

By: Senator(s) DeBar, Blount, Michel, Harkins, Carter, Seymour, Blackwell, Moran, Sparks, Whaley, Tate, Chassaniol, Hopson, Fillingane, McMahan, Younger, Polk, Boyd, Parker, McLendon, Williams, Thompson, England, Suber, Barrett, DeLano, McCaughn, Branning, Wiggins, Johnson, Kirby, Caughman, Jordan

To: Education; Appropriations

COMMITTEE SUBSTITUTE FOR SENATE BILL NO. 2444

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 REVISE THE MINIMUM TEACHER SALARY SCALE BY INCREASING THE MINIMUM  
3 SALARY FOR THE 2022-2023 SCHOOL YEAR; TO SET THE MINIMUM TEACHER  
4 SALARY FOR THE 2023-2024 SCHOOL YEAR AND SUBSEQUENT SCHOOL YEARS;  
5 TO DELETE THE CAP ON THE NUMBER OF NATIONAL BOARD-CERTIFIED NURSES  
6 AND SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS EMPLOYED BY  
7 SCHOOLS DISTRICTS WHO ARE ALLOWED TO RECEIVE THE SALARY SUPPLEMENT  
8 FOR NATIONAL BOARD CERTIFICATION; TO REQUIRE THE PAYMENT OF AN  
9 ANNUAL SALARY SUPPLEMENT TO STATE-LICENSED ATHLETIC TRAINERS  
10 EMPLOYED BY A SCHOOL DISTRICT WHO HAVE ACQUIRED NATIONAL BOARD  
11 CERTIFICATION; AND FOR RELATED PURPOSES.

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

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

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





48	<u>21</u>	<u>61,750.00</u>	<u>58,850.00</u>	<u>55,700.00</u>	<u>52,800.00</u>
49	<u>22</u>	<u>62,250.00</u>	<u>59,350.00</u>	<u>56,200.00</u>	<u>53,300.00</u>
50	<u>23</u>	<u>62,750.00</u>	<u>59,850.00</u>	<u>56,700.00</u>	<u>53,800.00</u>
51	<u>24</u>	<u>63,250.00</u>	<u>60,350.00</u>	<u>57,200.00</u>	<u>54,300.00</u>
52	<u>25</u>	<u>65,750.00</u>	<u>62,850.00</u>	<u>59,700.00</u>	<u>56,800.00</u>
53	<u>26</u>	<u>66,250.00</u>	<u>63,350.00</u>	<u>60,200.00</u>	<u>57,300.00</u>
54	<u>27</u>	<u>66,750.00</u>	<u>63,850.00</u>	<u>60,700.00</u>	<u>57,800.00</u>
55	<u>28</u>	<u>67,250.00</u>	<u>64,350.00</u>	<u>61,200.00</u>	<u>58,300.00</u>
56	<u>29</u>	<u>67,750.00</u>	<u>64,850.00</u>	<u>61,700.00</u>	<u>58,800.00</u>
57	<u>30</u>	<u>68,250.00</u>	<u>65,350.00</u>	<u>62,200.00</u>	<u>59,300.00</u>
58	<u>31</u>	<u>68,750.00</u>	<u>65,850.00</u>	<u>62,700.00</u>	<u>59,800.00</u>
59	<u>32</u>	<u>69,250.00</u>	<u>66,350.00</u>	<u>63,200.00</u>	<u>60,300.00</u>
60	<u>33</u>	<u>69,750.00</u>	<u>66,850.00</u>	<u>63,700.00</u>	<u>60,800.00</u>
61	<u>34</u>	<u>70,250.00</u>	<u>67,350.00</u>	<u>64,200.00</u>	<u>61,300.00</u>
62	<u>35</u>				
63	& above	<u>70,750.00</u>	<u>67,850.00</u>	<u>64,700.00</u>	<u>61,800.00</u>

**2023-2024 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
66	<u>0</u>	<u>47,750.00</u>	<u>45,250.00</u>	<u>42,500.00</u>	<u>40,000.00</u>
67	<u>1</u>	<u>48,250.00</u>	<u>45,750.00</u>	<u>43,000.00</u>	<u>40,500.00</u>
68	<u>2</u>	<u>48,750.00</u>	<u>46,250.00</u>	<u>43,500.00</u>	<u>41,000.00</u>
69	<u>3</u>	<u>49,250.00</u>	<u>46,750.00</u>	<u>44,000.00</u>	<u>41,500.00</u>
70	<u>4</u>	<u>49,750.00</u>	<u>47,250.00</u>	<u>44,500.00</u>	<u>42,000.00</u>
71	<u>5</u>	<u>51,375.00</u>	<u>48,775.00</u>	<u>45,925.00</u>	<u>43,325.00</u>
72	<u>6</u>	<u>51,875.00</u>	<u>49,275.00</u>	<u>46,425.00</u>	<u>43,825.00</u>



