

By: Representative Bennett

To: Education;
Appropriations A

HOUSE BILL NO. 1566

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 INCREASE THE MINIMUM ANNUAL SALARY FOR TEACHERS BY \$4,000.00; AND
3 FOR RELATED PURPOSES.

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

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

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

15 * * *

16 **2024-2025 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

17	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
18	<u>0</u>	<u>49,500.00</u>	<u>48,000.00</u>	<u>47,000.00</u>	<u>45,500.00</u>



19	<u>1</u>	<u>50,100.00</u>	<u>48,550.00</u>	<u>47,525.00</u>	<u>45,900.00</u>
20	<u>2</u>	<u>50,700.00</u>	<u>49,100.00</u>	<u>48,050.00</u>	<u>46,300.00</u>
21	<u>3</u>	<u>51,300.00</u>	<u>49,650.00</u>	<u>48,575.00</u>	<u>46,700.00</u>
22	<u>4</u>	<u>51,900.00</u>	<u>50,200.00</u>	<u>49,100.00</u>	<u>47,100.00</u>
23	<u>5</u>	<u>52,250.00</u>	<u>51,500.00</u>	<u>50,350.00</u>	<u>48,300.00</u>
24	<u>6</u>	<u>53,850.00</u>	<u>52,050.00</u>	<u>50,875.00</u>	<u>48,700.00</u>
25	<u>7</u>	<u>54,450.00</u>	<u>52,600.00</u>	<u>51,400.00</u>	<u>49,100.00</u>
26	<u>8</u>	<u>55,050.00</u>	<u>53,150.00</u>	<u>51,925.00</u>	<u>49,500.00</u>
27	<u>9</u>	<u>55,650.00</u>	<u>53,700.00</u>	<u>52,450.00</u>	<u>49,900.00</u>
28	<u>10</u>	<u>57,000.00</u>	<u>55,000.00</u>	<u>53,700.00</u>	<u>51,100.00</u>
29	<u>11</u>	<u>57,600.00</u>	<u>55,550.00</u>	<u>54,225.00</u>	<u>51,500.00</u>
30	<u>12</u>	<u>58,200.00</u>	<u>56,100.00</u>	<u>54,750.00</u>	<u>51,900.00</u>
31	<u>13</u>	<u>54,800.00</u>	<u>56,650.00</u>	<u>55,275.00</u>	<u>52,300.00</u>
32	<u>14</u>	<u>59,400.00</u>	<u>57,200.00</u>	<u>55,800.00</u>	<u>52,700.00</u>
33	<u>15</u>	<u>60,750.00</u>	<u>58,500.00</u>	<u>57,050.00</u>	<u>53,900.00</u>
34	<u>16</u>	<u>61,350.00</u>	<u>59,050.00</u>	<u>57,575.00</u>	<u>54,300.00</u>
35	<u>17</u>	<u>61,950.00</u>	<u>59,600.00</u>	<u>58,100.00</u>	<u>54,700.00</u>
36	<u>18</u>	<u>62,550.00</u>	<u>60,150.00</u>	<u>58,625.00</u>	<u>55,100.00</u>
37	<u>19</u>	<u>63,150.00</u>	<u>60,700.00</u>	<u>59,150.00</u>	<u>55,500.00</u>
38	<u>20</u>	<u>64,500.00</u>	<u>58,000.00</u>	<u>60,400.00</u>	<u>56,700.00</u>
39	<u>21</u>	<u>65,100.00</u>	<u>62,550.00</u>	<u>60,925.00</u>	<u>57,100.00</u>
40	<u>22</u>	<u>65,700.00</u>	<u>63,100.00</u>	<u>61,450.00</u>	<u>57,500.00</u>
41	<u>23</u>	<u>66,300.00</u>	<u>63,650.00</u>	<u>61,975.00</u>	<u>57,900.00</u>
42	<u>24</u>	<u>66,900.00</u>	<u>64,200.00</u>	<u>62,500.00</u>	<u>58,300.00</u>
43	<u>25</u>	<u>69,400.00</u>	<u>66,700.00</u>	<u>65,000.00</u>	<u>60,800.00</u>



44	<u>26</u>	<u>70,000.00</u>	<u>67,250.00</u>	<u>65,525.00</u>	<u>61,200.00</u>
45	<u>27</u>	<u>70,600.00</u>	<u>67,800.00</u>	<u>66,050.00</u>	<u>61,600.00</u>
46	<u>28</u>	<u>71,200.00</u>	<u>68,350.00</u>	<u>66,575.00</u>	<u>62,000.00</u>
47	<u>29</u>	<u>71,800.00</u>	<u>68,900.00</u>	<u>67,100.00</u>	<u>62,400.00</u>
48	<u>30</u>	<u>72,400.00</u>	<u>69,450.00</u>	<u>67,625.00</u>	<u>62,800.00</u>
49	<u>31</u>	<u>73,000.00</u>	<u>70,000.00</u>	<u>68,150.00</u>	<u>63,200.00</u>
50	<u>32</u>	<u>73,600.00</u>	<u>70,550.00</u>	<u>68,675.00</u>	<u>63,600.00</u>
51	<u>33</u>	<u>74,200.00</u>	<u>71,100.00</u>	<u>69,200.00</u>	<u>64,000.00</u>
52	<u>34</u>	<u>74,800.00</u>	<u>71,650.00</u>	<u>69,725.00</u>	<u>64,400.00</u>
53	<u>35</u>				
54	<u>& above</u>	<u>75,400.00</u>	<u>72,200.00</u>	<u>70,250.00</u>	<u>64,800.00</u>

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

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

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



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

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

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



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

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



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

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

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



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

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



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

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

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

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



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

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

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

236 (i) It is the express intent of this legislation
237 that the MPBP plan shall utilize only existing standards of
238 accreditation and assessment as established by the State Board of
239 Education.

240 (ii) To ensure that all of Mississippi's teachers,
241 administrators and nonlicensed personnel at all schools have equal
242 access to the monies set aside in this section, the MPBP program



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

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

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

264 (5) (a) If funds are available for that purpose, each
265 school in Mississippi shall have mentor teachers, as defined by
266 Sections 37-9-201 through 37-9-213, who shall receive additional
267 base compensation provided for by the State Legislature in the



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

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

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

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

