

By: Representatives McGee, McCarty, Sanford,
Scoggin, Gibbs (72nd), Anthony

To: Education;
Appropriations

HOUSE BILL NO. 1233
(As Passed the House)

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 REQUIRE THE PAYMENT OF AN ANNUAL SALARY SUPPLEMENT AND ONE TIME
3 PROCESS REIMBURSEMENT TO ATHLETIC TRAINERS WHO HAVE ACQUIRED
4 NATIONAL BOARD CERTIFICATION, AND WHO ARE LICENSED BY THE STATE
5 AND EMPLOYED BY A LOCAL SCHOOL DISTRICT; 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 **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

57 It is the intent of the Legislature that any state funds made
58 available for salaries of licensed personnel in excess of the
59 funds paid for such salaries for the 1986-1987 school year shall
60 be paid to licensed personnel pursuant to a personnel appraisal
61 and compensation system implemented by the State Board of
62 Education. The State Board of Education shall have the authority
63 to adopt and amend rules and regulations as are necessary to
64 establish, administer and maintain the system.

65 All teachers employed on a full-time basis shall be paid a
66 minimum salary in accordance with the above scale. However, no
67 school district shall receive any funds under this section for any
68 school year during which the local supplement paid to any
69 individual teacher shall have been reduced to a sum less than that



70 paid to that individual teacher for performing the same duties
71 from local supplement during the immediately preceding school
72 year. The amount actually spent for the purposes of group health
73 and/or life insurance shall be considered as a part of the
74 aggregate amount of local supplement but shall not be considered a
75 part of the amount of individual local supplement.

76 The level of professional training of each teacher to be used
77 in establishing the salary allotment for the teachers for each
78 year shall be determined by the type of valid teacher's license
79 issued to those teachers on or before October 1 of the current
80 school year. Provided, however, that school districts are
81 authorized, in their discretion, to negotiate the salary levels
82 applicable to certificated employees who are receiving retirement
83 benefits from the retirement system of another state, and the
84 annual experience increment provided above in Section 37-19-7
85 shall not be applicable to any such retired certificated employee.

86 (2) (a) The following employees shall receive an annual
87 salary supplement in the amount of Six Thousand Dollars
88 (\$6,000.00), plus fringe benefits, in addition to any other
89 compensation to which the employee may be entitled:

90 (i) Any licensed teacher who has met the
91 requirements and acquired a Master Teacher certificate from the
92 National Board for Professional Teaching Standards and who is
93 employed by a local school board or the State Board of Education
94 as a teacher and not as an administrator. Such teacher shall



95 submit documentation to the State Department of Education that the
96 certificate was received prior to October 15 in order to be
97 eligible for the full salary supplement in the current school
98 year, or the teacher shall submit such documentation to the State
99 Department of Education prior to February 15 in order to be
100 eligible for a prorated salary supplement beginning with the
101 second term of the school year.

102 (ii) A licensed nurse who has met the requirements
103 and acquired a certificate from the National Board for
104 Certification of School Nurses, Inc., and who is employed by a
105 local school board or the State Board of Education as a school
106 nurse and not as an administrator. The licensed school nurse
107 shall submit documentation to the State Department of Education
108 that the certificate was received before October 15 in order to be
109 eligible for the full salary supplement in the current school
110 year, or the licensed school nurse shall submit the documentation
111 to the State Department of Education before February 15 in order
112 to be eligible for a prorated salary supplement beginning with the
113 second term of the school year. Provided, however, that the total
114 number of licensed school nurses eligible for a salary supplement
115 under this subparagraph (ii) shall not exceed thirty-five (35).

116 (iii) Any licensed school counselor who has met
117 the requirements and acquired a National Certified School
118 Counselor (NCSC) endorsement from the National Board of Certified
119 Counselors and who is employed by a local school board or the



120 State Board of Education as a counselor and not as an
121 administrator. Such licensed school counselor shall submit
122 documentation to the State Department of Education that the
123 endorsement was received prior to October 15 in order to be
124 eligible for the full salary supplement in the current school
125 year, or the licensed school counselor shall submit such
126 documentation to the State Department of Education prior to
127 February 15 in order to be eligible for a prorated salary
128 supplement beginning with the second term of the school year.
129 However, any school counselor who started the National Board for
130 Professional Teaching Standards process for school counselors
131 between June 1, 2003, and June 30, 2004, and completes the
132 requirements and acquires the Master Teacher certificate shall be
133 entitled to the master teacher supplement, and those counselors
134 who complete the process shall be entitled to a one-time
135 reimbursement for the actual cost of the process as outlined in
136 paragraph (b) of this subsection.

137 (iv) Any licensed speech-language pathologist and
138 audiologist who has met the requirements and acquired a
139 Certificate of Clinical Competence from the American
140 Speech-Language-Hearing Association and any certified academic
141 language therapist (CALT) who has met the certification
142 requirements of the Academic Language Therapy Association and who
143 is employed by a local school board or is employed by a state
144 agency under the State Personnel Board. The licensed



145 speech-language pathologist and audiologist and certified academic
146 language therapist shall submit documentation to the State
147 Department of Education that the certificate or endorsement was
148 received before October 15 in order to be eligible for the full
149 salary supplement in the current school year, or the licensed
150 speech-language pathologist and audiologist and certified academic
151 language therapist shall submit the documentation to the State
152 Department of Education before February 15 in order to be eligible
153 for a prorated salary supplement beginning with the second term of
154 the school year. However, the total number of certified academic
155 language therapists eligible for a salary supplement under this
156 paragraph (iv) shall not exceed twenty (20).

