

By: Representatives Sanford, Summers

To: Education;  
Appropriations A

HOUSE BILL NO. 1019

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
 2 PROVIDE THAT INDIVIDUALS WHO ARE LICENSED BY THE STATE DEPARTMENT  
 3 OF EDUCATION AS AN EXPERT CITIZEN AND EMPLOYED IN A SCHOOL  
 4 DISTRICT THAT IS EXPERIENCING A CRITICAL TEACHER SHORTAGE MAY  
 5 RECEIVE A MINIMUM RATE OF COMPENSATION BY CREDITING SUCH  
 6 INDIVIDUALS WITH 3/4 OF A YEAR OF TEACHING EXPERIENCE FOR EACH  
 7 YEAR OF EXPERIENCE IN HIS OR HER FIELD OF PROFESSIONAL OR  
 8 VOCATIONAL EXPERTISE; TO PROVIDE THAT SUCH INDIVIDUALS SHALL BE  
 9 COMPENSATED AT THE SAME ENDORSEMENT LEVELS THAT CORRELATE WITH HIS  
 10 OR HER EDUCATIONAL DEGREE CREDENTIALS; TO AMEND SECTION 37-3-2,  
 11 MISSISSIPPI CODE OF 1972, IN CONFORMITY THERETO; AND FOR RELATED  
 12 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 Any individual, who is licensed as an expert citizen under  
64 the authority of Section 37-3-2(6)(c) and who is employed in a  
65 school district that is experiencing a critical teacher shortage  
66 due to an increase in the number of teacher vacancies or a lack of  
67 specific subject area content instructors, may, at the discretion  
68 of the employing school board be compensated at a rate using the  
69 above salary scale based upon a calculation of crediting such  
70 individual with not more than three-quarters (3/4) of a year of  
71 teaching experience for each year of experience in his or her  
72 field of professional or vocational expertise. Additionally, such  
73 individuals shall be compensated at the same "A," "AA," "AAA" and



74 "AAAA" endorsement levels that correlate with his or her  
75 educational degree credentials.

76 It is the intent of the Legislature that any state funds made  
77 available for salaries of licensed personnel in excess of the  
78 funds paid for such salaries for the 1986-1987 school year shall  
79 be paid to licensed personnel pursuant to a personnel appraisal  
80 and compensation system implemented by the State Board of  
81 Education. The State Board of Education shall have the authority  
82 to adopt and amend rules and regulations as are necessary to  
83 establish, administer and maintain the system.

84 All teachers employed on a full-time basis shall be paid a  
85 minimum salary in accordance with the above scale. However, no  
86 school district shall receive any funds under this section for any  
87 school year during which the local supplement paid to any  
88 individual teacher shall have been reduced to a sum less than that  
89 paid to that individual teacher for performing the same duties  
90 from local supplement during the immediately preceding school  
91 year. The amount actually spent for the purposes of group health  
92 and/or life insurance shall be considered as a part of the  
93 aggregate amount of local supplement but shall not be considered a  
94 part of the amount of individual local supplement.

95 The level of professional training of each teacher to be used  
96 in establishing the salary allotment for the teachers for each  
97 year shall be determined by the type of valid teacher's license  
98 issued to those teachers on or before October 1 of the current



99 school year. However, school districts are authorized, in their  
100 discretion, to negotiate the salary levels applicable to licensed  
101 employees who are receiving retirement benefits from the  
102 retirement system of another state, and the annual experience  
103 increment provided above in Section 37-19-7 shall not be  
104 applicable to any such retired certificated employee.

105 (2) (a) The following employees shall receive an annual  
106 salary supplement in the amount of Six Thousand Dollars  
107 (\$6,000.00), plus fringe benefits, in addition to any other  
108 compensation to which the employee may be entitled:

109 (i) Any licensed teacher who has met the  
110 requirements and acquired a Master Teacher certificate from the  
111 National Board for Professional Teaching Standards and who is  
112 employed by a local school board or the State Board of Education  
113 as a teacher and not as an administrator. Such teacher shall  
114 submit documentation to the State Department of Education that the  
115 certificate was received prior to October 15 in order to be  
116 eligible for the full salary supplement in the current school  
117 year, or the teacher shall submit such documentation to the State  
118 Department of Education prior to February 15 in order to be  
119 eligible for a prorated salary supplement beginning with the  
120 second term of the school year.

121 (ii) A licensed nurse who has met the requirements  
122 and acquired a certificate from the National Board for  
123 Certification of School Nurses, Inc., and who is employed by a



124 local school board or the State Board of Education as a school  
125 nurse and not as an administrator. The licensed school nurse  
126 shall submit documentation to the State Department of Education  
127 that the certificate was received before October 15 in order to be  
128 eligible for the full salary supplement in the current school  
129 year, or the licensed school nurse shall submit the documentation  
130 to the State Department of Education before February 15 in order  
131 to be eligible for a prorated salary supplement beginning with the  
132 second term of the school year.

133 (iii) Any licensed school counselor who has met  
134 the requirements and acquired a National Certified School  
135 Counselor (NCSC) endorsement from the National Board of Certified  
136 Counselors and who is employed by a local school board or the  
137 State Board of Education as a counselor and not as an  
138 administrator. Such licensed school counselor shall submit  
139 documentation to the State Department of Education that the  
140 endorsement was received prior to October 15 in order to be  
141 eligible for the full salary supplement in the current school  
142 year, or the licensed school counselor shall submit such  
143 documentation to the State Department of Education prior to  
144 February 15 in order to be eligible for a prorated salary  
145 supplement beginning with the second term of the school year.  
146 However, any school counselor who started the National Board for  
147 Professional Teaching Standards process for school counselors  
148 between June 1, 2003, and June 30, 2004, and completes the



149 requirements and acquires the Master Teacher certificate shall be  
150 entitled to the master teacher supplement, and those counselors  
151 who complete the process shall be entitled to a one-time  
152 reimbursement for the actual cost of the process as outlined in  
153 paragraph (b) of this subsection.

