

By: Representatives Bennett, Stamps

To: Education

HOUSE BILL NO. 1176
(As Passed the House)

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 INCLUDE LICENSED SCHOOL PSYCHOLOGISTS IN THE
7 CATEGORY OF NATIONALLY CERTIFIED PROFESSIONALS WHO ARE ELIGIBLE TO
8 RECEIVE AN ANNUAL SALARY SUPPLEMENT; TO REMOVE ELIGIBILITY OF
9 INDIVIDUALS EMPLOYED BY THE STATE DEPARTMENT OF EDUCATION TO
10 RECEIVE THE ANNUAL SALARY SUPPLEMENT; TO INCLUDE SCHOOL NURSES,
11 CERTIFIED ACADEMIC LANGUAGE THERAPISTS AND LICENSED ATHLETIC
12 TRAINERS TO THE LIST OF NATIONALLY CERTIFIED EMPLOYEES WHO ARE
13 ELIGIBLE FOR REIMBURSEMENT FOR COMPLETION OF EACH COMPONENT OF THE
14 NATIONAL CERTIFICATION PROCESS; AND FOR RELATED PURPOSES.

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

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 school
20 district shall be determined and paid in accordance with the scale
21 for teachers' salaries as provided in this subsection. For
22 teachers holding the following types of licenses or the equivalent
23 as determined by the State Board of Education, and the following



24 number of years of teaching experience, the scale shall be as
25 follows:

26 **2022-2023 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

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



| | | | | | |
|----|---------|-----------|-----------|-----------|-----------|
| 49 | 21 | 61,100.00 | 58,550.00 | 56,925.00 | 53,100.00 |
| 50 | 22 | 61,700.00 | 59,100.00 | 57,450.00 | 53,500.00 |
| 51 | 23 | 62,300.00 | 59,650.00 | 57,975.00 | 53,900.00 |
| 52 | 24 | 62,900.00 | 60,200.00 | 58,500.00 | 54,300.00 |
| 53 | 25 | 65,400.00 | 62,700.00 | 61,000.00 | 56,800.00 |
| 54 | 26 | 66,000.00 | 63,250.00 | 61,525.00 | 57,200.00 |
| 55 | 27 | 66,600.00 | 63,800.00 | 62,050.00 | 57,600.00 |
| 56 | 28 | 67,200.00 | 64,350.00 | 62,575.00 | 58,000.00 |
| 57 | 29 | 67,800.00 | 64,900.00 | 63,100.00 | 58,400.00 |
| 58 | 30 | 68,400.00 | 65,450.00 | 63,625.00 | 58,800.00 |
| 59 | 31 | 69,000.00 | 66,000.00 | 64,150.00 | 59,200.00 |
| 60 | 32 | 69,600.00 | 66,550.00 | 64,675.00 | 59,600.00 |
| 61 | 33 | 70,200.00 | 67,100.00 | 65,200.00 | 60,000.00 |
| 62 | 34 | 70,800.00 | 67,650.00 | 65,725.00 | 60,400.00 |
| 63 | 35 | | | | |
| 64 | & above | 71,400.00 | 68,200.00 | 66,250.00 | 60,800.00 |

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



73 All teachers employed on a full-time basis shall be paid a
74 minimum salary in accordance with the above scale. However, no
75 school district shall receive any funds under this section for any
76 school year during which the local supplement paid to any
77 individual teacher shall have been reduced to a sum less than that
78 paid to that individual teacher for performing the same duties
79 from local supplement during the immediately preceding school
80 year. The amount actually spent for the purposes of group health
81 and/or life insurance shall be considered as a part of the
82 aggregate amount of local supplement but shall not be considered a
83 part of the amount of individual local supplement.

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

94 (2) (a) The following employees shall receive an annual
95 salary supplement in the amount of Six Thousand Dollars
96 (\$6,000.00), plus fringe benefits, in addition to any other
97 compensation to which the employee may be entitled:



98 (i) Any licensed teacher who has met the
99 requirements and acquired a Master Teacher certificate from the
100 National Board for Professional Teaching Standards and who is
101 employed by a local school board * * * as a teacher and not as an
102 administrator. Such teacher shall submit documentation to the
103 State Department of Education that the certificate was received
104 prior to October 15 in order to be eligible for the full salary
105 supplement in the current school year, or the teacher shall submit
106 such documentation to the State Department of Education prior to
107 February 15 in order to be eligible for a prorated salary
108 supplement beginning with the second term of the school year.

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

121 (iii) Any licensed school counselor who has met
122 the requirements and acquired a National Certified School



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

141 (iv) Any licensed speech-language pathologist and
142 audiologist who has met the requirements and acquired a
143 Certificate of Clinical Competence from the American
144 Speech-Language-Hearing Association and any certified academic
145 language therapist (CALT) who has met the certification
146 requirements of the Academic Language Therapy Association and who
147 is employed by a local school board as a speech-language



148 pathologist or audiologist, licensed school psychologists or
149 certified academic language therapist and not as an administrator.

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

160 (v) Any licensed athletic trainer who has met the
161 requirements and acquired Board Certification for the Athletic
162 Trainer from the Board of Certification, Inc., and who is employed
163 by a local school board * * * as an athletic trainer and not as an
164 administrator. The licensed athletic trainer shall submit
165 documentation to the State Department of Education that the
166 certificate was received before October 15 in order to be eligible
167 for the full salary supplement in the current school year, or the
168 licensed athletic trainer shall submit the documentation to the
169 State Department of Education before February 15 in order to be
170 eligible for a prorated salary supplement beginning with the
171 second term of the school year.



