

By: Representatives Roberson, Mickens

To: Education

HOUSE BILL NO. 1106

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 REQUIRE NATIONAL BOARD CERTIFIED OCCUPATIONAL THERAPISTS WHO ARE  
3 EMPLOYED BY A SCHOOL DISTRICT OR THE STATE DEPARTMENT OF EDUCATION  
4 TO BE PAID AN ANNUAL SALARY SUPPLEMENT; AND FOR RELATED PURPOSES.

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

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

8 37-19-7. (1) The allowance in the Mississippi Adequate  
9 Education Program for teachers' salaries in each public school  
10 district shall be determined and paid in accordance with the scale  
11 for teachers' salaries as provided in this subsection. For  
12 teachers holding the following types of licenses or the equivalent  
13 as determined by the State Board of Education, and the following  
14 number of years of teaching experience, the scale shall be as  
15 follows:

16 **2022-2023 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

17	Exp.	AAAA	AAA	AA	A
18	0	45,500.00	44,000.00	43,000.00	41,500.00
19	1	46,100.00	44,550.00	43,525.00	41,900.00



20	2	46,700.00	45,100.00	44,050.00	42,300.00
21	3	47,300.00	45,650.00	44,575.00	42,700.00
22	4	47,900.00	46,200.00	45,100.00	43,100.00
23	5	49,250.00	47,500.00	46,350.00	44,300.00
24	6	49,850.00	48,050.00	46,875.00	44,700.00
25	7	50,450.00	48,600.00	47,400.00	45,100.00
26	8	51,050.00	49,150.00	47,925.00	45,500.00
27	9	51,650.00	49,700.00	48,450.00	45,900.00
28	10	53,000.00	51,000.00	49,700.00	47,100.00
29	11	53,600.00	51,550.00	50,225.00	47,500.00
30	12	54,200.00	52,100.00	50,750.00	47,900.00
31	13	54,800.00	52,650.00	51,275.00	48,300.00
32	14	55,400.00	53,200.00	51,800.00	48,700.00
33	15	56,750.00	54,500.00	53,050.00	49,900.00
34	16	57,350.00	55,050.00	53,575.00	50,300.00
35	17	57,950.00	55,600.00	54,100.00	50,700.00
36	18	58,550.00	56,150.00	54,625.00	51,100.00
37	19	59,150.00	56,700.00	55,150.00	51,500.00
38	20	60,500.00	58,000.00	56,400.00	52,700.00
39	21	61,100.00	58,550.00	56,925.00	53,100.00
40	22	61,700.00	59,100.00	57,450.00	53,500.00
41	23	62,300.00	59,650.00	57,975.00	53,900.00
42	24	62,900.00	60,200.00	58,500.00	54,300.00
43	25	65,400.00	62,700.00	61,000.00	56,800.00
44	26	66,000.00	63,250.00	61,525.00	57,200.00



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

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

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



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

74 The level of professional training of each teacher to be used  
75 in establishing the salary allotment for the \* \* \* teacher for  
76 each year shall be determined by the type of valid teacher's  
77 license issued to \* \* \* that teacher on or before October 1 of the  
78 current school year. However, school districts are authorized, in  
79 their discretion, to negotiate the salary levels applicable to  
80 licensed employees who are receiving retirement benefits from the  
81 retirement system of another state \* \* \*.

82 (2) (a) The following employees shall receive an annual  
83 salary supplement in the amount of Six Thousand Dollars  
84 (\$6,000.00), plus fringe benefits, in addition to any other  
85 compensation to which the employee may be entitled:

86 (i) Any licensed teacher who has met the  
87 requirements and acquired a Master Teacher certificate from the  
88 National Board for Professional Teaching Standards and who is  
89 employed by a local school board or the State Board of Education  
90 as a teacher and not as an administrator. Such teacher shall  
91 submit documentation to the State Department of Education that the  
92 certificate was received prior to October 15 in order to be  
93 eligible for the full salary supplement in the current school  
94 year, or the teacher shall submit such documentation to the State



95 Department of Education prior to February 15 in order to be  
96 eligible for a prorated salary supplement beginning with the  
97 second term of the school year.

