

By: Senator(s) DeBar, Hopson, Boyd

To: Education

SENATE BILL NO. 2001

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 PROVIDE FOR AN INCREASE TO THE MINIMUM TEACHER SALARY SCALE; TO
3 AMEND SECTION 37-21-7, MISSISSIPPI CODE OF 1972, TO PROVIDE THAT
4 NO SCHOOL DISTRICT SHALL REDUCE THE LOCAL SUPPLEMENT OR PAY AN
5 INDIVIDUAL ASSISTANT TEACHER LESS THAN THE STATE MINIMUM SALARY IN
6 A YEAR IN WHICH THE STATE MINIMUM SALARY IS INCREASED; TO PROVIDE
7 FOR A REDUCTION IN FUNDS FOR DISTRICTS THAT VIOLATE THIS SECTION;
8 TO PROVIDE THAT NO DISTRICT SHALL PAY ANY ASSISTANT TEACHER LESS
9 THAN THE STATE MINIMUM SALARY UNLESS DONE SO BY A PRO RATA DAILY
10 AMOUNT WHERE THERE HAS BEEN A REDUCTION IN ADEQUATE EDUCATION
11 PROGRAM ALLOCATIONS FOR SUCH DISTRICT IN SUCH YEAR OR IN THE
12 AMOUNT OF FEDERAL FUNDS TO SUCH DISTRICT FROM THE PREVIOUS YEAR;
13 TO PROVIDE FOR AN INCREASE TO THE MINIMUM BASE SALARY FOR
14 ASSISTANT TEACHERS; TO EXPRESS THE LEGISLATURE'S INTENT THAT EACH
15 FULL-TIME PROFESSOR OR INSTRUCTOR AT A STATE INSTITUTION OF HIGHER
16 LEARNING OR COMMUNITY OR JUNIOR COLLEGE RECEIVE A SALARY INCREASE
17 ABOVE EXISTING PAY; TO EXPRESS THE INTENT OF THE LEGISLATURE THAT
18 ALL FULL-TIME PROFESSORS, ASSOCIATE PROFESSORS, ASSISTANT
19 PROFESSORS AND COURSE INSTRUCTORS OF ANY INSTITUTION OF HIGHER
20 LEARNING OR COMMUNITY OR JUNIOR COLLEGE RECEIVE A SALARY INCREASE
21 OF \$2,000.00 ABOVE THEIR CURRENT SALARIES; AND FOR RELATED
22 PURPOSES.

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

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

26 37-19-7. (1) Teachers' salaries in each public school
27 district shall be determined and paid in accordance with the scale
28 for teachers' salaries as provided in this subsection. For

29 teachers holding the following types of licenses or the equivalent
30 as determined by the State Board of Education, and the following
31 number of years of teaching experience, the scale shall be as
32 follows:

33 * * *

34 **2026-2027 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

35	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
36	<u>0</u>	<u>47,500.00</u>	<u>46,000.00</u>	<u>45,000.00</u>	<u>43,500.00</u>
37	<u>1</u>	<u>48,100.00</u>	<u>46,550.00</u>	<u>45,525.00</u>	<u>43,900.00</u>
38	<u>2</u>	<u>48,700.00</u>	<u>47,100.00</u>	<u>46,050.00</u>	<u>44,300.00</u>
39	<u>3</u>	<u>49,300.00</u>	<u>47,650.00</u>	<u>46,575.00</u>	<u>44,700.00</u>
40	<u>4</u>	<u>49,900.00</u>	<u>48,200.00</u>	<u>47,100.00</u>	<u>45,100.00</u>
41	<u>5</u>	<u>51,250.00</u>	<u>49,500.00</u>	<u>48,350.00</u>	<u>46,300.00</u>
42	<u>6</u>	<u>51,850.00</u>	<u>50,050.00</u>	<u>48,875.00</u>	<u>46,700.00</u>
43	<u>7</u>	<u>52,450.00</u>	<u>50,600.00</u>	<u>49,400.00</u>	<u>47,100.00</u>
44	<u>8</u>	<u>53,050.00</u>	<u>51,150.00</u>	<u>49,925.00</u>	<u>47,500.00</u>
45	<u>9</u>	<u>53,650.00</u>	<u>51,700.00</u>	<u>50,450.00</u>	<u>47,900.00</u>
46	<u>10</u>	<u>55,000.00</u>	<u>53,000.00</u>	<u>51,700.00</u>	<u>49,100.00</u>
47	<u>11</u>	<u>55,600.00</u>	<u>53,550.00</u>	<u>52,225.00</u>	<u>49,500.00</u>
48	<u>12</u>	<u>56,200.00</u>	<u>54,100.00</u>	<u>52,750.00</u>	<u>49,900.00</u>
49	<u>13</u>	<u>56,800.00</u>	<u>54,650.00</u>	<u>53,275.00</u>	<u>50,300.00</u>
50	<u>14</u>	<u>57,400.00</u>	<u>55,200.00</u>	<u>53,800.00</u>	<u>50,700.00</u>
51	<u>15</u>	<u>58,750.00</u>	<u>56,500.00</u>	<u>55,050.00</u>	<u>51,900.00</u>
52	<u>16</u>	<u>59,350.00</u>	<u>57,050.00</u>	<u>55,575.00</u>	<u>52,300.00</u>
53	<u>17</u>	<u>59,950.00</u>	<u>57,600.00</u>	<u>56,100.00</u>	<u>52,700.00</u>



54	<u>18</u>	<u>60,550.00</u>	<u>58,150.00</u>	<u>56,625.00</u>	<u>53,100.00</u>
55	<u>19</u>	<u>61,150.00</u>	<u>58,700.00</u>	<u>57,150.00</u>	<u>53,500.00</u>
56	<u>20</u>	<u>62,500.00</u>	<u>60,000.00</u>	<u>58,400.00</u>	<u>54,700.00</u>
57	<u>21</u>	<u>63,100.00</u>	<u>60,550.00</u>	<u>58,925.00</u>	<u>55,100.00</u>
58	<u>22</u>	<u>63,700.00</u>	<u>61,100.00</u>	<u>59,450.00</u>	<u>55,500.00</u>
59	<u>23</u>	<u>64,300.00</u>	<u>61,650.00</u>	<u>59,975.00</u>	<u>55,900.00</u>
60	<u>24</u>	<u>64,900.00</u>	<u>62,200.00</u>	<u>60,500.00</u>	<u>56,300.00</u>
61	<u>25</u>	<u>67,400.00</u>	<u>64,700.00</u>	<u>63,000.00</u>	<u>58,800.00</u>
62	<u>26</u>	<u>68,000.00</u>	<u>65,250.00</u>	<u>63,525.00</u>	<u>59,200.00</u>
63	<u>27</u>	<u>68,600.00</u>	<u>65,800.00</u>	<u>64,050.00</u>	<u>59,600.00</u>
64	<u>28</u>	<u>69,200.00</u>	<u>66,350.00</u>	<u>64,575.00</u>	<u>60,000.00</u>
65	<u>29</u>	<u>69,800.00</u>	<u>66,900.00</u>	<u>65,100.00</u>	<u>60,400.00</u>
66	<u>30</u>	<u>70,400.00</u>	<u>67,450.00</u>	<u>65,625.00</u>	<u>60,800.00</u>
67	<u>31</u>	<u>71,000.00</u>	<u>68,000.00</u>	<u>66,150.00</u>	<u>61,200.00</u>
68	<u>32</u>	<u>71,600.00</u>	<u>68,550.00</u>	<u>66,675.00</u>	<u>61,600.00</u>
69	<u>33</u>	<u>72,200.00</u>	<u>69,100.00</u>	<u>67,200.00</u>	<u>62,000.00</u>
70	<u>34</u>	<u>72,800.00</u>	<u>69,650.00</u>	<u>67,725.00</u>	<u>62,400.00</u>
71	<u>35</u>				
72	<u>& above</u>	<u>73,400.00</u>	<u>70,200.00</u>	<u>68,250.00</u>	<u>62,800.00</u>

