

Senate Amendments to House Bill No. 765

TO THE CLERK OF THE HOUSE:

THIS IS TO INFORM YOU THAT THE SENATE HAS ADOPTED THE AMENDMENTS SET OUT BELOW:

AMENDMENT NO. 1

Amend by striking all after the enacting clause and inserting in lieu thereof the following:

25 **SECTION 1.** Section 37-159-1, Mississippi Code of 1972, is
26 reenacted as follows:

27 37-159-1. Sections 37-159-1 through 37-159-19 shall be known
28 and may be cited as the "Mississippi Critical Teacher Shortage Act
29 of 1998."

30 **SECTION 2.** Section 37-159-5, Mississippi Code of 1972, is
31 reenacted as follows:

32 37-159-5. The State Board of Education shall prescribe rules
33 and regulations which, subject to available appropriations, allow
34 for reimbursement to the state licensed teachers, from both in
35 state and out of state, who enter into a contract for employment
36 in a school district situated within a geographical area of the
37 state where there exists a critical shortage of teachers, as
38 designated by the State Board of Education, for the expense of
39 moving when the employment necessitates the relocation of the
40 teacher to a different geographical area than that in which the
41 teacher resides before entering into such contract. In order to

42 be eligible for the reimbursement, the teacher must apply to the
43 local district and the district must obtain the prior approval
44 from the department for reimbursement before the relocation
45 occurs. If the reimbursement is approved, the department shall
46 provide funds to the school district to reimburse the teacher an
47 amount not to exceed One Thousand Dollars (\$1,000.00) for the
48 documented actual expenses incurred in the course of relocating,
49 including the expense of any professional moving company or
50 persons employed to assist with the move, rented moving vehicles
51 or equipment, mileage in the amount authorized for state employees
52 under Section 25-3-41 if the teacher used his personal vehicle or
53 vehicles for the move, meals and such other expenses associated
54 with the relocation in accordance with the department's
55 established rules and regulations. No teacher may be reimbursed
56 for moving expenses under this section on more than one (1)
57 occasion.

58 Nothing in this section shall be construed to require the
59 actual residence to which the teacher relocates to be within the
60 boundaries of the school district which has executed a contract
61 for employment with the teacher or within the boundaries of the
62 area designated by the State Board of Education as the critical
63 teacher shortage area in order for the teacher to be eligible for
64 reimbursement for his moving expenses. However, teachers must
65 relocate within the boundaries of the State of Mississippi.

66 **SECTION 3.** Section 37-159-7, Mississippi Code of 1972, is
67 reenacted as follows:

68 37-159-7. The school board of any school district situated
69 within a geographical area of the state where there exists a
70 critical shortage of teachers, as designated by the State Board of
71 Education, in its discretion, may reimburse persons who interview
72 for employment as a licensed teacher with the district for the
73 mileage and other actual expenses incurred in the course of travel
74 to and from the interview by such persons at the rate authorized
75 for county and municipal employees under Section 25-3-41. Any
76 reimbursement by a school board under this section shall be paid
77 from funds other than adequate education program funds.

78 **SECTION 4.** Section 37-159-9, Mississippi Code of 1972, is
79 reenacted as follows:

80 37-159-9. (1) There is established the University Assisted
81 Teacher Recruitment and Retention Grant Program within the State
82 Department of Education. The purposes of the program shall be to
83 attract additional qualified teachers to those geographical areas
84 of the state where there exists a critical shortage of teachers
85 and to retain the qualified teachers already serving as licensed
86 teachers in geographical critical teacher shortage areas by making
87 available scholarships to persons working towards a Master of
88 Education degree or an Educational Specialist degree at an
89 institution of higher learning whose teacher education program is
90 approved by the State Board of Education.

91 (2) Any institution of higher learning in the State of
92 Mississippi which offers a Master of Education degree or an
93 Educational Specialist degree may apply to the department for

94 participation in the program. As part of the program,
95 participating institutions shall collaborate with the Mississippi
96 Teacher Center to identify, recruit and place teacher education
97 graduates, from both within the state and out of state, in school
98 districts situated within those areas of the state where there
99 exists a critical shortage of teachers, as designated by the State
100 Board of Education.

101 (3) The State Department of Education shall provide funds to
102 participating institutions of higher learning for the purpose of
103 awarding scholarships to qualified persons pursuing a Master of
104 Education degree or an Educational Specialist degree at such
105 institutions while rendering service to the state as a licensed
106 teacher in a school district in a geographical area of the state
107 where there exists a critical shortage of teachers, as approved by
108 the State Board of Education. The financial scholarship shall be
109 applied to the total cost for tuition, books, materials and fees
110 at the institution in which the student is enrolled, not to exceed
111 an amount equal to the highest total cost of tuition, books,
112 materials and fees assessed by a state institution of higher
113 learning during that school year. Teachers who relocate within
114 Mississippi from out of state in order to participate in the
115 program shall be classified as residents of the state for tuition
116 purposes.

117 (4) Students awarded financial scholarships under the
118 University Assisted Teacher Recruitment and Retention Grant
119 Program may receive such awards for a maximum of four (4) school

120 years; however, the maximum number of awards which may be made
121 shall not exceed the length of time required to complete the
122 number of academic hours necessary to obtain a Master of Education
123 degree or an Educational Specialist degree. Financial
124 scholarships under the program shall not be based upon an
125 applicant's eligibility for financial aid.

126 (5) Persons relocating to a geographical area of the state
127 where there exists a critical shortage of teachers, as approved by
128 the State Board of Education, to participate in the University
129 Assisted Teacher Recruitment and Retention Grant Program shall be
130 eligible for reimbursement for their moving expenses to the
131 critical teacher shortage area from the State Board of Education.
132 The State Board of Education shall promulgate rules and
133 regulations necessary for the administration of the relocation
134 expense reimbursement component of the University Assisted Teacher
135 Recruitment and Retention Grant Program.

