

By: Senator(s) DeBar, Blount, Michel,
Harkins, Carter, Seymour

To: Education;
Appropriations

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 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 county and
11 separate school district shall be determined and paid in
12 accordance with the scale for teachers' salaries as provided in
13 this subsection. For teachers holding the following types of
14 licenses or the equivalent as determined by the State Board of
15 Education, and the following number of years of teaching
16 experience, the scale shall be as follows:

17 * * * **2022-2023 MINIMUM SALARY SCHEDULE**

18 Years

19 * * *



| 20 | <u>Exp.</u> | <u>AAAA</u> | <u>AAA</u> | <u>AA</u> | <u>A</u> |
|----|-------------|------------------|------------------|------------------|------------------|
| 21 | <u>0</u> | <u>46,750.00</u> | <u>44,250.00</u> | <u>41,500.00</u> | <u>39,000.00</u> |
| 22 | <u>1</u> | <u>47,250.00</u> | <u>44,750.00</u> | <u>42,000.00</u> | <u>39,500.00</u> |
| 23 | <u>2</u> | <u>47,750.00</u> | <u>45,250.00</u> | <u>42,500.00</u> | <u>40,000.00</u> |
| 24 | <u>3</u> | <u>48,250.00</u> | <u>45,750.00</u> | <u>43,000.00</u> | <u>40,500.00</u> |
| 25 | <u>4</u> | <u>48,750.00</u> | <u>46,250.00</u> | <u>43,500.00</u> | <u>41,000.00</u> |
| 26 | <u>5</u> | <u>50,375.00</u> | <u>47,775.00</u> | <u>44,925.00</u> | <u>42,325.00</u> |
| 27 | <u>6</u> | <u>50,875.00</u> | <u>48,275.00</u> | <u>45,425.00</u> | <u>42,825.00</u> |
| 28 | <u>7</u> | <u>51,375.00</u> | <u>48,775.00</u> | <u>45,925.00</u> | <u>43,325.00</u> |
| 29 | <u>8</u> | <u>51,875.00</u> | <u>49,275.00</u> | <u>46,425.00</u> | <u>43,825.00</u> |
| 30 | <u>9</u> | <u>52,375.00</u> | <u>49,775.00</u> | <u>46,925.00</u> | <u>44,325.00</u> |
| 31 | <u>10</u> | <u>54,000.00</u> | <u>51,300.00</u> | <u>48,350.00</u> | <u>45,650.00</u> |
| 32 | <u>11</u> | <u>54,500.00</u> | <u>51,800.00</u> | <u>48,850.00</u> | <u>46,150.00</u> |
| 33 | <u>12</u> | <u>55,000.00</u> | <u>52,300.00</u> | <u>49,350.00</u> | <u>46,650.00</u> |
| 34 | <u>13</u> | <u>55,500.00</u> | <u>52,800.00</u> | <u>49,850.00</u> | <u>47,150.00</u> |
| 35 | <u>14</u> | <u>56,000.00</u> | <u>53,300.00</u> | <u>50,350.00</u> | <u>47,650.00</u> |
| 36 | <u>15</u> | <u>57,625.00</u> | <u>54,825.00</u> | <u>51,775.00</u> | <u>48,975.00</u> |
| 37 | <u>16</u> | <u>58,125.00</u> | <u>55,325.00</u> | <u>52,275.00</u> | <u>49,475.00</u> |
| 38 | <u>17</u> | <u>58,625.00</u> | <u>55,825.00</u> | <u>52,775.00</u> | <u>49,975.00</u> |
| 39 | <u>18</u> | <u>59,125.00</u> | <u>56,325.00</u> | <u>53,275.00</u> | <u>50,475.00</u> |
| 40 | <u>19</u> | <u>59,625.00</u> | <u>56,825.00</u> | <u>53,775.00</u> | <u>50,975.00</u> |
| 41 | <u>20</u> | <u>61,250.00</u> | <u>58,350.00</u> | <u>55,200.00</u> | <u>52,300.00</u> |
| 42 | <u>21</u> | <u>61,750.00</u> | <u>58,850.00</u> | <u>55,700.00</u> | <u>52,800.00</u> |
| 43 | <u>22</u> | <u>62,250.00</u> | <u>59,350.00</u> | <u>56,200.00</u> | <u>53,300.00</u> |
| 44 | <u>23</u> | <u>62,750.00</u> | <u>59,850.00</u> | <u>56,700.00</u> | <u>53,800.00</u> |