73 * * *

74 The school district, with assistance from the Department of
 75 Education, shall consider the teacher's years of service and
 76 license type and determine the corresponding salary for the
 77 retired teacher. After determining the retired teacher's
 78 corresponding salary, the school district may allocate up to one



79 hundred twenty-five percent (125%) of the amount provided under
80 the salary schedule for such teacher, as applicable, as salary and
81 assessment under the program.

82 After determining the retired teacher's salary, the school
83 district may pay no more than fifty percent (50%) of the retired
84 teacher's compensation as salary to the retired teacher. The
85 remaining fifty percent (50%) of the retired teacher's
86 compensation as salary shall be paid by the school district to
87 PERS as a pension liability participation assessment.

88 It is the intent of the Legislature that any state funds made
89 available for salaries of licensed personnel in excess of the
90 funds paid for such salaries for the 1986-1987 school year shall
91 be paid to licensed personnel pursuant to a personnel appraisal
92 and compensation system implemented by the State Board of
93 Education. The State Board of Education shall have the authority
94 to adopt and amend rules and regulations as are necessary to
95 establish, administer and maintain the system.

96 All teachers employed on a full-time basis shall be paid a
97 minimum salary in accordance with the above scale. However, no
98 school district shall receive any funds under this section for any
99 school year during which the local supplement paid to any
100 individual teacher shall have been reduced to a sum less than that
101 paid to that individual teacher for performing the same duties
102 from local supplement during the immediately preceding school
103 year. The amount actually spent for the purposes of group health



104 and/or life insurance shall be considered as a part of the
105 aggregate amount of local supplement but shall not be considered a
106 part of the amount of individual local supplement.

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

111 However, school districts are authorized, in their discretion, to
112 negotiate the salary levels applicable to licensed employees who
113 are receiving retirement benefits from the retirement system of
114 another state.

115 (2) (a) The following employees shall receive an annual
116 salary supplement in the amount of Six Thousand Dollars
117 (\$6,000.00), plus fringe benefits, in addition to any other
118 compensation to which the employee may be entitled:

119 (i) Any licensed teacher or retired teacher
120 employed by a school district under the authority of Section
121 25-11-126 who has met the requirements and acquired a Master
122 Teacher certificate from the National Board for Professional
123 Teaching Standards and who is employed by a local school board or
124 the State Board of Education as a teacher and not as an
125 administrator. Such teacher shall submit documentation to the
126 State Department of Education that the certificate was received
127 prior to October 15 in order to be eligible for the full salary
128 supplement in the current school year, or the teacher shall submit



129 such documentation to the State Department of Education prior to
130 February 15 in order to be eligible for a prorated salary
131 supplement beginning with the second term of the school year.

132 (ii) A licensed nurse who has met the requirements
133 and acquired a certificate from the National Board for
134 Certification of School Nurses, Inc., and who is employed by a
135 local school board or the State Board of Education as a school
136 nurse and not as an administrator. The licensed school nurse
137 shall submit documentation to the State Department of Education
138 that the certificate was received before October 15 in order to be
139 eligible for the full salary supplement in the current school
140 year, or the licensed school nurse shall submit the documentation
141 to the State Department of Education before February 15 in order
142 to be eligible for a prorated salary supplement beginning with the
143 second term of the school year.

