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 Stamps, Foster, Clark, Thompson, Tubb, Summers, Faulkner, Johnson,
 Hines, Mickens, Taylor, Darnell

To: Appropriations

HOUSE BILL NO. 530
 (As Sent to Governor)

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972,
 2 FOR THE PURPOSE OF PROVIDING FOR AN INCREASE TO THE MINIMUM
 3 TEACHER SALARY SCALE; TO DELETE THE CAP ON THE NUMBER OF NATIONAL
 4 BOARD-CERTIFIED NURSES AND SPEECH-LANGUAGE PATHOLOGISTS AND
 5 AUDIOLOGISTS EMPLOYED BY SCHOOL DISTRICTS WHO ARE ALLOWED TO
 6 RECEIVE THE SALARY SUPPLEMENT FOR NATIONAL BOARD CERTIFICATION; TO
 7 REQUIRE THE PAYMENT OF AN ANNUAL SALARY SUPPLEMENT TO
 8 STATE-LICENSED ATHLETIC TRAINERS EMPLOYED BY A SCHOOL DISTRICT WHO
 9 HAVE ACQUIRED NATIONAL BOARD CERTIFICATION; TO AMEND SECTION
 10 37-21-7, MISSISSIPPI CODE OF 1972, TO PROVIDE FOR AN INCREASE TO
 11 THE MINIMUM BASE SALARY FOR TEACHER ASSISTANTS; 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 * * * ~~county and~~
 18 ~~separate~~ public school district shall be determined and paid in
 19 accordance with the scale for teachers' salaries as provided in
 20 this subsection. For teachers holding the following types of
 21 licenses or the equivalent as determined by the State Board of
 22 Education, and the following number of years of teaching
 23 experience, the scale shall be as follows:



24 * * ~~2021-2022~~ **MINIMUM SALARY SCHEDULE**

25 — Years

26	Exp.	AAAA	AAA	AA	A
27	0	41,608.00	40,444.00	39,280.00	37,000.00
28	1	41,608.00	40,444.00	39,280.00	37,000.00
29	2	41,608.00	40,444.00	39,280.00	37,000.00
30	3	42,402.00	41,171.00	39,940.00	37,385.00
31	4	43,196.00	41,898.00	40,600.00	37,880.00
32	5	43,990.00	42,625.00	41,260.00	38,375.00
33	6	44,784.00	43,352.00	41,920.00	38,870.00
34	7	45,578.00	44,079.00	42,580.00	39,365.00
35	8	46,372.00	44,806.00	43,240.00	39,860.00
36	9	47,166.00	45,533.00	43,900.00	40,355.00
37	10	47,960.00	46,260.00	44,560.00	40,850.00
38	11	48,754.00	46,987.00	45,220.00	41,345.00
39	12	49,548.00	47,714.00	45,880.00	41,840.00
40	13	50,342.00	48,441.00	46,540.00	42,335.00
41	14	51,136.00	49,168.00	47,200.00	42,830.00
42	15	51,930.00	49,895.00	47,860.00	43,325.00
43	16	52,724.00	50,622.00	48,520.00	43,820.00
44	17	53,518.00	51,349.00	49,180.00	44,315.00
45	18	54,312.00	52,076.00	49,840.00	44,810.00
46	19	55,106.00	52,803.00	50,500.00	45,305.00
47	20	55,900.00	53,530.00	51,160.00	45,800.00
48	21	56,694.00	54,257.00	51,820.00	46,295.00



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

2022-2023 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE

Exp.	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>	
66	<u>0</u>	<u>45,500.00</u>	<u>44,000.00</u>	<u>43,000.00</u>	<u>41,500.00</u>
67	<u>1</u>	<u>46,100.00</u>	<u>44,550.00</u>	<u>43,525.00</u>	<u>41,900.00</u>
68	<u>2</u>	<u>46,700.00</u>	<u>45,100.00</u>	<u>44,050.00</u>	<u>42,300.00</u>
69	<u>3</u>	<u>47,300.00</u>	<u>45,650.00</u>	<u>44,575.00</u>	<u>42,700.00</u>
70	<u>4</u>	<u>47,900.00</u>	<u>46,200.00</u>	<u>45,100.00</u>	<u>43,100.00</u>
71	<u>5</u>	<u>49,250.00</u>	<u>47,500.00</u>	<u>46,350.00</u>	<u>44,300.00</u>
72	<u>6</u>	<u>49,850.00</u>	<u>48,050.00</u>	<u>46,875.00</u>	<u>44,700.00</u>
73	<u>7</u>	<u>50,450.00</u>	<u>48,600.00</u>	<u>47,400.00</u>	<u>45,100.00</u>



