

By: Representative Beckett

To: Education;
Appropriations

HOUSE BILL NO. 1102

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**

21 **MINIMUM SALARY SCHEDULE**



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



47	23	58,282.00	55,711.00	53,140.00	47,285.00
48	24	59,076.00	56,438.00	53,800.00	47,780.00
49	25	61,930.00	59,225.00	56,520.00	50,335.00
50	26	62,724.00	59,952.00	57,180.00	50,830.00
51	27	63,518.00	60,679.00	57,840.00	51,325.00
52	28	64,312.00	61,406.00	58,500.00	51,820.00
53	29	65,106.00	62,133.00	59,160.00	52,315.00
54	30	65,900.00	62,860.00	59,820.00	52,810.00
55	31	66,694.00	63,587.00	60,480.00	53,305.00
56	32	67,488.00	64,314.00	61,140.00	53,800.00
57	33	68,282.00	65,041.00	61,800.00	54,295.00
58	34	69,076.00	65,768.00	62,460.00	54,790.00
59	35				
60	& above	69,870.00	66,495.00	63,120.00	55,285.00

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

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



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

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

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

95 (i) Any licensed teacher who has met the
96 requirements and acquired a Master Teacher certificate from the



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

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

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



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

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



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

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



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

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



196 school districts shall not reduce the local supplement paid to any
197 employee receiving such salary supplement, and the employee shall
198 receive any local supplement to which employees with similar
199 training and experience otherwise are entitled. However, an
200 educational employee shall receive the salary supplement in the
201 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
202 qualifying certifications authorized under paragraph (a) of this
203 subsection. No school district shall provide more than one (1)
204 annual salary supplement under the provisions of this subsection
205 to any one (1) individual employee holding multiple qualifying
206 national certifications.

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

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

218 Effective July 1, 2016, if funds are available for that
219 purpose, any licensed teacher who has met the requirements and
220 acquired a Master Teacher Certificate from the National Board for



221 Professional Teaching Standards and who is employed in a public
222 school district located in one (1) of the following counties:
223 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
224 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,
225 Holmes, Yazoo and Tallahatchie. The salary supplement awarded
226 under the provisions of this subsection (3) shall be in addition
227 to the salary supplement awarded under the provisions of
228 subsection (2) of this section.

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

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



245 (i) It is the express intent of this legislation
246 that the MPBP plan shall utilize only existing standards of
247 accreditation and assessment as established by the State Board of
248 Education.

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

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

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



270 student achievement at individual schools and other measures
271 deemed appropriate in designating successful student achievement
272 shall be used in establishing MPBP criteria. * * *

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

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

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

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

