

**Adopted
AMENDMENT NO 2 PROPOSED TO**

Senate Bill No. 2770

**BY: Senator(s) Turner-Ford, Parker, Horhn, Hill,
Dearing**

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

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

11 37-19-7. (1) The allowance in the Mississippi Adequate
12 Education Program for teachers' salaries in each county and
13 separate school district shall be determined and paid in
14 accordance with the scale for teachers' salaries as provided in
15 this subsection. For teachers holding the following types of
16 licenses or the equivalent as determined by the State Board of
17 Education, and the following number of years of teaching
18 experience, the scale shall be as follows:



19

2014-2015 MINIMUM SALARY SCHEDULE

20 Years

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



44	22	53,988.00	51,484.00	48,980.00	43,290.00
45	23	54,782.00	52,211.00	49,640.00	43,785.00
46	24	55,576.00	52,938.00	50,300.00	44,280.00
47	25	58,430.00	55,725.00	53,020.00	46,835.00
48	26	59,224.00	56,452.00	53,680.00	47,330.00
49	27	60,018.00	57,179.00	54,340.00	47,825.00
50	28	60,812.00	57,906.00	55,000.00	48,320.00
51	29	61,606.00	58,633.00	55,660.00	48,815.00
52	30	62,400.00	59,360.00	56,320.00	49,310.00
53	31	63,194.00	60,087.00	56,980.00	49,805.00
54	32	63,988.00	60,814.00	57,640.00	50,300.00
55	33	64,782.00	61,541.00	58,300.00	50,795.00
56	34	65,576.00	62,268.00	58,960.00	51,290.00
57	35				
58	& above	66,370.00	62,995.00	59,620.00	51,785.00

2015-2016 MINIMUM SALARY SCHEDULE

60	Years				
61	Exp.	AAAA	AAA	AA	A
62	0	39,108.00	37,944.00	36,780.00	34,390.00
63	1	39,108.00	37,944.00	36,780.00	34,390.00
64	2	39,108.00	37,944.00	36,780.00	34,390.00
65	3	39,902.00	38,671.00	37,440.00	34,885.00
66	4	40,696.00	39,398.00	38,100.00	35,380.00
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88	26	60,224.00	57,452.00	54,680.00	48,330.00
89	27	61,018.00	58,179.00	55,340.00	48,825.00
90	28	61,812.00	58,906.00	56,000.00	49,320.00
91	29	62,606.00	59,633.00	56,660.00	49,815.00
92	30	63,400.00	60,360.00	57,320.00	50,310.00
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95	33	65,782.00	62,541.00	59,300.00	51,795.00
96	34	66,576.00	63,268.00	59,960.00	52,290.00
97	35				
98	& above	67,370.00	63,995.00	60,620.00	52,785.00

99 For the 2019-2020 school year, the State Board of Education
100 shall provide funds for a Five Hundred Dollar (\$500.00) payment
101 for each teacher funded through the Adequate Education Program to
102 be included in the teacher's December salary check. For the
103 2020-2021 school year, and school years thereafter, the State
104 Board of Education shall provide funds for a One Thousand Dollar
105 (\$1,000.00) payment for each teacher funded through the Adequate
106 Education Program to be included in the teacher's December salary
107 check.

108 It is the intent of the Legislature that any state funds made
109 available for salaries of licensed personnel in excess of the
110 funds paid for such salaries for the 1986-1987 school year shall
111 be paid to licensed personnel pursuant to a personnel appraisal
112 and compensation system implemented by the State Board of
113 Education. The State Board of Education shall have the authority
114 to adopt and amend rules and regulations as are necessary to
115 establish, administer and maintain the system.

116 All teachers employed on a full-time basis shall be paid a
117 minimum salary in accordance with the above scale. However, no
118 school district shall receive any funds under this section for any



119 school year during which the local supplement paid to any
120 individual teacher shall have been reduced to a sum less than that
121 paid to that individual teacher for performing the same duties
122 from local supplement during the immediately preceding school
123 year. The amount actually spent for the purposes of group health
124 and/or life insurance shall be considered as a part of the
125 aggregate amount of local supplement but shall not be considered a
126 part of the amount of individual local supplement.

