

By: Representatives Bennett, McCarty,  
 Felsher, Owen, Oliver, Miles, Eure, McKnight,  
 Jackson, Barton, McLean, Harness, Sanford,  
 Cockerham, Turner, Mangold, Barnett, Ford  
 (73rd), Crawford, Steverson, Bain,  
 Massengill, Gunn, Newman, Rushing, Pigott, Morgan, Kinkade, Calvert,  
 Creekmore IV, Smith, Tullos, Goodin, Lancaster, Hood, Carpenter, Gibbs  
 (36th), Reynolds, Clarke, Karriem, Scoggin, Crudup, Robinson, Boyd,  
 Stamps, Foster, Clark, Thompson, Tubb, Summers, Faulkner, Johnson,  
 Hines

To: Appropriations

HOUSE BILL NO. 530

1 AN ACT TO CREATE THE "STRATEGICALLY ACCELERATING THE  
 2 RECRUITMENT AND RETENTION OF TEACHERS (START) ACT OF 2022," FOR  
 3 THE PURPOSE OF PROVIDING FOR AN INCREASE TO THE MINIMUM TEACHER  
 4 SALARY SCALE; TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972,  
 5 TO PROVIDE FOR AN INCREASE TO THE MINIMUM TEACHER SALARY SCALE; TO  
 6 DELETE THE CAP ON THE NUMBER OF NATIONAL BOARD-CERTIFIED NURSES  
 7 AND SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS EMPLOYED BY  
 8 SCHOOL DISTRICTS WHO ARE ALLOWED TO RECEIVE THE SALARY SUPPLEMENT  
 9 FOR NATIONAL BOARD CERTIFICATION; TO REQUIRE THE PAYMENT OF AN  
 10 ANNUAL SALARY SUPPLEMENT TO STATE-LICENSED ATHLETIC TRAINERS  
 11 EMPLOYED BY A SCHOOL DISTRICT WHO HAVE ACQUIRED NATIONAL BOARD  
 12 CERTIFICATION; TO AMEND SECTION 37-21-7, MISSISSIPPI CODE OF 1972,  
 13 TO PROVIDE AN INCREASE TO THE MINIMUM BASE SALARY FOR TEACHER  
 14 ASSISTANTS; AND FOR RELATED PURPOSES.

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

16 **SECTION 1.** This act shall be known, and may be cited, as the  
 17 "Strategically Accelerating the Recruitment and Retention of  
 18 Teachers (START) Act of 2022."

19 **SECTION 2.** Section 37-19-7, Mississippi Code of 1972, is  
 20 amended as follows:

21 37-19-7. (1) The allowance in the Mississippi Adequate  
 22 Education Program for teachers' salaries in each \* \* \*~~county and~~  
 23 ~~separate~~ public school district shall be determined and paid in  
 24 accordance with the scale for teachers' salaries as provided in



25 this subsection. For teachers holding the following types of  
 26 licenses or the equivalent as determined by the State Board of  
 27 Education, and the following number of years of teaching  
 28 experience, the scale shall be as follows:

29 **\* \* \*~~2021-2022 AND SUBSEQUENT SCHOOL YEARS~~ MINIMUM SALARY**

30 **SCHEDULE**

31 — Years

32	Exp.	AAAA	AAA	AA	A
33	0	41,608.00	40,444.00	39,280.00	37,000.00
34	1	41,608.00	40,444.00	39,280.00	37,000.00
35	2	41,608.00	40,444.00	39,280.00	37,000.00
36	3	42,402.00	41,171.00	39,940.00	37,385.00
37	4	43,196.00	41,898.00	40,600.00	37,880.00
38	5	43,990.00	42,625.00	41,260.00	38,375.00
39	6	44,784.00	43,352.00	41,920.00	38,870.00
40	7	45,578.00	44,079.00	42,580.00	39,365.00
41	8	46,372.00	44,806.00	43,240.00	39,860.00
42	9	47,166.00	45,533.00	43,900.00	40,355.00
43	10	47,960.00	46,260.00	44,560.00	40,850.00
44	11	48,754.00	46,987.00	45,220.00	41,345.00
45	12	49,548.00	47,714.00	45,880.00	41,840.00
46	13	50,342.00	48,441.00	46,540.00	42,335.00
47	14	51,136.00	49,168.00	47,200.00	42,830.00
48	15	51,930.00	49,895.00	47,860.00	43,325.00
49	16	52,724.00	50,622.00	48,520.00	43,820.00