154 (iv) Any licensed speech-language pathologist and  
155 audiologist who has met the requirements and acquired a  
156 Certificate of Clinical Competence from the American  
157 Speech-Language-Hearing Association and any certified academic  
158 language therapist (CALT) who has met the certification  
159 requirements of the Academic Language Therapy Association and who  
160 is employed by a local school board. The licensed speech-language  
161 pathologist and audiologist and certified academic language  
162 therapist shall submit documentation to the State Department of  
163 Education that the certificate or endorsement was received before  
164 October 15 in order to be eligible for the full salary supplement  
165 in the current school year, or the licensed speech-language  
166 pathologist and audiologist and certified academic language  
167 therapist shall submit the documentation to the State Department  
168 of Education before February 15 in order to be eligible for a  
169 prorated salary supplement beginning with the second term of the  
170 school year.

171 (v) Any licensed athletic trainer who has met the  
172 requirements and acquired Board Certification for the Athletic  
173 Trainer from the Board of Certification, Inc., and who is employed



174 by a local school board or the State Board of Education as an  
175 athletic trainer and not as an administrator. The licensed  
176 athletic trainer shall submit documentation to the State  
177 Department of Education that the certificate was received before  
178 October 15 in order to be eligible for the full salary supplement  
179 in the current school year, or the licensed athletic trainer shall  
180 submit the documentation to the State Department of Education  
181 before February 15 in order to be eligible for a prorated salary  
182 supplement beginning with the second term of the school year.

183 (b) An employee shall be reimbursed for the actual cost  
184 of completing each component of acquiring the certificate or  
185 endorsement, excluding any costs incurred for postgraduate  
186 courses, not to exceed Five Hundred Dollars (\$500.00) for each  
187 component, not to exceed four (4) components, for a teacher,  
188 school counselor or speech-language pathologist and audiologist,  
189 regardless of whether or not the process resulted in the award of  
190 the certificate or endorsement. A local school district or any  
191 private individual or entity may pay the cost of completing the  
192 process of acquiring the certificate or endorsement for any  
193 employee of the school district described under paragraph (a), and  
194 the State Department of Education shall reimburse the school  
195 district for such cost, regardless of whether or not the process  
196 resulted in the award of the certificate or endorsement. If a  
197 private individual or entity has paid the cost of completing the  
198 process of acquiring the certificate or endorsement for an





199 employee, the local school district may agree to directly  
200 reimburse the individual or entity for such cost on behalf of the  
201 employee.

202 (c) All salary supplements, fringe benefits and process  
203 reimbursement authorized under this subsection shall be paid  
204 directly by the State Department of Education to the local school  
205 district and shall be in addition to its adequate education  
206 program allotments and not a part thereof in accordance with  
207 regulations promulgated by the State Board of Education. Local  
208 school districts shall not reduce the local supplement paid to any  
209 employee receiving such salary supplement, and the employee shall  
210 receive any local supplement to which employees with similar  
211 training and experience otherwise are entitled. However, an  
212 educational employee shall receive the salary supplement in the  
213 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the  
214 qualifying certifications authorized under paragraph (a) of this  
215 subsection. No school district shall provide more than one (1)  
216 annual salary supplement under the provisions of this subsection  
217 to any one (1) individual employee holding multiple qualifying  
218 national certifications.

219 (d) If an employee for whom such cost has been paid, in  
220 full or in part, by a local school district or private individual  
221 or entity fails to complete the certification or endorsement  
222 process, the employee shall be liable to the school district or  
223 individual or entity for all amounts paid by the school district



224 or individual or entity on behalf of that employee toward his or  
225 her certificate or endorsement.

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

230 Effective July 1, 2016, if funds are available for that  
231 purpose, any licensed teacher who has met the requirements and  
232 acquired a Master Teacher Certificate from the National Board for  
233 Professional Teaching Standards and who is employed in a public  
234 school district located in one (1) of the following counties:  
235 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,  
236 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,  
237 Holmes, Yazoo and Tallahatchie. The salary supplement awarded  
238 under the provisions of this subsection (3) shall be in addition  
239 to the salary supplement awarded under the provisions of  
240 subsection (2) of this section.

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

247 (4) (a) This section shall be known and may be cited as the  
248 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to



249 the minimum base pay described in this section, only after full  
250 funding of MAEP and if funds are available for that purpose, the  
251 State of Mississippi may provide monies from state funds to school  
252 districts for the purposes of rewarding licensed teachers,  
253 administrators and nonlicensed personnel at individual schools  
254 showing improvement in student test scores. The MPBP plan shall  
255 be developed by the State Department of Education based on the  
256 following criteria:

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

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

272                   (iii) To ensure all teachers cooperate in the  
273 spirit of teamwork, individual schools shall submit a plan to the



274 local school district to be approved before the beginning of each  
275 school year beginning July 1, 2008. The plan shall include, but  
276 not be limited to, how all teachers, regardless of subject area,  
277 and administrators will be responsible for improving student  
278 achievement for their individual school.

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

285 (5) (a) If funds are available for that purpose, each  
286 school in Mississippi shall have mentor teachers, as defined by  
287 Sections 37-9-201 through 37-9-213, who shall receive additional  
288 base compensation provided for by the State Legislature in the  
289 amount of One Thousand Dollars (\$1,000.00) per each beginning  
290 teacher that is being mentored. The additional state compensation  
291 shall be limited to those mentor teachers that provide mentoring  
292 services to beginning teachers. For the purposes of such funding,  
293 a beginning teacher shall be defined as any teacher in any school  
294 in Mississippi that has less than one (1) year of classroom  
295 experience teaching in a public school. For the purposes of such  
296 funding, no full-time academic teacher shall mentor more than two  
297 (2) beginning teachers.