74	<u>8</u>	<u>51,050.00</u>	<u>49,150.00</u>	<u>47,925.00</u>	<u>45,500.00</u>
75	<u>9</u>	<u>51,650.00</u>	<u>49,700.00</u>	<u>48,450.00</u>	<u>45,900.00</u>
76	<u>10</u>	<u>53,000.00</u>	<u>51,000.00</u>	<u>49,700.00</u>	<u>47,100.00</u>
77	<u>11</u>	<u>53,600.00</u>	<u>51,550.00</u>	<u>50,225.00</u>	<u>47,500.00</u>
78	<u>12</u>	<u>54,200.00</u>	<u>52,100.00</u>	<u>50,750.00</u>	<u>47,900.00</u>
79	<u>13</u>	<u>54,800.00</u>	<u>52,650.00</u>	<u>51,275.00</u>	<u>48,300.00</u>
80	<u>14</u>	<u>55,400.00</u>	<u>53,200.00</u>	<u>51,800.00</u>	<u>48,700.00</u>
81	<u>15</u>	<u>56,750.00</u>	<u>54,500.00</u>	<u>53,050.00</u>	<u>49,900.00</u>
82	<u>16</u>	<u>57,350.00</u>	<u>55,050.00</u>	<u>53,575.00</u>	<u>50,300.00</u>
83	<u>17</u>	<u>57,950.00</u>	<u>55,600.00</u>	<u>54,100.00</u>	<u>50,700.00</u>
84	<u>18</u>	<u>58,550.00</u>	<u>56,150.00</u>	<u>54,625.00</u>	<u>51,100.00</u>
85	<u>19</u>	<u>59,150.00</u>	<u>56,700.00</u>	<u>55,150.00</u>	<u>51,500.00</u>
86	<u>20</u>	<u>60,500.00</u>	<u>58,000.00</u>	<u>56,400.00</u>	<u>52,700.00</u>
87	<u>21</u>	<u>61,100.00</u>	<u>58,550.00</u>	<u>56,925.00</u>	<u>53,100.00</u>
88	<u>22</u>	<u>61,700.00</u>	<u>59,100.00</u>	<u>57,450.00</u>	<u>53,500.00</u>
89	<u>23</u>	<u>62,300.00</u>	<u>59,650.00</u>	<u>57,975.00</u>	<u>53,900.00</u>
90	<u>24</u>	<u>62,900.00</u>	<u>60,200.00</u>	<u>58,500.00</u>	<u>54,300.00</u>
91	<u>25</u>	<u>65,400.00</u>	<u>62,700.00</u>	<u>61,000.00</u>	<u>56,800.00</u>
92	<u>26</u>	<u>66,000.00</u>	<u>63,250.00</u>	<u>61,525.00</u>	<u>57,200.00</u>
93	<u>27</u>	<u>66,600.00</u>	<u>63,800.00</u>	<u>62,050.00</u>	<u>57,600.00</u>
94	<u>28</u>	<u>67,200.00</u>	<u>64,350.00</u>	<u>62,575.00</u>	<u>58,000.00</u>
95	<u>29</u>	<u>67,800.00</u>	<u>64,900.00</u>	<u>63,100.00</u>	<u>58,400.00</u>
96	<u>30</u>	<u>68,400.00</u>	<u>65,450.00</u>	<u>63,625.00</u>	<u>58,800.00</u>
97	<u>31</u>	<u>69,000.00</u>	<u>66,000.00</u>	<u>64,150.00</u>	<u>59,200.00</u>
98	<u>32</u>	<u>69,600.00</u>	<u>66,550.00</u>	<u>64,675.00</u>	<u>59,600.00</u>



99	<u>33</u>	<u>70,200.00</u>	<u>67,100.00</u>	<u>65,200.00</u>	<u>60,000.00</u>
100	<u>34</u>	<u>70,800.00</u>	<u>67,650.00</u>	<u>65,725.00</u>	<u>60,400.00</u>
101	<u>35</u>				
102	<u>& above</u>	<u>71,400.00</u>	<u>68,200.00</u>	<u>66,250.00</u>	<u>60,800.00</u>

103 It is the intent of the Legislature that any state funds made
104 available for salaries of licensed personnel in excess of the
105 funds paid for such salaries for the 1986-1987 school year shall
106 be paid to licensed personnel pursuant to a personnel appraisal
107 and compensation system implemented by the State Board of
108 Education. The State Board of Education shall have the authority
109 to adopt and amend rules and regulations as are necessary to
110 establish, administer and maintain the system.