136 (6) Subject to the availability of funds, the State Board of
137 Education may provide for professional development and support
138 services as may be necessary for the retention of teachers
139 participating in the program in those geographical areas of the
140 state where there exists a critical shortage of teachers.

141 (7) Any person participating in the program who fails to
142 complete a program of study that will enable that person to obtain
143 a Master of Education degree or Educational Specialist degree
144 shall become liable immediately to the State Board of Education
145 for the sum of all awards made to that person under the program,

146 plus interest accruing at the current Stafford Loan rate at the
147 time the person abrogates his participation in the program.

148 (8) As a condition for participation in the program, a
149 teacher shall agree to employment as a licensed teacher in a
150 school district located in a geographical area of the state where
151 there exists a critical shortage of teachers, as designated by the
152 State Board of Education, for a period of not less than three (3)
153 years, which shall include those years of service rendered while
154 obtaining the Master of Education degree or Educational Specialist
155 degree. However, for any person who obtained a Baccalaureate
156 degree in education with a financial scholarship under the
157 Critical Needs Teacher Scholarship Program and who entered the
158 University Assisted Teacher Recruitment and Retention Grant
159 Program before rendering service as a teacher, the period of
160 employment for the purposes of this subsection shall be two (2)
161 years, in addition to the employment commitment required under the
162 Critical Needs Teacher Scholarship Program. Service rendered by a
163 participant as a licensed teacher in a school district in a
164 geographical critical teacher shortage area before that teacher
165 becomes a participant in the program may not be considered to
166 fulfill the employment commitment required under this subsection.
167 Any person failing to comply with this employment commitment in
168 any required school year shall immediately be in breach of
169 contract and become liable immediately to the State Department of
170 Education for the sum of all scholarships awarded and relocation
171 expenses granted to that person, less one-third (1/3) of the

172 amount of that sum for each year that service was rendered, or for
173 those persons whose required period of employment is two (2)
174 years, less one-half (1/2) of the amount of that sum for each year
175 that service was rendered, plus interest accruing at the current
176 Stafford Loan rate at the time the breach occurs, except in the
177 case of a deferral for cause by the State Board of Education when
178 there is no employment position immediately available upon the
179 teacher's obtaining of the Master of Education degree or
180 Educational Specialist degree. After the period of such deferral,
181 the person shall begin or resume the required teaching duties or
182 shall become liable to the board under this subsection. If a
183 claim for repayment under this subsection is placed in the hands
184 of an attorney for collection after default, then the obligor
185 shall be liable for an additional amount equal to a reasonable
186 attorney's fee.

187 (9) All funds received by the State Department of Education
188 from the repayment of scholarship awards and relocation expenses
189 by program participants shall be deposited in the Mississippi
190 Critical Teacher Shortage Fund.

191 (10) The State Board of Education shall promulgate rules and
192 regulations necessary for the proper administration of the
193 University Assisted Teacher Recruitment and Retention Grant
194 Program.

195 **SECTION 5.** Section 37-159-11, Mississippi Code of 1972, is
196 reenacted as follows:

197 37-159-11. (1) There is established the Mississippi
198 Employer-Assisted Housing Teacher Program, which shall be a
199 special home loan program for eligible licensed teachers who
200 render service to the state in a geographical area of the state
201 where there exists a critical shortage of teachers, as designated
202 by the State Board of Education. The home loan program shall be
203 administered by the State Department of Education. The department
204 may contract with one or more public or private entities to
205 provide assistance in implementing and administering the program.
206 The State Board of Education shall adopt rules and regulations
207 regarding the implementation and administration of the program.

208 (2) Participation in the loan program shall be available to
209 any licensed teacher who renders service in a geographical area of
210 the state where there exists a critical shortage of teachers, as
211 designated by the State Board of Education. Any person who
212 receives a loan under the program shall be required to purchase a
213 house and reside in a county in which the school district for
214 which the teacher is rendering service, or any portion of the
215 school district, is located. The maximum amount of a loan that
216 may be made under the program to any person shall be Six Thousand
217 Dollars (\$6,000.00).

218 (3) Any loan made under the program to a person who actually
219 renders service as a teacher in a geographical area of the state
220 where there exists a critical shortage of teachers, as designated
221 by the State Board of Education, shall be converted to an
222 interest-free grant on the basis of one (1) year's service for

223 one-third (1/3) of the amount of the loan. Any person who does
224 not render three (3) years' service as a teacher in a geographical
225 area of the state where there exists a critical shortage of
226 teachers, as designated by the State Board of Education, shall be
227 liable to the State Department of Education for one-third (1/3) of
228 the amount of the loan for each year that he does not render such
229 service, plus interest accruing at the current Stafford Loan rate
230 at the time the person discontinues his service. If a claim for
231 repayment under this subsection is placed in the hands of an
232 attorney for collection, the obligor shall be liable for an
233 additional amount equal to a reasonable attorney's fee.

234 (4) All funds received by the State Department of Education
235 as repayment of loans by program participants shall be deposited
236 in the Mississippi Critical Teacher Shortage Fund.

237 **SECTION 6.** Section 37-159-13, Mississippi Code of 1972, is
238 reenacted as follows:

239 37-159-13. (1) There is established a pilot program to
240 provide for the construction of rental housing units for teachers
241 in the West Tallahatchie School District, which pilot program
242 shall be administered by the State Department of Education. The
243 department may contract with one or more public or private
244 entities to provide assistance in implementing and administering
245 the program. The State Board of Education shall adopt rules and
246 regulations regarding the implementation and administration of the
247 program.

248 (2) The West Tallahatchie School District shall receive
249 proposals from developers for the construction of the rental
250 housing units, and submit its recommendation to the State
251 Department of Education about which developer should construct the
252 units. The department shall make the final determination about
253 the developer that will construct the units.

