

By: Senator(s) DeBar, Blount, Moran, Barnett, Blackmon, Blackwell, Boyd, Branning, Bryan, Butler, Carter, Caughman, Chassaniol, Chism, DeLano, Doty, England, Fillingane, Frazier, Harkins, Hill, Hopson, Horhn, Jackson (11th), Jackson (15th), Jackson (32nd), Johnson, Jordan, Kirby, McCaughn, McLendon, McMahan, Michel, Norwood, Parker, Parks, Polk, Seymour, Simmons (12th), Simmons (13th), Sparks, Suber, Tate, Thomas, Thompson, Turner-Ford, Whaley, Wiggins, Witherspoon, Younger, Sojourner, McDaniel

To: Education; Appropriations

SENATE BILL NO. 2001

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

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

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

9 37-19-7. (1) The allowance in the Mississippi Adequate
10 Education Program for teachers' salaries in each county and
11 separate school district shall be determined and paid in
12 accordance with the scale for teachers' salaries as provided in
13 this subsection. For teachers holding the following types of
14 licenses or the equivalent as determined by the State Board of
15 Education, and the following number of years of teaching
16 experience, the scale shall be as follows:

17 * * ~~*2019-2020 MINIMUM SALARY SCHEDULE~~

18 — Years



19	Exp.	AAAA	AAA	AA	A
20	0	40,608.00	39,444.00	38,280.00	35,890.00
21	1	40,608.00	39,444.00	38,280.00	35,890.00
22	2	40,608.00	39,444.00	38,280.00	35,890.00
23	3	41,402.00	40,171.00	38,940.00	36,385.00
24	4	42,196.00	40,898.00	39,600.00	36,880.00
25	5	42,990.00	41,625.00	40,260.00	37,375.00
26	6	43,784.00	42,352.00	40,920.00	37,870.00
27	7	44,578.00	43,079.00	41,580.00	38,365.00
28	8	45,372.00	43,806.00	42,240.00	38,860.00
29	9	46,166.00	44,533.00	42,900.00	39,355.00
30	10	46,960.00	45,260.00	43,560.00	39,850.00
31	11	47,754.00	45,987.00	44,220.00	40,345.00
32	12	48,548.00	46,714.00	44,880.00	40,840.00
33	13	49,342.00	47,441.00	45,540.00	41,335.00
34	14	50,136.00	48,168.00	46,200.00	41,830.00
35	15	50,930.00	48,895.00	46,860.00	42,325.00
36	16	51,724.00	49,622.00	47,520.00	42,820.00
37	17	52,518.00	50,349.00	48,180.00	43,315.00
38	18	53,312.00	51,076.00	48,840.00	43,810.00
39	19	54,106.00	51,803.00	49,500.00	44,305.00
40	20	54,900.00	52,530.00	50,160.00	44,800.00
41	21	55,694.00	53,257.00	50,820.00	45,295.00
42	22	56,488.00	53,984.00	51,480.00	45,790.00
43	23	57,282.00	54,711.00	52,140.00	46,285.00



44	24	58,076.00	55,438.00	52,800.00	46,780.00
45	25	60,930.00	58,225.00	55,520.00	49,335.00
46	26	61,724.00	58,952.00	56,180.00	49,830.00
47	27	62,518.00	59,679.00	56,840.00	50,325.00
48	28	63,312.00	60,406.00	57,500.00	50,820.00
49	29	64,106.00	61,133.00	58,160.00	51,315.00
50	30	64,900.00	61,860.00	58,820.00	51,810.00
51	31	65,694.00	62,587.00	59,480.00	52,305.00
52	32	66,488.00	63,314.00	60,140.00	52,800.00
53	33	67,282.00	64,041.00	60,800.00	53,295.00
54	34	68,076.00	64,768.00	61,460.00	53,790.00
55	35				
56	& above	68,870.00	65,495.00	62,120.00	54,285.00

2020-2021 MINIMUM SALARY SCHEDULE

58	<u>Years</u>				
59	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
60	<u>0</u>	<u>41,608.00</u>	<u>40,444.00</u>	<u>39,280.00</u>	<u>37,000.00</u>
61	<u>1</u>	<u>41,608.00</u>	<u>40,444.00</u>	<u>39,280.00</u>	<u>37,000.00</u>
62	<u>2</u>	<u>41,608.00</u>	<u>40,444.00</u>	<u>39,280.00</u>	<u>37,000.00</u>
63	<u>3</u>	<u>42,402.00</u>	<u>41,171.00</u>	<u>39,940.00</u>	<u>37,385.00</u>
64	<u>4</u>	<u>43,196.00</u>	<u>41,898.00</u>	<u>40,600.00</u>	<u>37,880.00</u>
65	<u>5</u>	<u>43,990.00</u>	<u>42,625.00</u>	<u>41,260.00</u>	<u>38,375.00</u>
66	<u>6</u>	<u>44,784.00</u>	<u>43,352.00</u>	<u>41,920.00</u>	<u>38,870.00</u>
67	<u>7</u>	<u>45,578.00</u>	<u>44,079.00</u>	<u>42,580.00</u>	<u>39,365.00</u>
68	<u>8</u>	<u>46,372.00</u>	<u>44,806.00</u>	<u>43,240.00</u>	<u>39,860.00</u>