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

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

305 **SECTION 2.** Section 37-3-2, Mississippi Code of 1972, is  
306 amended as follows:

307 37-3-2. (1) There is established within the State  
308 Department of Education the Commission on Teacher and  
309 Administrator Education, Certification and Licensure and  
310 Development. It shall be the purpose and duty of the commission  
311 to make recommendations to the State Board of Education regarding  
312 standards for the certification and licensure and continuing  
313 professional development of those who teach or perform tasks of an  
314 educational nature in the public schools of Mississippi.

315 (2) (a) The commission shall be composed of fifteen (15)  
316 qualified members. The membership of the commission shall be  
317 composed of the following members to be appointed, three (3) from  
318 each of the four (4) congressional districts, as such districts  
319 existed on January 1, 2011, in accordance with the population  
320 calculations determined by the 2010 federal decennial census,  
321 including: four (4) classroom teachers; three (3) school  
322 administrators; one (1) representative of schools of education of



323 public institutions of higher learning located within the state to  
324 be recommended by the Board of Trustees of State Institutions of  
325 Higher Learning; one (1) representative from the schools of  
326 education of independent institutions of higher learning to be  
327 recommended by the Board of the Mississippi Association of  
328 Independent Colleges; one (1) representative from public community  
329 and junior colleges located within the state to be recommended by  
330 the Mississippi Community College Board; one (1) local school  
331 board member; and four (4) laypersons. Three (3) members of the  
332 commission, at the sole discretion of the State Board of  
333 Education, shall be appointed from the state at large.

334 (b) All appointments shall be made by the State Board  
335 of Education after consultation with the State Superintendent of  
336 Public Education. The first appointments by the State Board of  
337 Education shall be made as follows: five (5) members shall be  
338 appointed for a term of one (1) year; five (5) members shall be  
339 appointed for a term of two (2) years; and five (5) members shall  
340 be appointed for a term of three (3) years. Thereafter, all  
341 members shall be appointed for a term of four (4) years.

342 (3) The State Board of Education when making appointments  
343 shall designate a chairman. The commission shall meet at least  
344 once every two (2) months or more often if needed. Members of the  
345 commission shall be compensated at a rate of per diem as  
346 authorized by Section 25-3-69 and be reimbursed for actual and  
347 necessary expenses as authorized by Section 25-3-41.



348           (4)   (a)   An appropriate staff member of the State Department  
349 of Education shall be designated and assigned by the State  
350 Superintendent of Public Education to serve as executive secretary  
351 and coordinator for the commission. No less than two (2) other  
352 appropriate staff members of the State Department of Education  
353 shall be designated and assigned by the State Superintendent of  
354 Public Education to serve on the staff of the commission.

355                   (b)   An Office of Educator Misconduct Evaluations shall  
356 be established within the State Department of Education to assist  
357 the commission in responding to infractions and violations, and in  
358 conducting hearings and enforcing the provisions of subsections  
359 (11), (12), (13), (14) and (15) of this section, and violations of  
360 the Mississippi Educator Code of Ethics.

361           (5)   It shall be the duty of the commission to:

362                   (a)   Set standards and criteria, subject to the approval  
363 of the State Board of Education, for all educator preparation  
364 programs in the state;

365                   (b)   Recommend to the State Board of Education each year  
366 approval or disapproval of each educator preparation program in  
367 the state, subject to a process and schedule determined by the  
368 State Board of Education;

369                   (c)   Establish, subject to the approval of the State  
370 Board of Education, standards for initial teacher certification  
371 and licensure in all fields;



372 (d) Establish, subject to the approval of the State  
373 Board of Education, standards for the renewal of teacher licenses  
374 in all fields;

375 (e) Review and evaluate objective measures of teacher  
376 performance, such as test scores, which may form part of the  
377 licensure process, and to make recommendations for their use;

378 (f) Review all existing requirements for certification  
379 and licensure;

380 (g) Consult with groups whose work may be affected by  
381 the commission's decisions;

382 (h) Prepare reports from time to time on current  
383 practices and issues in the general area of teacher education and  
384 certification and licensure;

385 (i) Hold hearings concerning standards for teachers'  
386 and administrators' education and certification and licensure with  
387 approval of the State Board of Education;

388 (j) Hire expert consultants with approval of the State  
389 Board of Education;

390 (k) Set up ad hoc committees to advise on specific  
391 areas;

392 (l) Perform such other functions as may fall within  
393 their general charge and which may be delegated to them by the  
394 State Board of Education; and

395 (m) Establish standards, subject to the approval of the  
396 State Board of Education, for supplemental endorsements, provided





397 that the standards allow teachers as many options as possible to  
398 receive a supplemental endorsement, including, but not limited to,  
399 the option of taking additional coursework or earning at least the  
400 minimum qualifying score or higher on the required licensure  
401 subject assessment relevant to the endorsement area for which the  
402 licensure is sought. The subject assessment option shall not  
403 apply to certain subject areas, including, but not limited to,  
404 Early/Primary Education PreK-3, Elementary Education, or Special  
405 Education, except by special approval by the State Board of  
406 Education.

407 (6) (a) **Standard License - Approved Program Route.** An  
408 educator entering the school system of Mississippi for the first  
409 time and meeting all requirements as established by the State  
410 Board of Education shall be granted a standard five-year license.  
411 Persons who possess two (2) years of classroom experience as an  
412 assistant teacher or who have taught for one (1) year in an  
413 accredited public or private school shall be allowed to fulfill  
414 student teaching requirements under the supervision of a qualified  
415 participating teacher approved by an accredited college of  
416 education. The local school district in which the assistant  
417 teacher is employed shall compensate such assistant teachers at  
418 the required salary level during the period of time such  
419 individual is completing student teaching requirements.

