

By: Representatives Read, Felsher, Haney,
Stamps

To: Appropriations

HOUSE BILL NO. 43

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; AND FOR RELATED PURPOSES.

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

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

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

20 **2021-2022 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

21 Years



22	Exp.	AAAA	AAA	AA	A
23	0	41,608.00	40,444.00	39,280.00	37,000.00
24	1	41,608.00	40,444.00	39,280.00	37,000.00
25	2	41,608.00	40,444.00	39,280.00	37,000.00
26	3	42,402.00	41,171.00	39,940.00	37,385.00
27	4	43,196.00	41,898.00	40,600.00	37,880.00
28	5	43,990.00	42,625.00	41,260.00	38,375.00
29	6	44,784.00	43,352.00	41,920.00	38,870.00
30	7	45,578.00	44,079.00	42,580.00	39,365.00
31	8	46,372.00	44,806.00	43,240.00	39,860.00
32	9	47,166.00	45,533.00	43,900.00	40,355.00
33	10	47,960.00	46,260.00	44,560.00	40,850.00
34	11	48,754.00	46,987.00	45,220.00	41,345.00
35	12	49,548.00	47,714.00	45,880.00	41,840.00
36	13	50,342.00	48,441.00	46,540.00	42,335.00
37	14	51,136.00	49,168.00	47,200.00	42,830.00
38	15	51,930.00	49,895.00	47,860.00	43,325.00
39	16	52,724.00	50,622.00	48,520.00	43,820.00
40	17	53,518.00	51,349.00	49,180.00	44,315.00
41	18	54,312.00	52,076.00	49,840.00	44,810.00
42	19	55,106.00	52,803.00	50,500.00	45,305.00
43	20	55,900.00	53,530.00	51,160.00	45,800.00
44	21	56,694.00	54,257.00	51,820.00	46,295.00
45	22	57,488.00	54,984.00	52,480.00	46,790.00
46	23	58,282.00	55,711.00	53,140.00	47,285.00



47	24	59,076.00	56,438.00	53,800.00	47,780.00
48	25	61,930.00	59,225.00	56,520.00	50,335.00
49	26	62,724.00	59,952.00	57,180.00	50,830.00
50	27	63,518.00	60,679.00	57,840.00	51,325.00
51	28	64,312.00	61,406.00	58,500.00	51,820.00
52	29	65,106.00	62,133.00	59,160.00	52,315.00
53	30	65,900.00	62,860.00	59,820.00	52,810.00
54	31	66,694.00	63,587.00	60,480.00	53,305.00
55	32	67,488.00	64,314.00	61,140.00	53,800.00
56	33	68,282.00	65,041.00	61,800.00	54,295.00
57	34	69,076.00	65,768.00	62,460.00	54,790.00
58	35				
59	& above	69,870.00	66,495.00	63,120.00	55,285.00

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

68 All teachers employed on a full-time basis shall be paid a
69 minimum salary in accordance with the above scale. However, no
70 school district shall receive any funds under this section for any
71 school year during which the local supplement paid to any



72 individual teacher shall have been reduced to a sum less than that
73 paid to that individual teacher for performing the same duties
74 from local supplement during the immediately preceding school
75 year. The amount actually spent for the purposes of group health
76 and/or life insurance shall be considered as a part of the
77 aggregate amount of local supplement but shall not be considered a
78 part of the amount of individual local supplement.

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

90 (2) (a) The following employees shall receive an annual
91 salary supplement in the amount of Six Thousand Dollars
92 (\$6,000.00), plus fringe benefits, in addition to any other
93 compensation to which the employee may be entitled:

94 (i) Any licensed teacher who has met the
95 requirements and acquired a Master Teacher certificate from the
96 National Board for Professional Teaching Standards and who is



97 employed by a local school board or the State Board of Education
98 as a teacher and not as an administrator. Such teacher shall
99 submit documentation to the State Department of Education that the
100 certificate was received prior to October 15 in order to be
101 eligible for the full salary supplement in the current school
102 year, or the teacher shall submit such documentation to the State
103 Department of Education prior to February 15 in order to be
104 eligible for a prorated salary supplement beginning with the
105 second term of the school year.

