

By: Representatives Bennett, Stamps

To: Education

HOUSE BILL NO. 1176

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
 2 CLARIFY THAT ONLY THOSE INDIVIDUALS WHO HAVE RECEIVED NATIONAL
 3 BOARD CERTIFICATION AND WHO ARE EMPLOYED BY A LOCAL SCHOOL
 4 DISTRICT TO PROVIDE SERVICES IN THE CAPACITY FOR WHICH THEY HAVE
 5 RECEIVED NATIONAL CERTIFICATION SHALL BE ELIGIBLE FOR THE ANNUAL
 6 SALARY SUPPLEMENT; TO REMOVE ELIGIBILITY OF INDIVIDUALS EMPLOYED
 7 BY THE STATE DEPARTMENT OF EDUCATION TO RECEIVE THE ANNUAL SALARY
 8 SUPPLEMENT; TO INCLUDE SCHOOL NURSES, CERTIFIED ACADEMIC LANGUAGE
 9 THERAPISTS AND LICENSED ATHLETIC TRAINERS TO THE LIST OF
 10 NATIONALLY CERTIFIED EMPLOYEES WHO ARE ELIGIBLE FOR REIMBURSEMENT
 11 FOR COMPLETION OF EACH COMPONENT OF THE NATIONAL CERTIFICATION
 12 PROCESS; AND FOR RELATED PURPOSES.

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

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

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



24 **2022-2023 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

25	Exp.	AAAA	AAA	AA	A
26	0	45,500.00	44,000.00	43,000.00	41,500.00
27	1	46,100.00	44,550.00	43,525.00	41,900.00
28	2	46,700.00	45,100.00	44,050.00	42,300.00
29	3	47,300.00	45,650.00	44,575.00	42,700.00
30	4	47,900.00	46,200.00	45,100.00	43,100.00
31	5	49,250.00	47,500.00	46,350.00	44,300.00
32	6	49,850.00	48,050.00	46,875.00	44,700.00
33	7	50,450.00	48,600.00	47,400.00	45,100.00
34	8	51,050.00	49,150.00	47,925.00	45,500.00
35	9	51,650.00	49,700.00	48,450.00	45,900.00
36	10	53,000.00	51,000.00	49,700.00	47,100.00
37	11	53,600.00	51,550.00	50,225.00	47,500.00
38	12	54,200.00	52,100.00	50,750.00	47,900.00
39	13	54,800.00	52,650.00	51,275.00	48,300.00
40	14	55,400.00	53,200.00	51,800.00	48,700.00
41	15	56,750.00	54,500.00	53,050.00	49,900.00
42	16	57,350.00	55,050.00	53,575.00	50,300.00
43	17	57,950.00	55,600.00	54,100.00	50,700.00
44	18	58,550.00	56,150.00	54,625.00	51,100.00
45	19	59,150.00	56,700.00	55,150.00	51,500.00
46	20	60,500.00	58,000.00	56,400.00	52,700.00
47	21	61,100.00	58,550.00	56,925.00	53,100.00
48	22	61,700.00	59,100.00	57,450.00	53,500.00



49	23	62,300.00	59,650.00	57,975.00	53,900.00
50	24	62,900.00	60,200.00	58,500.00	54,300.00
51	25	65,400.00	62,700.00	61,000.00	56,800.00
52	26	66,000.00	63,250.00	61,525.00	57,200.00
53	27	66,600.00	63,800.00	62,050.00	57,600.00
54	28	67,200.00	64,350.00	62,575.00	58,000.00
55	29	67,800.00	64,900.00	63,100.00	58,400.00
56	30	68,400.00	65,450.00	63,625.00	58,800.00
57	31	69,000.00	66,000.00	64,150.00	59,200.00
58	32	69,600.00	66,550.00	64,675.00	59,600.00
59	33	70,200.00	67,100.00	65,200.00	60,000.00
60	34	70,800.00	67,650.00	65,725.00	60,400.00
61	35				
62	& above	71,400.00	68,200.00	66,250.00	60,800.00

63 It is the intent of the Legislature that any state funds made
64 available for salaries of licensed personnel in excess of the
65 funds paid for such salaries for the 1986-1987 school year shall
66 be paid to licensed personnel pursuant to a personnel appraisal
67 and compensation system implemented by the State Board of
68 Education. The State Board of Education shall have the authority
69 to adopt and amend rules and regulations as are necessary to
70 establish, administer and maintain the system.