73	<u>7</u>	<u>52,375.00</u>	<u>49,775.00</u>	<u>46,925.00</u>	<u>44,325.00</u>
74	<u>8</u>	<u>52,875.00</u>	<u>50,275.00</u>	<u>47,425.00</u>	<u>44,825.00</u>
75	<u>9</u>	<u>53,375.00</u>	<u>50,775.00</u>	<u>47,925.00</u>	<u>45,325.00</u>
76	<u>10</u>	<u>55,000.00</u>	<u>52,300.00</u>	<u>49,350.00</u>	<u>46,650.00</u>
77	<u>11</u>	<u>55,500.00</u>	<u>52,800.00</u>	<u>49,850.00</u>	<u>47,150.00</u>
78	<u>12</u>	<u>56,000.00</u>	<u>53,300.00</u>	<u>50,350.00</u>	<u>47,650.00</u>
79	<u>13</u>	<u>56,500.00</u>	<u>53,800.00</u>	<u>50,850.00</u>	<u>48,150.00</u>
80	<u>14</u>	<u>57,000.00</u>	<u>54,300.00</u>	<u>51,350.00</u>	<u>48,650.00</u>
81	<u>15</u>	<u>58,625.00</u>	<u>55,825.00</u>	<u>52,775.00</u>	<u>49,975.00</u>
82	<u>16</u>	<u>59,125.00</u>	<u>56,325.00</u>	<u>53,275.00</u>	<u>50,475.00</u>
83	<u>17</u>	<u>59,625.00</u>	<u>56,825.00</u>	<u>53,775.00</u>	<u>50,975.00</u>
84	<u>18</u>	<u>60,125.00</u>	<u>57,325.00</u>	<u>54,275.00</u>	<u>51,475.00</u>
85	<u>19</u>	<u>60,625.00</u>	<u>57,825.00</u>	<u>54,775.00</u>	<u>51,975.00</u>
86	<u>20</u>	<u>62,250.00</u>	<u>59,350.00</u>	<u>56,200.00</u>	<u>53,300.00</u>
87	<u>21</u>	<u>62,750.00</u>	<u>59,850.00</u>	<u>56,700.00</u>	<u>53,800.00</u>
88	<u>22</u>	<u>63,250.00</u>	<u>60,350.00</u>	<u>57,200.00</u>	<u>54,300.00</u>
89	<u>23</u>	<u>63,750.00</u>	<u>60,850.00</u>	<u>57,700.00</u>	<u>54,800.00</u>
90	<u>24</u>	<u>64,250.00</u>	<u>61,350.00</u>	<u>58,200.00</u>	<u>55,300.00</u>
91	<u>25</u>	<u>66,750.00</u>	<u>63,850.00</u>	<u>60,700.00</u>	<u>57,800.00</u>
92	<u>26</u>	<u>67,250.00</u>	<u>64,350.00</u>	<u>61,200.00</u>	<u>58,300.00</u>
93	<u>27</u>	<u>67,750.00</u>	<u>64,850.00</u>	<u>61,700.00</u>	<u>58,800.00</u>
94	<u>28</u>	<u>68,250.00</u>	<u>65,350.00</u>	<u>62,200.00</u>	<u>59,300.00</u>
95	<u>29</u>	<u>68,750.00</u>	<u>65,850.00</u>	<u>62,700.00</u>	<u>59,800.00</u>
96	<u>30</u>	<u>69,250.00</u>	<u>66,350.00</u>	<u>63,200.00</u>	<u>60,300.00</u>
97	<u>31</u>	<u>69,750.00</u>	<u>66,850.00</u>	<u>63,700.00</u>	<u>60,800.00</u>