| | | | | | |
|----|-----------|------------------|------------------|------------------|------------------|
| 45 | <u>24</u> | <u>63,250.00</u> | <u>60,350.00</u> | <u>57,200.00</u> | <u>54,300.00</u> |
| 46 | <u>25</u> | <u>65,750.00</u> | <u>62,850.00</u> | <u>59,700.00</u> | <u>56,800.00</u> |
| 47 | <u>26</u> | <u>66,250.00</u> | <u>63,350.00</u> | <u>60,200.00</u> | <u>57,300.00</u> |
| 48 | <u>27</u> | <u>66,750.00</u> | <u>63,850.00</u> | <u>60,700.00</u> | <u>57,800.00</u> |
| 49 | <u>28</u> | <u>67,250.00</u> | <u>64,350.00</u> | <u>61,200.00</u> | <u>58,300.00</u> |
| 50 | <u>29</u> | <u>67,750.00</u> | <u>64,850.00</u> | <u>61,700.00</u> | <u>58,500.00</u> |
| 51 | <u>30</u> | <u>68,250.00</u> | <u>65,350.00</u> | <u>62,200.00</u> | <u>59,300.00</u> |
| 52 | <u>31</u> | <u>68,750.00</u> | <u>65,850.00</u> | <u>62,700.00</u> | <u>59,800.00</u> |
| 53 | <u>32</u> | <u>69,250.00</u> | <u>66,350.00</u> | <u>63,200.00</u> | <u>60,300.00</u> |
| 54 | <u>33</u> | <u>69,750.00</u> | <u>66,850.00</u> | <u>63,700.00</u> | <u>60,800.00</u> |
| 55 | <u>34</u> | <u>70,250.00</u> | <u>67,350.00</u> | <u>64,200.00</u> | <u>61,300.00</u> |
| 56 | <u>35</u> | | | | |
| 57 | & 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

| 59 | <u>Exp.</u> | <u>AAAA</u> | <u>AAA</u> | <u>AA</u> | <u>A</u> |
|----|-------------|------------------|------------------|------------------|------------------|
| 60 | <u>0</u> | <u>47,750.00</u> | <u>45,250.00</u> | <u>42,500.00</u> | <u>40,000.00</u> |
| 61 | <u>1</u> | <u>48,250.00</u> | <u>45,750.00</u> | <u>43,000.00</u> | <u>40,500.00</u> |
| 62 | <u>2</u> | <u>48,750.00</u> | <u>46,250.00</u> | <u>43,500.00</u> | <u>41,000.00</u> |
| 63 | <u>3</u> | <u>49,250.00</u> | <u>46,750.00</u> | <u>44,000.00</u> | <u>41,500.00</u> |
| 64 | <u>4</u> | <u>49,750.00</u> | <u>47,250.00</u> | <u>44,500.00</u> | <u>42,000.00</u> |
| 65 | <u>5</u> | <u>51,375.00</u> | <u>48,775.00</u> | <u>45,925.00</u> | <u>43,325.00</u> |
| 66 | <u>6</u> | <u>51,875.00</u> | <u>49,275.00</u> | <u>46,425.00</u> | <u>43,825.00</u> |
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| 68 | <u>8</u> | <u>52,875.00</u> | <u>50,275.00</u> | <u>47,425.00</u> | <u>44,825.00</u> |
| 69 | <u>9</u> | <u>53,375.00</u> | <u>50,775.00</u> | <u>47,925.00</u> | <u>45,325.00</u> |