127 The level of professional training of each teacher to be used
128 in establishing the salary allotment for the teachers for each
129 year shall be determined by the type of valid teacher's license
130 issued to those teachers on or before October 1 of the current
131 school year. Provided, however, that school districts are
132 authorized, in their discretion, to negotiate the salary levels
133 applicable to certificated employees who are receiving retirement
134 benefits from the retirement system of another state, and the
135 annual experience increment provided above in Section 37-19-7
136 shall not be applicable to any such retired certificated employee.

137 (2) (a) The following employees shall receive an annual
138 salary supplement in the amount of Six Thousand Dollars
139 (\$6,000.00), plus fringe benefits, in addition to any other
140 compensation to which the employee may be entitled:

141 (i) Any licensed teacher who has met the
142 requirements and acquired a Master Teacher certificate from the
143 National Board for Professional Teaching Standards and who is



144 employed by a local school board or the State Board of Education
145 as a teacher and not as an administrator. Such teacher shall
146 submit documentation to the State Department of Education that the
147 certificate was received prior to October 15 in order to be
148 eligible for the full salary supplement in the current school
149 year, or the teacher shall submit such documentation to the State
150 Department of Education prior to February 15 in order to be
151 eligible for a prorated salary supplement beginning with the
152 second term of the school year.

153 (ii) A licensed nurse who has met the requirements
154 and acquired a certificate from the National Board for
155 Certification of School Nurses, Inc., and who is employed by a
156 local school board or the State Board of Education as a school
157 nurse and not as an administrator. The licensed school nurse
158 shall submit documentation to the State Department of Education
159 that the certificate was received before October 15 in order to be
160 eligible for the full salary supplement in the current school
161 year, or the licensed school nurse shall submit the documentation
162 to the State Department of Education before February 15 in order
163 to be eligible for a prorated salary supplement beginning with the
164 second term of the school year. Provided, however, that the total
165 number of licensed school nurses eligible for a salary supplement
166 under this subparagraph (ii) shall not exceed thirty-five (35).

167 (iii) Any licensed school counselor who has met
168 the requirements and acquired a National Certified School



169 Counselor (NCSC) endorsement from the National Board of Certified
170 Counselors and who is employed by a local school board or the
171 State Board of Education as a counselor and not as an
172 administrator. Such licensed school counselor shall submit
173 documentation to the State Department of Education that the
174 endorsement was received prior to October 15 in order to be
175 eligible for the full salary supplement in the current school
176 year, or the licensed school counselor shall submit such
177 documentation to the State Department of Education prior to
178 February 15 in order to be eligible for a prorated salary
179 supplement beginning with the second term of the school year.
180 However, any school counselor who started the National Board for
181 Professional Teaching Standards process for school counselors
182 between June 1, 2003, and June 30, 2004, and completes the
183 requirements and acquires the Master Teacher certificate shall be
184 entitled to the master teacher supplement, and those counselors
185 who complete the process shall be entitled to a one-time
186 reimbursement for the actual cost of the process as outlined in
187 paragraph (b) of this subsection.

188 (iv) Any licensed speech-language pathologist and
189 audiologist who has met the requirements and acquired a
190 Certificate of Clinical Competence from the American
191 Speech-Language-Hearing Association and any certified academic
192 language therapist (CALT) who has met the certification
193 requirements of the Academic Language Therapy Association and who



194 is employed by a local school board or is employed by a state
195 agency under the State Personnel Board. The licensed
196 speech-language pathologist and audiologist and certified academic
197 language therapist shall submit documentation to the State
198 Department of Education that the certificate or endorsement was
199 received before October 15 in order to be eligible for the full
200 salary supplement in the current school year, or the licensed
201 speech-language pathologist and audiologist and certified academic
202 language therapist shall submit the documentation to the State
203 Department of Education before February 15 in order to be eligible
204 for a prorated salary supplement beginning with the second term of
205 the school year. However, the total number of certified academic
206 language therapists eligible for a salary supplement under this
207 paragraph (iv) shall not exceed twenty (20).