254 (3) After selection of the developer, the department shall
255 loan the developer not more than Two Hundred Thousand Dollars
256 (\$200,000.00) for construction of the units. The interest rate on
257 the loan shall be equal to one percent (1%) below the discount
258 rate at the Federal Reserve Bank in the Federal Reserve district
259 in which the school district is located, and the loan shall be
260 repaid in not more than fifteen (15) years, as determined by the
261 department. All funds received by the department as repayment of
262 the principal and interest of the loan shall be deposited in the
263 Mississippi Critical Teacher Shortage Fund. If a claim against
264 the developer for repayment is placed in the hands of an attorney
265 for collection, the obligor shall be liable for an additional
266 amount equal to a reasonable attorney's fee.

267 (4) The developer shall operate the rental housing units.
268 For a period of ten (10) years or until such time as the loan to
269 the developer is repaid, whichever is longer, the priority for
270 residence in the units shall be given first to teachers employed
271 by the school district, then to other licensed school district
272 employees, and then to any other school district employees.

273 **SECTION 7.** Section 37-159-17, Mississippi Code of 1972, is
274 reenacted as follows:

275 37-159-17. There is established in the State Treasury a
276 special fund to be designated the "Mississippi Critical Teacher
277 Shortage Fund," into which shall be deposited those funds
278 appropriated by the Legislature, and any other funds that may be
279 made available, for the purpose of implementing the programs
280 established under Sections 37-159-5, 37-9-77, 37-3-91 and 37-159-9
281 through 37-159-13. Money in the fund at the end of a fiscal year
282 shall not lapse into the General Fund, and interest earned on any
283 amounts deposited into the fund shall be credited to the special
284 fund.

285 **SECTION 8.** Section 37-159-19, Mississippi Code of 1972, is
286 amended as follows:

287 37-159-19. Sections 37-159-1 through 37-159-17 shall stand
288 repealed on July 1, * * * 2027.

289 **SECTION 9.** Section 37-106-36, Mississippi Code of 1972, is
290 amended as follows:

291 37-106-36. (1) There is established the "William F. Winter
292 and Jack Reed, Sr., Teacher Loan Repayment Program."

293 (2) Subject to the availability of funds, an eligible
294 applicant for an initial award must have:

295 (a) Graduated from a baccalaureate degree-granting
296 institution of higher learning which is regionally accredited by
297 the Southern Association of Colleges and Schools (SACS) or a
298 comparable accreditation body;

299 (b) Signed a contract as a full-time * * * teacher in a
300 public school district in Mississippi;

301 (c) Obtained a standard five-year license or a
302 nontraditional five-year alternate route license. Persons with
303 provisional emergency licenses shall not be eligible applicants;
304 and

305 (d) Outstanding qualifying undergraduate or graduate
306 educational loans, which may include the principal, interest and
307 related expenses such as the required interest premium on the
308 unpaid balances of government and commercial loans obtained by the
309 recipient for undergraduate educational expense.

310 (3) Persons who have received funds from other forgivable
311 loan programs established for teachers under Mississippi law, or
312 who are presently in default or delinquent on any federal, state,
313 local or commercial qualifying educational loan, shall not be
314 eligible for this program.

315 (4) Provided that initial recipients remain eligible under
316 the provisions of subsection (2) of this section, they may retain
317 eligibility for two (2) additional awards, subject to the
318 availability of funds.

319 (* * *5) Initial recipients shall be selected on a
320 first-come, first-served basis of all eligible applicants, * * *
321 subject to the availability of funds. In the second and * * *
322 third years of an applicant's continued eligibility, priority
323 consideration shall first be given to renewal applicants. * * *
324 The State Financial Aid Board shall develop rules for ensuring

325 that expenses of the program in a fiscal year do not exceed
326 funding for the program in that fiscal year. For that purpose,
327 and any other provision of this section to the contrary
328 notwithstanding, the State Financial Aid Board may limit the
329 acceptance of applications and may limit the number of awards.

330 (* * * 6) Among * * * teacher recipients, priority
331 consideration shall be given to persons who are teaching in a
332 public school district designated as a geographical critical
333 teacher shortage area by the State Board of Education.

334 (* * * 7) Awards for recipients who have signed a contract
335 to teach in a public school district that is not designated as a
336 geographical critical teacher shortage area shall be as follows:

337 (a) One Thousand Five Hundred Dollars (\$1,500.00) for
338 the * * * initial award;

339 (b) Two Thousand Five Hundred Dollars (\$2,500.00) for
340 the second * * * award; and

341 (c) Three Thousand Five Hundred Dollars (\$3,500.00) for
342 the third * * * award.

343 (* * * 8) Awards for recipients who have signed a contract
344 to teach in a public school district that is designated as a
345 geographical critical teacher shortage area shall be as follows:

346 (a) Four Thousand Dollars (\$4,000.00) for the * * *
347 initial award;

348 (b) Five Thousand Dollars (\$5,000.00) for the
349 second * * * award, provided the recipient continues to teach in
350 the same public school district or another public school district

351 designated a geographical shortage area by the State Board of
352 Education; and

353 (c) Six Thousand Dollars (\$6,000.00) for the
354 third * * * award, provided the recipient continues to teach in
355 the same public school district or another public school district
356 designated a geographical shortage area by the State Board of
357 Education.

358 (* * * 9) * * * An initial recipient who moves to another
359 public school district shall be eligible to receive an award based
360 on the amount allowed under the program in the new district where
361 the teacher is employed.

362 (* * * 10) Awards shall be granted on a year-to-year basis,
363 and recipients shall have no obligation to seek a future award.

364 (* * * 11) Awards shall be paid annually, after the
365 expiration of the one-year teaching contract for which the award
366 was granted, to the recipient's lender or loan service provider,
367 and shall be applied to the outstanding balance. Monies paid on
368 the recipient's behalf toward qualifying undergraduate or graduate
369 educational loans prior to receiving payment of the award shall
370 not be eligible for repayment through the program.

371 (* * * 12) During the teaching year for which the award is
372 granted, a recipient must at all times keep the State Financial
373 Aid Board informed of any changes to the recipient's current
374 contact information and employment status.