50	<del>17</del>	<del>53,518.00</del>	<del>51,349.00</del>	<del>49,180.00</del>	<del>44,315.00</del>
51	<del>18</del>	<del>54,312.00</del>	<del>52,076.00</del>	<del>49,840.00</del>	<del>44,810.00</del>
52	<del>19</del>	<del>55,106.00</del>	<del>52,803.00</del>	<del>50,500.00</del>	<del>45,305.00</del>
53	<del>20</del>	<del>55,900.00</del>	<del>53,530.00</del>	<del>51,160.00</del>	<del>45,800.00</del>
54	<del>21</del>	<del>56,694.00</del>	<del>54,257.00</del>	<del>51,820.00</del>	<del>46,295.00</del>
55	<del>22</del>	<del>57,488.00</del>	<del>54,984.00</del>	<del>52,480.00</del>	<del>46,790.00</del>
56	<del>23</del>	<del>58,282.00</del>	<del>55,711.00</del>	<del>53,140.00</del>	<del>47,285.00</del>
57	<del>24</del>	<del>59,076.00</del>	<del>56,438.00</del>	<del>53,800.00</del>	<del>47,780.00</del>
58	<del>25</del>	<del>61,930.00</del>	<del>59,225.00</del>	<del>56,520.00</del>	<del>50,335.00</del>
59	<del>26</del>	<del>62,724.00</del>	<del>59,952.00</del>	<del>57,180.00</del>	<del>50,830.00</del>
60	<del>27</del>	<del>63,518.00</del>	<del>60,679.00</del>	<del>57,840.00</del>	<del>51,325.00</del>
61	<del>28</del>	<del>64,312.00</del>	<del>61,406.00</del>	<del>58,500.00</del>	<del>51,820.00</del>
62	<del>29</del>	<del>65,106.00</del>	<del>62,133.00</del>	<del>59,160.00</del>	<del>52,315.00</del>
63	<del>30</del>	<del>65,900.00</del>	<del>62,860.00</del>	<del>59,820.00</del>	<del>52,810.00</del>
64	<del>31</del>	<del>66,694.00</del>	<del>63,587.00</del>	<del>60,480.00</del>	<del>53,305.00</del>
65	<del>32</del>	<del>67,488.00</del>	<del>64,314.00</del>	<del>61,140.00</del>	<del>53,800.00</del>
66	<del>33</del>	<del>68,282.00</del>	<del>65,041.00</del>	<del>61,800.00</del>	<del>54,295.00</del>
67	<del>34</del>	<del>69,076.00</del>	<del>65,768.00</del>	<del>62,460.00</del>	<del>54,790.00</del>
68	<del>35</del>				
69	<del>&amp; above</del>	<del>69,870.00</del>	<del>66,495.00</del>	<del>63,120.00</del>	<del>55,285.00</del>

**2022-2023 AND SUBSEQUENT YEARS MINIMUM SALARY SCHEDULE**

71 Years

72	<del>Exp.</del>	<del>AAAA</del>	<del>AAA</del>	<del>AA</del>	<del>A</del>
73	<del>0</del>	<del>41,608.00</del>	<del>40,444.00</del>	<del>39,280.00</del>	<del>37,000.00</del>
74	<del>1</del>	<del>41,608.00</del>	<del>40,444.00</del>	<del>39,280.00</del>	<del>37,000.00</del>