71 All teachers employed on a full-time basis shall be paid a
72 minimum salary in accordance with the above scale. However, no
73 school district shall receive any funds under this section for any



74 school year during which the local supplement paid to any
75 individual teacher shall have been reduced to a sum less than that
76 paid to that individual teacher for performing the same duties
77 from local supplement during the immediately preceding school
78 year. The amount actually spent for the purposes of group health
79 and/or life insurance shall be considered as a part of the
80 aggregate amount of local supplement but shall not be considered a
81 part of the amount of individual local supplement.

82 The level of professional training of each teacher to be used
83 in establishing the salary allotment for the teachers for each
84 year shall be determined by the type of valid teacher's license
85 issued to those teachers on or before October 1 of the current
86 school year. However, school districts are authorized, in their
87 discretion, to negotiate the salary levels applicable to licensed
88 employees who are receiving retirement benefits from the
89 retirement system of another state, and the annual experience
90 increment provided above in Section 37-19-7 shall not be
91 applicable to any such retired certificated employee.

92 (2) (a) The following employees shall receive an annual
93 salary supplement in the amount of Six Thousand Dollars
94 (\$6,000.00), plus fringe benefits, in addition to any other
95 compensation to which the employee may be entitled:

96 (i) Any licensed teacher who has met the
97 requirements and acquired a Master Teacher certificate from the
98 National Board for Professional Teaching Standards and who is



99 employed by a local school board * * * as a teacher and not as an
100 administrator. Such teacher shall submit documentation to the
101 State Department of Education that the certificate was received
102 prior to October 15 in order to be eligible for the full salary
103 supplement in the current school year, or the teacher shall submit
104 such documentation to the State Department of Education prior to
105 February 15 in order to be eligible for a prorated salary
106 supplement beginning with the second term of the school year.

107 (ii) A licensed nurse who has met the requirements
108 and acquired a certificate from the National Board for
109 Certification of School Nurses, Inc., and who is employed by a
110 local school board * * * as a school nurse and not as an
111 administrator. The licensed school nurse shall submit
112 documentation to the State Department of Education that the
113 certificate was received before October 15 in order to be eligible
114 for the full salary supplement in the current school year, or the
115 licensed school nurse shall submit the documentation to the State
116 Department of Education before February 15 in order to be eligible
117 for a prorated salary supplement beginning with the second term of
118 the school year.

119 (iii) Any licensed school counselor who has met
120 the requirements and acquired a National Certified School
121 Counselor (NCSC) endorsement from the National Board of Certified
122 Counselors and who is employed by a local school board * * * as a
123 counselor and not as an administrator. Such licensed school



124 counselor shall submit documentation to the State Department of
125 Education that the endorsement was received prior to October 15 in
126 order to be eligible for the full salary supplement in the current
127 school year, or the licensed school counselor shall submit such
128 documentation to the State Department of Education prior to
129 February 15 in order to be eligible for a prorated salary
130 supplement beginning with the second term of the school year.
131 However, any school counselor who started the National Board for
132 Professional Teaching Standards process for school counselors
133 between June 1, 2003, and June 30, 2004, and completes the
134 requirements and acquires the Master Teacher certificate shall be
135 entitled to the master teacher supplement, and those counselors
136 who complete the process shall be entitled to a one-time
137 reimbursement for the actual cost of the process as outlined in
138 paragraph (b) of this subsection.