144 (iii) Any licensed school counselor who has met
145 the requirements and acquired a National Certified School
146 Counselor (NCSC) endorsement from the National Board of Certified
147 Counselors and who is employed by a local school board or the
148 State Board of Education as a counselor and not as an
149 administrator. Such licensed school counselor shall submit
150 documentation to the State Department of Education that the
151 endorsement was received prior to October 15 in order to be
152 eligible for the full salary supplement in the current school
153 year, or the licensed school counselor shall submit such



154 documentation to the State Department of Education prior to
155 February 15 in order to be eligible for a prorated salary
156 supplement beginning with the second term of the school year.
157 However, any school counselor who started the National Board for
158 Professional Teaching Standards process for school counselors
159 between June 1, 2003, and June 30, 2004, and completes the
160 requirements and acquires the Master Teacher certificate shall be
161 entitled to the master teacher supplement, and those counselors
162 who complete the process shall be entitled to a one-time
163 reimbursement for the actual cost of the process as outlined in
164 paragraph (b) of this subsection.

165 (iv) Any licensed speech-language pathologist and
166 audiologist who has met the requirements and acquired a
167 Certificate of Clinical Competence from the American
168 Speech-Language-Hearing Association and any certified academic
169 language therapist (CALT) who has met the certification
170 requirements of the Academic Language Therapy Association and who
171 is employed by a local school board. The licensed speech-language
172 pathologist and audiologist and certified academic language
173 therapist shall submit documentation to the State Department of
174 Education that the certificate or endorsement was received before
175 October 15 in order to be eligible for the full salary supplement
176 in the current school year, or the licensed speech-language
177 pathologist and audiologist and certified academic language
178 therapist shall submit the documentation to the State Department

179 of Education before February 15 in order to be eligible for a
180 prorated salary supplement beginning with the second term of the
181 school year.

182 (v) Any licensed athletic trainer who has met the
183 requirements and acquired Board Certification for the Athletic
184 Trainer from the Board of Certification, Inc., and who is employed
185 by a local school board or the State Board of Education as an
186 athletic trainer and not as an administrator. The licensed
187 athletic trainer shall submit documentation to the State
188 Department of Education that the certificate was received before
189 October 15 in order to be eligible for the full salary supplement
190 in the current school year, or the licensed athletic trainer shall
191 submit the documentation to the State Department of Education
192 before February 15 in order to be eligible for a prorated salary
193 supplement beginning with the second term of the school year.

194 (b) An employee shall be reimbursed for the actual cost
195 of completing each component of acquiring the certificate or
196 endorsement, excluding any costs incurred for postgraduate
197 courses, not to exceed Five Hundred Dollars (\$500.00) for each
198 component, not to exceed four (4) components, for a teacher,
199 school counselor or speech-language pathologist and audiologist,
200 regardless of whether or not the process resulted in the award of
201 the certificate or endorsement. A local school district or any
202 private individual or entity may pay the cost of completing the
203 process of acquiring the certificate or endorsement for any



204 employee of the school district described under paragraph (a), and
205 the State Department of Education shall reimburse the school
206 district for such cost, regardless of whether or not the process
207 resulted in the award of the certificate or endorsement. If a
208 private individual or entity has paid the cost of completing the
209 process of acquiring the certificate or endorsement for an
210 employee, the local school district may agree to directly
211 reimburse the individual or entity for such cost on behalf of the
212 employee.

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



229 individual employee holding multiple qualifying national
230 certifications.

231 (d) If an employee for whom such cost has been paid, in
232 full or in part, by a local school district or private individual
233 or entity fails to complete the certification or endorsement
234 process, the employee shall be liable to the school district or
235 individual or entity for all amounts paid by the school district
236 or individual or entity on behalf of that employee toward his or
237 her certificate or endorsement.