75	<del>2</del>	<del>41,608.00</del>	<del>40,444.00</del>	<del>39,280.00</del>	<del>37,000.00</del>
76	<del>3</del>	<del>42,402.00</del>	<del>41,171.00</del>	<del>39,940.00</del>	<del>37,385.00</del>
77	<del>4</del>	<del>43,196.00</del>	<del>41,898.00</del>	<del>40,600.00</del>	<del>37,880.00</del>
78	<del>5</del>	<del>43,990.00</del>	<del>42,625.00</del>	<del>41,260.00</del>	<del>38,375.00</del>
79	<del>6</del>	<del>44,784.00</del>	<del>43,352.00</del>	<del>41,920.00</del>	<del>38,870.00</del>
80	<del>7</del>	<del>45,578.00</del>	<del>44,079.00</del>	<del>42,580.00</del>	<del>39,365.00</del>
81	<del>8</del>	<del>46,372.00</del>	<del>44,806.00</del>	<del>43,240.00</del>	<del>39,860.00</del>
82	<del>9</del>	<del>47,166.00</del>	<del>45,533.00</del>	<del>43,900.00</del>	<del>40,355.00</del>
83	<del>10</del>	<del>47,960.00</del>	<del>46,260.00</del>	<del>44,560.00</del>	<del>40,850.00</del>
84	<del>11</del>	<del>48,754.00</del>	<del>46,987.00</del>	<del>45,220.00</del>	<del>41,345.00</del>
85	<del>12</del>	<del>49,548.00</del>	<del>47,714.00</del>	<del>45,880.00</del>	<del>41,840.00</del>
86	<del>13</del>	<del>50,342.00</del>	<del>48,441.00</del>	<del>46,540.00</del>	<del>42,335.00</del>
87	<del>14</del>	<del>51,136.00</del>	<del>49,168.00</del>	<del>47,200.00</del>	<del>42,830.00</del>
88	<del>15</del>	<del>51,930.00</del>	<del>49,895.00</del>	<del>47,860.00</del>	<del>43,325.00</del>
89	<del>16</del>	<del>52,724.00</del>	<del>50,622.00</del>	<del>48,520.00</del>	<del>43,820.00</del>
90	<del>17</del>	<del>53,518.00</del>	<del>51,349.00</del>	<del>49,180.00</del>	<del>44,315.00</del>
91	<del>18</del>	<del>54,312.00</del>	<del>52,076.00</del>	<del>49,840.00</del>	<del>44,810.00</del>
92	<del>19</del>	<del>55,106.00</del>	<del>52,803.00</del>	<del>50,500.00</del>	<del>45,305.00</del>
93	<del>20</del>	<del>55,900.00</del>	<del>53,530.00</del>	<del>51,160.00</del>	<del>45,800.00</del>
94	<del>21</del>	<del>56,694.00</del>	<del>54,257.00</del>	<del>51,820.00</del>	<del>46,295.00</del>
95	<del>22</del>	<del>57,488.00</del>	<del>54,984.00</del>	<del>52,480.00</del>	<del>46,790.00</del>
96	<del>23</del>	<del>58,282.00</del>	<del>55,711.00</del>	<del>53,140.00</del>	<del>47,285.00</del>
97	<del>24</del>	<del>59,076.00</del>	<del>56,438.00</del>	<del>53,800.00</del>	<del>47,780.00</del>
98	<del>25</del>	<del>61,930.00</del>	<del>59,225.00</del>	<del>56,520.00</del>	<del>50,335.00</del>
99	<del>26</del>	<del>62,724.00</del>	<del>59,952.00</del>	<del>57,180.00</del>	<del>50,830.00</del>



100	<del>27</del>	<del>63,518.00</del>	<del>60,679.00</del>	<del>57,840.00</del>	<del>51,325.00</del>
101	<del>28</del>	<del>64,312.00</del>	<del>61,406.00</del>	<del>58,500.00</del>	<del>51,820.00</del>
102	<del>29</del>	<del>65,106.00</del>	<del>62,133.00</del>	<del>59,160.00</del>	<del>52,315.00</del>
103	<del>30</del>	<del>65,900.00</del>	<del>62,860.00</del>	<del>59,820.00</del>	<del>52,810.00</del>
104	<del>31</del>	<del>66,694.00</del>	<del>63,587.00</del>	<del>60,480.00</del>	<del>53,305.00</del>
105	<del>32</del>	<del>67,488.00</del>	<del>64,314.00</del>	<del>61,140.00</del>	<del>53,800.00</del>
106	<del>33</del>	<del>68,282.00</del>	<del>65,041.00</del>	<del>61,800.00</del>	<del>54,295.00</del>
107	<del>34</del>	<del>69,076.00</del>	<del>65,768.00</del>	<del>62,460.00</del>	<del>54,790.00</del>
108	<del>35</del>				

109 Years

110	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
111	<u>0</u>	<u>45,608.00</u>	<u>44,944.00</u>	<u>44,280.00</u>	<u>43,000.00</u>
112	<u>1</u>	<u>45,608.00</u>	<u>44,944.00</u>	<u>44,280.00</u>	<u>43,000.00</u>
113	<u>2</u>	<u>45,608.00</u>	<u>44,944.00</u>	<u>44,280.00</u>	<u>43,000.00</u>
114	<u>3</u>	<u>46,402.00</u>	<u>45,421.00</u>	<u>44,690.00</u>	<u>43,135.00</u>
115	<u>4</u>	<u>47,196.00</u>	<u>45,898.00</u>	<u>45,100.00</u>	<u>43,380.00</u>
116	<u>5</u>	<u>47,990.00</u>	<u>46,625.00</u>	<u>45,510.00</u>	<u>43,625.00</u>
117	<u>6</u>	<u>48,784.00</u>	<u>47,352.00</u>	<u>45,920.00</u>	<u>43,870.00</u>
118	<u>7</u>	<u>49,578.00</u>	<u>48,079.00</u>	<u>46,580.00</u>	<u>44,115.00</u>
119	<u>8</u>	<u>50,372.00</u>	<u>48,806.00</u>	<u>47,240.00</u>	<u>44,360.00</u>
120	<u>9</u>	<u>51,166.00</u>	<u>49,533.00</u>	<u>47,900.00</u>	<u>44,605.00</u>
121	<u>10</u>	<u>51,960.00</u>	<u>50,260.00</u>	<u>48,560.00</u>	<u>44,850.00</u>
122	<u>11</u>	<u>52,754.00</u>	<u>50,987.00</u>	<u>49,220.00</u>	<u>45,345.00</u>
123	<u>12</u>	<u>53,548.00</u>	<u>51,714.00</u>	<u>49,880.00</u>	<u>45,840.00</u>
124	<u>13</u>	<u>54,342.00</u>	<u>52,441.00</u>	<u>50,540.00</u>	<u>46,335.00</u>