172 (vi) Any licensed school psychologist who has met
173 the requirements and acquired certification as a Nationally
174 Certified School Psychologist (NCSP) from the National Association
175 of School Psychologists (NASP), and who is employed by a local
176 school board or the State Board of Education as a school
177 psychologist. The licensed school psychologist shall submit
178 documentation to the State Department of Education that the
179 certificate was received before October 15 in order to be eligible
180 for the full salary supplement in the current school year, or the
181 licensed school psychologist shall submit the documentation to the
182 State Department of Education before February 15 in order to be
183 eligible for a prorated salary supplement beginning with the
184 second term of the school year. The supplement authorized in this
185 subsection (2) (a) for licensed school psychologists under this
186 subparagraph (vi) shall be retroactive to July 1, 2022, for any
187 such eligible individuals employed by a local school board in such
188 capacity during the 2021-2022 school year.

189 (b) An employee shall be reimbursed for the actual cost
190 of completing each component of acquiring the certificate or
191 endorsement, excluding any costs incurred for postgraduate
192 courses, not to exceed Five Hundred Dollars (\$500.00) for each
193 component, not to exceed four (4) components, for a teacher,
194 school counselor * * *, speech-language pathologist and
195 audiologist, school nurse, certified academic language therapist
196 or athletic trainer, regardless of whether or not the process



197 resulted in the award of the certificate or endorsement. A local
198 school district or any private individual or entity may pay the
199 cost of completing the process of acquiring the certificate or
200 endorsement for any employee of the school district described
201 under paragraph (a), and the State Department of Education shall
202 reimburse the school district for such cost, regardless of whether
203 or not the process resulted in the award of the certificate or
204 endorsement. If a private individual or entity has paid the cost
205 of completing the process of acquiring the certificate or
206 endorsement for an employee, the local school district may agree
207 to directly reimburse the individual or entity for such cost on
208 behalf of the employee.

209 (c) All salary supplements, fringe benefits and process
210 reimbursement authorized under this subsection shall be paid
211 directly by the State Department of Education to the local school
212 district and shall be in addition to its adequate education
213 program allotments and not a part thereof in accordance with
214 regulations promulgated by the State Board of Education. Local
215 school districts shall not reduce the local supplement paid to any
216 employee receiving such salary supplement, and the employee shall
217 receive any local supplement to which employees with similar
218 training and experience otherwise are entitled. However, an
219 educational employee shall receive the salary supplement in the
220 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
221 qualifying certifications authorized under paragraph (a) of this



222 subsection. No school district shall provide more than one (1)
223 annual salary supplement under the provisions of this subsection
224 to any one (1) individual employee holding multiple qualifying
225 national certifications.

226 (d) If an employee for whom such cost has been paid, in
227 full or in part, by a local school district or private individual
228 or entity fails to complete the certification or endorsement
229 process, the employee shall be liable to the school district or
230 individual or entity for all amounts paid by the school district
231 or individual or entity on behalf of that employee toward his or
232 her certificate or endorsement.

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

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



246 to the salary supplement awarded under the provisions of
247 subsection (2) of this section.

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

254 (4) (a) This section shall be known and may be cited as the
255 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
256 the minimum base pay described in this section, only after full
257 funding of MAEP and if funds are available for that purpose, the
258 State of Mississippi may provide monies from state funds to school
259 districts for the purposes of rewarding licensed teachers,
260 administrators and nonlicensed personnel at individual schools
261 showing improvement in student test scores. The MPBP plan shall
262 be developed by the State Department of Education based on the
263 following criteria:

264 (i) It is the express intent of this legislation
265 that the MPBP plan shall utilize only existing standards of
266 accreditation and assessment as established by the State Board of
267 Education.

268 (ii) To ensure that all of Mississippi's teachers,
269 administrators and nonlicensed personnel at all schools have equal
270 access to the monies set aside in this section, the MPBP program



271 shall be designed to calculate each school's performance as
272 determined by the school's increase in scores from the prior
273 school year. The MPBP program shall be based on a standardized
274 scores rating where all levels of schools can be judged in a
275 statistically fair and reasonable way upon implementation. At the
276 end of each year, after all student achievement scores have been
277 standardized, the State Department of Education shall implement
278 the MPBP plan.

279 (iii) To ensure all teachers cooperate in the
280 spirit of teamwork, individual schools shall submit a plan to the
281 local school district to be approved before the beginning of each
282 school year beginning July 1, 2008. The plan shall include, but
283 not be limited to, how all teachers, regardless of subject area,
284 and administrators will be responsible for improving student
285 achievement for their individual school.

286 (b) The State Board of Education shall develop the
287 processes and procedures for designating schools eligible to
288 participate in the MPBP. State assessment results, growth in
289 student achievement at individual schools and other measures
290 deemed appropriate in designating successful student achievement
291 shall be used in establishing MPBP criteria.

292 (5) (a) If funds are available for that purpose, each
293 school in Mississippi shall have mentor teachers, as defined by
294 Sections 37-9-201 through 37-9-213, who shall receive additional
295 base compensation provided for by the State Legislature in the



296 amount of One Thousand Dollars (\$1,000.00) per each beginning
297 teacher that is being mentored. The additional state compensation
298 shall be limited to those mentor teachers that provide mentoring
299 services to beginning teachers. For the purposes of such funding,
300 a beginning teacher shall be defined as any teacher in any school
301 in Mississippi that has less than one (1) year of classroom
302 experience teaching in a public school. For the purposes of such
303 funding, no full-time academic teacher shall mentor more than two
304 (2) beginning teachers.

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

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

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