420 Applicants for a standard license shall submit to the department:

421 (i) An application on a department form;



422 (ii) An official transcript of completion of a  
423 teacher education program approved by the department or a  
424 nationally accredited program, subject to the following:  
425 Licensure to teach in Mississippi prekindergarten through  
426 kindergarten classrooms shall require completion of a teacher  
427 education program or a Bachelor of Science degree with child  
428 development emphasis from a program accredited by the American  
429 Association of Family and Consumer Sciences (AAFCS) or by the  
430 National Association for Education of Young Children (NAEYC) or by  
431 the National Council for Accreditation of Teacher Education  
432 (NCATE). Licensure to teach in Mississippi kindergarten, for  
433 those applicants who have completed a teacher education program,  
434 and in Grade 1 through Grade 4 shall require the completion of an  
435 interdisciplinary program of studies. Licenses for Grades 4  
436 through 8 shall require the completion of an interdisciplinary  
437 program of studies with two (2) or more areas of concentration.  
438 Licensure to teach in Mississippi Grades 7 through 12 shall  
439 require a major in an academic field other than education, or a  
440 combination of disciplines other than education. Students  
441 preparing to teach a subject shall complete a major in the  
442 respective subject discipline. All applicants for standard  
443 licensure shall demonstrate that such person's college preparation  
444 in those fields was in accordance with the standards set forth by  
445 the National Council for Accreditation of Teacher Education  
446 (NCATE) or the National Association of State Directors of Teacher



447 Education and Certification (NASDTEC) or, for those applicants who  
448 have a Bachelor of Science degree with child development emphasis,  
449 the American Association of Family and Consumer Sciences (AAFCS).  
450 Effective July 1, 2016, for initial elementary education  
451 licensure, a teacher candidate must earn a passing score on a  
452 rigorous test of scientifically research-based reading instruction  
453 and intervention and data-based decision-making principles as  
454 approved by the State Board of Education;

455 (iii) A copy of test scores evidencing  
456 satisfactory completion of nationally administered examinations of  
457 achievement, such as the Educational Testing Service's teacher  
458 testing examinations;

459 (iv) Any other document required by the State  
460 Board of Education; and

461 (v) From and after July 1, 2020, no teacher  
462 candidate shall be licensed to teach in Mississippi who did not  
463 meet the following criteria for entrance into an approved teacher  
464 education program:

465 1. An ACT Score of twenty-one (21) (or SAT  
466 equivalent); or

467 2. Achieve a qualifying passing score on the  
468 Praxis Core Academic Skills for Educators examination as  
469 established by the State Board of Education; or

470 3. A minimum GPA of 3.0 on coursework prior  
471 to admission to an approved teacher education program.



472 (b) (i) **Standard License - Nontraditional Teaching**

473 **Route.** From and after July 1, 2020, no teacher candidate shall be  
474 licensed to teach in Mississippi under the alternate route who did  
475 not meet the following criteria:

476 1. An ACT Score of twenty-one (21) (or SAT  
477 equivalent); or

478 2. Achieve a qualifying passing score on the  
479 Praxis Core Academic Skills for Educators examination as  
480 established by the State Board of Education; or

481 3. A minimum GPA of 3.0 on coursework prior  
482 to admission to an approved teacher education program.

483 (ii) Beginning July 1, 2020, an individual who has  
484 attained a passing score on the Praxis Core Academic Skills for  
485 Educators or an ACT Score of twenty-one (21) (or SAT equivalent)  
486 or a minimum GPA of 3.0 on coursework prior to admission to an  
487 approved teacher education program and a passing score on the  
488 Praxis Subject Assessment in the requested area of endorsement may  
489 apply for admission to the Teach Mississippi Institute (TMI)  
490 program to teach students in Grades 7 through 12 if the individual  
491 meets the requirements of this paragraph (b). The State Board of  
492 Education shall adopt rules requiring that teacher preparation  
493 institutions which provide the Teach Mississippi Institute (TMI)  
494 program for the preparation of nontraditional teachers shall meet  
495 the standards and comply with the provisions of this paragraph.



496                   1. The Teach Mississippi Institute (TMI)  
497 shall include an intensive eight-week, nine-semester-hour summer  
498 program or a curriculum of study in which the student matriculates  
499 in the fall or spring semester, which shall include, but not be  
500 limited to, instruction in education, effective teaching  
501 strategies, classroom management, state curriculum requirements,  
502 planning and instruction, instructional methods and pedagogy,  
503 using test results to improve instruction, and a one (1) semester  
504 three-hour supervised internship to be completed while the teacher  
505 is employed as a full-time teacher intern in a local school  
506 district. The TMI shall be implemented on a pilot program basis,  
507 with courses to be offered at up to four (4) locations in the  
508 state, with one (1) TMI site to be located in each of the three  
509 (3) Mississippi Supreme Court districts.

510                   2. The school sponsoring the teacher intern  
511 shall enter into a written agreement with the institution  
512 providing the Teach Mississippi Institute (TMI) program, under  
513 terms and conditions as agreed upon by the contracting parties,  
514 providing that the school district shall provide teacher interns  
515 seeking a nontraditional provisional teaching license with a  
516 one-year classroom teaching experience. The teacher intern shall  
517 successfully complete the one (1) semester three-hour intensive  
518 internship in the school district during the semester immediately  
519 following successful completion of the TMI and prior to the end of  
520 the one-year classroom teaching experience.



521                   3. Upon completion of the nine-semester-hour  
522 TMI or the fall or spring semester option, the individual shall  
523 submit his transcript to the commission for provisional licensure  
524 of the intern teacher, and the intern teacher shall be issued a  
525 provisional teaching license by the commission, which will allow  
526 the individual to legally serve as a teacher while the person  
527 completes a nontraditional teacher preparation internship program.

