

By: Representative Scott

To: Education;
Appropriations A

HOUSE BILL NO. 605

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 REQUIRE THE STATE DEPARTMENT OF EDUCATION TO PAY A SALARY
3 SUPPLEMENT TO PERSONS EMPLOYED AS A LICENSED TEACHER IN A CRITICAL
4 SHORTAGE SUBJECT AREA BY A SCHOOL DISTRICT ASSIGNED AN
5 ACCOUNTABILITY RATING OF "D" OR "F"; 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 public school
11 district shall be determined and paid in accordance with the scale
12 for teachers' salaries as provided in this subsection. For
13 teachers holding the following types of licenses or the equivalent
14 as determined by the State Board of Education, and the following
15 number of years of teaching experience, the scale shall be as
16 follows:

17 **2022-2023 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

18	Exp.	AAAA	AAA	AA	A
19	0	45,500.00	44,000.00	43,000.00	41,500.00



20	1	46,100.00	44,550.00	43,525.00	41,900.00
21	2	46,700.00	45,100.00	44,050.00	42,300.00
22	3	47,300.00	45,650.00	44,575.00	42,700.00
23	4	47,900.00	46,200.00	45,100.00	43,100.00
24	5	49,250.00	47,500.00	46,350.00	44,300.00
25	6	49,850.00	48,050.00	46,875.00	44,700.00
26	7	50,450.00	48,600.00	47,400.00	45,100.00
27	8	51,050.00	49,150.00	47,925.00	45,500.00
28	9	51,650.00	49,700.00	48,450.00	45,900.00
29	10	53,000.00	51,000.00	49,700.00	47,100.00
30	11	53,600.00	51,550.00	50,225.00	47,500.00
31	12	54,200.00	52,100.00	50,750.00	47,900.00
32	13	54,800.00	52,650.00	51,275.00	48,300.00
33	14	55,400.00	53,200.00	51,800.00	48,700.00
34	15	56,750.00	54,500.00	53,050.00	49,900.00
35	16	57,350.00	55,050.00	53,575.00	50,300.00
36	17	57,950.00	55,600.00	54,100.00	50,700.00
37	18	58,550.00	56,150.00	54,625.00	51,100.00
38	19	59,150.00	56,700.00	55,150.00	51,500.00
39	20	60,500.00	58,000.00	56,400.00	52,700.00
40	21	61,100.00	58,550.00	56,925.00	53,100.00
41	22	61,700.00	59,100.00	57,450.00	53,500.00
42	23	62,300.00	59,650.00	57,975.00	53,900.00
43	24	62,900.00	60,200.00	58,500.00	54,300.00
44	25	65,400.00	62,700.00	61,000.00	56,800.00



45	26	66,000.00	63,250.00	61,525.00	57,200.00
46	27	66,600.00	63,800.00	62,050.00	57,600.00
47	28	67,200.00	64,350.00	62,575.00	58,000.00
48	29	67,800.00	64,900.00	63,100.00	58,400.00
49	30	68,400.00	65,450.00	63,625.00	58,800.00
50	31	69,000.00	66,000.00	64,150.00	59,200.00
51	32	69,600.00	66,550.00	64,675.00	59,600.00
52	33	70,200.00	67,100.00	65,200.00	60,000.00
53	34	70,800.00	67,650.00	65,725.00	60,400.00
54	35				
55	& above	71,400.00	68,200.00	66,250.00	60,800.00

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

64 All teachers employed on a full-time basis shall be paid a
65 minimum salary in accordance with the above scale. However, no
66 school district shall receive any funds under this section for any
67 school year during which the local supplement paid to any
68 individual teacher shall have been reduced to a sum less than that
69 paid to that individual teacher for performing the same duties



70 from local supplement during the immediately preceding school
71 year. The amount actually spent for the purposes of group health
72 and/or life insurance shall be considered as a part of the
73 aggregate amount of local supplement but shall not be considered a
74 part of the amount of individual local supplement.