375 (* * * 13) Recipients who fail to maintain a standard or
376 nontraditional license or fail to fulfill the one-year teaching

377 contract on which the award was based shall forfeit any right to
378 the award.

379 (* * *14) The State Financial Aid Board, in collaboration
380 with the State Board of Education, shall track recipients of an
381 award under this program through * * * the fourth year after
382 receiving their initial award, unless the recipient shall leave
383 teaching in a public school district at an earlier date. Data
384 collected shall include recipients' undergraduate or graduate
385 institution, school district, subject area/grade level in teaching
386 and any other pertinent information necessary to determine the
387 efficacy of the program in retaining teachers * * *.

388 (* * *15) The State Financial Aid Board shall promulgate
389 regulations necessary for the proper administration of this
390 section, including rules for ensuring that expenses of the program
391 in a fiscal year do not exceed funding for the program in that
392 fiscal year.

393 (* * *16) There is established in the State Treasury a
394 special fund to be designated the "William F. Winter and Jack
395 Reed, Sr., Loan Repayment Program Fund," into which shall be
396 deposited those funds appropriated by the Legislature, and any
397 other funds that may be made available, for the purpose of
398 implementing the loan repayment program established herein. Money
399 in the fund at the end of the fiscal year shall not lapse into the
400 General Fund, and interest earned on any amounts deposited into
401 the fund shall be credited to the special fund.

402 (* * *17) This section shall stand repealed on July
403 1, * * * 2028.

404 **SECTION 10.** Section 37-106-29, Mississippi Code of 1972, is
405 brought forward as follows:

406 37-106-29. (1) There is established the Mississippi
407 Resident Tuition Assistance Grant Program for college or
408 university freshmen, sophomores, juniors and seniors to be
409 administered by the Mississippi Postsecondary Education Financial
410 Assistance Board established under Section 37-106-9, Mississippi
411 Code of 1972, which shall set the dates and deadlines for applying
412 for an award under this section. The board shall establish such
413 rules and regulations as it deems necessary and proper to carry
414 out the purposes and intent of this section.

415 (2) The board shall approve grants to full-time freshmen,
416 sophomore, junior and senior Mississippi residents who meet the
417 general requirements for student eligibility as provided in
418 subsection (4) of this section.

419 (3) Mississippi Resident Tuition Assistance Grants shall be
420 for Mississippi resident students from any Mississippi family
421 whose prior year adjusted gross income (AGI) exceeds the maximum
422 allowed to qualify for full Pell Grant eligibility and
423 campus-based federal aid. Those Mississippi students qualifying
424 for less than the full Pell Grant award shall receive a
425 Mississippi Resident Tuition Assistance Grant in an amount not to
426 exceed the maximum Pell Grant allowable for that individual
427 student. The award shall be applied to tuition, rooms and meals,

428 books, materials and fees not to exceed One Thousand Dollars
429 (\$1,000.00) for junior and senior students attending state
430 institutions of higher learning in Mississippi or four-year
431 regionally accredited, state-approved, nonprofit colleges and
432 universities in Mississippi, and Five Hundred Dollars (\$500.00)
433 for freshmen and sophomores attending state institutions of higher
434 learning or public community or junior colleges in Mississippi, or
435 regionally accredited, state-approved, nonprofit two-year or
436 four-year colleges in Mississippi, which will be prorated per
437 term, semester or quarter of the academic year for costs of
438 attendance, calculated according to the formula specified in
439 subsection (8) of this section.

440 (4) The general requirements for initial eligibility of
441 students for Mississippi Resident Tuition Assistance Grants
442 consist of the following:

443 (a) Member of a Mississippi family whose prior year
444 adjusted gross income (AGI) exceeds the maximum allowed to qualify
445 for Pell Grant eligibility and campus-based federal aid.

446 (b) Acceptance for enrollment at any state institution
447 of higher learning or public community or junior college located
448 in Mississippi, or any regionally accredited, state-approved,
449 nonprofit two-year or four-year college or university located in
450 Mississippi and approved by the board.

451 (c) Completion of a secondary education as follows:

452 (i) Graduation from high school verified by the
453 institution before disbursement of award with a minimum grade

454 point average of 2.5 calculated on a 4.0 scale after seven (7)
455 semesters as certified by the high school counselor or other
456 authorized school official on the application; or

457 (ii) Attendance at a home education program during
458 grade levels 9 through 12; or

459 (iii) Satisfactory completion of the High School
460 Equivalency Diploma; or

461 (iv) Successful completion of the International
462 Baccalaureate Program.

463 (d) A minimum score of fifteen (15) on the ACT test
464 except that any student entering a vocational or technical program
465 of study, or who has satisfactorily completed the High School
466 Equivalency Diploma Test and attends a community or junior college
467 will not be required to have a test score under the ACT unless a
468 student enrolls in courses of academic study.

469 (e) Any student currently enrolled in any qualified
470 institution shall have to only meet the same requirements as
471 students who are applying for a renewal award.

472 (5) By accepting a Mississippi Resident Tuition Assistance
473 Grant, the student is attesting to the accuracy, completeness and
474 correctness of information provided to demonstrate the student's
475 eligibility. Falsification of such information shall result in
476 the denial of any pending grant and revocation of any award
477 currently held to the extent that no further payments shall be
478 made. Any student knowingly making false statements in order to
479 receive a grant shall be guilty of a misdemeanor punishable, upon

480 conviction thereof, by a fine of up to Ten Thousand Dollars
481 (\$10,000.00), a prison sentence of up to one (1) year in the
482 county jail, or both, and shall be required to return all
483 Mississippi Resident Tuition Assistance Grants wrongfully
484 obtained.

485 (6) Eligibility for renewal of Mississippi Resident Tuition
486 Assistance Grants shall be evaluated at the end of each semester,
487 or term, of each academic year. As a condition for renewal, a
488 student shall:

489 (a) Make steady academic progress toward a certificate
490 or degree, as outlined in the school Satisfactory Academic
491 Progress Standards and certified by the institution's registrar.