528                   4. During the semester of internship in the  
529 school district, the teacher preparation institution shall monitor  
530 the performance of the intern teacher. The school district that  
531 employs the provisional teacher shall supervise the provisional  
532 teacher during the teacher's intern year of employment under a  
533 nontraditional provisional license, and shall, in consultation  
534 with the teacher intern's mentor at the school district of  
535 employment, submit to the commission a comprehensive evaluation of  
536 the teacher's performance sixty (60) days prior to the expiration  
537 of the nontraditional provisional license. If the comprehensive  
538 evaluation establishes that the provisional teacher intern's  
539 performance fails to meet the standards of the approved  
540 nontraditional teacher preparation internship program, the  
541 individual shall not be approved for a standard license.

542                   5. An individual issued a provisional  
543 teaching license under this nontraditional route shall  
544 successfully complete, at a minimum, a one-year beginning teacher  
545 mentoring and induction program administered by the employing



546 school district with the assistance of the State Department of  
547 Education.

548                   6. Upon successful completion of the TMI and  
549 the internship provisional license period, applicants for a  
550 Standard License - Nontraditional Route shall submit to the  
551 commission a transcript of successful completion of the twelve  
552 (12) semester hours required in the internship program, and the  
553 employing school district shall submit to the commission a  
554 recommendation for standard licensure of the intern. If the  
555 school district recommends licensure, the applicant shall be  
556 issued a Standard License - Nontraditional Route which shall be  
557 valid for a five-year period and be renewable.

558                   7. At the discretion of the teacher  
559 preparation institution, the individual shall be allowed to credit  
560 the twelve (12) semester hours earned in the nontraditional  
561 teacher internship program toward the graduate hours required for  
562 a Master of Arts in Teacher (MAT) Degree.

563                   8. The local school district in which the  
564 nontraditional teacher intern or provisional licensee is employed  
565 shall compensate such teacher interns at Step 1 of the required  
566 salary level during the period of time such individual is  
567 completing teacher internship requirements and shall compensate  
568 such Standard License - Nontraditional Route teachers at Step 3 of  
569 the required salary level when they complete license requirements.



570 (iii) Implementation of the TMI program provided  
571 for under this paragraph (b) shall be contingent upon the  
572 availability of funds appropriated specifically for such purpose  
573 by the Legislature. Such implementation of the TMI program may  
574 not be deemed to prohibit the State Board of Education from  
575 developing and implementing additional alternative route teacher  
576 licensure programs, as deemed appropriate by the board. The  
577 emergency certification program in effect prior to July 1, 2002,  
578 shall remain in effect.

579 (iv) A Standard License - Approved Program Route  
580 shall be issued for a five-year period, and may be renewed.  
581 Recognizing teaching as a profession, a hiring preference shall be  
582 granted to persons holding a Standard License - Approved Program  
583 Route or Standard License - Nontraditional Teaching Route over  
584 persons holding any other license.

585 (c) **Special License - Expert Citizen.** In order to  
586 allow a school district to offer specialized or technical courses,  
587 or to fill teacher positions in districts experiencing a critical  
588 teacher shortage due to an increase in the number of teacher  
589 vacancies or a lack of specific subject area content instructors,  
590 the State Department of Education, in accordance with rules and  
591 regulations established by the State Board of Education, may grant  
592 a five-year expert citizen-teacher license to local business or  
593 other professional personnel to teach in a public school or  
594 nonpublic school accredited or approved by the state. Such person





595 shall be required to have a high school diploma, an  
596 industry-recognized certification related to the subject area in  
597 which they are teaching and a minimum of five (5) years of  
598 relevant experience but shall not be required to hold an associate  
599 or bachelor's degree, provided that he or she possesses the  
600 minimum qualifications required for his or her profession, and may  
601 begin teaching upon his employment by the local school board and  
602 licensure by the Mississippi Department of Education. If a school  
603 board hires a career technical education pathway instructor who  
604 does not have an industry certification in his or her area of  
605 expertise but does have the required experience, the school board  
606 shall spread their decision on the minutes at their next meeting  
607 and provide a detailed explanation for why they hired the  
608 instructor. Such instructor shall present the minutes of the  
609 school board to the State Department of Education when he or she  
610 applies for an expert citizen license. The board shall adopt  
611 rules and regulations to administer the expert citizen-teacher  
612 license. A Special License - Expert Citizen may be renewed in  
613 accordance with the established rules and regulations of the State  
614 Department of Education.

615 (d) **Special License - Nonrenewable.** The State Board of  
616 Education is authorized to establish rules and regulations to  
617 allow those educators not meeting requirements in paragraph (a),  
618 (b) or (c) of this subsection (6) to be licensed for a period of



619 not more than three (3) years, except by special approval of the  
620 State Board of Education.

621           (e) **Nonlicensed Teaching Personnel.** A nonlicensed  
622 person may teach for a maximum of three (3) periods per teaching  
623 day in a public school district or a nonpublic school  
624 accredited/approved by the state. Such person shall submit to the  
625 department a transcript or record of his education and experience  
626 which substantiates his preparation for the subject to be taught  
627 and shall meet other qualifications specified by the commission  
628 and approved by the State Board of Education. In no case shall  
629 any local school board hire nonlicensed personnel as authorized  
630 under this paragraph in excess of five percent (5%) of the total  
631 number of licensed personnel in any single school.

