

By: Representatives McCarty, McLean, Owen,
Summers, Sanford

To: Education;
Appropriations

HOUSE BILL NO. 1184

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 PROVIDE THAT EFFECTIVE WITH THE 2023-2024 SCHOOL YEAR, ANY
3 LICENSED TEACHER EMPLOYED IN A PUBLIC SCHOOL DISTRICT IN AN AREA
4 DESIGNATED BY THE STATE BOARD OF EDUCATION AS A GEOGRAPHICALLY
5 CRITICAL TEACHER SHORTAGE AREA SHALL RECEIVE AN ANNUAL SALARY
6 SUPPLEMENT IN THE AMOUNT OF \$2,000.00, TO PROVIDE THAT TEACHERS
7 CURRENTLY RECEIVING AN ANNUAL SALARY SUPPLEMENT FOR NATIONAL BOARD
8 CERTIFICATION SHALL NOT BE DISQUALIFIED FROM RECEIVING THE NEW
9 \$2,000.00 ANNUAL SALARY SUPPLEMENT; AND FOR RELATED PURPOSES.

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

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

13 37-19-7. (1) The allowance in the Mississippi Adequate
14 Education Program for teachers' salaries in each public school
15 district shall be determined and paid in accordance with the scale
16 for teachers' salaries as provided in this subsection. For
17 teachers holding the following types of licenses or the equivalent
18 as determined by the State Board of Education, and the following
19 number of years of teaching experience, the scale shall be as
20 follows:

21 **2022-2023 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**



22	Exp.	AAAA	AAA	AA	A
23	0	45,500.00	44,000.00	43,000.00	41,500.00
24	1	46,100.00	44,550.00	43,525.00	41,900.00
25	2	46,700.00	45,100.00	44,050.00	42,300.00
26	3	47,300.00	45,650.00	44,575.00	42,700.00
27	4	47,900.00	46,200.00	45,100.00	43,100.00
28	5	49,250.00	47,500.00	46,350.00	44,300.00
29	6	49,850.00	48,050.00	46,875.00	44,700.00
30	7	50,450.00	48,600.00	47,400.00	45,100.00
31	8	51,050.00	49,150.00	47,925.00	45,500.00
32	9	51,650.00	49,700.00	48,450.00	45,900.00
33	10	53,000.00	51,000.00	49,700.00	47,100.00
34	11	53,600.00	51,550.00	50,225.00	47,500.00
35	12	54,200.00	52,100.00	50,750.00	47,900.00
36	13	54,800.00	52,650.00	51,275.00	48,300.00
37	14	55,400.00	53,200.00	51,800.00	48,700.00
38	15	56,750.00	54,500.00	53,050.00	49,900.00
39	16	57,350.00	55,050.00	53,575.00	50,300.00
40	17	57,950.00	55,600.00	54,100.00	50,700.00
41	18	58,550.00	56,150.00	54,625.00	51,100.00
42	19	59,150.00	56,700.00	55,150.00	51,500.00
43	20	60,500.00	58,000.00	56,400.00	52,700.00
44	21	61,100.00	58,550.00	56,925.00	53,100.00
45	22	61,700.00	59,100.00	57,450.00	53,500.00
46	23	62,300.00	59,650.00	57,975.00	53,900.00



47	24	62,900.00	60,200.00	58,500.00	54,300.00
48	25	65,400.00	62,700.00	61,000.00	56,800.00
49	26	66,000.00	63,250.00	61,525.00	57,200.00
50	27	66,600.00	63,800.00	62,050.00	57,600.00
51	28	67,200.00	64,350.00	62,575.00	58,000.00
52	29	67,800.00	64,900.00	63,100.00	58,400.00
53	30	68,400.00	65,450.00	63,625.00	58,800.00
54	31	69,000.00	66,000.00	64,150.00	59,200.00
55	32	69,600.00	66,550.00	64,675.00	59,600.00
56	33	70,200.00	67,100.00	65,200.00	60,000.00
57	34	70,800.00	67,650.00	65,725.00	60,400.00
58	35				
59	& above	71,400.00	68,200.00	66,250.00	60,800.00

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

68 All teachers employed on a full-time basis shall be paid a
69 minimum salary in accordance with the above scale. However, no
70 school district shall receive any funds under this section for any
71 school year during which the local supplement paid to any



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

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

89 (2) (a) The following employees shall receive an annual
90 salary supplement in the amount of Six Thousand Dollars
91 (\$6,000.00), plus fringe benefits, in addition to any other
92 compensation to which the employee may be entitled:

93 (i) Any licensed teacher who has met the
94 requirements and acquired a Master Teacher certificate from the
95 National Board for Professional Teaching Standards and who is
96 employed by a local school board or the State Board of Education



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

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

117 (iii) Any licensed school counselor who has met
118 the requirements and acquired a National Certified School
119 Counselor (NCSC) endorsement from the National Board of Certified
120 Counselors and who is employed by a local school board or the
121 State Board of Education as a counselor and not as an



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

138 (iv) Any licensed speech-language pathologist and
139 audiologist who has met the requirements and acquired a
140 Certificate of Clinical Competence from the American
141 Speech-Language-Hearing Association and any certified academic
142 language therapist (CALT) who has met the certification
143 requirements of the Academic Language Therapy Association and who
144 is employed by a local school board. The licensed speech-language
145 pathologist and audiologist and certified academic language
146 therapist shall submit documentation to the State Department of



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

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

167 (b) An employee shall be reimbursed for the actual cost
168 of completing each component of acquiring the certificate or
169 endorsement, excluding any costs incurred for postgraduate
170 courses, not to exceed Five Hundred Dollars (\$500.00) for each
171 component, not to exceed four (4) components, for a teacher,



172 school counselor or speech-language pathologist and audiologist,
173 regardless of whether or not the process resulted in the award of
174 the certificate or endorsement. A local school district or any
175 private individual or entity may pay the cost of completing the
176 process of acquiring the certificate or endorsement for any
177 employee of the school district described under paragraph (a), and
178 the State Department of Education shall reimburse the school
179 district for such cost, regardless of whether or not the process
180 resulted in the award of the certificate or endorsement. If a
181 private individual or entity has paid the cost of completing the
182 process of acquiring the certificate or endorsement for an
183 employee, the local school district may agree to directly
184 reimburse the individual or entity for such cost on behalf of the
185 employee.

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



197 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
198 qualifying certifications authorized under paragraph (a) of this
199 subsection. No school district shall provide more than one (1)
200 annual salary supplement under the provisions of this subsection
201 to any one (1) individual employee holding multiple qualifying
202 national certifications.

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

210 (3) (a) The following employees shall receive an annual
211 salary supplement in the amount of Four Thousand Dollars
212 (\$4,000.00), plus fringe benefits, in addition to any other
213 compensation to which the employee may be entitled:

214 Effective July 1, 2016, if funds are available for that
215 purpose, any licensed teacher who has met the requirements and
216 acquired a Master Teacher Certificate from the National Board for
217 Professional Teaching Standards and who is employed in a public
218 school district located in one (1) of the following counties:
219 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
220 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,
221 Holmes, Yazoo and Tallahatchie. The salary supplement awarded



222 under the provisions of this subsection (3) shall be in addition
223 to the salary supplement awarded under the provisions of
224 subsection (2) of this section.

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

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

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

245 **(ii)** To ensure that all of Mississippi's teachers,
246 administrators and nonlicensed personnel at all schools have equal



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

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

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

269 (5) (a) If funds are available for that purpose, each
270 school in Mississippi shall have mentor teachers, as defined by
271 Sections 37-9-201 through 37-9-213, who shall receive additional



272 base compensation provided for by the State Legislature in the
273 amount of One Thousand Dollars (\$1,000.00) per each beginning
274 teacher that is being mentored. The additional state compensation
275 shall be limited to those mentor teachers that provide mentoring
276 services to beginning teachers. For the purposes of such funding,
277 a beginning teacher shall be defined as any teacher in any school
278 in Mississippi that has less than one (1) year of classroom
279 experience teaching in a public school. For the purposes of such
280 funding, no full-time academic teacher shall mentor more than two
281 (2) beginning teachers.

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

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

289 (7) Effective with the 2023-2024 school year, any licensed
290 teacher employed in a public school district in an area designated
291 by the State Board of Education as a geographically critical
292 teacher shortage area shall receive an annual salary supplement in
293 the amount of Two Thousand Dollars (\$2,000.00), plus fringe
294 benefits, in addition to any other compensation to which the
295 employee may be entitled. The salary supplement awarded under the
296 provisions of this subsection (7) shall be in addition to the



297 salary supplement awarded to teachers receiving annual salary
298 supplements under subsections (2) and (3), who have received
299 certification from the National Board for Professional Teaching
300 Standards.

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

