

By: Representatives McGee, McCarty, Pigott,  
Mangold, McLean, Gibbs (72nd), Felsher,  
Haney, Summers

To: Education;  
Appropriations

HOUSE BILL NO. 1047  
(As Passed the House)

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 DELETE THE CAP ON THE NUMBER OF NATIONAL BOARD CERTIFIED NURSES  
3 AND SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS EMPLOYED BY  
4 SCHOOL DISTRICTS WHO ARE ALLOWED TO RECEIVE THE SALARY SUPPLEMENT  
5 FOR NATIONAL BOARD CERTIFICATION; TO REQUIRE THE PAYMENT OF AN  
6 ANNUAL SALARY SUPPLEMENT TO STATE-LICENSED ATHLETIC TRAINERS  
7 EMPLOYED BY A SCHOOL DISTRICT WHO HAVE ACQUIRED NATIONAL BOARD  
8 CERTIFICATION; TO PROVIDE FURTHER CLARIFICATION ON THE ELIGIBILITY  
9 OF LICENSED NATIONAL BOARD CERTIFIED PROFESSIONALS TO RECEIVE THE  
10 ANNUAL SALARY SUPPLEMENT WHILE EMPLOYED IN A PUBLIC SCHOOL  
11 DISTRICT OR PUBLIC SPECIAL PURPOSE SCHOOL; AND FOR RELATED  
12 PURPOSES.

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

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

16 37-19-7. (1) The allowance in the Mississippi Adequate  
17 Education Program for teachers' salaries in each \* \* \* public  
18 school district shall be determined and paid in accordance with  
19 the scale for teachers' salaries as provided in this subsection.  
20 For teachers holding the following types of licenses or the  
21 equivalent as determined by the State Board of Education, and the  
22 following number of years of teaching experience, the scale shall  
23 be as follows:



24 **2019-2020 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

25 Years

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



49	22	56,488.00	53,984.00	51,480.00	45,790.00
50	23	57,282.00	54,711.00	52,140.00	46,285.00
51	24	58,076.00	55,438.00	52,800.00	46,780.00
52	25	60,930.00	58,225.00	55,520.00	49,335.00
53	26	61,724.00	58,952.00	56,180.00	49,830.00
54	27	62,518.00	59,679.00	56,840.00	50,325.00
55	28	63,312.00	60,406.00	57,500.00	50,820.00
56	29	64,106.00	61,133.00	58,160.00	51,315.00
57	30	64,900.00	61,860.00	58,820.00	51,810.00
58	31	65,694.00	62,587.00	59,480.00	52,305.00
59	32	66,488.00	63,314.00	60,140.00	52,800.00
60	33	67,282.00	64,041.00	60,800.00	53,295.00
61	34	68,076.00	64,768.00	61,460.00	53,790.00
62	35				
63	& above	68,870.00	65,495.00	62,120.00	54,285.00

64 It is the intent of the Legislature that any state funds made  
65 available for salaries of licensed personnel in excess of the  
66 funds paid for such salaries for the 1986-1987 school year shall  
67 be paid to licensed personnel pursuant to a personnel appraisal  
68 and compensation system implemented by the State Board of  
69 Education. The State Board of Education shall have the authority  
70 to adopt and amend rules and regulations as are necessary to  
71 establish, administer and maintain the system.

72 All teachers employed on a full-time basis shall be paid a  
73 minimum salary in accordance with the above scale. However, no



74 school district shall receive any funds under this section for any  
75 school year during which the local supplement paid to any  
76 individual teacher shall have been reduced to a sum less than that  
77 paid to that individual teacher for performing the same duties  
78 from local supplement during the immediately preceding school  
79 year. The amount actually spent for the purposes of group health  
80 and/or life insurance shall be considered as a part of the  
81 aggregate amount of local supplement but shall not be considered a  
82 part of the amount of individual local supplement.

83 The level of professional training of each teacher to be used  
84 in establishing the salary allotment for the teachers for each  
85 year shall be determined by the type of valid teacher's license  
86 issued to those teachers on or before October 1 of the current  
87 school year. \* \* \* However, \* \* \* school districts are  
88 authorized, in their discretion, to negotiate the salary levels  
89 applicable to \* \* \* licensed employees who are receiving  
90 retirement benefits from the retirement system of another state,  
91 and the annual experience increment provided above in Section  
92 37-19-7 shall not be applicable to any such retired certificated  
93 employee.

94 (2) (a) The following employees shall receive an annual  
95 salary supplement in the amount of Six Thousand Dollars  
96 (\$6,000.00), plus fringe benefits, in addition to any other  
97 compensation to which the employee may be entitled:



98 (i) Any licensed teacher who has met the  
99 requirements and acquired a Master Teacher certificate from the  
100 National Board for Professional Teaching Standards and who is  
101 employed by a local school board or the State Board of Education  
102 as a teacher and not as an administrator as further specified in  
103 subparagraph (vi) of this subsection (2)(a). Such teacher shall  
104 submit documentation to the State Department of Education that the  
105 certificate was received prior to October 15 in order to be  
106 eligible for the full salary supplement in the current school  
107 year, or the teacher shall submit such documentation to the State  
108 Department of Education prior to February 15 in order to be  
109 eligible for a prorated salary supplement beginning with the  
110 second term of the school year.