632           (f) **Special License - Transitional Bilingual Education.**  
633 Beginning July 1, 2003, the commission shall grant special  
634 licenses to teachers of transitional bilingual education who  
635 possess such qualifications as are prescribed in this section.  
636 Teachers of transitional bilingual education shall be compensated  
637 by local school boards at not less than one (1) step on the  
638 regular salary schedule applicable to permanent teachers licensed  
639 under this section. The commission shall grant special licenses  
640 to teachers of transitional bilingual education who present the  
641 commission with satisfactory evidence that they (i) possess a  
642 speaking and reading ability in a language, other than English, in  
643 which bilingual education is offered and communicative skills in



644 English; (ii) are in good health and sound moral character; (iii)  
645 possess a bachelor's degree or an associate's degree in teacher  
646 education from an accredited institution of higher education; (iv)  
647 meet such requirements as to courses of study, semester hours  
648 therein, experience and training as may be required by the  
649 commission; and (v) are legally present in the United States and  
650 possess legal authorization for employment. A teacher of  
651 transitional bilingual education serving under a special license  
652 shall be under an exemption from standard licensure if he achieves  
653 the requisite qualifications therefor. Two (2) years of service  
654 by a teacher of transitional bilingual education under such an  
655 exemption shall be credited to the teacher in acquiring a Standard  
656 Educator License. Nothing in this paragraph shall be deemed to  
657 prohibit a local school board from employing a teacher licensed in  
658 an appropriate field as approved by the State Department of  
659 Education to teach in a program in transitional bilingual  
660 education.

661 (g) In the event any school district meets the highest  
662 accreditation standards as defined by the State Board of Education  
663 in the accountability system, the State Board of Education, in its  
664 discretion, may exempt such school district from any restrictions  
665 in paragraph (e) relating to the employment of nonlicensed  
666 teaching personnel.

667 (h) **Highly Qualified Teachers.** Beginning July 1, 2006,  
668 any teacher from any state meeting the federal definition of



669 highly qualified, as described in the No Child Left Behind Act,  
670 must be granted a standard five-year license by the State  
671 Department of Education.

672 (7) **Administrator License.** The State Board of Education is  
673 authorized to establish rules and regulations and to administer  
674 the licensure process of the school administrators in the State of  
675 Mississippi. There will be four (4) categories of administrator  
676 licensure with exceptions only through special approval of the  
677 State Board of Education.

678 (a) **Administrator License - Nonpracticing.** Those  
679 educators holding administrative endorsement but having no  
680 administrative experience or not serving in an administrative  
681 position on January 15, 1997.

682 (b) **Administrator License - Entry Level.** Those  
683 educators holding administrative endorsement and having met the  
684 department's qualifications to be eligible for employment in a  
685 Mississippi school district. Administrator License - Entry Level  
686 shall be issued for a five-year period and shall be nonrenewable.

687 (c) **Standard Administrator License - Career Level.** An  
688 administrator who has met all the requirements of the department  
689 for standard administrator licensure.

690 (d) **Administrator License - Nontraditional Route.** The  
691 board may establish a nontraditional route for licensing  
692 administrative personnel. Such nontraditional route for  
693 administrative licensure shall be available for persons holding,



694 but not limited to, a master of business administration degree, a  
695 master of public administration degree, a master of public  
696 planning and policy degree or a doctor of jurisprudence degree  
697 from an accredited college or university, with five (5) years of  
698 administrative or supervisory experience. Successful completion  
699 of the requirements of alternate route licensure for  
700 administrators shall qualify the person for a standard  
701 administrator license.

702 Individuals seeking school administrator licensure under  
703 paragraph (b), (c) or (d) shall successfully complete a training  
704 program and an assessment process prescribed by the State Board of  
705 Education. All applicants for school administrator licensure  
706 shall meet all requirements prescribed by the department under  
707 paragraph (b), (c) or (d), and the cost of the assessment process  
708 required shall be paid by the applicant.

709 (8) **Reciprocity.** The department shall grant a standard  
710 five-year license to any individual who possesses a valid standard  
711 license from another state, or another country or political  
712 subdivision thereof, within a period of twenty-one (21) days from  
713 the date of a completed application. The issuance of a license by  
714 reciprocity to a military-trained applicant, military spouse or  
715 person who establishes residence in this state shall be subject to  
716 the provisions of Section 73-50-1 or 73-50-2, as applicable.

717 (9) **Renewal and Reinstatement of Licenses.** The State Board  
718 of Education is authorized to establish rules and regulations for



719 the renewal and reinstatement of educator and administrator  
720 licenses. Effective May 15, 1997, the valid standard license held  
721 by an educator shall be extended five (5) years beyond the  
722 expiration date of the license in order to afford the educator  
723 adequate time to fulfill new renewal requirements established  
724 pursuant to this subsection. An educator completing a master of  
725 education, educational specialist or doctor of education degree in  
726 May 1997 for the purpose of upgrading the educator's license to a  
727 higher class shall be given this extension of five (5) years plus  
728 five (5) additional years for completion of a higher degree. For  
729 all license types with a current valid expiration date of June 30,  
730 2021, the State Department of Education shall grant a one-year  
731 extension to June 30, 2022. Beginning July 1, 2022, and  
732 thereafter, applicants for licensure renewal shall meet all  
733 requirements in effect on the date that the complete application  
734 is received by the State Department of Education.