125	<u>14</u>	<u>55,136.00</u>	<u>53,168.00</u>	<u>51,200.00</u>	<u>46,830.00</u>
126	<u>15</u>	<u>55,930.00</u>	<u>53,895.00</u>	<u>51,860.00</u>	<u>47,325.00</u>
127	<u>16</u>	<u>56,724.00</u>	<u>54,622.00</u>	<u>52,520.00</u>	<u>47,820.00</u>
128	<u>17</u>	<u>57,518.00</u>	<u>55,349.00</u>	<u>53,180.00</u>	<u>48,315.00</u>
129	<u>18</u>	<u>58,312.00</u>	<u>56,076.00</u>	<u>53,840.00</u>	<u>48,810.00</u>
130	<u>19</u>	<u>59,106.00</u>	<u>56,803.00</u>	<u>54,500.00</u>	<u>49,305.00</u>
131	<u>20</u>	<u>59,900.00</u>	<u>57,530.00</u>	<u>55,160.00</u>	<u>49,800.00</u>
132	<u>21</u>	<u>60,694.00</u>	<u>58,257.00</u>	<u>55,820.00</u>	<u>50,295.00</u>
133	<u>22</u>	<u>61,488.00</u>	<u>58,984.00</u>	<u>56,480.00</u>	<u>50,790.00</u>
134	<u>23</u>	<u>62,282.00</u>	<u>59,711.00</u>	<u>57,140.00</u>	<u>51,285.00</u>
135	<u>24</u>	<u>63,076.00</u>	<u>60,438.00</u>	<u>57,800.00</u>	<u>51,780.00</u>
136	<u>25</u>	<u>65,930.00</u>	<u>63,225.00</u>	<u>60,520.00</u>	<u>54,335.00</u>
137	<u>26</u>	<u>66,724.00</u>	<u>63,952.00</u>	<u>61,180.00</u>	<u>54,830.00</u>
138	<u>27</u>	<u>67,518.00</u>	<u>64,679.00</u>	<u>61,840.00</u>	<u>55,325.00</u>
139	<u>28</u>	<u>68,312.00</u>	<u>65,406.00</u>	<u>62,500.00</u>	<u>55,820.00</u>
140	<u>29</u>	<u>69,106.00</u>	<u>66,133.00</u>	<u>63,160.00</u>	<u>56,315.00</u>
141	<u>30</u>	<u>69,900.00</u>	<u>66,860.00</u>	<u>63,820.00</u>	<u>56,810.00</u>
142	<u>31</u>	<u>70,694.00</u>	<u>67,587.00</u>	<u>64,480.00</u>	<u>57,305.00</u>
143	<u>32</u>	<u>71,488.00</u>	<u>68,314.00</u>	<u>65,140.00</u>	<u>57,800.00</u>
144	<u>33</u>	<u>72,282.00</u>	<u>69,041.00</u>	<u>65,800.00</u>	<u>58,295.00</u>
145	<u>34</u>	<u>73,076.00</u>	<u>69,768.00</u>	<u>66,460.00</u>	<u>58,790.00</u>
146	<u>35 &amp; above</u>				
147		<u>73,870.00</u>	<u>70,495.00</u>	<u>67,120.00</u>	<u>59,285.00</u>

148           It is the intent of the Legislature that any state funds made  
149 available for salaries of licensed personnel in excess of the



150 funds paid for such salaries for the 1986-1987 school year shall  
151 be paid to licensed personnel pursuant to a personnel appraisal  
152 and compensation system implemented by the State Board of  
153 Education. The State Board of Education shall have the authority  
154 to adopt and amend rules and regulations as are necessary to  
155 establish, administer and maintain the system.

