

**Adopted
COMMITTEE AMENDMENT NO 1 PROPOSED TO**

House Bill No. 530

BY: Committee

**Amend by striking all after the enacting clause and inserting
in lieu thereof the following:**

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

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



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

26

27 Years

28 * * *

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



51	<u>21</u>	<u>61,750.00</u>	<u>58,850.00</u>	<u>55,700.00</u>	<u>52,800.00</u>
52	<u>22</u>	<u>62,250.00</u>	<u>59,350.00</u>	<u>56,200.00</u>	<u>53,300.00</u>
53	<u>23</u>	<u>62,750.00</u>	<u>59,850.00</u>	<u>56,700.00</u>	<u>53,800.00</u>
54	<u>24</u>	<u>63,250.00</u>	<u>60,350.00</u>	<u>57,200.00</u>	<u>54,300.00</u>
55	<u>25</u>	<u>65,750.00</u>	<u>62,850.00</u>	<u>59,700.00</u>	<u>56,800.00</u>
56	<u>26</u>	<u>66,250.00</u>	<u>63,350.00</u>	<u>60,200.00</u>	<u>57,300.00</u>
57	<u>27</u>	<u>66,750.00</u>	<u>63,850.00</u>	<u>60,700.00</u>	<u>57,800.00</u>
58	<u>28</u>	<u>67,250.00</u>	<u>64,350.00</u>	<u>61,200.00</u>	<u>58,300.00</u>
59	<u>29</u>	<u>67,750.00</u>	<u>64,850.00</u>	<u>61,700.00</u>	<u>58,800.00</u>
60	<u>30</u>	<u>68,250.00</u>	<u>65,350.00</u>	<u>62,200.00</u>	<u>59,300.00</u>
61	<u>31</u>	<u>68,750.00</u>	<u>65,850.00</u>	<u>62,700.00</u>	<u>59,800.00</u>
62	<u>32</u>	<u>69,250.00</u>	<u>66,350.00</u>	<u>63,200.00</u>	<u>60,300.00</u>
63	<u>33</u>	<u>69,750.00</u>	<u>66,850.00</u>	<u>63,700.00</u>	<u>60,800.00</u>
64	<u>34</u>	<u>70,250.00</u>	<u>67,350.00</u>	<u>64,200.00</u>	<u>61,300.00</u>
65	<u>35</u>				
66	<u>& above</u>	<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>
68					
69	<u>0</u>	<u>47,750.00</u>	<u>45,250.00</u>	<u>42,500.00</u>	<u>40,000.00</u>
70	<u>1</u>	<u>48,250.00</u>	<u>45,750.00</u>	<u>43,000.00</u>	<u>40,500.00</u>
71	<u>2</u>	<u>48,750.00</u>	<u>46,250.00</u>	<u>43,500.00</u>	<u>41,000.00</u>
72	<u>3</u>	<u>49,250.00</u>	<u>46,750.00</u>	<u>44,000.00</u>	<u>41,500.00</u>
73	<u>4</u>	<u>49,750.00</u>	<u>47,250.00</u>	<u>44,500.00</u>	<u>42,000.00</u>
74	<u>5</u>	<u>51,375.00</u>	<u>48,775.00</u>	<u>45,925.00</u>	<u>43,325.00</u>
75	<u>6</u>	<u>51,875.00</u>	<u>49,275.00</u>	<u>46,425.00</u>	<u>43,825.00</u>



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



101	<u>32</u>	<u>70,250.00</u>	<u>67,350.00</u>	<u>64,200.00</u>	<u>61,300.00</u>
102	<u>33</u>	<u>70,750.00</u>	<u>67,850.00</u>	<u>64,700.00</u>	<u>61,800.00</u>
103	<u>34</u>	<u>71,250.00</u>	<u>68,350.00</u>	<u>65,200.00</u>	<u>62,300.00</u>
104	<u>35</u>				
105	<u>& above</u>	<u>71,750.00</u>	<u>68,850.00</u>	<u>65,700.00</u>	<u>62,800.00</u>

106 It is the intent of the Legislature that any state funds made
107 available for salaries of licensed personnel in excess of the
108 funds paid for such salaries for the 1986-1987 school year shall
109 be paid to licensed personnel pursuant to a personnel appraisal
110 and compensation system implemented by the State Board of
111 Education. The State Board of Education shall have the authority
112 to adopt and amend rules and regulations as are necessary to
113 establish, administer and maintain the system.