| | | | | | |
|----|-----------|------------------|------------------|------------------|------------------|
| 70 | <u>10</u> | <u>55,000.00</u> | <u>52,300.00</u> | <u>49,350.00</u> | <u>46,650.00</u> |
| 71 | <u>11</u> | <u>55,500.00</u> | <u>52,800.00</u> | <u>49,850.00</u> | <u>47,150.00</u> |
| 72 | <u>12</u> | <u>56,000.00</u> | <u>53,300.00</u> | <u>50,350.00</u> | <u>47,650.00</u> |
| 73 | <u>13</u> | <u>56,500.00</u> | <u>53,800.00</u> | <u>50,850.00</u> | <u>48,150.00</u> |
| 74 | <u>14</u> | <u>57,000.00</u> | <u>54,300.00</u> | <u>51,350.00</u> | <u>48,650.00</u> |
| 75 | <u>15</u> | <u>58,625.00</u> | <u>55,825.00</u> | <u>52,775.00</u> | <u>49,975.00</u> |
| 76 | <u>16</u> | <u>59,125.00</u> | <u>56,325.00</u> | <u>53,275.00</u> | <u>50,475.00</u> |
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| 80 | <u>20</u> | <u>62,250.00</u> | <u>59,350.00</u> | <u>56,200.00</u> | <u>53,300.00</u> |
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| 82 | <u>22</u> | <u>63,250.00</u> | <u>60,350.00</u> | <u>57,200.00</u> | <u>54,300.00</u> |
| 83 | <u>23</u> | <u>63,750.00</u> | <u>60,850.00</u> | <u>57,700.00</u> | <u>54,800.00</u> |
| 84 | <u>24</u> | <u>64,250.00</u> | <u>61,350.00</u> | <u>58,200.00</u> | <u>55,300.00</u> |
| 85 | <u>25</u> | <u>66,750.00</u> | <u>63,850.00</u> | <u>60,700.00</u> | <u>57,800.00</u> |
| 86 | <u>26</u> | <u>67,250.00</u> | <u>64,350.00</u> | <u>61,200.00</u> | <u>58,300.00</u> |
| 87 | <u>27</u> | <u>67,750.00</u> | <u>64,850.00</u> | <u>61,700.00</u> | <u>58,800.00</u> |
| 88 | <u>28</u> | <u>68,250.00</u> | <u>65,350.00</u> | <u>62,200.00</u> | <u>59,300.00</u> |
| 89 | <u>29</u> | <u>68,750.00</u> | <u>65,850.00</u> | <u>62,700.00</u> | <u>59,800.00</u> |
| 90 | <u>30</u> | <u>69,250.00</u> | <u>66,350.00</u> | <u>63,200.00</u> | <u>60,300.00</u> |
| 91 | <u>31</u> | <u>69,750.00</u> | <u>66,850.00</u> | <u>63,700.00</u> | <u>60,800.00</u> |
| 92 | <u>32</u> | <u>70,250.00</u> | <u>67,350.00</u> | <u>64,200.00</u> | <u>61,300.00</u> |
| 93 | <u>33</u> | <u>70,750.00</u> | <u>67,850.00</u> | <u>64,700.00</u> | <u>61,800.00</u> |
| 94 | <u>34</u> | <u>71,250.00</u> | <u>68,350.00</u> | <u>65,200.00</u> | <u>62,300.00</u> |



95 35

96 & above 71,750.00 68,850.00 65,700.00 62,800.00

97 It is the intent of the Legislature that any state funds made
98 available for salaries of licensed personnel in excess of the
99 funds paid for such salaries for the 1986-1987 school year shall
100 be paid to licensed personnel pursuant to a personnel appraisal
101 and compensation system implemented by the State Board of
102 Education. The State Board of Education shall have the authority
103 to adopt and amend rules and regulations as are necessary to
104 establish, administer and maintain the system.