208 (b) An employee shall be reimbursed for the actual cost
209 of completing each component of acquiring the certificate or
210 endorsement, excluding any costs incurred for postgraduate
211 courses, not to exceed Five Hundred Dollars (\$500.00) for each
212 component, not to exceed four (4) components, for a teacher,
213 school counselor or speech-language pathologist and audiologist,
214 regardless of whether or not the process resulted in the award of
215 the certificate or endorsement. A local school district or any
216 private individual or entity may pay the cost of completing the
217 process of acquiring the certificate or endorsement for any
218 employee of the school district described under paragraph (a), and



219 the State Department of Education shall reimburse the school
220 district for such cost, regardless of whether or not the process
221 resulted in the award of the certificate or endorsement. If a
222 private individual or entity has paid the cost of completing the
223 process of acquiring the certificate or endorsement for an
224 employee, the local school district may agree to directly
225 reimburse the individual or entity for such cost on behalf of the
226 employee.

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



244 (d) If an employee for whom such cost has been paid, in
245 full or in part, by a local school district or private individual
246 or entity fails to complete the certification or endorsement
247 process, the employee shall be liable to the school district or
248 individual or entity for all amounts paid by the school district
249 or individual or entity on behalf of that employee toward his or
250 her certificate or endorsement.

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

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

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

262 The salary supplement awarded under the provisions of this
263 subsection (3) shall be in addition to the salary supplement
264 awarded under the provisions of subsection (2) of this section.

265 Teachers who meet the qualifications for a salary supplement
266 under this subsection (3) who are assigned for less than one (1)
267 full year or less than full time for the school year shall receive
268 the salary supplement in a prorated manner, with the portion of



269 the teacher's assignment to the critical geographic area to be
270 determined as of June 15th of the school year.

271 (4) (a) This section shall be known and may be cited as the
272 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
273 the minimum base pay described in this section, only after full
274 funding of MAEP and if funds are available for that purpose, the
275 State of Mississippi may provide monies from state funds to school
276 districts for the purposes of rewarding certified teachers,
277 administrators and nonlicensed personnel at individual schools
278 showing improvement in student test scores. The MPBP plan shall
279 be developed by the State Department of Education based on the
280 following criteria:

281 (i) It is the express intent of this legislation
282 that the MPBP plan shall utilize only existing standards of
283 accreditation and assessment as established by the State Board of
284 Education.

285 (ii) To ensure that all of Mississippi's teachers,
286 administrators and nonlicensed personnel at all schools have equal
287 access to the monies set aside in this section, the MPBP program
288 shall be designed to calculate each school's performance as
289 determined by the school's increase in scores from the prior
290 school year. The MPBP program shall be based on a standardized
291 scores rating where all levels of schools can be judged in a
292 statistically fair and reasonable way upon implementation. At the
293 end of each year, after all student achievement scores have been



294 standardized, the State Department of Education shall implement
295 the MPBP plan.

296 (iii) To ensure all teachers cooperate in the
297 spirit of teamwork, individual schools shall submit a plan to the
298 local school district to be approved before the beginning of each
299 school year beginning July 1, 2008. The plan shall include, but
300 not be limited to, how all teachers, regardless of subject area,
301 and administrators will be responsible for improving student
302 achievement for their individual school.

303 (b) The State Board of Education shall develop the
304 processes and procedures for designating schools eligible to
305 participate in the MPBP. State assessment results, growth in
306 student achievement at individual schools and other measures
307 deemed appropriate in designating successful student achievement
308 shall be used in establishing MPBP criteria. The State Board of
309 Education shall develop the MPBP policies and procedures and
310 report to the Legislature and Governor by December 1, 2006.