157 (v) Any licensed athletic trainer who has met the
158 requirements and acquired Board Certification for the Athletic
159 Trainer from the Board of Certification, Inc., and who is employed
160 by a local school board or the State Board of Education as an
161 athletic trainer, and not as an administrator. The licensed
162 athletic trainer shall submit documentation to the State
163 Department of Education that the certificate was received before
164 October 15 in order to be eligible for the full salary supplement
165 in the current school year, or the licensed athletic trainer shall
166 submit the documentation to the State Department of Education
167 before February 15 in order to be eligible for a prorated salary
168 supplement beginning with the second term of the school year.
169 Provided, however, that the total number of licensed athletic



170 trainers eligible for a salary supplement under this subparagraph
171 (v) shall not exceed twenty (20).

172 (b) An employee shall be reimbursed for the actual cost
173 of completing each component of acquiring the certificate or
174 endorsement, excluding any costs incurred for postgraduate
175 courses, not to exceed Five Hundred Dollars (\$500.00) for each
176 component, not to exceed four (4) components, for a teacher,
177 school counselor or speech-language pathologist and audiologist,
178 regardless of whether or not the process resulted in the award of
179 the certificate or endorsement. A local school district or any
180 private individual or entity may pay the cost of completing the
181 process of acquiring the certificate or endorsement for any
182 employee of the school district described under paragraph (a), and
183 the State Department of Education shall reimburse the school
184 district for such cost, regardless of whether or not the process
185 resulted in the award of the certificate or endorsement. If a
186 private individual or entity has paid the cost of completing the
187 process of acquiring the certificate or endorsement for an
188 employee, the local school district may agree to directly
189 reimburse the individual or entity for such cost on behalf of the
190 employee.

191 (c) All salary supplements, fringe benefits and process
192 reimbursement authorized under this subsection shall be paid
193 directly by the State Department of Education to the local school
194 district and shall be in addition to its minimum education program



195 allotments and not a part thereof in accordance with regulations
196 promulgated by the State Board of Education. Local school
197 districts shall not reduce the local supplement paid to any
198 employee receiving such salary supplement, and the employee shall
199 receive any local supplement to which employees with similar
200 training and experience otherwise are entitled. However, an
201 educational employee shall receive the salary supplement in the
202 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
203 qualifying certifications authorized under paragraph (a) of this
204 subsection. No school district shall provide more than one (1)
205 annual salary supplement under the provisions of this subsection
206 to any one individual employee holding multiple qualifying
207 national certifications.

208 (d) If an employee for whom such cost has been paid, in
209 full or in part, by a local school district or private individual
210 or entity fails to complete the certification or endorsement
211 process, the employee shall be liable to the school district or
212 individual or entity for all amounts paid by the school district
213 or individual or entity on behalf of that employee toward his or
214 her certificate or endorsement.

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



219 Effective July 1, 2016, if funds are available for that
220 purpose, any licensed teacher who has met the requirements and
221 acquired a Master Teacher Certificate from the National Board for
222 Professional Teaching Standards and who is employed in a public
223 school district located in one (1) of the following counties:
224 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
225 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,
226 Holmes, Yazoo and Tallahatchie. The salary supplement awarded
227 under the provisions of this subsection (3) shall be in addition
228 to the salary supplement awarded under the provisions of
229 subsection (2) of this section.

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

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



244 be developed by the State Department of Education based on the
245 following criteria:

246 (i) It is the express intent of this legislation
247 that the MPBP plan shall utilize only existing standards of
248 accreditation and assessment as established by the State Board of
249 Education.

250 (ii) To ensure that all of Mississippi's teachers,
251 administrators and nonlicensed personnel at all schools have equal
252 access to the monies set aside in this section, the MPBP program
253 shall be designed to calculate each school's performance as
254 determined by the school's increase in scores from the prior
255 school year. The MPBP program shall be based on a standardized
256 scores rating where all levels of schools can be judged in a
257 statistically fair and reasonable way upon implementation. At the
258 end of each year, after all student achievement scores have been
259 standardized, the State Department of Education shall implement
260 the MPBP plan.

261 (iii) To ensure all teachers cooperate in the
262 spirit of teamwork, individual schools shall submit a plan to the
263 local school district to be approved before the beginning of each
264 school year beginning July 1, 2008. The plan shall include, but
265 not be limited to, how all teachers, regardless of subject area,
266 and administrators will be responsible for improving student
267 achievement for their individual school.



268 (b) The State Board of Education shall develop the
269 processes and procedures for designating schools eligible to
270 participate in the MPBP. State assessment results, growth in
271 student achievement at individual schools and other measures
272 deemed appropriate in designating successful student achievement
273 shall be used in establishing MPBP criteria. The State Board of
274 Education shall develop the MPBP policies and procedures and
275 report to the Legislature and Governor by December 1, 2006.

276 (5) (a) Beginning in the 2008-2009 school year, if funds
277 are available for that purpose, each school in Mississippi shall
278 have mentor teachers, as defined by Sections 37-9-201 through
279 37-9-213, who shall receive additional base compensation provided
280 for by the State Legislature in the amount of One Thousand Dollars
281 (\$1,000.00) per each beginning teacher that is being mentored.
282 The additional state compensation shall be limited to those mentor
283 teachers that provide mentoring services to beginning teachers.
284 For the purposes of such funding, a beginning teacher shall be
285 defined as any teacher in any school in Mississippi that has less
286 than one (1) year of classroom experience teaching in a public
287 school. For the purposes of such funding, no full-time academic
288 teacher shall mentor more than two (2) beginning teachers.

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



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

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

