

By: Representative Hopkins

To: Education;  
Appropriations

HOUSE BILL NO. 358

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 INCREASE BASE SALARY FOR BEGINNING TEACHERS TO \$40,000.00 ANNUALLY  
3 FOR THE FIRST THREE YEARS OF SERVICES; TO REFLECT THE INCREASE FOR  
4 THE APPROPRIATE CATEGORIES OF LICENSED TEACHERS; TO REVISE THE  
5 SALARY STEP INCREMENTS ACCORDINGLY; AND FOR 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 \* \* 2020-2021 MINIMUM SALARY SCHEDULE

18	Years				
19	Exp.	AAAA	AAA	AA	A



20	0	* * * <u>44,718.00</u>	* * * <u>43,554.00</u>
21		* * * <u>42,390.00</u>	* * * <u>40,000.00</u>
22	1	* * * <u>44,718.00</u>	* * * <u>43,554.00</u>
23		* * * <u>42,390.00</u>	* * * <u>40,000.00</u>
24	2	* * * <u>44,718.00</u>	* * * <u>43,554.00</u>
25		* * * <u>42,390.00</u>	* * * <u>40,000.00</u>
26	3	* * * <u>45,512.00</u>	* * * <u>44,281.00</u>
27		* * * <u>43,050.00</u>	* * * <u>40,495.00</u>
28	4	* * * <u>46,306.00</u>	* * * <u>45,008.00</u>
29		* * * <u>43,710.00</u>	* * * <u>40,990.00</u>
30	5	* * * <u>47,100.00</u>	* * * <u>45,735.00</u>
31		* * * <u>44,370.00</u>	* * * <u>41,485.00</u>
32	6	* * * <u>47,894.00</u>	* * * <u>46,462.00</u>
33		* * * <u>45,030.00</u>	* * * <u>41,980.00</u>
34	7	* * * <u>48,688.00</u>	* * * <u>47,189.00</u>
35		* * * <u>45,690.00</u>	* * * <u>42,475.00</u>
36	8	* * * <u>49,482.00</u>	* * * <u>47,916.00</u>
37		* * * <u>46,350.00</u>	* * * <u>43,245.00</u>
38	9	* * * <u>50,276.00</u>	* * * <u>48,643.00</u>
39		* * * <u>47,010.00</u>	* * * <u>43,740.00</u>
40	10	* * * <u>51,070.00</u>	* * * <u>49,370.00</u>
41		* * * <u>47,670.00</u>	* * * <u>44,235.00</u>
42	11	* * * <u>51,864.00</u>	* * * <u>50,097.00</u>
43		* * * <u>48,330.00</u>	* * * <u>44,730.00</u>



44	12	* * * <u>52,658.00</u>	* * * <u>50,824.00</u>
45		* * * <u>48,990.00</u>	* * * <u>45,225.00</u>
46	13	* * * <u>53,452.00</u>	* * * <u>51,551.00</u>
47		* * * <u>49,650.00</u>	* * * <u>45,720.00</u>
48	14	* * * <u>54,246.00</u>	* * * <u>52,278.00</u>
49		* * * <u>50,310.00</u>	* * * <u>46,215.00</u>
50	15	* * * <u>55,040.00</u>	* * * <u>53,005.00</u>
51		* * * <u>50,970.00</u>	* * * <u>46,710.00</u>
52	16	* * * <u>55,834.00</u>	* * * <u>53,732.00</u>
53		* * * <u>51,630.00</u>	* * * <u>47,205.00</u>
54	17	* * * <u>56,628.00</u>	* * * <u>54,459.00</u>
55		* * * <u>52,290.00</u>	* * * <u>47,700.00</u>
56	18	* * * <u>57,422.00</u>	* * * <u>55,186.00</u>
57		* * * <u>52,950.00</u>	* * * <u>48,195.00</u>
58	19	* * * <u>58,216.00</u>	* * * <u>55,913.00</u>
59		* * * <u>53,610.00</u>	* * * <u>48,690.00</u>
60	20	* * * <u>59,010.00</u>	* * * <u>56,640.00</u>
61		* * * <u>54,270.00</u>	* * * <u>49,185.00</u>
62	21	* * * <u>59,804.00</u>	* * * <u>57,367.00</u>
63		* * * <u>54,930.00</u>	* * * <u>49,680.00</u>
64	22	* * * <u>60,598.00</u>	* * * <u>58,094.00</u>
65		* * * <u>55,590.00</u>	* * * <u>50,175.00</u>
66	23	* * * <u>61,392.00</u>	* * * <u>58,821.00</u>
67		* * * <u>56,250.00</u>	* * * <u>50,670.00</u>