156 All teachers employed on a full-time basis shall be paid a  
157 minimum salary in accordance with the above scale. However, no  
158 school district shall receive any funds under this section for any  
159 school year during which the local supplement paid to any  
160 individual teacher shall have been reduced to a sum less than that  
161 paid to that individual teacher for performing the same duties  
162 from local supplement during the immediately preceding school  
163 year. The amount actually spent for the purposes of group health  
164 and/or life insurance shall be considered as a part of the  
165 aggregate amount of local supplement but shall not be considered a  
166 part of the amount of individual local supplement.

167 The level of professional training of each teacher to be used  
168 in establishing the salary allotment for the teachers for each  
169 year shall be determined by the type of valid teacher's license  
170 issued to those teachers on or before October 1 of the current  
171 school year. \* \* \*~~Provided,~~ However, \* \* \*~~that~~ school districts  
172 are authorized, in their discretion, to negotiate the salary  
173 levels applicable to \* \* \*~~certificated~~ licensed employees who are  
174 receiving retirement benefits from the retirement system of



175 another state, and the annual experience increment provided above  
176 in Section 37-19-7 shall not be applicable to any such retired  
177 certificated employee.

178 (2) (a) The following employees shall receive an annual  
179 salary supplement in the amount of Six Thousand Dollars  
180 (\$6,000.00), plus fringe benefits, in addition to any other  
181 compensation to which the employee may be entitled:

182 (i) Any licensed teacher who has met the  
183 requirements and acquired a Master Teacher certificate from the  
184 National Board for Professional Teaching Standards and who is  
185 employed by a local school board or the State Board of Education  
186 as a teacher and not as an administrator. Such teacher shall  
187 submit documentation to the State Department of Education that the  
188 certificate was received prior to October 15 in order to be  
189 eligible for the full salary supplement in the current school  
190 year, or the teacher shall submit such documentation to the State  
191 Department of Education prior to February 15 in order to be  
192 eligible for a prorated salary supplement beginning with the  
193 second term of the school year.

194 (ii) A licensed nurse who has met the requirements  
195 and acquired a certificate from the National Board for  
196 Certification of School Nurses, Inc., and who is employed by a  
197 local school board or the State Board of Education as a school  
198 nurse and not as an administrator. The licensed school nurse  
199 shall submit documentation to the State Department of Education





200 that the certificate was received before October 15 in order to be  
201 eligible for the full salary supplement in the current school  
202 year, or the licensed school nurse shall submit the documentation  
203 to the State Department of Education before February 15 in order  
204 to be eligible for a prorated salary supplement beginning with the  
205 second term of the school year. \* \* \* ~~Provided, however, that the~~  
206 ~~total number of licensed school nurses eligible for a salary~~  
207 ~~supplement under this subparagraph (ii) shall not exceed~~  
208 ~~thirty-five (35).~~

209 (iii) Any licensed school counselor who has met  
210 the requirements and acquired a National Certified School  
211 Counselor (NCSC) endorsement from the National Board of Certified  
212 Counselors and who is employed by a local school board or the  
213 State Board of Education as a counselor and not as an  
214 administrator. Such licensed school counselor shall submit  
215 documentation to the State Department of Education that the  
216 endorsement was received prior to October 15 in order to be  
217 eligible for the full salary supplement in the current school  
218 year, or the licensed school counselor shall submit such  
219 documentation to the State Department of Education prior to  
220 February 15 in order to be eligible for a prorated salary  
221 supplement beginning with the second term of the school year.  
222 However, any school counselor who started the National Board for  
223 Professional Teaching Standards process for school counselors  
224 between June 1, 2003, and June 30, 2004, and completes the



225 requirements and acquires the Master Teacher certificate shall be  
226 entitled to the master teacher supplement, and those counselors  
227 who complete the process shall be entitled to a one-time  
228 reimbursement for the actual cost of the process as outlined in  
229 paragraph (b) of this subsection.

230 (iv) Any licensed speech-language pathologist and  
231 audiologist who has met the requirements and acquired a  
232 Certificate of Clinical Competence from the American  
233 Speech-Language-Hearing Association and any certified academic  
234 language therapist (CALT) who has met the certification  
235 requirements of the Academic Language Therapy Association and who  
236 is employed by a local school board \* \* \* ~~or is employed by a~~  
237 ~~state agency under the State Personnel Board.~~ The licensed  
238 speech-language pathologist and audiologist and certified academic  
239 language therapist shall submit documentation to the State  
240 Department of Education that the certificate or endorsement was  
241 received before October 15 in order to be eligible for the full  
242 salary supplement in the current school year, or the licensed  
243 speech-language pathologist and audiologist and certified academic  
244 language therapist shall submit the documentation to the State  
245 Department of Education before February 15 in order to be eligible  
246 for a prorated salary supplement beginning with the second term of  
247 the school year. \* \* \* ~~However, the total number of certified~~  
248 ~~academic language therapists eligible for a salary supplement~~  
249 ~~under this subparagraph (iv) shall not exceed twenty (20).~~