311 (5) (a) Beginning in the 2008-2009 school year, if funds
312 are available for that purpose, each school in Mississippi shall
313 have mentor teachers, as defined by Sections 37-9-201 through
314 37-9-213, who shall receive additional base compensation provided
315 for by the State Legislature in the amount of One Thousand Dollars
316 (\$1,000.00) per each beginning teacher that is being mentored.
317 The additional state compensation shall be limited to those mentor
318 teachers that provide mentoring services to beginning teachers.



319 For the purposes of such funding, a beginning teacher shall be
320 defined as any teacher in any school in Mississippi that has less
321 than one (1) year of classroom experience teaching in a public
322 school. For the purposes of such funding, no full-time academic
323 teacher shall mentor more than two (2) beginning teachers.

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

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

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

333 37-21-7. (1) This section shall be referred to as the
334 "Mississippi Elementary Schools Assistant Teacher Program," the
335 purpose of which shall be to provide an early childhood education
336 program that assists in the instruction of basic skills. The
337 State Board of Education is authorized, empowered and directed to
338 implement a statewide system of assistant teachers in kindergarten
339 classes and in the first, second and third grades. The assistant
340 teacher shall assist pupils in actual instruction under the strict
341 supervision of a licensed teacher.

342 (2) (a) Except as otherwise authorized under subsection
343 (7), each school district shall employ the total number of



344 assistant teachers funded under subsection (6) of this section.
345 The superintendent of each district shall assign the assistant
346 teachers to the kindergarten, first-, second- and third-grade
347 classes in the district in a manner that will promote the maximum
348 efficiency, as determined by the superintendent, in the
349 instruction of skills such as verbal and linguistic skills,
350 logical and mathematical skills, and social skills.

351 (b) If a licensed teacher to whom an assistant teacher
352 has been assigned is required to be absent from the classroom, the
353 assistant teacher may assume responsibility for the classroom in
354 lieu of a substitute teacher. However, no assistant teacher shall
355 assume sole responsibility of the classroom for more than three
356 (3) consecutive school days. Further, in no event shall any
357 assistant teacher be assigned to serve as a substitute teacher for
358 any teacher other than the licensed teacher to whom that assistant
359 teacher has been assigned.

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

366 (4) (a) In order to receive funding, each school district
367 shall:



368 (i) Submit a plan on the implementation of a
369 reading improvement program to the State Department of Education;
370 and

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

374 (b) Additionally, each school district shall:

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

380 (ii) Hold periodic workshops for administrators
381 and teachers on the effective use and supervision of assistant
382 teachers;

383 (iii) Provide training annually on specific
384 instructional skills for assistant teachers;

385 (iv) Annually evaluate their program in accordance
386 with their educational accountability and assessment of
387 performance plan; and

388 (v) Designate the necessary personnel to supervise
389 and report on their program.

390 (5) The State Department of Education shall:

391 (a) Develop and assist in the implementation of a
392 statewide uniform training module, subject to the availability of



393 funds specifically appropriated therefor by the Legislature, which
394 shall be used in all school districts for training administrators,
395 teachers and assistant teachers. The module shall provide for the
396 consolidated training of each assistant teacher and teacher to
397 whom the assistant teacher is assigned, working together as a
398 team, and shall require further periodic training for
399 administrators, teachers and assistant teachers regarding the role
400 of assistant teachers;

401 (b) Annually evaluate the program on the district and
402 state level. Subject to the availability of funds specifically
403 appropriated therefor by the Legislature, the department shall
404 develop: (i) uniform evaluation reports, to be performed by the
405 principal or assistant principal, to collect data for the annual
406 overall program evaluation conducted by the department; or (ii) a
407 program evaluation model that, at a minimum, addresses process
408 evaluation; and

409 (c) Promulgate rules, regulations and such other
410 standards deemed necessary to effectuate the purposes of this
411 section. Noncompliance with the provisions of this section and
412 any rules, regulations or standards adopted by the department may
413 result in a violation of compulsory accreditation standards as
414 established by the State Board of Education and the Commission on
415 School Accreditation.