492 (b) Maintain continuous enrollment for not less than
493 two (2) semesters or three (3) quarters in each successive
494 academic year, unless granted an exception for cause by the
495 administering board; examples of cause may include student
496 participation in a cooperative program, internship program or
497 foreign study program. If a student fails to maintain continuous
498 enrollment, and is not granted an exception for cause by the
499 administering board, the student is ineligible to receive the
500 Mississippi Resident Tuition Assistance Grant during the following
501 semester or trimester or term of the regular academic year.

502 (c) Have a cumulative grade point average of at least
503 2.50 calculated on a 4.0 scale at the end of each semester or
504 trimester or term.

505 (7) Each student, each year, must complete a Free
506 Application for Federal Student Aid form or a Statement of
507 Certification as designed by the administering board to determine
508 his/her eligibility for a Mississippi Resident Tuition Assistance
509 Grant.

510 (8) (a) The amount of the Mississippi Resident Tuition
511 Assistance Grant awarded to any one (1) student, up to the maximum
512 amount provided in subsection (3) of this section, shall be the
513 difference of the student's cost of attendance at his accredited
514 college of choice and the amount of federal aid such student may
515 receive, not to supplant but to supplement the amount of any
516 federal aid awarded to the student. Cost of attendance is the
517 tuition and fees of the applicable institution plus an allowance
518 for room and meals and books and materials.

519 (b) Payment of the Mississippi Resident Tuition
520 Assistance Grant shall be made payable to the recipient and the
521 educational institution and mailed directly to the institution, to
522 be applied first to tuition.

523 (9) In order for an institution to remain eligible for its
524 students to participate in the Mississippi Resident Tuition
525 Assistance Grant Program, the institution shall comply with the
526 following requirements:

527 (a) A complete and accurate roster of the eligibility
528 status of each awarded student shall be made to the board for each
529 term, semester or quarter of the academic year the student
530 receives a Mississippi Resident Tuition Assistance Grant.

531 (b) The institution is required to make refunds to the
532 Mississippi Resident Tuition Assistance Grant Fund for any funds
533 which have not been disbursed to the recipient, in the case of
534 students who have received a grant but who terminate enrollment
535 during the academic term, semester or quarter of the academic year
536 if an institution's refund policies permit a student to receive a
537 refund in such instance. The recipient shall be responsible for
538 the refund of any funds which have been disbursed by the
539 institution in such instance.

540 (c) If a student drops below full-time status but does
541 not terminate all enrollment during the term, semester or quarter
542 of the academic year no refund will be required for that term.
543 However, that student is ineligible to receive the Mississippi
544 Resident Tuition Assistance Grant during the following term,
545 semester or quarter of the regular academic year.

546 (d) The board may conduct its own annual audits of any
547 institution participating in the Mississippi Resident Tuition
548 Assistance Grant Program. The board may suspend or revoke an
549 institution's eligibility to receive future monies under the
550 program if it finds that the institution has not complied with the
551 provisions of this section. In determining a student's initial
552 eligibility, the number of prior semesters enrolled will not be
553 counted against the student.

554 (10) No student may receive a Mississippi Resident Tuition
555 Assistance Grant for more than the equivalent semesters or

556 quarters required to complete one (1) baccalaureate degree or one
557 (1) certificate or associate degree program per institution.

558 (11) No student receiving a Mississippi Eminent Scholars
559 Grant as provided in Section 37-106-31 shall be eligible to
560 receive the Mississippi Resident Tuition Assistance Grant pursuant
561 to this section unless he is eligible for such award after the
562 Mississippi Eminent Scholars Grant has been considered by the
563 board when conducting an assessment of the financial resources
564 available to the student. In no case shall any student receive
565 any combination of student financial aid that would exceed the
566 cost of attendance, as defined in subsection (8) (a).

567 For purposes of this section, certificated shall mean, but
568 not be limited to, all postsecondary vocational programs in
569 eligible institutions approved by the board.

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

572 37-19-7. (1) The allowance in the Mississippi Adequate
573 Education Program for teachers' salaries in each public school
574 district shall be determined and paid in accordance with the scale
575 for teachers' salaries as provided in this subsection. For
576 teachers holding the following types of licenses or the equivalent
577 as determined by the State Board of Education, and the following
578 number of years of teaching experience, the scale shall be as
579 follows:

580 * * *

581 **2024-2025 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

| 582 | <u>Exp.</u> | <u>AAAA</u> | <u>AAA</u> | <u>AA</u> | <u>A</u> |
|-----|-------------|------------------|------------------|------------------|------------------|
| 583 | <u>0</u> | <u>46,500.00</u> | <u>45,000.00</u> | <u>44,000.00</u> | <u>42,500.00</u> |
| 584 | <u>1</u> | <u>47,100.00</u> | <u>45,550.00</u> | <u>44,525.00</u> | <u>42,900.00</u> |
| 585 | <u>2</u> | <u>47,700.00</u> | <u>46,100.00</u> | <u>45,050.00</u> | <u>43,300.00</u> |
| 586 | <u>3</u> | <u>48,300.00</u> | <u>46,650.00</u> | <u>45,575.00</u> | <u>43,700.00</u> |
| 587 | <u>4</u> | <u>48,900.00</u> | <u>47,200.00</u> | <u>46,100.00</u> | <u>44,100.00</u> |
| 588 | <u>5</u> | <u>50,250.00</u> | <u>48,500.00</u> | <u>47,350.00</u> | <u>45,300.00</u> |
| 589 | <u>6</u> | <u>50,850.00</u> | <u>49,050.00</u> | <u>47,875.00</u> | <u>45,700.00</u> |
| 590 | <u>7</u> | <u>51,450.00</u> | <u>49,600.00</u> | <u>48,400.00</u> | <u>46,100.00</u> |
| 591 | <u>8</u> | <u>52,050.00</u> | <u>50,150.00</u> | <u>48,925.00</u> | <u>46,500.00</u> |
| 592 | <u>9</u> | <u>52,650.00</u> | <u>50,700.00</u> | <u>49,450.00</u> | <u>46,900.00</u> |
| 593 | <u>10</u> | <u>54,000.00</u> | <u>52,000.00</u> | <u>50,700.00</u> | <u>48,100.00</u> |
| 594 | <u>11</u> | <u>54,600.00</u> | <u>52,550.00</u> | <u>51,225.00</u> | <u>48,500.00</u> |
| 595 | <u>12</u> | <u>55,200.00</u> | <u>53,100.00</u> | <u>51,750.00</u> | <u>48,900.00</u> |
| 596 | <u>13</u> | <u>55,800.00</u> | <u>53,650.00</u> | <u>52,275.00</u> | <u>49,300.00</u> |
| 597 | <u>14</u> | <u>56,400.00</u> | <u>54,200.00</u> | <u>52,800.00</u> | <u>49,700.00</u> |
| 598 | <u>15</u> | <u>57,750.00</u> | <u>55,500.00</u> | <u>54,050.00</u> | <u>50,900.00</u> |
| 599 | <u>16</u> | <u>58,350.00</u> | <u>56,050.00</u> | <u>54,575.00</u> | <u>51,300.00</u> |
| 600 | <u>17</u> | <u>58,950.00</u> | <u>56,600.00</u> | <u>55,100.00</u> | <u>51,700.00</u> |
| 601 | <u>18</u> | <u>59,550.00</u> | <u>57,150.00</u> | <u>55,625.00</u> | <u>52,100.00</u> |
| 602 | <u>19</u> | <u>60,150.00</u> | <u>57,700.00</u> | <u>56,150.00</u> | <u>52,500.00</u> |
| 603 | <u>20</u> | <u>61,500.00</u> | <u>59,000.00</u> | <u>57,400.00</u> | <u>53,700.00</u> |
| 604 | <u>21</u> | <u>62,100.00</u> | <u>59,550.00</u> | <u>57,925.00</u> | <u>54,100.00</u> |
| 605 | <u>22</u> | <u>62,700.00</u> | <u>60,100.00</u> | <u>58,450.00</u> | <u>54,500.00</u> |
| 606 | <u>23</u> | <u>63,300.00</u> | <u>60,650.00</u> | <u>58,975.00</u> | <u>54,900.00</u> |
| 607 | <u>24</u> | <u>63,900.00</u> | <u>61,200.00</u> | <u>59,500.00</u> | <u>55,300.00</u> |

| | | | | | |
|-----|--------------------|------------------|------------------|------------------|------------------|
| 608 | <u>25</u> | <u>66,400.00</u> | <u>63,700.00</u> | <u>62,000.00</u> | <u>57,800.00</u> |
| 609 | <u>26</u> | <u>67,000.00</u> | <u>64,250.00</u> | <u>62,525.00</u> | <u>58,200.00</u> |
| 610 | <u>27</u> | <u>67,600.00</u> | <u>64,800.00</u> | <u>63,050.00</u> | <u>58,600.00</u> |
| 611 | <u>28</u> | <u>68,200.00</u> | <u>65,350.00</u> | <u>63,575.00</u> | <u>59,000.00</u> |
| 612 | <u>29</u> | <u>68,800.00</u> | <u>65,900.00</u> | <u>64,100.00</u> | <u>59,400.00</u> |
| 613 | <u>30</u> | <u>69,400.00</u> | <u>66,450.00</u> | <u>64,625.00</u> | <u>59,800.00</u> |
| 614 | <u>31</u> | <u>70,000.00</u> | <u>67,000.00</u> | <u>65,150.00</u> | <u>60,200.00</u> |
| 615 | <u>32</u> | <u>70,600.00</u> | <u>67,550.00</u> | <u>65,675.00</u> | <u>60,600.00</u> |
| 616 | <u>33</u> | <u>71,200.00</u> | <u>68,100.00</u> | <u>66,200.00</u> | <u>61,000.00</u> |
| 617 | <u>34</u> | <u>71,800.00</u> | <u>68,650.00</u> | <u>66,725.00</u> | <u>61,400.00</u> |
| 618 | <u>35</u> | | | | |
| 619 | <u>& above</u> | <u>72,400.00</u> | <u>69,200.00</u> | <u>67,250.00</u> | <u>61,800.00</u> |

620 It is the intent of the Legislature that any state funds made
621 available for salaries of licensed personnel in excess of the
622 funds paid for such salaries for the 1986-1987 school year shall
623 be paid to licensed personnel pursuant to a personnel appraisal
624 and compensation system implemented by the State Board of
625 Education. The State Board of Education shall have the authority
626 to adopt and amend rules and regulations as are necessary to
627 establish, administer and maintain the system.

628 All teachers employed on a full-time basis shall be paid a
629 minimum salary in accordance with the above scale. However, no
630 school district shall receive any funds under this section for any
631 school year during which the local supplement paid to any
632 individual teacher shall have been reduced to a sum less than that
633 paid to that individual teacher for performing the same duties

634 from local supplement during the immediately preceding school
635 year. The amount actually spent for the purposes of group health
636 and/or life insurance shall be considered as a part of the
637 aggregate amount of local supplement but shall not be considered a
638 part of the amount of individual local supplement.

639 The level of professional training of each teacher to be used
640 in establishing the salary allotment for the teachers for each
641 year shall be determined by the type of valid teacher's license
642 issued to those teachers on or before October 1 of the current
643 school year. However, school districts are authorized, in their
644 discretion, to negotiate the salary levels applicable to licensed
645 employees who are receiving retirement benefits from the
646 retirement system of another state, and the annual experience
647 increment provided above in Section 37-19-7 shall not be
648 applicable to any such retired certificated employee.