250                   (v) Any licensed athletic trainer who has met the  
251 requirements and acquired Board Certification for the Athletic  
252 Trainer from the Board of Certification, Inc., and who is employed  
253 by a local school board or the State Board of Education as an  
254 athletic trainer and not as an administrator. The licensed  
255 athletic trainer shall submit documentation to the State  
256 Department of Education that the certificate was received before  
257 October 15 in order to be eligible for the full salary supplement  
258 in the current school year, or the licensed athletic trainer shall  
259 submit the documentation to the State Department of Education  
260 before February 15 in order to be eligible for a prorated salary  
261 supplement beginning with the second term of the school year.

262                   (b) An employee shall be reimbursed for the actual cost  
263 of completing each component of acquiring the certificate or  
264 endorsement, excluding any costs incurred for postgraduate  
265 courses, not to exceed Five Hundred Dollars (\$500.00) for each  
266 component, not to exceed four (4) components, for a teacher,  
267 school counselor or speech-language pathologist and audiologist,  
268 regardless of whether or not the process resulted in the award of  
269 the certificate or endorsement. A local school district or any  
270 private individual or entity may pay the cost of completing the  
271 process of acquiring the certificate or endorsement for any  
272 employee of the school district described under paragraph (a), and  
273 the State Department of Education shall reimburse the school  
274 district for such cost, regardless of whether or not the process



275 resulted in the award of the certificate or endorsement. If a  
276 private individual or entity has paid the cost of completing the  
277 process of acquiring the certificate or endorsement for an  
278 employee, the local school district may agree to directly  
279 reimburse the individual or entity for such cost on behalf of the  
280 employee.

281 (c) All salary supplements, fringe benefits and process  
282 reimbursement authorized under this subsection shall be paid  
283 directly by the State Department of Education to the local school  
284 district and shall be in addition to its \* \* \*~~minimum~~ adequate  
285 education program allotments and not a part thereof in accordance  
286 with regulations promulgated by the State Board of Education.  
287 Local school districts shall not reduce the local supplement paid  
288 to any employee receiving such salary supplement, and the employee  
289 shall receive any local supplement to which employees with similar  
290 training and experience otherwise are entitled. However, an  
291 educational employee shall receive the salary supplement in the  
292 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the  
293 qualifying certifications authorized under paragraph (a) of this  
294 subsection. No school district shall provide more than one (1)  
295 annual salary supplement under the provisions of this subsection  
296 to any one (1) individual employee holding multiple qualifying  
297 national certifications.

298 (d) If an employee for whom such cost has been paid, in  
299 full or in part, by a local school district or private individual



300 or entity fails to complete the certification or endorsement  
301 process, the employee shall be liable to the school district or  
302 individual or entity for all amounts paid by the school district  
303 or individual or entity on behalf of that employee toward his or  
304 her certificate or endorsement.

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

309 Effective July 1, 2016, if funds are available for that  
310 purpose, any licensed teacher who has met the requirements and  
311 acquired a Master Teacher Certificate from the National Board for  
312 Professional Teaching Standards and who is employed in a public  
313 school district located in one (1) of the following counties:  
314 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,  
315 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,  
316 Holmes, Yazoo and Tallahatchie. The salary supplement awarded  
317 under the provisions of this subsection (3) shall be in addition  
318 to the salary supplement awarded under the provisions of  
319 subsection (2) of this section.

320 Teachers who meet the qualifications for a salary supplement  
321 under this subsection (3) who are assigned for less than one (1)  
322 full year or less than full time for the school year shall receive  
323 the salary supplement in a prorated manner, with the portion of



324 the teacher's assignment to the critical geographic area to be  
325 determined as of June 15th of the school year.

326 (4) (a) This section shall be known and may be cited as the  
327 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to  
328 the minimum base pay described in this section, only after full  
329 funding of MAEP and if funds are available for that purpose, the  
330 State of Mississippi may provide monies from state funds to school  
331 districts for the purposes of rewarding \* \* \*~~certified~~ licensed  
332 teachers, administrators and nonlicensed personnel at individual  
333 schools showing improvement in student test scores. The MPBP plan  
334 shall be developed by the State Department of Education based on  
335 the following criteria:

336 (i) It is the express intent of this legislation  
337 that the MPBP plan shall utilize only existing standards of  
338 accreditation and assessment as established by the State Board of  
339 Education.