111 All teachers employed on a full-time basis shall be paid a
112 minimum salary in accordance with the above scale. However, no
113 school district shall receive any funds under this section for any
114 school year during which the local supplement paid to any
115 individual teacher shall have been reduced to a sum less than that
116 paid to that individual teacher for performing the same duties
117 from local supplement during the immediately preceding school
118 year. The amount actually spent for the purposes of group health
119 and/or life insurance shall be considered as a part of the
120 aggregate amount of local supplement but shall not be considered a
121 part of the amount of individual local supplement.

122 The level of professional training of each teacher to be used
123 in establishing the salary allotment for the teachers for each



124 year shall be determined by the type of valid teacher's license
125 issued to those teachers on or before October 1 of the current
126 school year. * * *—~~Provided,~~ However, * * *—~~that~~ school
127 districts are authorized, in their discretion, to negotiate the
128 salary levels applicable to * * *—~~certificated~~ licensed employees
129 who are receiving retirement benefits from the retirement system
130 of another state, and the annual experience increment provided
131 above in Section 37-19-7 shall not be applicable to any such
132 retired certificated employee.

133 (2) (a) The following employees shall receive an annual
134 salary supplement in the amount of Six Thousand Dollars
135 (\$6,000.00), plus fringe benefits, in addition to any other
136 compensation to which the employee may be entitled:

137 (i) Any licensed teacher who has met the
138 requirements and acquired a Master Teacher certificate from the
139 National Board for Professional Teaching Standards and who is
140 employed by a local school board or the State Board of Education
141 as a teacher and not as an administrator. Such teacher shall
142 submit documentation to the State Department of Education that the
143 certificate was received prior to October 15 in order to be
144 eligible for the full salary supplement in the current school
145 year, or the teacher shall submit such documentation to the State
146 Department of Education prior to February 15 in order to be
147 eligible for a prorated salary supplement beginning with the
148 second term of the school year.



149 (ii) A licensed nurse who has met the requirements
150 and acquired a certificate from the National Board for
151 Certification of School Nurses, Inc., and who is employed by a
152 local school board or the State Board of Education as a school
153 nurse and not as an administrator. The licensed school nurse
154 shall submit documentation to the State Department of Education
155 that the certificate was received before October 15 in order to be
156 eligible for the full salary supplement in the current school
157 year, or the licensed school nurse shall submit the documentation
158 to the State Department of Education before February 15 in order
159 to be eligible for a prorated salary supplement beginning with the
160 second term of the school year. * * * ~~Provided, however, that the~~
161 ~~total number of licensed school nurses eligible for a salary~~
162 ~~supplement under this subparagraph (ii) shall not exceed~~
163 ~~thirty-five (35).~~

164 (iii) Any licensed school counselor who has met
165 the requirements and acquired a National Certified School
166 Counselor (NCSC) endorsement from the National Board of Certified
167 Counselors and who is employed by a local school board or the
168 State Board of Education as a counselor and not as an
169 administrator. Such licensed school counselor shall submit
170 documentation to the State Department of Education that the
171 endorsement was received prior to October 15 in order to be
172 eligible for the full salary supplement in the current school
173 year, or the licensed school counselor shall submit such



174 documentation to the State Department of Education prior to
175 February 15 in order to be eligible for a prorated salary
176 supplement beginning with the second term of the school year.
177 However, any school counselor who started the National Board for
178 Professional Teaching Standards process for school counselors
179 between June 1, 2003, and June 30, 2004, and completes the
180 requirements and acquires the Master Teacher certificate shall be
181 entitled to the master teacher supplement, and those counselors
182 who complete the process shall be entitled to a one-time
183 reimbursement for the actual cost of the process as outlined in
184 paragraph (b) of this subsection.