69	<u>9</u>	<u>47,166.00</u>	<u>45,533.00</u>	<u>43,900.00</u>	<u>40,355.00</u>
70	<u>10</u>	<u>47,960.00</u>	<u>46,260.00</u>	<u>44,560.00</u>	<u>40,850.00</u>
71	<u>11</u>	<u>48,754.00</u>	<u>46,987.00</u>	<u>45,220.00</u>	<u>41,345.00</u>
72	<u>12</u>	<u>49,548.00</u>	<u>47,714.00</u>	<u>45,880.00</u>	<u>41,840.00</u>
73	<u>13</u>	<u>50,342.00</u>	<u>48,441.00</u>	<u>46,540.00</u>	<u>42,335.00</u>
74	<u>14</u>	<u>51,136.00</u>	<u>49,168.00</u>	<u>47,200.00</u>	<u>42,830.00</u>
75	<u>15</u>	<u>51,930.00</u>	<u>49,895.00</u>	<u>47,860.00</u>	<u>43,325.00</u>
76	<u>16</u>	<u>52,724.00</u>	<u>50,622.00</u>	<u>48,520.00</u>	<u>43,820.00</u>
77	<u>17</u>	<u>53,518.00</u>	<u>51,349.00</u>	<u>49,180.00</u>	<u>44,315.00</u>
78	<u>18</u>	<u>54,312.00</u>	<u>52,076.00</u>	<u>49,840.00</u>	<u>44,810.00</u>
79	<u>19</u>	<u>55,106.00</u>	<u>52,803.00</u>	<u>50,500.00</u>	<u>45,305.00</u>
80	<u>20</u>	<u>55,900.00</u>	<u>53,530.00</u>	<u>51,160.00</u>	<u>45,800.00</u>
81	<u>21</u>	<u>56,694.00</u>	<u>54,257.00</u>	<u>51,820.00</u>	<u>46,295.00</u>
82	<u>22</u>	<u>57,488.00</u>	<u>54,984.00</u>	<u>52,480.00</u>	<u>46,790.00</u>
83	<u>23</u>	<u>58,282.00</u>	<u>55,711.00</u>	<u>53,140.00</u>	<u>47,285.00</u>
84	<u>24</u>	<u>59,076.00</u>	<u>56,438.00</u>	<u>53,800.00</u>	<u>47,780.00</u>
85	<u>25</u>	<u>61,930.00</u>	<u>59,225.00</u>	<u>56,520.00</u>	<u>50,335.00</u>
86	<u>26</u>	<u>62,724.00</u>	<u>59,952.00</u>	<u>57,180.00</u>	<u>50,830.00</u>
87	<u>27</u>	<u>63,518.00</u>	<u>60,679.00</u>	<u>57,840.00</u>	<u>51,325.00</u>
88	<u>28</u>	<u>64,312.00</u>	<u>61,406.00</u>	<u>58,500.00</u>	<u>51,820.00</u>
89	<u>29</u>	<u>65,106.00</u>	<u>62,133.00</u>	<u>59,160.00</u>	<u>52,315.00</u>
90	<u>30</u>	<u>65,900.00</u>	<u>62,860.00</u>	<u>59,820.00</u>	<u>52,810.00</u>
91	<u>31</u>	<u>66,694.00</u>	<u>63,587.00</u>	<u>60,480.00</u>	<u>53,305.00</u>
92	<u>32</u>	<u>67,488.00</u>	<u>64,314.00</u>	<u>61,140.00</u>	<u>53,800.00</u>
93	<u>33</u>	<u>68,282.00</u>	<u>65,041.00</u>	<u>61,800.00</u>	<u>54,295.00</u>



94	<u>34</u>	<u>69,076.00</u>	<u>65,768.00</u>	<u>62,460.00</u>	<u>54,790.00</u>
95	<u>35</u>				
96	<u>& above</u>	<u>69,870.00</u>	<u>66,495.00</u>	<u>63,120.00</u>	<u>55,285.00</u>

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

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

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



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

126 (2) (a) The following employees shall receive an annual
127 salary supplement in the amount of Six Thousand Dollars
128 (\$6,000.00), plus fringe benefits, in addition to any other
129 compensation to which the employee may be entitled:

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

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



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

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



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

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



194 the school year. However, the total number of certified academic
195 language therapists eligible for a salary supplement under this
196 subparagraph (iv) shall not exceed twenty (20).