649 (2) (a) The following employees shall receive an annual
650 salary supplement in the amount of Six Thousand Dollars
651 (\$6,000.00), plus fringe benefits, in addition to any other
652 compensation to which the employee may be entitled:

653 (i) Any licensed teacher who has met the
654 requirements and acquired a Master Teacher certificate from the
655 National Board for Professional Teaching Standards and who is
656 employed by a local school board or the State Board of Education
657 as a teacher and not as an administrator. Such teacher shall
658 submit documentation to the State Department of Education that the
659 certificate was received prior to October 15 in order to be

660 eligible for the full salary supplement in the current school
661 year, or the teacher shall submit such documentation to the State
662 Department of Education prior to February 15 in order to be
663 eligible for a prorated salary supplement beginning with the
664 second term of the school year.

665 (ii) A licensed nurse who has met the requirements
666 and acquired a certificate from the National Board for
667 Certification of School Nurses, Inc., and who is employed by a
668 local school board or the State Board of Education as a school
669 nurse and not as an administrator. The licensed school nurse
670 shall submit documentation to the State Department of Education
671 that the certificate was received before October 15 in order to be
672 eligible for the full salary supplement in the current school
673 year, or the licensed school nurse shall submit the documentation
674 to the State Department of Education before February 15 in order
675 to be eligible for a prorated salary supplement beginning with the
676 second term of the school year.

677 (iii) Any licensed school counselor who has met
678 the requirements and acquired a National Certified School
679 Counselor (NCSC) endorsement from the National Board of Certified
680 Counselors and who is employed by a local school board or the
681 State Board of Education as a counselor and not as an
682 administrator. Such licensed school counselor shall submit
683 documentation to the State Department of Education that the
684 endorsement was received prior to October 15 in order to be
685 eligible for the full salary supplement in the current school

686 year, or the licensed school counselor shall submit such
687 documentation to the State Department of Education prior to
688 February 15 in order to be eligible for a prorated salary
689 supplement beginning with the second term of the school year.
690 However, any school counselor who started the National Board for
691 Professional Teaching Standards process for school counselors
692 between June 1, 2003, and June 30, 2004, and completes the
693 requirements and acquires the Master Teacher certificate shall be
694 entitled to the master teacher supplement, and those counselors
695 who complete the process shall be entitled to a one-time
696 reimbursement for the actual cost of the process as outlined in
697 paragraph (b) of this subsection.

698 (iv) Any licensed speech-language pathologist and
699 audiologist who has met the requirements and acquired a
700 Certificate of Clinical Competence from the American
701 Speech-Language-Hearing Association and any certified academic
702 language therapist (CALT) who has met the certification
703 requirements of the Academic Language Therapy Association and who
704 is employed by a local school board. The licensed speech-language
705 pathologist and audiologist and certified academic language
706 therapist shall submit documentation to the State Department of
707 Education that the certificate or endorsement was received before
708 October 15 in order to be eligible for the full salary supplement
709 in the current school year, or the licensed speech-language
710 pathologist and audiologist and certified academic language
711 therapist shall submit the documentation to the State Department

712 of Education before February 15 in order to be eligible for a
713 prorated salary supplement beginning with the second term of the
714 school year.

715 (v) Any licensed athletic trainer who has met the
716 requirements and acquired Board Certification for the Athletic
717 Trainer from the Board of Certification, Inc., and who is employed
718 by a local school board or the State Board of Education as an
719 athletic trainer and not as an administrator. The licensed
720 athletic trainer shall submit documentation to the State
721 Department of Education that the certificate was received before
722 October 15 in order to be eligible for the full salary supplement
723 in the current school year, or the licensed athletic trainer shall
724 submit the documentation to the State Department of Education
725 before February 15 in order to be eligible for a prorated salary
726 supplement beginning with the second term of the school year.

727 (b) An employee shall be reimbursed for the actual cost
728 of completing each component of acquiring the certificate or
729 endorsement, excluding any costs incurred for postgraduate
730 courses, not to exceed Five Hundred Dollars (\$500.00) for each
731 component, not to exceed four (4) components, for a teacher,
732 school counselor or speech-language pathologist and audiologist,
733 regardless of whether or not the process resulted in the award of
734 the certificate or endorsement. A local school district or any
735 private individual or entity may pay the cost of completing the
736 process of acquiring the certificate or endorsement for any
737 employee of the school district described under paragraph (a), and

738 the State Department of Education shall reimburse the school
739 district for such cost, regardless of whether or not the process
740 resulted in the award of the certificate or endorsement. If a
741 private individual or entity has paid the cost of completing the
742 process of acquiring the certificate or endorsement for an
743 employee, the local school district may agree to directly
744 reimburse the individual or entity for such cost on behalf of the
745 employee.

746 (c) All salary supplements, fringe benefits and process
747 reimbursement authorized under this subsection shall be paid
748 directly by the State Department of Education to the local school
749 district and shall be in addition to its adequate education
750 program allotments and not a part thereof in accordance with
751 regulations promulgated by the State Board of Education. Local
752 school districts shall not reduce the local supplement paid to any
753 employee receiving such salary supplement, and the employee shall
754 receive any local supplement to which employees with similar
755 training and experience otherwise are entitled. However, an
756 educational employee shall receive the salary supplement in the
757 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
758 qualifying certifications authorized under paragraph (a) of this
759 subsection. No school district shall provide more than one (1)
760 annual salary supplement under the provisions of this subsection
761 to any one (1) individual employee holding multiple qualifying
762 national certifications.

763 (d) If an employee for whom such cost has been paid, in
764 full or in part, by a local school district or private individual
765 or entity fails to complete the certification or endorsement
766 process, the employee shall be liable to the school district or
767 individual or entity for all amounts paid by the school district
768 or individual or entity on behalf of that employee toward his or
769 her certificate or endorsement.