98	<u>32</u>	<u>70,250.00</u>	<u>67,350.00</u>	<u>64,200.00</u>	<u>61,300.00</u>
99	<u>33</u>	<u>70,750.00</u>	<u>67,850.00</u>	<u>64,700.00</u>	<u>61,800.00</u>
100	<u>34</u>	<u>71,250.00</u>	<u>68,350.00</u>	<u>65,200.00</u>	<u>62,300.00</u>
101	<u>35</u>				
102	<u>&amp; above</u>	<u>71,750.00</u>	<u>68,850.00</u>	<u>65,700.00</u>	<u>62,800.00</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. \* \* \* However, \* \* \* school districts are  
127 authorized, in their discretion, to negotiate the salary levels  
128 applicable to \* \* \* licensed employees who are receiving  
129 retirement benefits from the retirement system of another state,  
130 and the annual experience increment provided above in Section  
131 37-19-7 shall not be applicable to any such retired certificated  
132 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. \* \* \*

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



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

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





197 Department of Education before February 15 in order to be eligible  
198 for a prorated salary supplement beginning with the second term of  
199 the school year. \* \* \*

200 (v) Any licensed athletic trainer who has met the  
201 requirements and acquired Board Certification for the Athletic  
202 Trainer from the Board of Certification, Inc., and who is employed  
203 by a local school board or the State Board of Education as an  
204 athletic trainer and not as an administrator. The licensed  
205 athletic trainer shall submit documentation to the State  
206 Department of Education that the certificate was received before  
207 October 15 in order to be eligible for the full salary supplement  
208 in the current school year, or the licensed athletic trainer shall  
209 submit the documentation to the State Department of Education  
210 before February 15 in order to be eligible for a prorated salary  
211 supplement beginning with the second term of the school year. The  
212 total number of licensed athletic trainers eligible for a salary  
213 supplement under this subparagraph (v) may not exceed twenty (20).

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



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

233 (c) All salary supplements, fringe benefits and process  
234 reimbursement authorized under this subsection shall be paid  
235 directly by the State Department of Education to the local school  
236 district and shall be in addition to its \* \* \* adequate education  
237 program allotments and not a part thereof in accordance with  
238 regulations promulgated by the State Board of Education. Local  
239 school districts shall not reduce the local supplement paid to any  
240 employee receiving such salary supplement, and the employee shall  
241 receive any local supplement to which employees with similar  
242 training and experience otherwise are entitled. However, an  
243 educational employee shall receive the salary supplement in the  
244 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the  
245 qualifying certifications authorized under paragraph (a) of this  
246 subsection. No school district shall provide more than one (1)



247 annual salary supplement under the provisions of this subsection  
248 to any one (1) individual employee holding multiple qualifying  
249 national certifications.

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

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

261 Effective July 1, 2016, if funds are available for that  
262 purpose, any licensed teacher who has met the requirements and  
263 acquired a Master Teacher Certificate from the National Board for  
264 Professional Teaching Standards and who is employed in a public  
265 school district located in one (1) of the following counties:  
266 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,  
267 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,  
268 Holmes, Yazoo and Tallahatchie. The salary supplement awarded  
269 under the provisions of this subsection (3) shall be in addition  
270 to the salary supplement awarded under the provisions of  
271 subsection (2) of this section.



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

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

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

292 (ii) To ensure that all of Mississippi's teachers,  
293 administrators and nonlicensed personnel at all schools have equal  
294 access to the monies set aside in this section, the MPBP program  
295 shall be designed to calculate each school's performance as  
296 determined by the school's increase in scores from the prior



297 school year. The MPBP program shall be based on a standardized  
298 scores rating where all levels of schools can be judged in a  
299 statistically fair and reasonable way upon implementation. At the  
300 end of each year, after all student achievement scores have been  
301 standardized, the State Department of Education shall implement  
302 the MPBP plan.

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

310 (b) The State Board of Education shall develop the  
311 processes and procedures for designating schools eligible to  
312 participate in the MPBP. State assessment results, growth in  
313 student achievement at individual schools and other measures  
314 deemed appropriate in designating successful student achievement  
315 shall be used in establishing MPBP criteria. \* \* \*

316 (5) (a) \* \* \* If funds are available for that purpose, each  
317 school in Mississippi shall have mentor teachers, as defined by  
318 Sections 37-9-201 through 37-9-213, who shall receive additional  
319 base compensation provided for by the State Legislature in the  
320 amount of One Thousand Dollars (\$1,000.00) per each beginning  
321 teacher that is being mentored. The additional state compensation



322 shall be limited to those mentor teachers that provide mentoring  
323 services to beginning teachers. For the purposes of such funding,  
324 a beginning teacher shall be defined as any teacher in any school  
325 in Mississippi that has less than one (1) year of classroom  
326 experience teaching in a public school. For the purposes of such  
327 funding, no full-time academic teacher shall mentor more than two  
328 (2) beginning teachers.

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

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

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