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

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



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

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

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



244 Effective July 1, 2016, if funds are available for that
245 purpose, any licensed teacher who has met the requirements and
246 acquired a Master Teacher Certificate from the National Board for
247 Professional Teaching Standards and who is employed in a public
248 school district located in one (1) of the following counties:
249 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
250 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,
251 Holmes, Yazoo and Tallahatchie. The salary supplement awarded
252 under the provisions of this subsection (3) shall be in addition
253 to the salary supplement awarded under the provisions of
254 subsection (2) of this section.

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

261 (4) (a) This section shall be known and may be cited as the
262 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
263 the minimum base pay described in this section, only after full
264 funding of MAEP and if funds are available for that purpose, the
265 State of Mississippi may provide monies from state funds to school
266 districts for the purposes of rewarding certified teachers,
267 administrators and nonlicensed personnel at individual schools
268 showing improvement in student test scores. The MPBP plan shall



269 be developed by the State Department of Education based on the
270 following criteria:

271 (i) It is the express intent of this legislation
272 that the MPBP plan shall utilize only existing standards of
273 accreditation and assessment as established by the State Board of
274 Education.

275 (ii) To ensure that all of Mississippi's teachers,
276 administrators and nonlicensed personnel at all schools have equal
277 access to the monies set aside in this section, the MPBP program
278 shall be designed to calculate each school's performance as
279 determined by the school's increase in scores from the prior
280 school year. The MPBP program shall be based on a standardized
281 scores rating where all levels of schools can be judged in a
282 statistically fair and reasonable way upon implementation. At the
283 end of each year, after all student achievement scores have been
284 standardized, the State Department of Education shall implement
285 the MPBP plan.

286 (iii) To ensure all teachers cooperate in the
287 spirit of teamwork, individual schools shall submit a plan to the
288 local school district to be approved before the beginning of each
289 school year beginning July 1, 2008. The plan shall include, but
290 not be limited to, how all teachers, regardless of subject area,
291 and administrators will be responsible for improving student
292 achievement for their individual school.



293 (b) The State Board of Education shall develop the
294 processes and procedures for designating schools eligible to
295 participate in the MPBP. State assessment results, growth in
296 student achievement at individual schools and other measures
297 deemed appropriate in designating successful student achievement
298 shall be used in establishing MPBP criteria. The State Board of
299 Education shall develop the MPBP policies and procedures and
300 report to the Legislature and Governor by December 1, 2006.

301 (5) (a) Beginning in the 2008-2009 school year, if funds
302 are available for that purpose, each school in Mississippi shall
303 have mentor teachers, as defined by Sections 37-9-201 through
304 37-9-213, who shall receive additional base compensation provided
305 for by the State Legislature in the amount of One Thousand Dollars
306 (\$1,000.00) per each beginning teacher that is being mentored.
307 The additional state compensation shall be limited to those mentor
308 teachers that provide mentoring services to beginning teachers.
309 For the purposes of such funding, a beginning teacher shall be
310 defined as any teacher in any school in Mississippi that has less
311 than one (1) year of classroom experience teaching in a public
312 school. For the purposes of such funding, no full-time academic
313 teacher shall mentor more than two (2) beginning teachers.

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



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

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

323 37-21-7. (1) This section shall be referred to as the
324 "Mississippi Elementary Schools Assistant Teacher Program," the
325 purpose of which shall be to provide an early childhood education
326 program that assists in the instruction of basic skills. The
327 State Board of Education is authorized, empowered and directed to
328 implement a statewide system of assistant teachers in kindergarten
329 classes and in the first, second and third grades. The assistant
330 teacher shall assist pupils in actual instruction under the strict
331 supervision of a licensed teacher.

332 (2) (a) Except as otherwise authorized under subsection
333 (7), each school district shall employ the total number of
334 assistant teachers funded under subsection (6) of this section.
335 The superintendent of each district shall assign the assistant
336 teachers to the kindergarten, first-, second- and third-grade
337 classes in the district in a manner that will promote the maximum
338 efficiency, as determined by the superintendent, in the
339 instruction of skills such as verbal and linguistic skills,
340 logical and mathematical skills, and social skills.



341 (b) If a licensed teacher to whom an assistant teacher
342 has been assigned is required to be absent from the classroom, the
343 assistant teacher may assume responsibility for the classroom in
344 lieu of a substitute teacher. However, no assistant teacher shall
345 assume sole responsibility of the classroom for more than three
346 (3) consecutive school days. Further, in no event shall any
347 assistant teacher be assigned to serve as a substitute teacher for
348 any teacher other than the licensed teacher to whom that assistant
349 teacher has been assigned.

