

By: Representative Scott

To: Education;
Appropriations

HOUSE BILL NO. 287

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 REQUIRE THE STATE DEPARTMENT OF EDUCATION TO PAY A SALARY
3 SUPPLEMENT TO PERSONS EMPLOYED AS A LICENSED TEACHER IN A CRITICAL
4 SHORTAGE SUBJECT AREA BY A SCHOOL DISTRICT ASSIGNED AN
5 ACCOUNTABILITY RATING OF D OR F; AND FOR RELATED PURPOSES.

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

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

9 37-19-7. (1) The allowance in the Mississippi Adequate
10 Education Program for teachers' salaries in each * * * public
11 school district shall be determined and paid in accordance with
12 the scale for teachers' salaries, as provided in this subsection.
13 For teachers holding the following types of licenses or the
14 equivalent as determined by the State Board of Education, and the
15 following number of years of teaching experience, the scale shall
16 be as follows:

17 **2022-2023 AND SCHOOL YEARS THEREAFTER MINIMUM SALARY SCHEDULE**

18 Years

19 Exp. AAAA AAA AA A



20	0	41,608.00	40,444.00	39,280.00	37,000.00
21	1	41,608.00	40,444.00	39,280.00	37,000.00
22	2	41,608.00	40,444.00	39,280.00	37,000.00
23	3	42,402.00	41,171.00	39,940.00	37,385.00
24	4	43,196.00	41,898.00	40,600.00	37,880.00
25	5	43,990.00	42,625.00	41,260.00	38,375.00
26	6	44,784.00	43,352.00	41,920.00	38,870.00
27	7	45,578.00	44,079.00	42,580.00	39,365.00
28	8	46,372.00	44,806.00	43,240.00	39,860.00
29	9	47,166.00	45,533.00	43,900.00	40,355.00
30	10	47,960.00	46,260.00	44,560.00	40,850.00
31	11	48,754.00	46,987.00	45,220.00	41,345.00
32	12	49,548.00	47,714.00	45,880.00	41,840.00
33	13	50,342.00	48,441.00	46,540.00	42,335.00
34	14	51,136.00	49,168.00	47,200.00	42,830.00
35	15	51,930.00	49,895.00	47,860.00	43,325.00
36	16	52,724.00	50,622.00	48,520.00	43,820.00
37	17	53,518.00	51,349.00	49,180.00	44,315.00
38	18	54,312.00	52,076.00	49,840.00	44,810.00
39	19	55,106.00	52,803.00	50,500.00	45,305.00
40	20	55,900.00	53,530.00	51,160.00	45,800.00
41	21	56,694.00	54,257.00	51,820.00	46,295.00
42	22	57,488.00	54,984.00	52,480.00	46,790.00
43	23	58,282.00	55,711.00	53,140.00	47,285.00
44	24	59,076.00	56,438.00	53,800.00	47,780.00



45	25	61,930.00	59,225.00	56,520.00	50,335.00
46	26	62,724.00	59,952.00	57,180.00	50,830.00
47	27	63,518.00	60,679.00	57,840.00	51,325.00
48	28	64,312.00	61,406.00	58,500.00	51,820.00
49	29	65,106.00	62,133.00	59,160.00	52,315.00
50	30	65,900.00	62,860.00	59,820.00	52,810.00
51	31	66,694.00	63,587.00	60,480.00	53,305.00
52	32	67,488.00	64,314.00	61,140.00	53,800.00
53	33	68,282.00	65,041.00	61,800.00	54,295.00
54	34	69,076.00	65,768.00	62,460.00	54,790.00
55	35				
56	& above	69,870.00	66,495.00	63,120.00	55,285.00

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

65 All teachers employed on a full-time basis shall be paid a
66 minimum salary in accordance with the above scale. However, no
67 school district shall receive any funds under this section for any
68 school year during which the local supplement paid to any
69 individual teacher shall have been reduced to a sum less than that



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

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

87 (2) (a) The following employees shall receive an annual
88 salary supplement in the amount of Six Thousand Dollars
89 (\$6,000.00), plus fringe benefits, in addition to any other
90 compensation to which the employee may be entitled:

91 (i) Any licensed teacher who has met the
92 requirements and acquired a Master Teacher certificate from the
93 National Board for Professional Teaching Standards and who is
94 employed by a local school board or the State Board of Education



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

103 (ii) A licensed nurse who has met the requirements
104 and acquired a certificate from the National Board for
105 Certification of School Nurses, Inc., and who is employed by a
106 local school board or the State Board of Education as a school
107 nurse and not as an administrator. The licensed school nurse
108 shall submit documentation to the State Department of Education
109 that the certificate was received before October 15 in order to be
110 eligible for the full salary supplement in the current school
111 year, or the licensed school nurse shall submit the documentation
112 to the State Department of Education before February 15 in order
113 to be eligible for a prorated salary supplement beginning with the
114 second term of the school year. * * * However, * * *the total
115 number of licensed school nurses eligible for a salary supplement
116 under this subparagraph (ii) shall not exceed thirty-five (35).

117 (iii) Any licensed school counselor who has met
118 the requirements and acquired a National Certified School
119 Counselor (NCSC) endorsement from the National Board of Certified



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

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



145 agency under the State Personnel 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. However, the total number of certified academic
156 language therapists eligible for a salary supplement under this
157 subparagraph (iv) shall not exceed twenty (20).

