

By: Representative Scott

To: Education;
Appropriations A

HOUSE BILL NO. 461

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 PROVIDE A SALARY SUPPLEMENT, REIMBURSEMENT FOR MOVING EXPENSES,
3 AND REIMBURSEMENT FOR INTERVIEWING EXPENSES FOR ANY TEACHER WHO
4 HAS FIVE OR MORE YEARS OF TEACHING EXPERIENCE IN AN "A," "B" OR
5 "C"-DESIGNATED SCHOOL AND CHOOSES TO TEACH IN AN "F"-DESIGNATED
6 SCHOOL WITHIN AN "F"-DESIGNATED SCHOOL DISTRICT; TO AMEND SECTION
7 37-159-5 AND 37-159-7, MISSISSIPPI CODE OF 1972, IN CONFORMITY TO
8 THE PRECEDING PROVISIONS; AND FOR RELATED PURPOSES.

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

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

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

19 **2022-2023 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

20	Exp.	AAAA	AAA	AA	A
21	0	45,500.00	44,000.00	43,000.00	41,500.00



22	1	46,100.00	44,550.00	43,525.00	41,900.00
23	2	46,700.00	45,100.00	44,050.00	42,300.00
24	3	47,300.00	45,650.00	44,575.00	42,700.00
25	4	47,900.00	46,200.00	45,100.00	43,100.00
26	5	49,250.00	47,500.00	46,350.00	44,300.00
27	6	49,850.00	48,050.00	46,875.00	44,700.00
28	7	50,450.00	48,600.00	47,400.00	45,100.00
29	8	51,050.00	49,150.00	47,925.00	45,500.00
30	9	51,650.00	49,700.00	48,450.00	45,900.00
31	10	53,000.00	51,000.00	49,700.00	47,100.00
32	11	53,600.00	51,550.00	50,225.00	47,500.00
33	12	54,200.00	52,100.00	50,750.00	47,900.00
34	13	54,800.00	52,650.00	51,275.00	48,300.00
35	14	55,400.00	53,200.00	51,800.00	48,700.00
36	15	56,750.00	54,500.00	53,050.00	49,900.00
37	16	57,350.00	55,050.00	53,575.00	50,300.00
38	17	57,950.00	55,600.00	54,100.00	50,700.00
39	18	58,550.00	56,150.00	54,625.00	51,100.00
40	19	59,150.00	56,700.00	55,150.00	51,500.00
41	20	60,500.00	58,000.00	56,400.00	52,700.00
42	21	61,100.00	58,550.00	56,925.00	53,100.00
43	22	61,700.00	59,100.00	57,450.00	53,500.00
44	23	62,300.00	59,650.00	57,975.00	53,900.00
45	24	62,900.00	60,200.00	58,500.00	54,300.00
46	25	65,400.00	62,700.00	61,000.00	56,800.00



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

2024-2025 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE

The school district, with assistance from the Department of Education, shall consider the teacher's years of service and license type and determine the corresponding salary for the retired teacher. After determining the retired teacher's corresponding salary, the school district may allocate up to one hundred twenty-five percent (125%) of the amount provided under the salary schedule for such teacher, as applicable, as salary and assessment under the program.

After determining the retired teacher's salary, the school district may pay no more than fifty percent (50%) of the retired teacher's compensation as salary to the retired teacher. The remaining fifty percent (50%) of the retired teacher's



71 compensation as salary shall be paid by the school district to
72 PERS as a pension liability participation assessment.

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

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

92 The level of professional training of each teacher to be used
93 in establishing the salary for the teacher for each year shall be
94 determined by the type of valid teacher's license issued to that
95 teacher on or before October 1 of the current school year.



96 However, school districts are authorized, in their discretion, to
97 negotiate the salary levels applicable to licensed employees who
98 are receiving retirement benefits from the retirement system of
99 another state.

100 (2) (a) The following employees shall receive an annual
101 salary supplement in the amount of Six Thousand Dollars
102 (\$6,000.00), plus fringe benefits, in addition to any other
103 compensation to which the employee may be entitled:

104 (i) Any licensed teacher or retired teacher
105 employed by a school district under the authority of Section
106 25-11-126 who has met the requirements and acquired a Master
107 Teacher certificate from the National Board for Professional
108 Teaching Standards and who is employed by a local school board or
109 the State Board of Education as a teacher and not as an
110 administrator. Such teacher shall submit documentation to the
111 State Department of Education that the certificate was received
112 prior to October 15 in order to be eligible for the full salary
113 supplement in the current school year, or the teacher shall submit
114 such documentation to the State Department of Education prior to
115 February 15 in order to be eligible for a prorated salary
116 supplement beginning with the second term of the school year.

117 (ii) A licensed nurse who has met the requirements
118 and acquired a certificate from the National Board for
119 Certification of School Nurses, Inc., and who is employed by a
120 local school board or the State Board of Education as a school



nurse and not as an administrator. The licensed school nurse shall submit documentation to the State Department of Education that the certificate was received before October 15 in order to be eligible for the full salary supplement in the current school year, or the licensed school nurse shall submit the documentation to the State Department of Education before February 15 in order to be eligible for a prorated salary supplement beginning with the second term of the school year.

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



entitled to the master teacher supplement, and those counselors who complete the process shall be entitled to a one-time reimbursement for the actual cost of the process as outlined in paragraph (b) of this subsection.