105 All teachers employed on a full-time basis shall be paid a
106 minimum salary in accordance with the above scale. However, no
107 school district shall receive any funds under this section for any
108 school year during which the local supplement paid to any
109 individual teacher shall have been reduced to a sum less than that
110 paid to that individual teacher for performing the same duties
111 from local supplement during the immediately preceding school
112 year. The amount actually spent for the purposes of group health
113 and/or life insurance shall be considered as a part of the
114 aggregate amount of local supplement but shall not be considered a
115 part of the amount of individual local supplement.

116 The level of professional training of each teacher to be used
117 in establishing the salary allotment for the teachers for each
118 year shall be determined by the type of valid teacher's license
119 issued to those teachers on or before October 1 of the current



120 school year. Provided, however, that school districts are
121 authorized, in their discretion, to negotiate the salary levels
122 applicable to certificated employees who are receiving retirement
123 benefits from the retirement system of another state, and the
124 annual experience increment provided above in Section 37-19-7
125 shall not be applicable to any such retired certificated employee.

126 (2) (a) The following employees shall receive an annual
127 salary supplement in the amount of Six Thousand Dollars
128 (\$6,000.00), plus fringe benefits, in addition to any other
129 compensation to which the employee may be entitled:

130 (i) Any licensed teacher who has met the
131 requirements and acquired a Master Teacher certificate from the
132 National Board for Professional Teaching Standards and who is
133 employed by a local school board or the State Board of Education
134 as a teacher and not as an administrator. Such teacher shall
135 submit documentation to the State Department of Education that the
136 certificate was received prior to October 15 in order to be
137 eligible for the full salary supplement in the current school
138 year, or the teacher shall submit such documentation to the State
139 Department of Education prior to February 15 in order to be
140 eligible for a prorated salary supplement beginning with the
141 second term of the school year.

142 (ii) A licensed nurse who has met the requirements
143 and acquired a certificate from the National Board for
144 Certification of School Nurses, Inc., and who is employed by a



145 local school board or the State Board of Education as a school
146 nurse and not as an administrator. The licensed school nurse
147 shall submit documentation to the State Department of Education
148 that the certificate was received before October 15 in order to be
149 eligible for the full salary supplement in the current school
150 year, or the licensed school nurse shall submit the documentation
151 to the State Department of Education before February 15 in order
152 to be eligible for a prorated salary supplement beginning with the
153 second term of the school year. Provided, however, that the total
154 number of licensed school nurses eligible for a salary supplement
155 under this subparagraph (ii) shall not exceed thirty-five (35).

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



170 Professional Teaching Standards process for school counselors
171 between June 1, 2003, and June 30, 2004, and completes the
172 requirements and acquires the Master Teacher certificate shall be
173 entitled to the master teacher supplement, and those counselors
174 who complete the process shall be entitled to a one-time
175 reimbursement for the actual cost of the process as outlined in
176 paragraph (b) of this subsection.

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



195 language therapists eligible for a salary supplement under this
196 subparagraph (iv) shall not exceed twenty (20).

197 (b) An employee shall be reimbursed for the actual cost
198 of completing each component of acquiring the certificate or
199 endorsement, excluding any costs incurred for postgraduate
200 courses, not to exceed Five Hundred Dollars (\$500.00) for each
201 component, not to exceed four (4) components, for a teacher,
202 school counselor or speech-language pathologist and audiologist,
203 regardless of whether or not the process resulted in the award of
204 the certificate or endorsement. A local school district or any
205 private individual or entity may pay the cost of completing the
206 process of acquiring the certificate or endorsement for any
207 employee of the school district described under paragraph (a), and
208 the State Department of Education shall reimburse the school
209 district for such cost, regardless of whether or not the process
210 resulted in the award of the certificate or endorsement. If a
211 private individual or entity has paid the cost of completing the
212 process of acquiring the certificate or endorsement for an
213 employee, the local school district may agree to directly
214 reimburse the individual or entity for such cost on behalf of the
215 employee.