416 (6) In addition to other funds allotted under the Minimum
417 Education or Adequate Education Program, each school district



418 shall be allotted sufficient funding for the purpose of employing
419 assistant teachers. No assistant teacher shall be paid less than
420 the amount he or she received in the prior school year. No school
421 district shall receive any funds under this section for any school
422 year during which the aggregate amount of the local contribution
423 to the salaries of assistant teachers by the district shall have
424 been reduced below such amount for the previous year.

425 For the 2007-2008 school year and school years thereafter,
426 the minimum salary for assistant teachers shall be Twelve Thousand
427 Five Hundred Dollars (\$12,500.00).

428 For the 2019-2020 school year, the State Board of Education
429 shall provide funds for a Five Hundred Dollar (\$500.00) payment
430 for each assistant teacher funded through the Adequate Education
431 Program to be included in the assistant teacher's December salary
432 check. For the 2020-2021 school year, and school years
433 thereafter, the State Board of Education shall provide funds for a
434 One Thousand Dollar (\$1,000.00) payment for each assistant teacher
435 funded through the Adequate Education Program to be included in
436 the assistant teacher's December salary check.

437 In addition, for each one percent (1%) that the Sine Die
438 General Fund Revenue Estimate Growth exceeds five percent (5%) in
439 fiscal year 2006, as certified by the Legislative Budget Office to
440 the State Board of Education and subject to the specific
441 appropriation therefor by the Legislature, the State Board of
442 Education shall revise the salary scale in the appropriate year to



443 provide an additional one percent (1%) across_the_board increase
444 in the base salaries for assistant teachers. The State Board of
445 Education shall revise the salaries prescribed above for assistant
446 teachers to conform to any adjustments made in prior fiscal years
447 due to revenue growth over and above five percent (5%). The
448 assistant teachers shall not be restricted to working only in the
449 grades for which the funds were allotted, but may be assigned to
450 other classes as provided in subsection (2)(a) of this section.

451 (7) (a) As an alternative to employing assistant teachers,
452 any school district may use the allotment provided under
453 subsection (6) of this section for the purpose of employing
454 licensed teachers for kindergarten, first-, second- and
455 third-grade classes; however, no school district shall be
456 authorized to use the allotment for assistant teachers for the
457 purpose of employing licensed teachers unless the district has
458 established that the employment of licensed teachers using such
459 funds will reduce the teacher:student ratio in the kindergarten,
460 first-, second- and third-grade classes. All state funds for
461 assistant teachers shall be applied to reducing teacher:student
462 ratio in Grades K-3.

463 It is the intent of the Legislature that no school district
464 shall dismiss any assistant teacher for the purpose of using the
465 assistant teacher allotment to employ licensed teachers. School
466 districts may rely only upon normal attrition to reduce the number
467 of assistant teachers employed in that district.



468 (b) Districts meeting the highest levels of
469 accreditation standards, as defined by the State Board of
470 Education, shall be exempted from the provisions of subsection (4)
471 of this section.

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

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

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 INCREASE TEACHERS SALARIES BY INCREASING THE MINIMUM SALARY BY
3 \$1,000.00 PHASED IN OVER TWO SCHOOL YEARS TO BE PAID IN AN EXTRA
4 PAYMENT MADE IN DECEMBER; TO AMEND SECTION 37-21-7, MISSISSIPPI
5 CODE OF 1972, TO INCREASE THE MINIMUM ANNUAL SALARY FOR TEACHER
6 ASSISTANTS TO BE PAID IN AN EXTRA PAYMENT MADE IN DECEMBER; AND
7 FOR RELATED PURPOSES.