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



170 district for such cost, regardless of whether or not the process
171 resulted in the award of the certificate or endorsement. If a
172 private individual or entity has paid the cost of completing the
173 process of acquiring the certificate or endorsement for an
174 employee, the local school district may agree to directly
175 reimburse the individual or entity for such cost on behalf of the
176 employee.

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



194 (d) If an employee for whom such cost has been paid, in
195 full or in part, by a local school district or private individual
196 or entity fails to complete the certification or endorsement
197 process, the employee shall be liable to the school district or
198 individual or entity for all amounts paid by the school district
199 or individual or entity on behalf of that employee toward his or
200 her certificate or endorsement.

201 (3) (a) The following employees shall receive an annual
202 salary supplement in the amount of Four Thousand Dollars
203 (\$4,000.00), plus fringe benefits, in addition to any other
204 compensation to which the employee may be entitled:

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

216 Teachers who meet the qualifications for a salary supplement
217 under this subsection (3) (a) who are assigned for less than one
218 (1) full year or less than full time for the school year shall



219 receive the salary supplement in a prorated manner, with the
220 portion of the teacher's assignment to the critical geographic
221 area to be determined as of June 15th of the school year.

222 (b) Beginning in the 2022-2023 school year, a licensed
223 teacher employed in a teaching position in a subject area in which
224 there exists a critical shortage of teachers, as determined by the
225 State Department of Education, by a school district that has been
226 assigned an accountability rating of D or F is eligible for an
227 annual salary supplement in an amount determined by the local
228 school district, not to exceed Fifteen Thousand Dollars
229 (\$15,000.00). The amount of a salary supplement under this
230 subsection (3) (b) for a qualified teacher must be established by
231 the employer school district, with consideration given to the
232 teacher's number of years experience in the critical needs subject
233 area, educational attainment, and professional certifications,
234 including a Master Teacher certificate from the National Board for
235 Professional Teaching Standards. The State Department of
236 Education shall pay directly to the local school district all
237 salary supplements awarded under this subsection (3) (b), which is
238 in addition to the district's allotments under the adequate
239 education program. A local school district may not reduce the
240 local supplement paid to any teacher receiving this salary
241 supplement, and the employee must receive any local supplement to
242 which employees with similar training and experience otherwise are
243 entitled.



244 A salary supplement awarded to a teacher under this
245 subsection (3) (b) is in addition to any other compensation to
246 which the employee may be entitled, including a salary supplement
247 awarded under subsection (2) of this section.

248 (4) (a) This section shall be known and may be cited as the
249 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
250 the minimum base pay described in this section, only after full
251 funding of MAEP and if funds are available for that purpose, the
252 State of Mississippi may provide monies from state funds to school
253 districts for the purposes of rewarding * * * licensed teachers,
254 administrators and nonlicensed personnel at individual schools
255 showing improvement in student test scores. The MPBP plan shall
256 be developed by the State Department of Education based on the
257 following criteria:

258 (i) It is the express intent of this legislation
259 that the MPBP plan shall utilize only existing standards of
260 accreditation and assessment as established by the State Board of
261 Education.

262 (ii) To ensure that all of Mississippi's teachers,
263 administrators and nonlicensed personnel at all schools have equal
264 access to the monies set aside in this section, the MPBP program
265 shall be designed to calculate each school's performance as
266 determined by the school's increase in scores from the prior
267 school year. The MPBP program shall be based on a standardized
268 scores rating where all levels of schools can be judged in a



269 statistically fair and reasonable way upon implementation. At the
270 end of each year, after all student achievement scores have been
271 standardized, the State Department of Education shall implement
272 the MPBP plan.

273 (iii) To ensure all teachers cooperate in the
274 spirit of teamwork, individual schools shall submit a plan to the
275 local school district to be approved before the beginning of each
276 school year beginning July 1, 2008. The plan shall include, but
277 not be limited to, how all teachers, regardless of subject area,
278 and administrators will be responsible for improving student
279 achievement for their individual school.

280 (b) The State Board of Education shall develop the
281 processes and procedures for designating schools eligible to
282 participate in the MPBP. State assessment results, growth in
283 student achievement at individual schools and other measures
284 deemed appropriate in designating successful student achievement
285 shall be used in establishing MPBP criteria. * * *

286 (5) (a) Beginning in the 2008-2009 school year, if funds
287 are available for that purpose, each school in Mississippi shall
288 have mentor teachers, as defined by Sections 37-9-201 through
289 37-9-213, who shall receive additional base compensation provided
290 for by the State Legislature in the amount of One Thousand Dollars
291 (\$1,000.00) per each beginning teacher that is being mentored.
292 The additional state compensation shall be limited to those mentor
293 teachers that provide mentoring services to beginning teachers.



294 For the purposes of such funding, a beginning teacher shall be
295 defined as any teacher in any school in Mississippi that has less
296 than one (1) year of classroom experience teaching in a public
297 school. For the purposes of such funding, no full-time academic
298 teacher shall mentor more than two (2) beginning teachers.

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

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

306 **SECTION 2.** This act shall take effect and be in force from
307 and after July 1, 2022.