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



125 The level of professional training of each teacher to be used
126 in establishing the salary allotment for the teachers for each
127 year shall be determined by the type of valid teacher's license
128 issued to those teachers on or before October 1 of the current
129 school year. * * * However, * * * school districts are
130 authorized, in their discretion, to negotiate the salary levels
131 applicable to * * * licensed employees who are receiving
132 retirement benefits from the retirement system of another state,
133 and the annual experience increment provided above in Section
134 37-19-7 shall not be applicable to any such retired certificated
135 employee.

136 (2) (a) The following employees shall receive an annual
137 salary supplement in the amount of Six Thousand Dollars
138 (\$6,000.00), plus fringe benefits, in addition to any other
139 compensation to which the employee may be entitled:

140 (i) Any licensed teacher who has met the
141 requirements and acquired a Master Teacher certificate from the
142 National Board for Professional Teaching Standards and who is
143 employed by a local school board or the State Board of Education
144 as a teacher and not as an administrator. Such teacher shall
145 submit documentation to the State Department of Education that the
146 certificate was received prior to October 15 in order to be
147 eligible for the full salary supplement in the current school
148 year, or the teacher shall submit such documentation to the State
149 Department of Education prior to February 15 in order to be



150 eligible for a prorated salary supplement beginning with the
151 second term of the school year.

152 (ii) A licensed nurse who has met the requirements
153 and acquired a certificate from the National Board for
154 Certification of School Nurses, Inc., and who is employed by a
155 local school board or the State Board of Education as a school
156 nurse and not as an administrator. The licensed school nurse
157 shall submit documentation to the State Department of Education
158 that the certificate was received before October 15 in order to be
159 eligible for the full salary supplement in the current school
160 year, or the licensed school nurse shall submit the documentation
161 to the State Department of Education before February 15 in order
162 to be eligible for a prorated salary supplement beginning with the
163 second term of the school year. * * *

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



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

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



200 Department of Education before February 15 in order to be eligible
201 for a prorated salary supplement beginning with the second term of
202 the school year. * * *

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

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



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

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



250 annual salary supplement under the provisions of this subsection
251 to any one (1) individual employee holding multiple qualifying
252 national certifications.

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

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

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



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

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

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

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



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

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

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

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



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

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

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

339 **SECTION *.** Section 37-21-7, Mississippi Code of 1972, is
340 amended as follows:

341 37-21-7. (1) This section shall be referred to as the
342 "Mississippi Elementary Schools Assistant Teacher Program," the
343 purpose of which shall be to provide an early childhood education
344 program that assists in the instruction of basic skills. The
345 State Board of Education is authorized, empowered and directed to
346 implement a statewide system of assistant teachers in kindergarten
347 classes and in the first, second and third grades. The assistant
348 teacher shall assist pupils in actual instruction under the strict
349 supervision of a licensed teacher.



350 (2) (a) Except as otherwise authorized under subsection
351 (7), each school district shall employ the total number of
352 assistant teachers funded under subsection (6) of this section.
353 The superintendent of each district shall assign the assistant
354 teachers to the kindergarten, first-, second- and third-grade
355 classes in the district in a manner that will promote the maximum
356 efficiency, as determined by the superintendent, in the
357 instruction of skills such as verbal and linguistic skills,
358 logical and mathematical skills, and social skills.

359 (b) If a licensed teacher to whom an assistant teacher
360 has been assigned is required to be absent from the classroom, the
361 assistant teacher may assume responsibility for the classroom in
362 lieu of a substitute teacher. However, no assistant teacher shall
363 assume sole responsibility of the classroom for more than three
364 (3) consecutive school days. Further, in no event shall any
365 assistant teacher be assigned to serve as a substitute teacher for
366 any teacher other than the licensed teacher to whom that assistant
367 teacher has been assigned.

368 (3) Assistant teachers shall have, at a minimum, a high
369 school diploma or a High School Equivalency Diploma equivalent,
370 and shall show demonstratable proficiency in reading and writing
371 skills. The State Department of Education shall develop a testing
372 procedure for assistant teacher applicants to be used in all
373 school districts in the state.



374 (4) (a) In order to receive funding, each school district
375 shall:

376 (i) Submit a plan on the implementation of a
377 reading improvement program to the State Department of Education;
378 and

379 (ii) Develop a plan of educational accountability
380 and assessment of performance, including pretests and posttests,
381 for reading in Grades 1 through 6.

