirteen Thousand
2322 Five Hundred Dollars (\$13,500.00).

2323 In addition, for each one percent (1%) that the Sine Die
2324 General Fund Revenue Estimate Growth exceeds five percent (5%) in
2325 fiscal year 2006, as certified by the Legislative Budget Office to
2326 the State Board of Education and subject to the specific
2327 appropriation therefor by the Legislature, the State Board of
2328 Education shall revise the salary scale in the appropriate year to
2329 provide an additional one percent (1%) across-the-board increase
2330 in the base salaries for assistant teachers. The State Board of
2331 Education shall revise the salaries prescribed above for assistant
2332 teachers to conform to any adjustments made in prior fiscal years
2333 due to revenue growth over and above five percent (5%). The



2334 assistant teachers shall not be restricted to working only in the
2335 grades for which the funds were allotted, but may be assigned to
2336 other classes as provided in subsection (2)(a) of this section.

2337 (7) (a) As an alternative to employing assistant teachers,
2338 any school district may use the allotment provided under
2339 subsection (6) of this section for the purpose of employing
2340 licensed teachers for kindergarten, first-, second- and
2341 third-grade classes; however, no school district shall be
2342 authorized to use the allotment for assistant teachers for the
2343 purpose of employing licensed teachers unless the district has
2344 established that the employment of licensed teachers using such
2345 funds will reduce the teacher:student ratio in the kindergarten,
2346 first-, second- and third-grade classes. All state funds for
2347 assistant teachers shall be applied to reducing teacher:student
2348 ratio in Grades K-3.

2349 It is the intent of the Legislature that no school district
2350 shall dismiss any assistant teacher for the purpose of using the
2351 assistant teacher allotment to employ licensed teachers. School
2352 districts may rely only upon normal attrition to reduce the number
2353 of assistant teachers employed in that district.

2354 (b) Districts meeting the highest levels of
2355 accreditation standards, as defined by the State Board of
2356 Education, shall be exempted from the provisions of subsection (4)
2357 of this section.



2358 **SECTION 19.** This act shall take effect and be in force from
2359 and after July 1, 2019.

