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To: Education; Appropriations

SENATE BILL NO. 2443

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 or is employed by a state  
146 agency under the State Personnel 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.

