

By: Representatives Bennett, Gibbs (72nd)

To: Education;  
Appropriations

HOUSE BILL NO. 1255

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 REMOVE THE CAP ON THE NUMBER OF NATIONAL BOARD CERTIFIED NURSES  
3 AND SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS WHO ARE ELIGIBLE  
4 TO RECEIVE THE \$6,000.00 ANNUAL SALARY SUPPLEMENT; AND FOR RELATED  
5 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. \* \* \*

114 (iii) Any licensed school counselor who has met  
115 the requirements and acquired a National Certified School  
116 Counselor (NCSC) endorsement from the National Board of Certified  
117 Counselors and who is employed by a local school board or the  
118 State Board of Education as a counselor and not as an  
119 administrator. Such licensed school counselor shall submit



120 documentation to the State Department of Education that the  
121 endorsement was received prior to October 15 in order to be  
122 eligible for the full salary supplement in the current school  
123 year, or the licensed school counselor shall submit such  
124 documentation to the State Department of Education prior to  
125 February 15 in order to be eligible for a prorated salary  
126 supplement beginning with the second term of the school year.  
127 However, any school counselor who started the National Board for  
128 Professional Teaching Standards process for school counselors  
129 between June 1, 2003, and June 30, 2004, and completes the  
130 requirements and acquires the Master Teacher certificate shall be  
131 entitled to the master teacher supplement, and those counselors  
132 who complete the process shall be entitled to a one-time  
133 reimbursement for the actual cost of the process as outlined in  
134 paragraph (b) of this subsection.

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



145 Department of Education that the certificate or endorsement was  
146 received before October 15 in order to be eligible for the full  
147 salary supplement in the current school year, or the licensed  
148 speech-language pathologist and audiologist and certified academic  
149 language therapist shall submit the documentation to the State  
150 Department of Education before February 15 in order to be eligible  
151 for a prorated salary supplement beginning with the second term of  
152 the school year. \* \* \*

153 (b) An employee shall be reimbursed for the actual cost  
154 of completing each component of acquiring the certificate or  
155 endorsement, excluding any costs incurred for postgraduate  
156 courses, not to exceed Five Hundred Dollars (\$500.00) for each  
157 component, not to exceed four (4) components, for a teacher,  
158 school counselor or speech-language pathologist and audiologist,  
159 regardless of whether or not the process resulted in the award of  
160 the certificate or endorsement. A local school district or any  
161 private individual or entity may pay the cost of completing the  
162 process of acquiring the certificate or endorsement for any  
163 employee of the school district described under paragraph (a), and  
164 the State Department of Education shall reimburse the school  
165 district for such cost, regardless of whether or not the process  
166 resulted in the award of the certificate or endorsement. If a  
167 private individual or entity has paid the cost of completing the  
168 process of acquiring the certificate or endorsement for an  
169 employee, the local school district may agree to directly



170 reimburse the individual or entity for such cost on behalf of the  
171 employee.

172 (c) All salary supplements, fringe benefits and process  
173 reimbursement authorized under this subsection shall be paid  
174 directly by the State Department of Education to the local school  
175 district and shall be in addition to its minimum education program  
176 allotments and not a part thereof in accordance with regulations  
177 promulgated by the State Board of Education. Local school  
178 districts shall not reduce the local supplement paid to any  
179 employee receiving such salary supplement, and the employee shall  
180 receive any local supplement to which employees with similar  
181 training and experience otherwise are entitled. However, an  
182 educational employee shall receive the salary supplement in the  
183 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the  
184 qualifying certifications authorized under paragraph (a) of this  
185 subsection. No school district shall provide more than one (1)  
186 annual salary supplement under the provisions of this subsection  
187 to any one individual employee holding multiple qualifying  
188 national certifications.

189 (d) If an employee for whom such cost has been paid, in  
190 full or in part, by a local school district or private individual  
191 or entity fails to complete the certification or endorsement  
192 process, the employee shall be liable to the school district or  
193 individual or entity for all amounts paid by the school district





194 or individual or entity on behalf of that employee toward his or  
195 her certificate or endorsement.

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

200 Effective July 1, 2016, if funds are available for that  
201 purpose, any licensed teacher who has met the requirements and  
202 acquired a Master Teacher Certificate from the National Board for  
203 Professional Teaching Standards and who is employed in a public  
204 school district located in one (1) of the following counties:  
205 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,  
206 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,  
207 Holmes, Yazoo and Tallahatchie. The salary supplement awarded  
208 under the provisions of this subsection (3) shall be in addition  
209 to the salary supplement awarded under the provisions of  
210 subsection (2) of this section.

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

217 (4) (a) This section shall be known and may be cited as the  
218 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to



219 the minimum base pay described in this section, only after full  
220 funding of MAEP and if funds are available for that purpose, the  
221 State of Mississippi may provide monies from state funds to school  
222 districts for the purposes of rewarding certified teachers,  
223 administrators and nonlicensed personnel at individual schools  
224 showing improvement in student test scores. The MPBP plan shall  
225 be developed by the State Department of Education based on the  
226 following criteria:

227 (i) It is the express intent of this legislation  
228 that the MPBP plan shall utilize only existing standards of  
229 accreditation and assessment as established by the State Board of  
230 Education.

231 (ii) To ensure that all of Mississippi's teachers,  
232 administrators and nonlicensed personnel at all schools have equal  
233 access to the monies set aside in this section, the MPBP program  
234 shall be designed to calculate each school's performance as  
235 determined by the school's increase in scores from the prior  
236 school year. The MPBP program shall be based on a standardized  
237 scores rating where all levels of schools can be judged in a  
238 statistically fair and reasonable way upon implementation. At the  
239 end of each year, after all student achievement scores have been  
240 standardized, the State Department of Education shall implement  
241 the MPBP plan.

242 (iii) To ensure all teachers cooperate in the  
243 spirit of teamwork, individual schools shall submit a plan to the



244 local school district to be approved before the beginning of each  
245 school year beginning July 1, 2008. The plan shall include, but  
246 not be limited to, how all teachers, regardless of subject area,  
247 and administrators will be responsible for improving student  
248 achievement for their individual school.

249 (b) The State Board of Education shall develop the  
250 processes and procedures for designating schools eligible to  
251 participate in the MPBP. State assessment results, growth in  
252 student achievement at individual schools and other measures  
253 deemed appropriate in designating successful student achievement  
254 shall be used in establishing MPBP criteria. The State Board of  
255 Education shall develop the MPBP policies and procedures and  
256 report to the Legislature and Governor by December 1, 2006.

257 (5) (a) Beginning in the 2008-2009 school year, if funds  
258 are available for that purpose, each school in Mississippi shall  
259 have mentor teachers, as defined by Sections 37-9-201 through  
260 37-9-213, who shall receive additional base compensation provided  
261 for by the State Legislature in the amount of One Thousand Dollars  
262 (\$1,000.00) per each beginning teacher that is being mentored.  
263 The additional state compensation shall be limited to those mentor  
264 teachers that provide mentoring services to beginning teachers.  
265 For the purposes of such funding, a beginning teacher shall be  
266 defined as any teacher in any school in Mississippi that has less  
267 than one (1) year of classroom experience teaching in a public



268 school. For the purposes of such funding, no full-time academic  
269 teacher shall mentor more than two (2) beginning teachers.

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

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

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

