

By: Representative Read

To: Education;
Appropriations

HOUSE BILL NO. 105

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 REMOVE THE CAP ON THE NUMBER OF LICENSED SCHOOL NURSES ELIGIBLE
3 FOR A SALARY SUPPLEMENT FOR NATIONAL BOARD CERTIFICATION; AND FOR
4 RELATED PURPOSES.

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

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

8 37-19-7. (1) The allowance in the Mississippi Adequate
9 Education Program for teachers' salaries in each county and
10 separate school district shall be determined and paid in
11 accordance with the scale for teachers' salaries as provided in
12 this subsection. For teachers holding the following types of
13 licenses or the equivalent as determined by the State Board of
14 Education, and the following number of years of teaching
15 experience, the scale shall be as follows:

16 **2019-2020 MINIMUM SALARY SCHEDULE**

17	Years				
18	Exp.	AAAA	AAA	AA	A
19	0	40,608.00	39,444.00	38,280.00	35,890.00



20	1	40,608.00	39,444.00	38,280.00	35,890.00
21	2	40,608.00	39,444.00	38,280.00	35,890.00
22	3	41,402.00	40,171.00	38,940.00	36,385.00
23	4	42,196.00	40,898.00	39,600.00	36,880.00
24	5	42,990.00	41,625.00	40,260.00	37,375.00
25	6	43,784.00	42,352.00	40,920.00	37,870.00
26	7	44,578.00	43,079.00	41,580.00	38,365.00
27	8	45,372.00	43,806.00	42,240.00	38,860.00
28	9	46,166.00	44,533.00	42,900.00	39,355.00
29	10	46,960.00	45,260.00	43,560.00	39,850.00
30	11	47,754.00	45,987.00	44,220.00	40,345.00
31	12	48,548.00	46,714.00	44,880.00	40,840.00
32	13	49,342.00	47,441.00	45,540.00	41,335.00
33	14	50,136.00	48,168.00	46,200.00	41,830.00
34	15	50,930.00	48,895.00	46,860.00	42,325.00
35	16	51,724.00	49,622.00	47,520.00	42,820.00
36	17	52,518.00	50,349.00	48,180.00	43,315.00
37	18	53,312.00	51,076.00	48,840.00	43,810.00
38	19	54,106.00	51,803.00	49,500.00	44,305.00
39	20	54,900.00	52,530.00	50,160.00	44,800.00
40	21	55,694.00	53,257.00	50,820.00	45,295.00
41	22	56,488.00	53,984.00	51,480.00	45,790.00
42	23	57,282.00	54,711.00	52,140.00	46,285.00
43	24	58,076.00	55,438.00	52,800.00	46,780.00
44	25	60,930.00	58,225.00	55,520.00	49,335.00



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

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

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



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

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

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

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



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

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

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



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

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



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

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



170 employee, the local school district may agree to directly
171 reimburse the individual or entity for such cost on behalf of the
172 employee.

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

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



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

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

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

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

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



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

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

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

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



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

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

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



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

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

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

278 **SECTION 2.** This act shall take effect and be in force from
279 and after July 1, 2021.