735 (10) All controversies involving the issuance, revocation,  
736 suspension or any change whatsoever in the licensure of an  
737 educator required to hold a license shall be initially heard in a  
738 hearing de novo, by the commission or by a subcommittee  
739 established by the commission and composed of commission members,  
740 or by a hearing officer retained and appointed by the commission,  
741 for the purpose of holding hearings. Any complaint seeking the  
742 denial of issuance, revocation or suspension of a license shall be  
743 by sworn affidavit filed with the Commission on Teacher and



744 Administrator Education, Certification and Licensure and  
745 Development. The decision thereon by the commission, its  
746 subcommittee or hearing officer, shall be final, unless the  
747 aggrieved party shall appeal to the State Board of Education,  
748 within ten (10) days, of the decision of the commission, its  
749 subcommittee or hearing officer. An appeal to the State Board of  
750 Education shall be perfected upon filing a notice of the appeal  
751 and by the prepayment of the costs of the preparation of the  
752 record of proceedings by the commission, its subcommittee or  
753 hearing officer. An appeal shall be on the record previously made  
754 before the commission, its subcommittee or hearing officer, unless  
755 otherwise provided by rules and regulations adopted by the board.  
756 The decision of the commission, its subcommittee or hearing  
757 officer shall not be disturbed on appeal if supported by  
758 substantial evidence, was not arbitrary or capricious, within the  
759 authority of the commission, and did not violate some statutory or  
760 constitutional right. The State Board of Education in its  
761 authority may reverse, or remand with instructions, the decision  
762 of the commission, its subcommittee or hearing officer. The  
763 decision of the State Board of Education shall be final.

764 (11) (a) The State Board of Education, acting through the  
765 commission, may deny an application for any teacher or  
766 administrator license for one or more of the following:

767 (i) Lack of qualifications which are prescribed by  
768 law or regulations adopted by the State Board of Education;



769 (ii) The applicant has a physical, emotional or  
770 mental disability that renders the applicant unfit to perform the  
771 duties authorized by the license, as certified by a licensed  
772 psychologist or psychiatrist;

773 (iii) The applicant is actively addicted to or  
774 actively dependent on alcohol or other habit-forming drugs or is a  
775 habitual user of narcotics, barbiturates, amphetamines,  
776 hallucinogens or other drugs having similar effect, at the time of  
777 application for a license;

778 (iv) Fraud or deceit committed by the applicant in  
779 securing or attempting to secure such certification and license;

780 (v) Failing or refusing to furnish reasonable  
781 evidence of identification;

782 (vi) The applicant has been convicted, has pled  
783 guilty or entered a plea of nolo contendere to a felony, as  
784 defined by federal or state law. For purposes of this  
785 subparagraph (vi) of this paragraph (a), a "guilty plea" includes  
786 a plea of guilty, entry of a plea of nolo contendere, or entry of  
787 an order granting pretrial or judicial diversion;

788 (vii) The applicant or licensee is on probation or  
789 post-release supervision for a felony or conviction, as defined by  
790 federal or state law. However, this disqualification expires upon  
791 the end of the probationary or post-release supervision period.

792 (b) The State Board of Education, acting through the  
793 commission, shall deny an application for any teacher or





794 administrator license, or immediately revoke the current teacher  
795 or administrator license, for one or more of the following:

796 (i) If the applicant or licensee has been  
797 convicted, has pled guilty or entered a plea of nolo contendere to  
798 a sex offense as defined by federal or state law. For purposes of  
799 this subparagraph (i) of this paragraph (b), a "guilty plea"  
800 includes a plea of guilty, entry of a plea of nolo contendere, or  
801 entry of an order granting pretrial or judicial diversion;

802 (ii) The applicant or licensee is on probation or  
803 post-release supervision for a sex offense conviction, as defined  
804 by federal or state law;

805 (iii) The license holder has fondled a student as  
806 described in Section 97-5-23, or had any type of sexual  
807 involvement with a student as described in Section 97-3-95; or

808 (iv) The license holder has failed to report  
809 sexual involvement of a school employee with a student as required  
810 by Section 97-5-24.

811 (12) The State Board of Education, acting through the  
812 commission, may revoke, suspend or refuse to renew any teacher or  
813 administrator license for specified periods of time or may place  
814 on probation, reprimand a licensee, or take other disciplinary  
815 action with regard to any license issued under this chapter for  
816 one or more of the following:



817 (a) Breach of contract or abandonment of employment may  
818 result in the suspension of the license for one (1) school year as  
819 provided in Section 37-9-57;

820 (b) Obtaining a license by fraudulent means shall  
821 result in immediate suspension and continued suspension for one  
822 (1) year after correction is made;

823 (c) Suspension or revocation of a certificate or  
824 license by another state shall result in immediate suspension or  
825 revocation and shall continue until records in the prior state  
826 have been cleared;

827 (d) The license holder has been convicted, has pled  
828 guilty or entered a plea of nolo contendere to a felony, as  
829 defined by federal or state law. For purposes of this paragraph,  
830 a "guilty plea" includes a plea of guilty, entry of a plea of nolo  
831 contendere, or entry of an order granting pretrial or judicial  
832 diversion;

833 (e) The license holder knowingly and willfully  
834 committing any of the acts affecting validity of mandatory uniform  
835 test results as provided in Section 37-16-4(1);

836 (f) The license holder has engaged in unethical conduct  
837 relating to an educator/student relationship as identified by the  
838 State Board of Education in its rules;

839 (g) The license holder served as superintendent or  
840 principal in a school district during the time preceding and/or



841 that resulted in the Governor declaring a state of emergency and  
842 the State Board of Education appointing a conservator;

843 (h) The license holder submitted a false certification  
844 to the State Department of Education that a statewide test was  
845 administered in strict accordance with the Requirements of the  
846 Mississippi Statewide Assessment System; or

847 (i) The license holder has failed to comply with the  
848 Procedures for Reporting Infractions as promulgated by the  
849 commission and approved by the State Board of Education pursuant  
850 to subsection (15) of this section.

851 For purposes of this subsection, probation shall be defined  
852 as a length of time determined by the commission, its subcommittee  
853 or hearing officer, and based on the severity of the offense in  
854 which the license holder shall meet certain requirements as  
855 prescribed by the commission, its subcommittee or hearing officer.  
856 Failure to complete the requirements in the time specified shall  
857 result in immediate suspension of the license for one (1) year.