68	24	* * * <u>62,186.00</u>	* * * <u>59,548.00</u>
69		* * * <u>56,910.00</u>	* * * <u>51,165.00</u>
70	25	* * * <u>65,040.00</u>	* * * <u>62,335.00</u>
71		* * * <u>59,630.00</u>	* * * <u>54,215.00</u>
72	26	* * * <u>65,834.00</u>	* * * <u>63,062.00</u>
73		* * * <u>60,290.00</u>	* * * <u>54,710.00</u>
74	27	* * * <u>66,628.00</u>	* * * <u>63,789.00</u>
75		* * * <u>60,950.00</u>	* * * <u>55,205.00</u>
76	28	* * * <u>67,422.00</u>	* * * <u>64,516.00</u>
77		* * * <u>61,610.00</u>	* * * <u>55,700.00</u>
78	29	* * * <u>68,216.00</u>	* * * <u>65,243.00</u>
79		* * * <u>62,270.00</u>	* * * <u>56,195.00</u>
80	30	* * * <u>69,010.00</u>	* * * <u>65,970.00</u>
81		* * * <u>62,930.00</u>	* * * <u>56,690.00</u>
82	31	* * * <u>69,804.00</u>	* * * <u>66,697.00</u>
83		* * * <u>63,590.00</u>	* * * <u>57,185.00</u>
84	32	* * * <u>70,598.00</u>	* * * <u>67,424.00</u>
85		* * * <u>64,250.00</u>	* * * <u>57,680.00</u>
86	33	* * * <u>71,392.00</u>	* * * <u>68,151.00</u>
87		* * * <u>64,910.00</u>	* * * <u>58,175.00</u>
88	34	* * * <u>72,186.00</u>	* * * <u>68,878.00</u>
89		* * * <u>65,570.00</u>	* * * <u>58,670.00</u>
90	35		
91	& above	* * * <u>72,980.00</u>	* * * <u>69,605.00</u>
92		* * * <u>66,230.00</u>	* * * <u>59,165.00</u>



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

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

112           The level of professional training of each teacher to be used  
113 in establishing the salary allotment for the teachers for each  
114 year shall be determined by the type of valid teacher's license  
115 issued to those teachers on or before October 1 of the current  
116 school year. Provided, however, that school districts are  
117 authorized, in their discretion, to negotiate the salary levels



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

122 (2) (a) The following employees shall receive an annual  
123 salary supplement in the amount of Six Thousand Dollars  
124 (\$6,000.00), plus fringe benefits, in addition to any other  
125 compensation to which the employee may be entitled:

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

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



143 shall submit documentation to the State Department of Education  
144 that the certificate was received before October 15 in order to be  
145 eligible for the full salary supplement in the current school  
146 year, or the licensed school nurse shall submit the documentation  
147 to the State Department of Education before February 15 in order  
148 to be eligible for a prorated salary supplement beginning with the  
149 second term of the school year. Provided, however, that the total  
150 number of licensed school nurses eligible for a salary supplement  
151 under this subparagraph (ii) shall not exceed thirty-five (35).

