

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



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

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



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

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

167 (v) Any licensed athletic trainer who has met the
168 requirements and acquired Board Certification for the Athletic
169 Trainer from the Board of Certification, Inc., and who is employed
170 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



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

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

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



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

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

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

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



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

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

259 (a) Reimbursement for relocation expenses under Section
260 37-159-5; and

261 (b) Reimbursement for interview expenses under Section
262 37-159-7.

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



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

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

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

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



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

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

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

316 (* * *7) Effective with the 2014-2015 school year, the
317 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



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

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

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

362 37-159-7. (1) The school board of any school district
363 situated within a geographical area of the state where there
364 exists a critical shortage of teachers, as designated by the State
365 Board of Education, in its discretion, may reimburse persons who
366 interview for employment as a licensed teacher with the district
367 for the mileage and other actual expenses incurred in the course



368 of travel to and from the interview by such persons at the rate
369 authorized for county and municipal employees under Section
370 25-3-41. Any reimbursement by a school board under this section
371 shall be paid from funds other than adequate education program
372 funds.

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

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