382 (b) Additionally, each school district shall:

383 (i) Provide annually a mandatory preservice
384 orientation session, using an existing in-school service day, for
385 administrators and teachers on the effective use of assistant
386 teachers as part of a team in the classroom setting and on the
387 role of assistant teachers, with emphasis on program goals;

388 (ii) Hold periodic workshops for administrators
389 and teachers on the effective use and supervision of assistant
390 teachers;

391 (iii) Provide training annually on specific
392 instructional skills for assistant teachers;

393 (iv) Annually evaluate their program in accordance
394 with their educational accountability and assessment of
395 performance plan; and

396 (v) Designate the necessary personnel to supervise
397 and report on their program.

398 (5) The State Department of Education shall:



399 (a) Develop and assist in the implementation of a
400 statewide uniform training module, subject to the availability of
401 funds specifically appropriated therefor by the Legislature, which
402 shall be used in all school districts for training administrators,
403 teachers and assistant teachers. The module shall provide for the
404 consolidated training of each assistant teacher and teacher to
405 whom the assistant teacher is assigned, working together as a
406 team, and shall require further periodic training for
407 administrators, teachers and assistant teachers regarding the role
408 of assistant teachers;

409 (b) Annually evaluate the program on the district and
410 state level. Subject to the availability of funds specifically
411 appropriated therefor by the Legislature, the department shall
412 develop: (i) uniform evaluation reports, to be performed by the
413 principal or assistant principal, to collect data for the annual
414 overall program evaluation conducted by the department; or (ii) a
415 program evaluation model that, at a minimum, addresses process
416 evaluation; and

417 (c) Promulgate rules, regulations and such other
418 standards deemed necessary to effectuate the purposes of this
419 section. Noncompliance with the provisions of this section and
420 any rules, regulations or standards adopted by the department may
421 result in a violation of compulsory accreditation standards as
422 established by the State Board of Education and the Commission on
423 School Accreditation.



424 (6) In addition to other funds allotted under the Minimum
425 Education or Adequate Education Program, each school district
426 shall be allotted sufficient funding for the purpose of employing
427 assistant teachers. No assistant teacher shall be paid less than
428 the amount he or she received in the prior school year. No school
429 district shall receive any funds under this section for any school
430 year during which the aggregate amount of the local contribution
431 to the salaries of assistant teachers by the district shall have
432 been reduced below such amount for the previous year.

433 For assistant teachers, the minimum annual salary shall be as
434 follows:

435 * * * 2022-2023 Minimum Salary.....\$ * * * 16,000.00
436 2023-2024 Minimum Salary..... \$17,000.00

437 In addition, for each one percent (1%) that the Sine Die
438 General Fund Revenue Estimate Growth exceeds five percent (5%) in
439 fiscal year 2006, as certified by the Legislative Budget Office to
440 the State Board of Education and subject to the specific
441 appropriation therefor by the Legislature, the State Board of
442 Education shall revise the salary scale in the appropriate year to
443 provide an additional one percent (1%) across-the-board increase
444 in the base salaries for assistant teachers. The State Board of
445 Education shall revise the salaries prescribed above for assistant
446 teachers to conform to any adjustments made in prior fiscal years
447 due to revenue growth over and above five percent (5%). The
448 assistant teachers shall not be restricted to working only in the



449 grades for which the funds were allotted, but may be assigned to
450 other classes as provided in subsection (2)(a) of this section.

451 (7) (a) As an alternative to employing assistant teachers,
452 any school district may use the allotment provided under
453 subsection (6) of this section for the purpose of employing
454 licensed teachers for kindergarten, first-, second- and
455 third-grade classes; however, no school district shall be
456 authorized to use the allotment for assistant teachers for the
457 purpose of employing licensed teachers unless the district has
458 established that the employment of licensed teachers using such
459 funds will reduce the teacher:student ratio in the kindergarten,
460 first-, second- and third-grade classes. All state funds for
461 assistant teachers shall be applied to reducing teacher:student
462 ratio in Grades K-3.

463 It is the intent of the Legislature that no school district
464 shall dismiss any assistant teacher for the purpose of using the
465 assistant teacher allotment to employ licensed teachers. School
466 districts may rely only upon normal attrition to reduce the number
467 of assistant teachers employed in that district.

468 (b) Districts meeting the highest levels of
469 accreditation standards, as defined by the State Board of
470 Education, shall be exempted from the provisions of subsection (4)
471 of this section.

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



Further, amend by striking the title in its entirety and inserting in lieu thereof the following:

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; TO AMEND SECTION 37-21-7, MISSISSIPPI CODE OF 1972,
12 TO PROVIDE FOR AN INCREASE TO THE MINIMUM SALARY OF TEACHER
13 ASSISTANTS FOR THE 2022-2023 SCHOOL YEAR AND THE 2023-2024 SCHOOL
14 YEAR; AND FOR RELATED PURPOSES.

