

By: Senator(s) DeBar

To: Education;  
Appropriations

SENATE BILL NO. 2384

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 REMOVE THE LIMITATION ON THE TOTAL NUMBER OF LICENSED SCHOOL  
3 NURSES AND CERTIFIED ACADEMIC LANGUAGE THERAPISTS ELIGIBLE FOR  
4 SALARY SUPPLEMENTS; AND FOR 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. \* \* \*

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



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

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

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





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

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

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

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

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



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

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

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

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



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

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

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



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

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

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

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