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

356 (4) (a) In order to receive funding, each school district
357 shall:

358 (i) Submit a plan on the implementation of a
359 reading improvement program to the State Department of Education;
360 and

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

364 (b) Additionally, each school district shall:



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

370 (ii) Hold periodic workshops for administrators
371 and teachers on the effective use and supervision of assistant
372 teachers;

373 (iii) Provide training annually on specific
374 instructional skills for assistant teachers;

375 (iv) Annually evaluate their program in accordance
376 with their educational accountability and assessment of
377 performance plan; and

378 (v) Designate the necessary personnel to supervise
379 and report on their program.

380 (5) The State Department of Education shall:

381 (a) Develop and assist in the implementation of a
382 statewide uniform training module, subject to the availability of
383 funds specifically appropriated therefor by the Legislature, which
384 shall be used in all school districts for training administrators,
385 teachers and assistant teachers. The module shall provide for the
386 consolidated training of each assistant teacher and teacher to
387 whom the assistant teacher is assigned, working together as a
388 team, and shall require further periodic training for



389 administrators, teachers and assistant teachers regarding the role
390 of assistant teachers;

391 (b) Annually evaluate the program on the district and
392 state level. Subject to the availability of funds specifically
393 appropriated therefor by the Legislature, the department shall
394 develop: (i) uniform evaluation reports, to be performed by the
395 principal or assistant principal, to collect data for the annual
396 overall program evaluation conducted by the department; or (ii) a
397 program evaluation model that, at a minimum, addresses process
398 evaluation; and

399 (c) Promulgate rules, regulations and such other
400 standards deemed necessary to effectuate the purposes of this
401 section. Noncompliance with the provisions of this section and
402 any rules, regulations or standards adopted by the department may
403 result in a violation of compulsory accreditation standards as
404 established by the State Board of Education and the Commission on
405 School Accreditation.

406 (6) In addition to other funds allotted under the Minimum
407 Education or Adequate Education Program, each school district
408 shall be allotted sufficient funding for the purpose of employing
409 assistant teachers. No assistant teacher shall be paid less than
410 the amount he or she received in the prior school year. No school
411 district shall receive any funds under this section for any school
412 year during which the aggregate amount of the local contribution



413 to the salaries of assistant teachers by the district shall have
414 been reduced below such amount for the previous year.

415 * * * ~~For the 2019-2020 school year and school years~~
416 ~~thereafter, the minimum annual salary for assistant teachers shall~~
417 ~~be Fourteen Thousand Dollars (\$14,000.00).~~

418 For assistant teachers, the minimum annual salary shall be as
419 follows:

420 2020-2021 Minimum Salary.....\$15,000.00

421 In addition, for each one percent (1%) that the Sine Die
422 General Fund Revenue Estimate Growth exceeds five percent (5%) in
423 fiscal year 2006, as certified by the Legislative Budget Office to
424 the State Board of Education and subject to the specific
425 appropriation therefor by the Legislature, the State Board of
426 Education shall revise the salary scale in the appropriate year to
427 provide an additional one percent (1%) across-the-board increase
428 in the base salaries for assistant teachers. The State Board of
429 Education shall revise the salaries prescribed above for assistant
430 teachers to conform to any adjustments made in prior fiscal years
431 due to revenue growth over and above five percent (5%). The
432 assistant teachers shall not be restricted to working only in the
433 grades for which the funds were allotted, but may be assigned to
434 other classes as provided in subsection (2)(a) of this section.

435 (7) (a) As an alternative to employing assistant teachers,
436 any school district may use the allotment provided under
437 subsection (6) of this section for the purpose of employing



438 licensed teachers for kindergarten, first-, second- and
439 third-grade classes; however, no school district shall be
440 authorized to use the allotment for assistant teachers for the
441 purpose of employing licensed teachers unless the district has
442 established that the employment of licensed teachers using such
443 funds will reduce the teacher:student ratio in the kindergarten,
444 first-, second- and third-grade classes. All state funds for
445 assistant teachers shall be applied to reducing teacher:student
446 ratio in Grades K-3.

447 It is the intent of the Legislature that no school district
448 shall dismiss any assistant teacher for the purpose of using the
449 assistant teacher allotment to employ licensed teachers. School
450 districts may rely only upon normal attrition to reduce the number
451 of assistant teachers employed in that district.

452 (b) Districts meeting the highest levels of
453 accreditation standards, as defined by the State Board of
454 Education, shall be exempted from the provisions of subsection (4)
455 of this section.

456 **SECTION 3.** This act shall take effect and be in force from
457 and after July 1, 2020.