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

118 (iii) Any licensed school counselor who has met
119 the requirements and acquired a National Certified School
120 Counselor (NCSC) endorsement from the National Board of Certified
121 Counselors and who is employed by a local school board or the



122 State Board of Education as a counselor and not as an
123 administrator. Such licensed school counselor shall submit
124 documentation to the State Department of Education that the
125 endorsement was received prior to October 15 in order to be
126 eligible for the full salary supplement in the current school
127 year, or the licensed school counselor shall submit such
128 documentation to the State Department of Education prior to
129 February 15 in order to be eligible for a prorated salary
130 supplement beginning with the second term of the school year.
131 However, any school counselor who started the National Board for
132 Professional Teaching Standards process for school counselors
133 between June 1, 2003, and June 30, 2004, and completes the
134 requirements and acquires the Master Teacher certificate shall be
135 entitled to the master teacher supplement, and those counselors
136 who complete the process shall be entitled to a one-time
137 reimbursement for the actual cost of the process as outlined in
138 paragraph (b) of this subsection.

139 (iv) Any licensed speech-language pathologist and
140 audiologist who has met the requirements and acquired a
141 Certificate of Clinical Competence from the American
142 Speech-Language-Hearing Association and any certified academic
143 language therapist (CALT) who has met the certification
144 requirements of the Academic Language Therapy Association and who
145 is employed by a local school board * * *. The licensed
146 speech-language pathologist and audiologist and certified academic



147 language therapist shall submit documentation to the State
148 Department of Education that the certificate or endorsement was
149 received before October 15 in order to be eligible for the full
150 salary supplement in the current school year, or the licensed
151 speech-language pathologist and audiologist and certified academic
152 language therapist shall submit the documentation to the State
153 Department of Education before February 15 in order to be eligible
154 for a prorated salary supplement beginning with the second term of
155 the school year. * * *

156 (v) Any licensed athletic trainer who has met the
157 requirements and acquired Board Certification for the Athletic
158 Trainer from the Board of Certification, Inc., and who is employed
159 by a local school board or the State Board of Education as an
160 athletic trainer and not as an administrator. The licensed
161 athletic trainer shall submit documentation to the State
162 Department of Education that the certificate was received before
163 October 15 in order to be eligible for the full salary supplement
164 in the current school year, or the licensed athletic trainer shall
165 submit the documentation to the State Department of Education
166 before February 15 in order to be eligible for a prorated salary
167 supplement beginning with the second term of the school year. The
168 total number of licensed athletic trainers eligible for a salary
169 supplement under this subparagraph (v) may not exceed twenty (20).

170 (b) An employee shall be reimbursed for the actual cost
171 of completing each component of acquiring the certificate or



172 endorsement, excluding any costs incurred for postgraduate
173 courses, not to exceed Five Hundred Dollars (\$500.00) for each
174 component, not to exceed four (4) components, for a teacher,
175 school counselor or speech-language pathologist and audiologist,
176 regardless of whether or not the process resulted in the award of
177 the certificate or endorsement. A local school district or any
178 private individual or entity may pay the cost of completing the
179 process of acquiring the certificate or endorsement for any
180 employee of the school district described under paragraph (a), and
181 the State Department of Education shall reimburse the school
182 district for such cost, regardless of whether or not the process
183 resulted in the award of the certificate or endorsement. If a
184 private individual or entity has paid the cost of completing the
185 process of acquiring the certificate or endorsement for an
186 employee, the local school district may agree to directly
187 reimburse the individual or entity for such cost on behalf of the
188 employee.