185 (iv) Any licensed speech-language pathologist and
186 audiologist who has met the requirements and acquired a
187 Certificate of Clinical Competence from the American
188 Speech-Language-Hearing Association and any certified academic
189 language therapist (CALT) who has met the certification
190 requirements of the Academic Language Therapy Association and who
191 is employed by a local school board * * * ~~or is employed by a~~
192 ~~state agency under the State Personnel Board.~~ The licensed
193 speech-language pathologist and audiologist and certified academic
194 language therapist shall submit documentation to the State
195 Department of Education that the certificate or endorsement was
196 received before October 15 in order to be eligible for the full
197 salary supplement in the current school year, or the licensed
198 speech-language pathologist and audiologist and certified academic



199 language therapist shall submit the documentation to the State
200 Department of Education before February 15 in order to be eligible
201 for a prorated salary supplement beginning with the second term of
202 the school year. * * * ~~However, the total number of certified~~
203 ~~academic language therapists eligible for a salary supplement~~
204 ~~under this subparagraph (iv) shall not exceed twenty (20).~~

205 (v) Any licensed athletic trainer who has met the
206 requirements and acquired Board Certification for the Athletic
207 Trainer from the Board of Certification, Inc., and who is employed
208 by a local school board or the State Board of Education as an
209 athletic trainer and not as an administrator. The licensed
210 athletic trainer shall submit documentation to the State
211 Department of Education that the certificate was received before
212 October 15 in order to be eligible for the full salary supplement
213 in the current school year, or the licensed athletic trainer shall
214 submit the documentation to the State Department of Education
215 before February 15 in order to be eligible for a prorated salary
216 supplement beginning with the second term of the school year.

217 (b) An employee shall be reimbursed for the actual cost
218 of completing each component of acquiring the certificate or
219 endorsement, excluding any costs incurred for postgraduate
220 courses, not to exceed Five Hundred Dollars (\$500.00) for each
221 component, not to exceed four (4) components, for a teacher,
222 school counselor or speech-language pathologist and audiologist,
223 regardless of whether or not the process resulted in the award of



224 the certificate or endorsement. A local school district or any
225 private individual or entity may pay the cost of completing the
226 process of acquiring the certificate or endorsement for any
227 employee of the school district described under paragraph (a), and
228 the State Department of Education shall reimburse the school
229 district for such cost, regardless of whether or not the process
230 resulted in the award of the certificate or endorsement. If a
231 private individual or entity has paid the cost of completing the
232 process of acquiring the certificate or endorsement for an
233 employee, the local school district may agree to directly
234 reimburse the individual or entity for such cost on behalf of the
235 employee.

236 (c) All salary supplements, fringe benefits and process
237 reimbursement authorized under this subsection shall be paid
238 directly by the State Department of Education to the local school
239 district and shall be in addition to its * * * ~~minimum~~ adequate
240 education program allotments and not a part thereof in accordance
241 with regulations promulgated by the State Board of Education.
242 Local school districts shall not reduce the local supplement paid
243 to any employee receiving such salary supplement, and the employee
244 shall receive any local supplement to which employees with similar
245 training and experience otherwise are entitled. However, an
246 educational employee shall receive the salary supplement in the
247 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
248 qualifying certifications authorized under paragraph (a) of this



249 subsection. No school district shall provide more than one (1)
250 annual salary supplement under the provisions of this subsection
251 to any one (1) individual employee holding multiple qualifying
252 national certifications.

253 (d) If an employee for whom such cost has been paid, in
254 full or in part, by a local school district or private individual
255 or entity fails to complete the certification or endorsement
256 process, the employee shall be liable to the school district or
257 individual or entity for all amounts paid by the school district
258 or individual or entity on behalf of that employee toward his or
259 her certificate or endorsement.

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

264 Effective July 1, 2016, if funds are available for that
265 purpose, any licensed teacher who has met the requirements and
266 acquired a Master Teacher Certificate from the National Board for
267 Professional Teaching Standards and who is employed in a public
268 school district located in one (1) of the following counties:
269 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
270 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,
271 Holmes, Yazoo and Tallahatchie. The salary supplement awarded
272 under the provisions of this subsection (3) shall be in addition



273 to the salary supplement awarded under the provisions of
274 subsection (2) of this section.

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

281 (4) (a) This section shall be known and may be cited as the
282 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
283 the minimum base pay described in this section, only after full
284 funding of MAEP and if funds are available for that purpose, the
285 State of Mississippi may provide monies from state funds to school
286 districts for the purposes of rewarding * * *~~certified~~ licensed
287 teachers, administrators and nonlicensed personnel at individual
288 schools showing improvement in student test scores. The MPBP plan
289 shall be developed by the State Department of Education based on
290 the following criteria:

291 (i) It is the express intent of this legislation
292 that the MPBP plan shall utilize only existing standards of
293 accreditation and assessment as established by the State Board of
294 Education.

