

By: Representative Scott

To: Education;  
Appropriations A

HOUSE BILL NO. 829

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 PROVIDE A SALARY SUPPLEMENT, REIMBURSEMENT FOR MOVING EXPENSES,  
3 AND REIMBURSEMENT FOR INTERVIEWING EXPENSES FOR ANY TEACHER WHO  
4 HAS FIVE OR MORE YEARS OF TEACHING EXPERIENCE IN AN "A," "B" OR  
5 "C"-DESIGNATED SCHOOL AND CHOOSES TO TEACH IN AN "F"-DESIGNATED  
6 SCHOOL WITHIN AN "F"-DESIGNATED SCHOOL DISTRICT; TO AMEND SECTION  
7 37-159-5 AND 37-159-7, MISSISSIPPI CODE OF 1972, IN CONFORMITY TO  
8 THE PRECEDING PROVISIONS; AND FOR RELATED PURPOSES.

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

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

12 37-19-7. (1) The allowance in the Mississippi Adequate  
13 Education Program for teachers' salaries in each public school  
14 district shall be determined and paid in accordance with the scale  
15 for teachers' salaries as provided in this subsection. For  
16 teachers holding the following types of licenses or the equivalent  
17 as determined by the State Board of Education, and the following  
18 number of years of teaching experience, the scale shall be as  
19 follows:

20 **2022-2023 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

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



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

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

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



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

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

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

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



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

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

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



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

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



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

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

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



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

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





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

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

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

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



222 to the salary supplement awarded under the provisions of  
223 subsection (2) of this section.

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

230 (4) The following employees shall receive an annual salary  
231 supplement in the amount of Five Thousand Dollars (\$5,000.00),  
232 plus fringe benefits, in addition to any other compensation to  
233 which the employee may be entitled:

234 Any licensed teacher who has five (5) or more years of  
235 experience teaching in an "A," "B," or "C" school and who teaches  
236 at least one (1) full academic year in an "F" school within an "F"  
237 school district, as designated in Section 37-17-6. The salary  
238 supplement awarded under the provisions of this subsection (4)  
239 shall be in addition to the salary supplement awarded under the  
240 provisions of subsections (2) and (3) of this section. If funds  
241 are available for the following purposes, teachers who meet the  
242 qualifications for a salary supplement under this subsection (4)  
243 shall qualify for:

244 (a) Reimbursement for relocation expenses under Section  
245 37-159-5; and



246                   (b) Reimbursement for interview expenses under Section  
247 37-159-7.

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

258                   (i) It is the express intent of this legislation  
259 that the MPBP plan shall utilize only existing standards of  
260 accreditation and assessment as established by the State Board of  
261 Education.

262                   (ii) To ensure that all of Mississippi's teachers,  
263 administrators and nonlicensed personnel at all schools have equal  
264 access to the monies set aside in this section, the MPBP program  
265 shall be designed to calculate each school's performance as  
266 determined by the school's increase in scores from the prior  
267 school year. The MPBP program shall be based on a standardized  
268 scores rating where all levels of schools can be judged in a  
269 statistically fair and reasonable way upon implementation. At the  
270 end of each year, after all student achievement scores have been



271 standardized, the State Department of Education shall implement  
272 the MPBP plan.

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

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

286 ( \* \* \*6) (a) If funds are available for that purpose, each  
287 school in Mississippi shall have mentor teachers, as defined by  
288 Sections 37-9-201 through 37-9-213, who shall receive additional  
289 base compensation provided for by the State Legislature in the  
290 amount of One Thousand Dollars (\$1,000.00) per each beginning  
291 teacher that is being mentored. The additional state compensation  
292 shall be limited to those mentor teachers that provide mentoring  
293 services to beginning teachers. For the purposes of such funding,  
294 a beginning teacher shall be defined as any teacher in any school  
295 in Mississippi that has less than one (1) year of classroom



296 experience teaching in a public school. For the purposes of such  
297 funding, no full-time academic teacher shall mentor more than two  
298 (2) beginning teachers.

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

302 ( \* \* \*7) Effective with the 2014-2015 school year, the  
303 school districts participating in the Pilot Performance-Based  
304 Compensation System pursuant to Section 37-19-9 may award  
305 additional teacher and administrator pay based thereon.

306 **SECTION 2.** Section 37-159-5, Mississippi Code of 1972, is  
307 amended as follows:

308 37-159-5. The State Board of Education shall prescribe rules  
309 and regulations which, subject to available appropriations, allow  
310 for reimbursement to the state licensed teachers, from both in  
311 state and out of state, who enter into a contract for employment  
312 in a school district situated within a geographical area of the  
313 state where there exists a critical shortage of teachers, as  
314 designated by the State Board of Education, and those who have  
315 five (5) or more years of experience teaching in an "A," "B," or  
316 "C" and enter into a contract for employment in an "F" school  
317 within an "F" school district, for the expense of moving when the  
318 employment necessitates the relocation of the teacher to a  
319 different geographical area than that in which the teacher resides  
320 before entering into such contract. In order to be eligible for



321 the reimbursement, the teacher must apply to the local district  
322 and the district must obtain the prior approval from the  
323 department for reimbursement before the relocation occurs. If the  
324 reimbursement is approved, the department shall provide funds to  
325 the school district to reimburse the teacher an amount not to  
326 exceed One Thousand Dollars (\$1,000.00) for the documented actual  
327 expenses incurred in the course of relocating, including the  
328 expense of any professional moving company or persons employed to  
329 assist with the move, rented moving vehicles or equipment, mileage  
330 in the amount authorized for state employees under Section 25-3-41  
331 if the teacher used his personal vehicle or vehicles for the move,  
332 meals and such other expenses associated with the relocation in  
333 accordance with the department's established rules and  
334 regulations. No teacher may be reimbursed for moving expenses  
335 under this section on more than one (1) occasion except for  
336 relocation expenses which are authorized under the provisions of  
337 Section 37-19-7(4).

338 Nothing in this section shall be construed to require the  
339 actual residence to which the teacher relocates to be within the  
340 boundaries of the school district which has executed a contract  
341 for employment with the teacher or within the boundaries of the  
342 area designated by the State Board of Education as the critical  
343 teacher shortage area in order for the teacher to be eligible for  
344 reimbursement for his moving expenses. However, teachers must  
345 relocate within the boundaries of the State of Mississippi.



346           **SECTION 3.** Section 37-159-7, Mississippi Code of 1972, is  
347 amended as follows:

348           37-159-7. (1) The school board of any school district  
349 situated within a geographical area of the state where there  
350 exists a critical shortage of teachers, as designated by the State  
351 Board of Education, in its discretion, may reimburse persons who  
352 interview for employment as a licensed teacher with the district  
353 for the mileage and other actual expenses incurred in the course  
354 of travel to and from the interview by such persons at the rate  
355 authorized for county and municipal employees under Section  
356 25-3-41. Any reimbursement by a school board under this section  
357 shall be paid from funds other than adequate education program  
358 funds.

359           (2) The school board of any school "F" district, in its  
360 discretion, may reimburse any licensed teacher, who has five (5)  
361 or more years of experience teaching in an "A," "B," or "C" and  
362 who travels to interview for employment as a licensed teacher  
363 within an "F" school within that "F" school district, for the  
364 mileage and other actual expenses incurred in the course of travel  
365 to and from the interview by such persons at the rate authorized  
366 for county and municipal employees under Section 25-3-41. Any  
367 reimbursement by a school board under this section shall be paid  
368 from funds other than adequate education program funds.

369           **SECTION 4.** This act shall take effect and be in force from  
370 and after July 1, 2024.