189 (c) All salary supplements, fringe benefits and process
190 reimbursement authorized under this subsection shall be paid
191 directly by the State Department of Education to the local school
192 district and shall be in addition to its * * * adequate education
193 program allotments and not a part thereof in accordance with
194 regulations promulgated by the State Board of Education. Local
195 school districts shall not reduce the local supplement paid to any
196 employee receiving such salary supplement, and the employee shall



197 receive any local supplement to which employees with similar
198 training and experience otherwise are entitled. However, an
199 educational employee shall receive the salary supplement in the
200 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
201 qualifying certifications authorized under paragraph (a) of this
202 subsection. No school district shall provide more than one (1)
203 annual salary supplement under the provisions of this subsection
204 to any one (1) individual employee holding multiple qualifying
205 national certifications.

206 (d) If an employee for whom such cost has been paid, in
207 full or in part, by a local school district or private individual
208 or entity fails to complete the certification or endorsement
209 process, the employee shall be liable to the school district or
210 individual or entity for all amounts paid by the school district
211 or individual or entity on behalf of that employee toward his or
212 her certificate or endorsement.

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

217 Effective July 1, 2016, if funds are available for that
218 purpose, any licensed teacher who has met the requirements and
219 acquired a Master Teacher Certificate from the National Board for
220 Professional Teaching Standards and who is employed in a public
221 school district located in one (1) of the following counties:



222 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
223 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,
224 Holmes, Yazoo and Tallahatchie. The salary supplement awarded
225 under the provisions of this subsection (3) shall be in addition
226 to the salary supplement awarded under the provisions of
227 subsection (2) of this section.

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

234 (4) (a) This section shall be known and may be cited as the
235 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
236 the minimum base pay described in this section, only after full
237 funding of MAEP and if funds are available for that purpose, the
238 State of Mississippi may provide monies from state funds to school
239 districts for the purposes of rewarding * * * licensed teachers,
240 administrators and nonlicensed personnel at individual schools
241 showing improvement in student test scores. The MPBP plan shall
242 be developed by the State Department of Education based on the
243 following criteria:

244 (i) It is the express intent of this legislation
245 that the MPBP plan shall utilize only existing standards of



246 accreditation and assessment as established by the State Board of
247 Education.

248 (ii) To ensure that all of Mississippi's teachers,
249 administrators and nonlicensed personnel at all schools have equal
250 access to the monies set aside in this section, the MPBP program
251 shall be designed to calculate each school's performance as
252 determined by the school's increase in scores from the prior
253 school year. The MPBP program shall be based on a standardized
254 scores rating where all levels of schools can be judged in a
255 statistically fair and reasonable way upon implementation. At the
256 end of each year, after all student achievement scores have been
257 standardized, the State Department of Education shall implement
258 the MPBP plan.

259 (iii) To ensure all teachers cooperate in the
260 spirit of teamwork, individual schools shall submit a plan to the
261 local school district to be approved before the beginning of each
262 school year beginning July 1, 2008. The plan shall include, but
263 not be limited to, how all teachers, regardless of subject area,
264 and administrators will be responsible for improving student
265 achievement for their individual school.

266 (b) The State Board of Education shall develop the
267 processes and procedures for designating schools eligible to
268 participate in the MPBP. State assessment results, growth in
269 student achievement at individual schools and other measures



270 deemed appropriate in designating successful student achievement
271 shall be used in establishing MPBP criteria. * * *

272 (5) (a) * * * If funds are available for that purpose,
273 each school in Mississippi shall have mentor teachers, as defined
274 by Sections 37-9-201 through 37-9-213, who shall receive
275 additional base compensation provided for by the State Legislature
276 in the amount of One Thousand Dollars (\$1,000.00) per each
277 beginning teacher that is being mentored. The additional state
278 compensation shall be limited to those mentor teachers that
279 provide mentoring services to beginning teachers. For the
280 purposes of such funding, a beginning teacher shall be defined as
281 any teacher in any school in Mississippi that has less than one
282 (1) year of classroom experience teaching in a public school. For
283 the purposes of such funding, no full-time academic teacher shall
284 mentor more than two (2) beginning teachers.

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

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

292 **SECTION 2.** This act shall take effect and be in force from
293 and after its passage, and the amendments to Section 37-19-7 in
294 this act shall be retroactive to July 1, 2021.