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

110 (iii) Any licensed school counselor who has met  
111 the requirements and acquired a National Certified School  
112 Counselor (NCSC) endorsement from the National Board of Certified  
113 Counselors and who is employed by a local school board or the  
114 State Board of Education as a counselor and not as an  
115 administrator. Such licensed school counselor shall submit  
116 documentation to the State Department of Education that the  
117 endorsement was received prior to October 15 in order to be  
118 eligible for the full salary supplement in the current school  
119 year, or the licensed school counselor shall submit such



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

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



145 of Education before February 15 in order to be eligible for a  
146 prorated salary supplement beginning with the second term of the  
147 school year.

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

160 (vi) An occupational therapist who has met the  
161 requirements and acquired initial certification as an Occupational  
162 Therapist Registered from the National Board for Certification in  
163 Occupational Therapy, Inc., and who is employed by a local school  
164 board or the State Board of Education as an occupational therapist  
165 and not an administrator. The certified occupational therapist  
166 shall submit documentation to the State Department of Education  
167 that the certification was received before October 15 of each year  
168 in order to be eligible for the full salary supplement in the  
169 current school year, or the occupational therapist shall submit



170 the documentation to the State Department of Education before  
171 February 15 of each year in order to be eligible for a prorated  
172 salary supplement beginning with the second term of the school  
173 year.

174 (b) An employee shall be reimbursed for the actual cost  
175 of completing each component of acquiring the certificate or  
176 endorsement, excluding any costs incurred for postgraduate  
177 courses, not to exceed Five Hundred Dollars (\$500.00) for each  
178 component, not to exceed four (4) components, for a teacher,  
179 school counselor \* \* \*, speech-language pathologist and  
180 audiologist or occupational therapist, regardless of whether or  
181 not the process resulted in the award of the certificate or  
182 endorsement. A local school district or any private individual or  
183 entity may pay the cost of completing the process of acquiring the  
184 certificate or endorsement for any employee of the school district  
185 described under paragraph (a), and the State Department of  
186 Education shall reimburse the school district for such cost,  
187 regardless of whether or not the process resulted in the award of  
188 the certificate or endorsement. If a private individual or entity  
189 has paid the cost of completing the process of acquiring the  
190 certificate or endorsement for an employee, the local school  
191 district may agree to directly reimburse the individual or entity  
192 for such cost on behalf of the employee.

193 (c) All salary supplements, fringe benefits and process  
194 reimbursement authorized under this subsection shall be paid





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

210 (d) If an employee for whom such cost has been paid, in  
211 full or in part, by a local school district or private individual  
212 or entity fails to complete the certification or endorsement  
213 process, the employee shall be liable to the school district or  
214 individual or entity for all amounts paid by the school district  
215 or individual or entity on behalf of that employee toward his or  
216 her certificate or endorsement.

217 (3) The following employees shall receive an annual salary  
218 supplement in the amount of Four Thousand Dollars (\$4,000.00),



219 plus fringe benefits, in addition to any other compensation to  
220 which the employee may be entitled:

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

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

238       (4) (a) This subsection shall be known and may be cited as  
239 the "Mississippi Performance-Based Pay (MPBP)" plan. In addition  
240 to the minimum base pay described in this section, only after full  
241 funding of MAEP and if funds are available for that purpose, the  
242 State of Mississippi may provide monies from state funds to school  
243 districts for the purposes of rewarding licensed teachers,



244 administrators and nonlicensed personnel at individual schools  
245 showing improvement in student test scores. The MPBP plan shall  
246 be developed by the State Department of Education based on the  
247 following criteria:

248 (i) It is the express intent of this legislation  
249 that the MPBP plan shall utilize only existing standards of  
250 accreditation and assessment as established by the State Board of  
251 Education.

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

263 (iii) To ensure all teachers cooperate in the  
264 spirit of teamwork, individual schools shall submit a plan to the  
265 local school district to be approved before the beginning of each  
266 school year \* \* \*. The plan shall include, but not be limited to,  
267 how all teachers, regardless of subject area, and administrators



268 will be responsible for improving student achievement for their  
269 individual school.

270 (b) The State Board of Education shall develop the  
271 processes and procedures for designating schools eligible to  
272 participate in the MPBP. State assessment results, growth in  
273 student achievement at individual schools and other measures  
274 deemed appropriate in designating successful student achievement  
275 shall be used in establishing MPBP criteria.

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

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



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

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

