

By: Senator(s) McLendon, Boyd

To: Education;  
Appropriations

SENATE BILL NO. 2730

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 INCLUDE BOARD CERTIFIED OCCUPATIONAL THERAPIST WHO ARE EMPLOYED BY  
3 A LOCAL SCHOOL BOARD OR BY A STATE AGENCY UNDER THE STATE  
4 PERSONNEL BOARD AS ELIGIBLE EMPLOYEES FOR ANNUAL SALARY  
5 SUPPLEMENT; 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 **2021-2022 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. Provided, however, that school districts are  
81 authorized, in their discretion, to negotiate the salary levels  
82 applicable to certificated employees who are receiving retirement  
83 benefits from the retirement system of another state, and the  
84 annual experience increment provided above in Section 37-19-7  
85 shall not be applicable to any such retired certificated employee.

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

90 (i) Any licensed teacher who has met the  
91 requirements and acquired a Master Teacher certificate from the  
92 National Board for Professional Teaching Standards and who is  
93 employed by a local school board or the State Board of Education  
94 as a teacher and not as an administrator. Such teacher shall



95 submit documentation to the State Department of Education that the  
96 certificate was received prior to October 15 in order to be  
97 eligible for the full salary supplement in the current school  
98 year, or the teacher shall submit such documentation to the State  
99 Department of Education prior to February 15 in order to be  
100 eligible for a prorated salary supplement beginning with the  
101 second term of the school year.

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

116 (iii) Any licensed school counselor who has met  
117 the requirements and acquired a National Certified School  
118 Counselor (NCSC) endorsement from the National Board of Certified  
119 Counselors and who is employed by a local school board or the



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

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



145 speech-language pathologist and audiologist and certified academic  
146 language therapist shall submit documentation to the State  
147 Department of Education that the certificate or endorsement was  
148 received before October 15 in order to be eligible for the full  
149 salary supplement in the current school year, or the licensed  
150 speech-language pathologist and audiologist and certified academic  
151 language therapist shall submit the documentation to the State  
152 Department of Education before February 15 in order to be eligible  
153 for a prorated salary supplement beginning with the second term of  
154 the school year. However, the total number of certified academic  
155 language therapists eligible for a salary supplement under this  
156 subparagraph (iv) shall not exceed twenty (20).

157 (v) Any occupational therapist who has met the  
158 requirements and acquired a certificate from the National Board  
159 Certification of Occupational Therapy and who is employed by a  
160 local school board or a state agency under the State Personnel  
161 Board. The licensed occupational therapist shall submit  
162 documentation to the State Department of Education that the  
163 certificate or endorsement was received before October 15 of each  
164 year in order to be eligible for the full salary supplement in the  
165 current school year, or the occupational therapist shall submit  
166 the documentation to the State Department of Education before  
167 February 15 of each year in order to be eligible for a prorated  
168 salary supplement beginning with the second term of the school  
169 year.



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

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





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

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

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

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



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

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

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



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

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

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

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



269 student achievement at individual schools and other measures  
270 deemed appropriate in designating successful student achievement  
271 shall be used in establishing MPBP criteria. The State Board of  
272 Education shall develop the MPBP policies and procedures and  
273 report to the Legislature and Governor by December 1, 2006.

274 (5) (a) Beginning in the 2008-2009 school year, if funds  
275 are available for that purpose, each school in Mississippi shall  
276 have mentor teachers, as defined by Sections 37-9-201 through  
277 37-9-213, who shall receive additional base compensation provided  
278 for by the State Legislature in the amount of One Thousand Dollars  
279 (\$1,000.00) per each beginning teacher that is being mentored.  
280 The additional state compensation shall be limited to those mentor  
281 teachers that provide mentoring services to beginning teachers.  
282 For the purposes of such funding, a beginning teacher shall be  
283 defined as any teacher in any school in Mississippi that has less  
284 than one (1) year of classroom experience teaching in a public  
285 school. For the purposes of such funding, no full-time academic  
286 teacher shall mentor more than two (2) beginning teachers.

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

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



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