111 (ii) A licensed nurse who has met the requirements  
112 and acquired a certificate from the National Board for  
113 Certification of School Nurses, Inc., and who is employed by a  
114 local school board or the State Board of Education as a school  
115 nurse and not as an administrator as further specified in  
116 subparagraph (vi) of this subsection (2)(a). The licensed school  
117 nurse shall submit documentation to the State Department of  
118 Education that the certificate was received before October 15 in  
119 order to be eligible for the full salary supplement in the current  
120 school year, or the licensed school nurse shall submit the  
121 documentation to the State Department of Education before February



122 15 in order to be eligible for a prorated salary supplement  
123 beginning with the second term of the school year. \* \* \*

124 (iii) Any licensed school counselor who has met  
125 the requirements and acquired a National Certified School  
126 Counselor (NCSC) endorsement from the National Board of Certified  
127 Counselors and who is employed by a local school board or the  
128 State Board of Education as a counselor and not as an  
129 administrator as further specified in subparagraph (vi) of this  
130 subsection (2)(a). Such licensed school counselor shall submit  
131 documentation to the State Department of Education that the  
132 endorsement 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 licensed school counselor shall submit such  
135 documentation to the State Department of Education prior to  
136 February 15 in order to be eligible for a prorated salary  
137 supplement beginning with the second term of the school year.  
138 However, any school counselor who started the National Board for  
139 Professional Teaching Standards process for school counselors  
140 between June 1, 2003, and June 30, 2004, and completes the  
141 requirements and acquires the Master Teacher certificate shall be  
142 entitled to the master teacher supplement, and those counselors  
143 who complete the process shall be entitled to a one-time  
144 reimbursement for the actual cost of the process as outlined in  
145 paragraph (b) of this subsection.



146 (iv) Any licensed speech-language pathologist and  
147 audiologist who has met the requirements and acquired a  
148 Certificate of Clinical Competence from the American  
149 Speech-Language-Hearing Association and any certified academic  
150 language therapist (CALT) who has met the certification  
151 requirements of the Academic Language Therapy Association and who  
152 is employed by a local school board \* \* \* as further specified in  
153 subparagraph (vi) of this subsection (2) (a). The licensed  
154 speech-language pathologist and audiologist and certified academic  
155 language therapist shall submit documentation to the State  
156 Department of Education that the certificate or endorsement was  
157 received before October 15 in order to be eligible for the full  
158 salary supplement in the current school year, or the licensed  
159 speech-language pathologist and audiologist and certified academic  
160 language therapist shall submit the documentation to the State  
161 Department of Education before February 15 in order to be eligible  
162 for a prorated salary supplement beginning with the second term of  
163 the school year. \* \* \*

164 (v) Any licensed athletic trainer who has met the  
165 requirements and acquired Board Certification for the Athletic  
166 Trainer from the Board of Certification, Inc., and who is employed  
167 by a local school board or the State Board of Education as an  
168 athletic trainer and not as an administrator as further specified  
169 in subparagraph (vi) of this subsection (2) (a). The licensed  
170 athletic trainer shall submit documentation to the State



171 Department of Education that the certificate was received before  
172 October 15 in order to be eligible for the full salary supplement  
173 in the current school year, or the licensed athletic trainer shall  
174 submit the documentation to the State Department of Education  
175 before February 15 in order to be eligible for a prorated salary  
176 supplement beginning with the second term of the school year. The  
177 total number of licensed athletic trainers eligible for a salary  
178 supplement under this subparagraph (v) may not exceed twenty (20).

179 (vi) Any licensed professional receiving an annual  
180 salary supplement under subparagraphs (i), (ii), (iii), (iv) and  
181 (v) of this paragraph (a), for having earned national board  
182 certification from the respective certifying entity, must be  
183 employed by a public school district or any of the four (4) public  
184 special purpose schools created by statute and operating under the  
185 authority of the State Board of Education during the year in which  
186 the salary supplement is received. Such persons submitting  
187 documentation to the State Department of Education for salary  
188 supplement eligibility must be employed by a public school  
189 district or public special purpose school to provide services to  
190 students in the area of certification on a full-time basis. The  
191 following persons shall not be eligible to receive the annual  
192 salary supplement authorized under this subsection:

193 1. Anyone serving as an administrator of a  
194 public school district or public special purpose school;





195                   2. Anyone who is employed by any state agency  
196 responsible for administering national board certification salary  
197 supplement programs; and

198                   3. Anyone who is employed by a state agency  
199 under the authority of the State Personnel Board.

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



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

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



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

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

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

264 (4) (a) This section shall be known and may be cited as the  
265 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to  
266 the minimum base pay described in this section, only after full  
267 funding of MAEP and if funds are available for that purpose, the



268 State of Mississippi may provide monies from state funds to school  
269 districts for the purposes of rewarding \* \* \* licensed teachers,  
270 administrators and nonlicensed personnel at individual schools  
271 showing improvement in student test scores. The MPBP plan shall  
272 be developed by the State Department of Education based on the  
273 following criteria:

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

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

289 (iii) To ensure all teachers cooperate in the  
290 spirit of teamwork, individual schools shall submit a plan to the  
291 local school district to be approved before the beginning of each  
292 school year beginning July 1, 2008. The plan shall include, but



293 not be limited to, how all teachers, regardless of subject area,  
294 and administrators will be responsible for improving student  
295 achievement for their individual school.

296 (b) The State Board of Education shall develop the  
297 processes and procedures for designating schools eligible to  
298 participate in the MPBP. State assessment results, growth in  
299 student achievement at individual schools and other measures  
300 deemed appropriate in designating successful student achievement  
301 shall be used in establishing MPBP criteria. \* \* \*

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

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



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

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