216 (c) All salary supplements, fringe benefits and process
217 reimbursement authorized under this subsection shall be paid
218 directly by the State Department of Education to the local school
219 district and shall be in addition to its minimum education program



220 allotments and not a part thereof in accordance with regulations
221 promulgated by the State Board of Education. Local school
222 districts shall not reduce the local supplement paid to any
223 employee receiving such salary supplement, and the employee shall
224 receive any local supplement to which employees with similar
225 training and experience otherwise are entitled. However, an
226 educational employee shall receive the salary supplement in the
227 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
228 qualifying certifications authorized under paragraph (a) of this
229 subsection. No school district shall provide more than one (1)
230 annual salary supplement under the provisions of this subsection
231 to any one (1) individual employee holding multiple qualifying
232 national certifications.

233 (d) If an employee for whom such cost has been paid, in
234 full or in part, by a local school district or private individual
235 or entity fails to complete the certification or endorsement
236 process, the employee shall be liable to the school district or
237 individual or entity for all amounts paid by the school district
238 or individual or entity on behalf of that employee toward his or
239 her certificate or endorsement.

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



244 Effective July 1, 2016, if funds are available for that
245 purpose, any licensed teacher who has met the requirements and
246 acquired a Master Teacher Certificate from the National Board for
247 Professional Teaching Standards and who is employed in a public
248 school district located in one (1) of the following counties:
249 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
250 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,
251 Holmes, Yazoo and Tallahatchie. The salary supplement awarded
252 under the provisions of this subsection (3) shall be in addition
253 to the salary supplement awarded under the provisions of
254 subsection (2) of this section.

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

261 (4) (a) This section shall be known and may be cited as the
262 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
263 the minimum base pay described in this section, only after full
264 funding of MAEP and if funds are available for that purpose, the
265 State of Mississippi may provide monies from state funds to school
266 districts for the purposes of rewarding certified teachers,
267 administrators and nonlicensed personnel at individual schools
268 showing improvement in student test scores. The MPBP plan shall



269 be developed by the State Department of Education based on the
270 following criteria:

271 (i) It is the express intent of this legislation
272 that the MPBP plan shall utilize only existing standards of
273 accreditation and assessment as established by the State Board of
274 Education.

275 (ii) To ensure that all of Mississippi's teachers,
276 administrators and nonlicensed personnel at all schools have equal
277 access to the monies set aside in this section, the MPBP program
278 shall be designed to calculate each school's performance as
279 determined by the school's increase in scores from the prior
280 school year. The MPBP program shall be based on a standardized
281 scores rating where all levels of schools can be judged in a
282 statistically fair and reasonable way upon implementation. At the
283 end of each year, after all student achievement scores have been
284 standardized, the State Department of Education shall implement
285 the MPBP plan.

286 (iii) To ensure all teachers cooperate in the
287 spirit of teamwork, individual schools shall submit a plan to the
288 local school district to be approved before the beginning of each
289 school year beginning July 1, 2008. The plan shall include, but
290 not be limited to, how all teachers, regardless of subject area,
291 and administrators will be responsible for improving student
292 achievement for their individual school.



293 (b) The State Board of Education shall develop the
294 processes and procedures for designating schools eligible to
295 participate in the MPBP. State assessment results, growth in
296 student achievement at individual schools and other measures
297 deemed appropriate in designating successful student achievement
298 shall be used in establishing MPBP criteria. The State Board of
299 Education shall develop the MPBP policies and procedures and
300 report to the Legislature and Governor by December 1, 2006.

301 (5) (a) Beginning in the 2008-2009 school year, if funds
302 are available for that purpose, each school in Mississippi shall
303 have mentor teachers, as defined by Sections 37-9-201 through
304 37-9-213, who shall receive additional base compensation provided
305 for by the State Legislature in the amount of One Thousand Dollars
306 (\$1,000.00) per each beginning teacher that is being mentored.
307 The additional state compensation shall be limited to those mentor
308 teachers that provide mentoring services to beginning teachers.
309 For the purposes of such funding, a beginning teacher shall be
310 defined as any teacher in any school in Mississippi that has less
311 than one (1) year of classroom experience teaching in a public
312 school. For the purposes of such funding, no full-time academic
313 teacher shall mentor more than two (2) beginning teachers.

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



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

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