152 (iii) Any licensed school counselor who has met  
153 the requirements and acquired a National Certified School  
154 Counselor (NCSC) endorsement from the National Board of Certified  
155 Counselors and who is employed by a local school board or the  
156 State Board of Education as a counselor and not as an  
157 administrator. Such licensed school counselor shall submit  
158 documentation to the State Department of Education that the  
159 endorsement was received prior to October 15 in order to be  
160 eligible for the full salary supplement in the current school  
161 year, or the licensed school counselor shall submit such  
162 documentation to the State Department of Education prior to  
163 February 15 in order to be eligible for a prorated salary  
164 supplement beginning with the second term of the school year.  
165 However, any school counselor who started the National Board for  
166 Professional Teaching Standards process for school counselors  
167 between June 1, 2003, and June 30, 2004, and completes the



168 requirements and acquires the Master Teacher certificate shall be  
169 entitled to the master teacher supplement, and those counselors  
170 who complete the process shall be entitled to a one-time  
171 reimbursement for the actual cost of the process as outlined in  
172 paragraph (b) of this subsection.

173           (iv) Any licensed speech-language pathologist and  
174 audiologist who has met the requirements and acquired a  
175 Certificate of Clinical Competence from the American  
176 Speech-Language-Hearing Association and any certified academic  
177 language therapist (CALT) who has met the certification  
178 requirements of the Academic Language Therapy Association and who  
179 is employed by a local school board or is employed by a state  
180 agency under the State Personnel Board. The licensed  
181 speech-language pathologist and audiologist and certified academic  
182 language therapist shall submit documentation to the State  
183 Department of Education that the certificate or endorsement was  
184 received before October 15 in order to be eligible for the full  
185 salary supplement in the current school year, or the licensed  
186 speech-language pathologist and audiologist and certified academic  
187 language therapist shall submit the documentation to the State  
188 Department of Education before February 15 in order to be eligible  
189 for a prorated salary supplement beginning with the second term of  
190 the school year. However, the total number of certified academic  
191 language therapists eligible for a salary supplement under this  
192 paragraph (iv) shall not exceed twenty (20).





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

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



218 districts shall not reduce the local supplement paid to any  
219 employee receiving such salary supplement, and the employee shall  
220 receive any local supplement to which employees with similar  
221 training and experience otherwise are entitled. However, an  
222 educational employee shall receive the salary supplement in the  
223 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the  
224 qualifying certifications authorized under paragraph (a) of this  
225 subsection. No school district shall provide more than one (1)  
226 annual salary supplement under the provisions of this subsection  
227 to any one individual employee holding multiple qualifying  
228 national certifications.

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

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

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



243 Professional Teaching Standards and who is employed in a public  
244 school district located in one (1) of the following counties:  
245 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,  
246 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,  
247 Holmes, Yazoo and Tallahatchie. The salary supplement awarded  
248 under the provisions of this subsection (3) shall be in addition  
249 to the salary supplement awarded under the provisions of  
250 subsection (2) of this section.

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

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



267 (i) It is the express intent of this legislation  
268 that the MPBP plan shall utilize only existing standards of  
269 accreditation and assessment as established by the State Board of  
270 Education.

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

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

289 (b) The State Board of Education shall develop the  
290 processes and procedures for designating schools eligible to  
291 participate in the MPBP. State assessment results, growth in



292 student achievement at individual schools and other measures  
293 deemed appropriate in designating successful student achievement  
294 shall be used in establishing MPBP criteria. The State Board of  
295 Education shall develop the MPBP policies and procedures and  
296 report to the Legislature and Governor by December 1, 2006.

297 (5) (a) Beginning in the 2008-2009 school year, if funds  
298 are available for that purpose, each school in Mississippi shall  
299 have mentor teachers, as defined by Sections 37-9-201 through  
300 37-9-213, who shall receive additional base compensation provided  
301 for by the State Legislature in the amount of One Thousand Dollars  
302 (\$1,000.00) per each beginning teacher that is being mentored.  
303 The additional state compensation shall be limited to those mentor  
304 teachers that provide mentoring services to beginning teachers.  
305 For the purposes of such funding, a beginning teacher shall be  
306 defined as any teacher in any school in Mississippi that has less  
307 than one (1) year of classroom experience teaching in a public  
308 school. For the purposes of such funding, no full-time academic  
309 teacher shall mentor more than two (2) beginning teachers.

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

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



317           **SECTION 2.** This act shall take effect and be in force from  
318 and after July 1, 2020.