295 (ii) To ensure that all of Mississippi's teachers,
296 administrators and nonlicensed personnel at all schools have equal
297 access to the monies set aside in this section, the MPBP program



298 shall be designed to calculate each school's performance as
299 determined by the school's increase in scores from the prior
300 school year. The MPBP program shall be based on a standardized
301 scores rating where all levels of schools can be judged in a
302 statistically fair and reasonable way upon implementation. At the
303 end of each year, after all student achievement scores have been
304 standardized, the State Department of Education shall implement
305 the MPBP plan.

306 (iii) To ensure all teachers cooperate in the
307 spirit of teamwork, individual schools shall submit a plan to the
308 local school district to be approved before the beginning of each
309 school year beginning July 1, 2008. The plan shall include, but
310 not be limited to, how all teachers, regardless of subject area,
311 and administrators will be responsible for improving student
312 achievement for their individual school.

313 (b) The State Board of Education shall develop the
314 processes and procedures for designating schools eligible to
315 participate in the MPBP. State assessment results, growth in
316 student achievement at individual schools and other measures
317 deemed appropriate in designating successful student achievement
318 shall be used in establishing MPBP criteria. * * * ~~The State~~
319 ~~Board of Education shall develop the MPBP policies and procedures~~
320 ~~and report to the Legislature and Governor by December 1, 2006.~~

321 (5) (a) * * * ~~Beginning in the 2008-2009 school year,~~ If
322 funds are available for that purpose, each school in Mississippi



323 shall have mentor teachers, as defined by Sections 37-9-201
324 through 37-9-213, who shall receive additional base compensation
325 provided for by the State Legislature in the amount of One
326 Thousand Dollars (\$1,000.00) per each beginning teacher that is
327 being mentored. The additional state compensation shall be
328 limited to those mentor teachers that provide mentoring services
329 to beginning teachers. For the purposes of such funding, a
330 beginning teacher shall be defined as any teacher in any school in
331 Mississippi that has less than one (1) year of classroom
332 experience teaching in a public school. For the purposes of such
333 funding, no full-time academic teacher shall mentor more than two
334 (2) beginning teachers.

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

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

342 **SECTION 2.** Section 37-21-7, Mississippi Code of 1972, is
343 amended as follows:

344 37-21-7. (1) This section shall be referred to as the
345 "Mississippi Elementary Schools Assistant Teacher Program," the
346 purpose of which shall be to provide an early childhood education
347 program that assists in the instruction of basic skills. The



348 State Board of Education is authorized, empowered and directed to
349 implement a statewide system of assistant teachers in kindergarten
350 classes and in the first, second and third grades. The assistant
351 teacher shall assist pupils in actual instruction under the strict
352 supervision of a licensed teacher.

353 (2) (a) Except as otherwise authorized under subsection
354 (7), each school district shall employ the total number of
355 assistant teachers funded under subsection (6) of this section.
356 The superintendent of each district shall assign the assistant
357 teachers to the kindergarten, first-, second- and third-grade
358 classes in the district in a manner that will promote the maximum
359 efficiency, as determined by the superintendent, in the
360 instruction of skills such as verbal and linguistic skills,
361 logical and mathematical skills, and social skills.

362 (b) If a licensed teacher to whom an assistant teacher
363 has been assigned is required to be absent from the classroom, the
364 assistant teacher may assume responsibility for the classroom in
365 lieu of a substitute teacher. However, no assistant teacher shall
366 assume sole responsibility of the classroom for more than three
367 (3) consecutive school days. Further, in no event shall any
368 assistant teacher be assigned to serve as a substitute teacher for
369 any teacher other than the licensed teacher to whom that assistant
370 teacher has been assigned.

371 (3) Assistant teachers shall have, at a minimum, a high
372 school diploma or a High School Equivalency Diploma equivalent,



373 and shall show demonstratable proficiency in reading and writing
374 skills. The State Department of Education shall develop a testing
375 procedure for assistant teacher applicants to be used in all
376 school districts in the state.