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

774 Effective July 1, 2016, if funds are available for that
775 purpose, any licensed teacher who has met the requirements and
776 acquired a Master Teacher Certificate from the National Board for
777 Professional Teaching Standards and who is employed in a public
778 school district located in one (1) of the following counties:
779 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
780 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,
781 Holmes, Yazoo and Tallahatchie. The salary supplement awarded
782 under the provisions of this subsection (3) shall be in addition
783 to the salary supplement awarded under the provisions of
784 subsection (2) of this section.

785 Teachers who meet the qualifications for a salary supplement
786 under this subsection (3) who are assigned for less than one (1)
787 full year or less than full time for the school year shall receive
788 the salary supplement in a prorated manner, with the portion of

789 the teacher's assignment to the critical geographic area to be
790 determined as of June 15th of the school year.

791 (4) (a) This section shall be known and may be cited as the
792 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
793 the minimum base pay described in this section, only after full
794 funding of MAEP and if funds are available for that purpose, the
795 State of Mississippi may provide monies from state funds to school
796 districts for the purposes of rewarding licensed teachers,
797 administrators and nonlicensed personnel at individual schools
798 showing improvement in student test scores. The MPBP plan shall
799 be developed by the State Department of Education based on the
800 following criteria:

801 (i) It is the express intent of this legislation
802 that the MPBP plan shall utilize only existing standards of
803 accreditation and assessment as established by the State Board of
804 Education.

805 (ii) To ensure that all of Mississippi's teachers,
806 administrators and nonlicensed personnel at all schools have equal
807 access to the monies set aside in this section, the MPBP program
808 shall be designed to calculate each school's performance as
809 determined by the school's increase in scores from the prior
810 school year. The MPBP program shall be based on a standardized
811 scores rating where all levels of schools can be judged in a
812 statistically fair and reasonable way upon implementation. At the
813 end of each year, after all student achievement scores have been

814 standardized, the State Department of Education shall implement
815 the MPBP plan.

816 (iii) To ensure all teachers cooperate in the
817 spirit of teamwork, individual schools shall submit a plan to the
818 local school district to be approved before the beginning of each
819 school year beginning July 1, 2008. The plan shall include, but
820 not be limited to, how all teachers, regardless of subject area,
821 and administrators will be responsible for improving student
822 achievement for their individual school.

823 (b) The State Board of Education shall develop the
824 processes and procedures for designating schools eligible to
825 participate in the MPBP. State assessment results, growth in
826 student achievement at individual schools and other measures
827 deemed appropriate in designating successful student achievement
828 shall be used in establishing MPBP criteria.

829 (5) (a) If funds are available for that purpose, each
830 school in Mississippi shall have mentor teachers, as defined by
831 Sections 37-9-201 through 37-9-213, who shall receive additional
832 base compensation provided for by the State Legislature in the
833 amount of One Thousand Dollars (\$1,000.00) per each beginning
834 teacher that is being mentored. The additional state compensation
835 shall be limited to those mentor teachers that provide mentoring
836 services to beginning teachers. For the purposes of such funding,
837 a beginning teacher shall be defined as any teacher in any school
838 in Mississippi that has less than one (1) year of classroom
839 experience teaching in a public school. For the purposes of such

840 funding, no full-time academic teacher shall mentor more than two
841 (2) beginning teachers.

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

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

849 **SECTION 12.** This act shall take effect and be in force from
850 and after July 1, 2024, and shall stand repealed on June 30, 2024.

**Further, amend by striking the title in its entirety and
inserting in lieu thereof the following:**

1 AN ACT TO REENACT SECTIONS 37-159-1, 37-159-5, 37-159-7,
2 37-159-9, 37-159-11, 37-159-13 AND 37-159-17, MISSISSIPPI CODE OF
3 1972, WHICH CONSTITUTE THE MISSISSIPPI CRITICAL TEACHER SHORTAGE
4 ACT OF 1998 AND INCLUDE THE UNIVERSITY ASSISTED TEACHER
5 RECRUITMENT AND RETENTION GRANT PROGRAM, THE MISSISSIPPI
6 EMPLOYER-ASSISTED HOUSING TEACHER PROGRAM, AND A PILOT PROGRAM TO
7 PROVIDE FOR THE CONSTRUCTION OF RENTAL HOUSING FOR TEACHERS IN THE
8 WEST TALLAHATCHIE SCHOOL DISTRICT; TO AMEND SECTION 37-159-19,
9 MISSISSIPPI CODE OF 1972, TO EXTEND THE DATE OF THE REPEALER ON
10 THE MISSISSIPPI CRITICAL TEACHER SHORTAGE ACT OF 1998; TO AMEND
11 SECTION 37-106-36, MISSISSIPPI CODE OF 1972, TO REVISE THE AWARD
12 CRITERIA OF THE WILLIAM F. WINTER AND JACK REED, SR., TEACHER LOAN
13 REPAYMENT PROGRAM; TO PROVIDE THAT THE STATE FINANCIAL AID BOARD
14 SHALL DEVELOP RULES FOR ENSURING THAT EXPENSES OF THE PROGRAM IN A
15 FISCAL YEAR DO NOT EXCEED FUNDING FOR THE PROGRAM IN THAT FISCAL
16 YEAR; TO PROVIDE THAT THE STATE FINANCIAL AID BOARD MAY LIMIT THE
17 ACCEPTANCE OF APPLICATIONS AND MAY LIMIT THE NUMBER OF AWARDS; TO
18 BRING FORWARD SECTION 37-106-29, MISSISSIPPI CODE OF 1972, WHICH
19 PROVIDES FOR THE RESIDENT TUITION ASSISTANCE GRANT PROGRAM, FOR
20 THE PURPOSE OF POSSIBLE AMENDMENT; TO AMEND SECTION 37-19-7,
21 MISSISSIPPI CODE OF 1972, TO PROVIDE AN INCREASE IN THE MINIMUM
22 SALARY SCHEDULE FOR TEACHERS FOR THE 2024-2025 AND SUBSEQUENT
23 SCHOOL YEARS; AND FOR RELATED PURPOSES.

SS26\HB765PS.J

Amanda White
Secretary of the Senate