858 (13) (a) Dismissal or suspension of a licensed employee by  
859 a local school board pursuant to Section 37-9-59 may result in the  
860 suspension or revocation of a license for a length of time which  
861 shall be determined by the commission and based upon the severity  
862 of the offense.

863 (b) Any offense committed or attempted in any other  
864 state shall result in the same penalty as if committed or  
865 attempted in this state.



866 (c) A person may voluntarily surrender a license. The  
867 surrender of such license may result in the commission  
868 recommending any of the above penalties without the necessity of a  
869 hearing. However, any such license which has voluntarily been  
870 surrendered by a licensed employee may only be reinstated by a  
871 majority vote of all members of the commission present at the  
872 meeting called for such purpose.

873 (14) (a) A person whose license has been suspended or  
874 surrendered on any grounds except criminal grounds may petition  
875 for reinstatement of the license after one (1) year from the date  
876 of suspension or surrender, or after one-half (1/2) of the  
877 suspended or surrendered time has lapsed, whichever is greater. A  
878 person whose license has been suspended or revoked on any grounds  
879 or violations under subsection (12) of this section may be  
880 reinstated automatically or approved for a reinstatement hearing,  
881 upon submission of a written request to the commission. A license  
882 suspended, revoked or surrendered on criminal grounds may be  
883 reinstated upon petition to the commission filed after expiration  
884 of the sentence and parole or probationary period imposed upon  
885 conviction. A revoked, suspended or surrendered license may be  
886 reinstated upon satisfactory showing of evidence of  
887 rehabilitation. The commission shall require all who petition for  
888 reinstatement to furnish evidence satisfactory to the commission  
889 of good character, good mental, emotional and physical health and  
890 such other evidence as the commission may deem necessary to



891 establish the petitioner's rehabilitation and fitness to perform  
892 the duties authorized by the license.

893 (b) A person whose license expires while under  
894 investigation by the Office of Educator Misconduct for an alleged  
895 violation may not be reinstated without a hearing before the  
896 commission if required based on the results of the investigation.

897 (15) Reporting procedures and hearing procedures for dealing  
898 with infractions under this section shall be promulgated by the  
899 commission, subject to the approval of the State Board of  
900 Education. The revocation or suspension of a license shall be  
901 effected at the time indicated on the notice of suspension or  
902 revocation. The commission shall immediately notify the  
903 superintendent of the school district or school board where the  
904 teacher or administrator is employed of any disciplinary action  
905 and also notify the teacher or administrator of such revocation or  
906 suspension and shall maintain records of action taken. The State  
907 Board of Education may reverse or remand with instructions any  
908 decision of the commission, its subcommittee or hearing officer  
909 regarding a petition for reinstatement of a license, and any such  
910 decision of the State Board of Education shall be final.

911 (16) An appeal from the action of the State Board of  
912 Education in denying an application, revoking or suspending a  
913 license or otherwise disciplining any person under the provisions  
914 of this section shall be filed in the Chancery Court of the First  
915 Judicial District of Hinds County, Mississippi, on the record



916 made, including a verbatim transcript of the testimony at the  
917 hearing. The appeal shall be filed within thirty (30) days after  
918 notification of the action of the board is mailed or served and  
919 the proceedings in chancery court shall be conducted as other  
920 matters coming before the court. The appeal shall be perfected  
921 upon filing notice of the appeal and by the prepayment of all  
922 costs, including the cost of preparation of the record of the  
923 proceedings by the State Board of Education, and the filing of a  
924 bond in the sum of Two Hundred Dollars (\$200.00) conditioned that  
925 if the action of the board be affirmed by the chancery court, the  
926 applicant or license holder shall pay the costs of the appeal and  
927 the action of the chancery court.

928 (17) All such programs, rules, regulations, standards and  
929 criteria recommended or authorized by the commission shall become  
930 effective upon approval by the State Board of Education as  
931 designated by appropriate orders entered upon the minutes thereof.

932 (18) The granting of a license shall not be deemed a  
933 property right nor a guarantee of employment in any public school  
934 district. A license is a privilege indicating minimal eligibility  
935 for teaching in the public school districts of Mississippi. This  
936 section shall in no way alter or abridge the authority of local  
937 school districts to require greater qualifications or standards of  
938 performance as a prerequisite of initial or continued employment  
939 in such districts.



940           (19) In addition to the reasons specified in subsections  
941 (12) and (13) of this section, the board shall be authorized to  
942 suspend the license of any licensee for being out of compliance  
943 with an order for support, as defined in Section 93-11-153. The  
944 procedure for suspension of a license for being out of compliance  
945 with an order for support, and the procedure for the reissuance or  
946 reinstatement of a license suspended for that purpose, and the  
947 payment of any fees for the reissuance or reinstatement of a  
948 license suspended for that purpose, shall be governed by Section  
949 93-11-157 or 93-11-163, as the case may be. Actions taken by the  
950 board in suspending a license when required by Section 93-11-157  
951 or 93-11-163 are not actions from which an appeal may be taken  
952 under this section. Any appeal of a license suspension that is  
953 required by Section 93-11-157 or 93-11-163 shall be taken in  
954 accordance with the appeal procedure specified in Section  
955 93-11-157 or 93-11-163, as the case may be, rather than the  
956 procedure specified in this section. If there is any conflict  
957 between any provision of Section 93-11-157 or 93-11-163 and any  
958 provision of this chapter, the provisions of Section 93-11-157 or  
959 93-11-163, as the case may be, shall control.

960           (20) The Department of Education shall grant and renew all  
961 licenses and certifications of teachers and administrators within  
962 twenty-one (21) days from the date of a completed application if  
963 the applicant has otherwise met all established requirements for  
964 the license or certification.



965           **SECTION 3.** This act shall take effect and be in force from  
966 and after July 1, 2024.