340 (ii) To ensure that all of Mississippi's teachers,  
341 administrators and nonlicensed personnel at all schools have equal  
342 access to the monies set aside in this section, the MPBP program  
343 shall be designed to calculate each school's performance as  
344 determined by the school's increase in scores from the prior  
345 school year. The MPBP program shall be based on a standardized  
346 scores rating where all levels of schools can be judged in a  
347 statistically fair and reasonable way upon implementation. At the  
348 end of each year, after all student achievement scores have been



349 standardized, the State Department of Education shall implement  
350 the MPBP plan.

351 (iii) To ensure all teachers cooperate in the  
352 spirit of teamwork, individual schools shall submit a plan to the  
353 local school district to be approved before the beginning of each  
354 school year beginning July 1, 2008. The plan shall include, but  
355 not be limited to, how all teachers, regardless of subject area,  
356 and administrators will be responsible for improving student  
357 achievement for their individual school.

358 (b) The State Board of Education shall develop the  
359 processes and procedures for designating schools eligible to  
360 participate in the MPBP. State assessment results, growth in  
361 student achievement at individual schools and other measures  
362 deemed appropriate in designating successful student achievement  
363 shall be used in establishing MPBP criteria. \* \* \* ~~The State  
364 Board of Education shall develop the MPBP policies and procedures  
365 and report to the Legislature and Governor by December 1, 2006.~~

366 (5) (a) \* \* \* ~~Beginning in the 2008-2009 school year,~~ If  
367 funds are available for that purpose, each school in Mississippi  
368 shall have mentor teachers, as defined by Sections 37-9-201  
369 through 37-9-213, who shall receive additional base compensation  
370 provided for by the State Legislature in the amount of One  
371 Thousand Dollars (\$1,000.00) per each beginning teacher that is  
372 being mentored. The additional state compensation shall be  
373 limited to those mentor teachers that provide mentoring services



374 to beginning teachers. For the purposes of such funding, a  
375 beginning teacher shall be defined as any teacher in any school in  
376 Mississippi that has less than one (1) year of classroom  
377 experience teaching in a public school. For the purposes of such  
378 funding, no full-time academic teacher shall mentor more than two  
379 (2) beginning teachers.

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

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

387 **SECTION 3.** Section 37-21-7, Mississippi Code of 1972, is  
388 amended as follows:

389 37-21-7. (1) This section shall be referred to as the  
390 "Mississippi Elementary Schools Assistant Teacher Program," the  
391 purpose of which shall be to provide an early childhood education  
392 program that assists in the instruction of basic skills. The  
393 State Board of Education is authorized, empowered and directed to  
394 implement a statewide system of assistant teachers in kindergarten  
395 classes and in the first, second and third grades. The assistant  
396 teacher shall assist pupils in actual instruction under the strict  
397 supervision of a licensed teacher.





398           (2)   (a)   Except as otherwise authorized under subsection  
399   (7), each school district shall employ the total number of  
400   assistant teachers funded under subsection (6) of this section.  
401   The superintendent of each district shall assign the assistant  
402   teachers to the kindergarten, first-, second- and third-grade  
403   classes in the district in a manner that will promote the maximum  
404   efficiency, as determined by the superintendent, in the  
405   instruction of skills such as verbal and linguistic skills,  
406   logical and mathematical skills, and social skills.

407           (b)   If a licensed teacher to whom an assistant teacher  
408   has been assigned is required to be absent from the classroom, the  
409   assistant teacher may assume responsibility for the classroom in  
410   lieu of a substitute teacher. However, no assistant teacher shall  
411   assume sole responsibility of the classroom for more than three  
412   (3) consecutive school days. Further, in no event shall any  
413   assistant teacher be assigned to serve as a substitute teacher for  
414   any teacher other than the licensed teacher to whom that assistant  
415   teacher has been assigned.

416           (3)   Assistant teachers shall have, at a minimum, a high  
417   school diploma or a High School Equivalency Diploma equivalent,  
418   and shall show demonstratable proficiency in reading and writing  
419   skills. The State Department of Education shall develop a testing  
420   procedure for assistant teacher applicants to be used in all  
421   school districts in the state.



422           (4)   (a)   In order to receive funding, each school district  
423 shall:

424                   (i)   Submit a plan on the implementation of a  
425 reading improvement program to the State Department of Education;  
426 and

427                   (ii)   Develop a plan of educational accountability  
428 and assessment of performance, including pretests and posttests,  
429 for reading in Grades 1 through 6.