139 (iv) Any licensed speech-language pathologist and
140 audiologist who has met the requirements and acquired a
141 Certificate of Clinical Competence from the American
142 Speech-Language-Hearing Association and any certified academic
143 language therapist (CALT) who has met the certification
144 requirements of the Academic Language Therapy Association and who
145 is employed by a local school board as a speech-language
146 pathologist or audiologist or certified academic language
147 therapist and not as an administrator. The licensed
148 speech-language pathologist and audiologist and certified academic



149 language therapist shall submit documentation to the State
150 Department of Education that the certificate or endorsement was
151 received before October 15 in order to be eligible for the full
152 salary supplement in the current school year, or the licensed
153 speech-language pathologist and audiologist and certified academic
154 language therapist shall submit the documentation to the State
155 Department of Education before February 15 in order to be eligible
156 for a prorated salary supplement beginning with the second term of
157 the school year.

158 (v) Any licensed athletic trainer who has met the
159 requirements and acquired Board Certification for the Athletic
160 Trainer from the Board of Certification, Inc., and who is employed
161 by a local school board * * * as an athletic trainer and not as an
162 administrator. The licensed athletic trainer shall submit
163 documentation to the State Department of Education that the
164 certificate was received before October 15 in order to be eligible
165 for the full salary supplement in the current school year, or the
166 licensed athletic trainer shall submit the documentation to the
167 State Department of Education before February 15 in order to be
168 eligible for a prorated salary supplement beginning with the
169 second term of the school 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 * * *, speech-language pathologist and
176 audiologist, school nurse, certified academic language therapist
177 or athletic trainer, regardless of whether or not the process
178 resulted in the award of the certificate or endorsement. A local
179 school district or any private individual or entity may pay the
180 cost of completing the process of acquiring the certificate or
181 endorsement for any employee of the school district described
182 under paragraph (a), and the State Department of Education shall
183 reimburse the school district for such cost, regardless of whether
184 or not the process resulted in the award of the certificate or
185 endorsement. If a private individual or entity has paid the cost
186 of completing the process of acquiring the certificate or
187 endorsement for an employee, the local school district may agree
188 to directly reimburse the individual or entity for such cost on
189 behalf of the employee.

190 (c) All salary supplements, fringe benefits and process
191 reimbursement authorized under this subsection shall be paid
192 directly by the State Department of Education to the local school
193 district and shall be in addition to its adequate education
194 program allotments and not a part thereof in accordance with
195 regulations promulgated by the State Board of Education. Local
196 school districts shall not reduce the local supplement paid to any
197 employee receiving such salary supplement, and the employee shall
198 receive any local supplement to which employees with similar



199 training and experience otherwise are entitled. However, an
200 educational employee shall receive the salary supplement in the
201 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
202 qualifying certifications authorized under paragraph (a) of this
203 subsection. No school district shall provide more than one (1)
204 annual salary supplement under the provisions of this subsection
205 to any one (1) individual employee holding multiple qualifying
206 national certifications.

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

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

218 Effective July 1, 2016, if funds are available for that
219 purpose, any licensed teacher who has met the requirements and
220 acquired a Master Teacher Certificate from the National Board for
221 Professional Teaching Standards and who is employed in a public
222 school district located in one (1) of the following counties:
223 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,



224 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,
225 Holmes, Yazoo and Tallahatchie. The salary supplement awarded
226 under the provisions of this subsection (3) shall be in addition
227 to the salary supplement awarded under the provisions of
228 subsection (2) of this section.

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

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

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



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

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

267 (b) The State Board of Education shall develop the
268 processes and procedures for designating schools eligible to
269 participate in the MPBP. State assessment results, growth in
270 student achievement at individual schools and other measures
271 deemed appropriate in designating successful student achievement
272 shall be used in establishing MPBP criteria.



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

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

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

293 **SECTION 2.** This act shall take effect and be in force from
294 and after July 1, 2023.