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

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

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



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

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

113 (iii) Any licensed school counselor who has met
114 the requirements and acquired a National Certified School
115 Counselor (NCSC) endorsement from the National Board of Certified
116 Counselors and who is employed by a local school board or the
117 State Board of Education as a counselor and not as an
118 administrator. Such licensed school counselor shall submit
119 documentation to the State Department of Education that the



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

134 (iv) Any licensed speech-language pathologist and
135 audiologist who has met the requirements and acquired a
136 Certificate of Clinical Competence from the American
137 Speech-Language-Hearing Association and any certified academic
138 language therapist (CALT) who has met the certification
139 requirements of the Academic Language Therapy Association and who
140 is employed by a local school board. The licensed speech-language
141 pathologist and audiologist and certified academic language
142 therapist shall submit documentation to the State Department of
143 Education that the certificate or endorsement was received before
144 October 15 in order to be eligible for the full salary supplement



145 in the current school year, or the licensed speech-language
146 pathologist and audiologist and certified academic language
147 therapist shall submit the documentation to the State Department
148 of Education before February 15 in order to be eligible for a
149 prorated salary supplement beginning with the second term of the
150 school year.

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

163 (b) An employee shall be reimbursed for the actual cost
164 of completing each component of acquiring the certificate or
165 endorsement, excluding any costs incurred for postgraduate
166 courses, not to exceed Five Hundred Dollars (\$500.00) for each
167 component, not to exceed four (4) components, for a teacher,
168 school counselor or speech-language pathologist and audiologist,
169 regardless of whether or not the process resulted in the award of



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

182 (c) All salary supplements, fringe benefits and process
183 reimbursement authorized under this subsection shall be paid
184 directly by the State Department of Education to the local school
185 district and shall be in addition to its adequate education
186 program allotments and not a part thereof in accordance with
187 regulations promulgated by the State Board of Education. Local
188 school districts shall not reduce the local supplement paid to any
189 employee receiving such salary supplement, and the employee shall
190 receive any local supplement to which employees with similar
191 training and experience otherwise are entitled. However, an
192 educational employee shall receive the salary supplement in the
193 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
194 qualifying certifications authorized under paragraph (a) of this



195 subsection. No school district shall provide more than one (1)
196 annual salary supplement under the provisions of this subsection
197 to any one (1) individual employee holding multiple qualifying
198 national certifications.

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

206 (3) (a) The following employees shall receive an annual
207 salary supplement in the amount of Four Thousand Dollars
208 (\$4,000.00), plus fringe benefits, in addition to any other
209 compensation to which the employee may be entitled:

210 Effective July 1, 2016, if funds are available for that
211 purpose, any licensed teacher who has met the requirements and
212 acquired a Master Teacher Certificate from the National Board for
213 Professional Teaching Standards and who is employed in a public
214 school district located in one (1) of the following counties:
215 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
216 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,
217 Holmes, Yazoo and Tallahatchie. The salary supplement awarded
218 under the provisions of this subsection (3)(a) shall be in



219 addition to the salary supplement awarded under the provisions of
220 subsection (2) of this section.

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

227 (b) Beginning in the 2024-2025 school year, a licensed
228 teacher employed in a teaching position in a subject area in which
229 there exists a critical shortage of teachers, as determined by the
230 State Department of Education, by a school district that has been
231 assigned an accountability rating of "D" or "F" is eligible for an
232 annual salary supplement in an amount determined by the local
233 school district, not to exceed Fifteen Thousand Dollars
234 (\$15,000.00). The amount of a salary supplement under this
235 subsection (3) (b) for a qualified teacher must be established by
236 the employer school district, with consideration given to the
237 teacher's number of years experience in the critical needs subject
238 area, educational attainment, and professional certifications,
239 including a Master Teacher certificate from the National Board for
240 Professional Teaching Standards. The State Department of
241 Education shall pay directly to the local school district all
242 salary supplements awarded under this subsection (3) (b), which is
243 in addition to the district's allotments under the adequate



244 education program. A local school district may not reduce the
245 local supplement paid to any teacher receiving this salary
246 supplement, and the employee must receive any local supplement to
247 which employees with similar training and experience otherwise are
248 entitled.

249 A salary supplement awarded to a teacher under this
250 subsection (3) (b) is in addition to any other compensation to
251 which the employee may be entitled, including a salary supplement
252 awarded under subsection (2) of this section.

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

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

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



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

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

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

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



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

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

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

311 **SECTION 2.** This act shall take effect and be in force from
312 and after July 1, 2024.