377 (4) (a) In order to receive funding, each school district
378 shall:

379 (i) Submit a plan on the implementation of a
380 reading improvement program to the State Department of Education;
381 and

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

385 (b) Additionally, each school district shall:

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

391 (ii) Hold periodic workshops for administrators
392 and teachers on the effective use and supervision of assistant
393 teachers;

394 (iii) Provide training annually on specific
395 instructional skills for assistant teachers;



396 (iv) Annually evaluate their program in accordance
397 with their educational accountability and assessment of
398 performance plan; and

399 (v) Designate the necessary personnel to supervise
400 and report on their program.

401 (5) The State Department of Education shall:

402 (a) Develop and assist in the implementation of a
403 statewide uniform training module, subject to the availability of
404 funds specifically appropriated therefor by the Legislature, which
405 shall be used in all school districts for training administrators,
406 teachers and assistant teachers. The module shall provide for the
407 consolidated training of each assistant teacher and teacher to
408 whom the assistant teacher is assigned, working together as a
409 team, and shall require further periodic training for
410 administrators, teachers and assistant teachers regarding the role
411 of assistant teachers;

412 (b) Annually evaluate the program on the district and
413 state level. Subject to the availability of funds specifically
414 appropriated therefor by the Legislature, the department shall
415 develop: (i) uniform evaluation reports, to be performed by the
416 principal or assistant principal, to collect data for the annual
417 overall program evaluation conducted by the department; or (ii) a
418 program evaluation model that, at a minimum, addresses process
419 evaluation; and



420 (c) Promulgate rules, regulations and such other
421 standards deemed necessary to effectuate the purposes of this
422 section. Noncompliance with the provisions of this section and
423 any rules, regulations or standards adopted by the department may
424 result in a violation of compulsory accreditation standards as
425 established by the State Board of Education and the Commission on
426 School Accreditation.

427 (6) In addition to other funds allotted under the Minimum
428 Education or Adequate Education Program, each school district
429 shall be allotted sufficient funding for the purpose of employing
430 assistant teachers. No assistant teacher shall be paid less than
431 the amount he or she received in the prior school year. No school
432 district shall receive any funds under this section for any school
433 year during which the aggregate amount of the local contribution
434 to the salaries of assistant teachers by the district shall have
435 been reduced below such amount for the previous year.

436 For assistant teachers, the minimum annual salary shall be as
437 follows:

438 * * * ~~2021-2022 Minimum Salary~~ ~~_____~~ ~~\$15,000.00~~
439 2022-2023 and Subsequent Years Minimum Salary.....\$17,000.00

440 In addition, for each one percent (1%) that the Sine Die
441 General Fund Revenue Estimate Growth exceeds five percent (5%) in
442 fiscal year 2006, as certified by the Legislative Budget Office to
443 the State Board of Education and subject to the specific
444 appropriation therefor by the Legislature, the State Board of



445 Education shall revise the salary scale in the appropriate year to
446 provide an additional one percent (1%) across-the-board increase
447 in the base salaries for assistant teachers. The State Board of
448 Education shall revise the salaries prescribed above for assistant
449 teachers to conform to any adjustments made in prior fiscal years
450 due to revenue growth over and above five percent (5%). The
451 assistant teachers shall not be restricted to working only in the
452 grades for which the funds were allotted, but may be assigned to
453 other classes as provided in subsection (2)(a) of this section.

454 (7) (a) As an alternative to employing assistant teachers,
455 any school district may use the allotment provided under
456 subsection (6) of this section for the purpose of employing
457 licensed teachers for kindergarten, first-, second- and
458 third-grade classes; however, no school district shall be
459 authorized to use the allotment for assistant teachers for the
460 purpose of employing licensed teachers unless the district has
461 established that the employment of licensed teachers using such
462 funds will reduce the teacher:student ratio in the kindergarten,
463 first-, second- and third-grade classes. All state funds for
464 assistant teachers shall be applied to reducing teacher:student
465 ratio in Grades K-3.

466 It is the intent of the Legislature that no school district
467 shall dismiss any assistant teacher for the purpose of using the
468 assistant teacher allotment to employ licensed teachers. School



469 districts may rely only upon normal attrition to reduce the number
470 of assistant teachers employed in that district.

471 (b) Districts meeting the highest levels of
472 accreditation standards, as defined by the State Board of
473 Education, shall be exempted from the provisions of subsection (4)
474 of this section.

475 **SECTION 3.** This act shall take effect and be in force from
476 and after July 1, 2022, and the amendments to subparagraphs (ii),
477 (iv) and (v) of Section 37-19-7(2)(a) in this act shall be
478 retroactive to July 1, 2021.