430           (b)   Additionally, each school district shall:

431                   (i)   Provide annually a mandatory preservice  
432 orientation session, using an existing in-school service day, for  
433 administrators and teachers on the effective use of assistant  
434 teachers as part of a team in the classroom setting and on the  
435 role of assistant teachers, with emphasis on program goals;

436                   (ii)   Hold periodic workshops for administrators  
437 and teachers on the effective use and supervision of assistant  
438 teachers;

439                   (iii)   Provide training annually on specific  
440 instructional skills for assistant teachers;

441                   (iv)   Annually evaluate their program in accordance  
442 with their educational accountability and assessment of  
443 performance plan; and

444                   (v)   Designate the necessary personnel to supervise  
445 and report on their program.

446           (5)   The State Department of Education shall:



447           (a) Develop and assist in the implementation of a  
448 statewide uniform training module, subject to the availability of  
449 funds specifically appropriated therefor by the Legislature, which  
450 shall be used in all school districts for training administrators,  
451 teachers and assistant teachers. The module shall provide for the  
452 consolidated training of each assistant teacher and teacher to  
453 whom the assistant teacher is assigned, working together as a  
454 team, and shall require further periodic training for  
455 administrators, teachers and assistant teachers regarding the role  
456 of assistant teachers;

457           (b) Annually evaluate the program on the district and  
458 state level. Subject to the availability of funds specifically  
459 appropriated therefor by the Legislature, the department shall  
460 develop: (i) uniform evaluation reports, to be performed by the  
461 principal or assistant principal, to collect data for the annual  
462 overall program evaluation conducted by the department; or (ii) a  
463 program evaluation model that, at a minimum, addresses process  
464 evaluation; and

465           (c) Promulgate rules, regulations and such other  
466 standards deemed necessary to effectuate the purposes of this  
467 section. Noncompliance with the provisions of this section and  
468 any rules, regulations or standards adopted by the department may  
469 result in a violation of compulsory accreditation standards as  
470 established by the State Board of Education and the Commission on  
471 School Accreditation.



472 (6) In addition to other funds allotted under the Minimum  
473 Education or Adequate Education Program, each school district  
474 shall be allotted sufficient funding for the purpose of employing  
475 assistant teachers. No assistant teacher shall be paid less than  
476 the amount he or she received in the prior school year. No school  
477 district shall receive any funds under this section for any school  
478 year during which the aggregate amount of the local contribution  
479 to the salaries of assistant teachers by the district shall have  
480 been reduced below such amount for the previous year.

481 For assistant teachers, the minimum annual salary shall be as  
482 follows:

483 \* \* \*~~2021-2022 Minimum Salary.....\$15,000.00~~  
484 2022-2023 Minimum Salary..... \$17,000.00

485 In addition, for each one percent (1%) that the Sine Die  
486 General Fund Revenue Estimate Growth exceeds five percent (5%) in  
487 fiscal year 2006, as certified by the Legislative Budget Office to  
488 the State Board of Education and subject to the specific  
489 appropriation therefor by the Legislature, the State Board of  
490 Education shall revise the salary scale in the appropriate year to  
491 provide an additional one percent (1%) across-the-board increase  
492 in the base salaries for assistant teachers. The State Board of  
493 Education shall revise the salaries prescribed above for assistant  
494 teachers to conform to any adjustments made in prior fiscal years  
495 due to revenue growth over and above five percent (5%). The  
496 assistant teachers shall not be restricted to working only in the



497 grades for which the funds were allotted, but may be assigned to  
498 other classes as provided in subsection (2)(a) of this section.

499 (7) (a) As an alternative to employing assistant teachers,  
500 any school district may use the allotment provided under  
501 subsection (6) of this section for the purpose of employing  
502 licensed teachers for kindergarten, first-, second- and  
503 third-grade classes; however, no school district shall be  
504 authorized to use the allotment for assistant teachers for the  
505 purpose of employing licensed teachers unless the district has  
506 established that the employment of licensed teachers using such  
507 funds will reduce the teacher:student ratio in the kindergarten,  
508 first-, second- and third-grade classes. All state funds for  
509 assistant teachers shall be applied to reducing teacher:student  
510 ratio in Grades K-3.

511 It is the intent of the Legislature that no school district  
512 shall dismiss any assistant teacher for the purpose of using the  
513 assistant teacher allotment to employ licensed teachers. School  
514 districts may rely only upon normal attrition to reduce the number  
515 of assistant teachers employed in that district.

516 (b) Districts meeting the highest levels of  
517 accreditation standards, as defined by the State Board of  
518 Education, shall be exempted from the provisions of subsection (4)  
519 of this section.

520 **SECTION 4.** This act shall take effect and be in force from  
521 and after its passage, and the amendments to subparagraphs (ii),



522 (iv) and (v) of Section 37-19-7(2)(a) in this act shall be  
523 retroactive to July 1, 2021.

