

By: Representative McCarty

To: Education;  
Appropriations A

HOUSE BILL NO. 1702

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 PROVIDE THAT EFFECTIVE WITH THE 2024-2025 SCHOOL YEAR, ANY  
3 LICENSED TEACHER EMPLOYED IN A PUBLIC SCHOOL DISTRICT IN AN AREA  
4 DESIGNATED BY THE STATE BOARD OF EDUCATION AS A GEOGRAPHICALLY  
5 CRITICAL TEACHER SHORTAGE AREA SHALL RECEIVE AN ANNUAL SALARY  
6 SUPPLEMENT IN THE AMOUNT OF \$2,000.00, TO PROVIDE THAT TEACHERS  
7 CURRENTLY RECEIVING AN ANNUAL SALARY SUPPLEMENT FOR NATIONAL BOARD  
8 CERTIFICATION SHALL NOT BE DISQUALIFIED FROM RECEIVING THE NEW  
9 \$2,000.00 ANNUAL SALARY SUPPLEMENT; AND FOR RELATED PURPOSES.

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

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

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

21 **2022-2023 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**



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



47	24	62,900.00	60,200.00	58,500.00	54,300.00
48	25	65,400.00	62,700.00	61,000.00	56,800.00
49	26	66,000.00	63,250.00	61,525.00	57,200.00
50	27	66,600.00	63,800.00	62,050.00	57,600.00
51	28	67,200.00	64,350.00	62,575.00	58,000.00
52	29	67,800.00	64,900.00	63,100.00	58,400.00
53	30	68,400.00	65,450.00	63,625.00	58,800.00
54	31	69,000.00	66,000.00	64,150.00	59,200.00
55	32	69,600.00	66,550.00	64,675.00	59,600.00
56	33	70,200.00	67,100.00	65,200.00	60,000.00
57	34	70,800.00	67,650.00	65,725.00	60,400.00
58	35				
59	& above	71,400.00	68,200.00	66,250.00	60,800.00

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

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



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

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

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

93 (i) Any licensed teacher who has met the  
94 requirements and acquired a Master Teacher certificate from the  
95 National Board for Professional Teaching Standards and who is  
96 employed by a local school board or the State Board of Education



97 as a teacher and not as an administrator. Such teacher shall  
98 submit documentation to the State Department of Education that the  
99 certificate was received prior to October 15 in order to be  
100 eligible for the full salary supplement in the current school  
101 year, or the teacher shall submit such documentation to the State  
102 Department of Education prior to February 15 in order to be  
103 eligible for a prorated salary supplement beginning with the  
104 second term of the school year.

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

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



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

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



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

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

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



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

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





197 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the  
198 qualifying certifications authorized under paragraph (a) of this  
199 subsection. No school district shall provide more than one (1)  
200 annual salary supplement under the provisions of this subsection  
201 to any one (1) individual employee holding multiple qualifying  
202 national certifications.

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

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

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



222 under the provisions of this subsection (3) shall be in addition  
223 to the salary supplement awarded under the provisions of  
224 subsection (2) of this section.

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

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

241                   **(i)** It is the express intent of this legislation  
242 that the MPBP plan shall utilize only existing standards of  
243 accreditation and assessment as established by the State Board of  
244 Education.

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



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

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

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

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



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

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

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

289 (7) Effective with the 2024-2025 school year, any licensed  
290 teacher employed in a public school district in an area designated  
291 by the State Board of Education as a geographically critical  
292 teacher shortage area shall receive an annual salary supplement in  
293 the amount of Two Thousand Dollars (\$2,000.00), plus fringe  
294 benefits, in addition to any other compensation to which the  
295 employee may be entitled. The salary supplement awarded under the  
296 provisions of this subsection (7) shall be in addition to the



297 salary supplement awarded to teachers receiving annual salary  
298 supplements under subsections (2) and (3), who have received  
299 certification from the National Board for Professional Teaching  
300 Standards.

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