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

(v) Any licensed athletic trainer who has met the requirements and acquired Board Certification for the Athletic Trainer from the Board of Certification, Inc., and who is employed by a local school board or the State Board of Education as an



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

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



reimburse the individual or entity for such cost on behalf of the employee.

(c) All salary supplements, fringe benefits and process reimbursement authorized under this subsection shall be paid directly by the State Department of Education to the local school district and shall be in addition to its allotments from the total funding formula provided in Sections 37-151-200 through 37-151-215 and not a part thereof in accordance with regulations promulgated by the State Board of Education. Local school districts shall not reduce the local supplement paid to any employee receiving such salary supplement, and the employee shall receive any local supplement to which employees with similar training and experience otherwise are entitled. However, an educational employee shall receive the salary supplement in the amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the qualifying certifications authorized under paragraph (a) of this subsection. No school district shall provide more than one (1) annual salary supplement under the provisions of this subsection to any one (1) individual employee holding multiple qualifying national certifications.

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



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

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

Effective July 1, 2016, if funds are available for that purpose, any licensed teacher or retired teacher employed by a local school district under the authority of Section 25-11-126 who has met the requirements and acquired a Master Teacher Certificate from the National Board for Professional Teaching Standards and who is employed in a public school district located in one (1) of the following counties: Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma, Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington, Holmes, Yazoo and Tallahatchie. The salary supplement awarded under the provisions of this subsection (3) shall be in addition to the salary supplement awarded under the provisions of subsection (2) of this section.

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



(4) The following employees shall receive an annual salary supplement in the amount of Five Thousand Dollars (\$5,000.00), plus fringe benefits, in addition to any other compensation to which the employee may be entitled:

Any licensed teacher who has five (5) or more years of experience teaching in an "A," "B," or "C" school and who teaches at least one (1) full academic year in an "F" school within an "F" school district, as designated in Section 37-17-6. The salary supplement awarded under the provisions of this subsection (4) shall be in addition to the salary supplement awarded under the provisions of subsections (2) and (3) of this section. If funds are available for the following purposes, teachers who meet the qualifications for a salary supplement under this subsection (4) shall qualify for:

(a) Reimbursement for relocation expenses under Section 37-159-5; and

(b) Reimbursement for interview expenses under Section 37-159-7.

(* * *5) (a) This subsection shall be known and may be cited as the "Mississippi Performance-Based Pay (MPBP)" plan. In addition to the minimum base pay described in this section, only if funds are available for that purpose, the State of Mississippi may provide monies from state funds to school districts for the purposes of rewarding licensed teachers, administrators and nonlicensed personnel at individual schools showing improvement in



student test scores. The MPBP plan shall be developed by the State Department of Education based on the following criteria:

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

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

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



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

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

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

(* * *7) Effective with the 2014-2015 school year, the school districts participating in the Pilot Performance-Based



318 Compensation System pursuant to Section 37-19-9 may award
319 additional teacher and administrator pay based thereon.

320 **SECTION 2.** Section 37-159-5, Mississippi Code of 1972, is
321 amended as follows:

322 37-159-5. The State Board of Education shall prescribe rules
323 and regulations which, subject to available appropriations, allow
324 for reimbursement to the state licensed teachers, from both in
325 state and out of state, who enter into a contract for employment
326 in a school district situated within a geographical area of the
327 state where there exists a critical shortage of teachers, as
328 designated by the State Board of Education, and those who have
329 five (5) or more years of experience teaching in an "A," "B," or
330 "C" and enter into a contract for employment in an "F" school
331 within an "F" school district, for the expense of moving when the
332 employment necessitates the relocation of the teacher to a
333 different geographical area than that in which the teacher resides
334 before entering into such contract. In order to be eligible for
335 the reimbursement, the teacher must apply to the local district
336 and the district must obtain the prior approval from the
337 department for reimbursement before the relocation occurs. If the
338 reimbursement is approved, the department shall provide funds to
339 the school district to reimburse the teacher an amount not to
340 exceed One Thousand Dollars (\$1,000.00) for the documented actual
341 expenses incurred in the course of relocating, including the
342 expense of any professional moving company or persons employed to



assist with the move, rented moving vehicles or equipment, mileage in the amount authorized for state employees under Section 25-3-41 if the teacher used his personal vehicle or vehicles for the move, meals and such other expenses associated with the relocation in accordance with the department's established rules and regulations. No teacher may be reimbursed for moving expenses under this section on more than one (1) occasion except for relocation expenses which are authorized under the provisions of Section 37-19-7(4).

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

SECTION 3. Section 37-159-7, Mississippi Code of 1972, is amended as follows:

37-159-7. (1) The school board of any school district situated within a geographical area of the state where there exists a critical shortage of teachers, as designated by the State Board of Education, in its discretion, may reimburse persons who interview for employment as a licensed teacher with the district for the mileage and other actual expenses incurred in the course



of travel to and from the interview by such persons at the rate authorized for county and municipal employees under Section 25-3-41. Any reimbursement by a school board under this section shall be paid from funds other than adequate education program funds.

(2) The school board of any school "F" district, in its discretion, may reimburse any licensed teacher, who has five (5) or more years of experience teaching in an "A," "B," or "C" and who travels to interview for employment as a licensed teacher within an "F" school within that "F" school district, for the mileage and other actual expenses incurred in the course of travel to and from the interview by such persons at the rate authorized for county and municipal employees under Section 25-3-41. Any reimbursement by a school board under this section shall be paid from funds other than adequate education program funds.

SECTION 4. This act shall take effect and be in force from and after July 1, 2025.