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

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



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

260 (4) (a) This subsection shall be known and may be cited as
261 the "Mississippi Performance-Based Pay (MPBP)" plan. In addition
262 to the minimum base pay described in this section, only if funds
263 are available for that purpose, the State of Mississippi may
264 provide monies from state funds to school districts for the
265 purposes of rewarding licensed teachers, administrators and
266 nonlicensed personnel at individual schools showing improvement in
267 student test scores. The MPBP plan shall be developed by the
268 State Department of Education based on the following criteria:

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

273 (ii) To ensure that all of Mississippi's teachers,
274 administrators and nonlicensed personnel at all schools have equal
275 access to the monies set aside in this section, the MPBP program
276 shall be designed to calculate each school's performance as
277 determined by the school's increase in scores from the prior
278 school year. The MPBP program shall be based on a standardized



279 scores rating where all levels of schools can be judged in a
280 statistically fair and reasonable way upon implementation. At the
281 end of each year, after all student achievement scores have been
282 standardized, the State Department of Education shall implement
283 the MPBP plan.

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

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

297 (5) (a) If funds are available for that purpose, each
298 school in Mississippi shall have mentor teachers, as defined by
299 Sections 37-9-201 through 37-9-213, who shall receive additional
300 base compensation provided for by the State Legislature in the
301 amount of One Thousand Dollars (\$1,000.00) per each beginning
302 teacher that is being mentored. The additional state compensation
303 shall be limited to those mentor teachers that provide mentoring



304 services to beginning teachers. For the purposes of such funding,
305 a beginning teacher shall be defined as any teacher in any school
306 in Mississippi that has less than one (1) year of classroom
307 experience teaching in a public school. For the purposes of such
308 funding, no full-time academic teacher shall mentor more than two
309 (2) beginning teachers.

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

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

317 **SECTION 2.** Section 37-21-7, Mississippi Code of 1972, is
318 amended as follows:

319 37-21-7. (1) This section shall be referred to as the
320 "Mississippi Elementary Schools Assistant Teacher Program," the
321 purpose of which shall be to provide an early childhood education
322 program that assists in the instruction of basic skills. The
323 State Board of Education is authorized, empowered and directed to
324 implement a statewide system of assistant teachers in kindergarten
325 classes and in the first, second and third grades. The assistant
326 teacher shall assist pupils in actual instruction under the strict
327 supervision of a licensed teacher.



328 (2) (a) Except as otherwise authorized under subsection
329 (7), each school district shall employ the total number of
330 assistant teachers funded under subsection (6) of this section.
331 The superintendent of each district shall assign the assistant
332 teachers to the kindergarten, first-, second- and third-grade
333 classes in the district in a manner that will promote the maximum
334 efficiency, as determined by the superintendent, in the
335 instruction of skills such as verbal and linguistic skills,
336 logical and mathematical skills, and social skills.

337 (b) If a licensed teacher to whom an assistant teacher
338 has been assigned is required to be absent from the classroom, the
339 assistant teacher may assume responsibility for the classroom in
340 lieu of a substitute teacher. However, no assistant teacher shall
341 assume sole responsibility of the classroom for more than three
342 (3) consecutive school days. Further, in no event shall any
343 assistant teacher be assigned to serve as a substitute teacher for
344 any teacher other than the licensed teacher to whom that assistant
345 teacher has been assigned.



352 (4) (a) In order to receive funding, each school district
353 shall:

354 (i) Submit a plan on the implementation of a
355 reading improvement program to the State Department of Education;
356 and

357 (ii) Develop a plan of educational accountability
358 and assessment of performance, including pretests and posttests,
359 for reading in Grades 1 through 6.

360 (b) Additionally, each school district shall:

361 (i) Provide annually a mandatory preservice
362 orientation session, using an existing in-school service day, for
363 administrators and teachers on the effective use of assistant
364 teachers as part of a team in the classroom setting and on the
365 role of assistant teachers, with emphasis on program goals;

366 (ii) Hold periodic workshops for administrators
367 and teachers on the effective use and supervision of assistant
368 teachers;

369 (iii) Provide training annually on specific
370 instructional skills for assistant teachers;

371 (iv) Annually evaluate their program in accordance
372 with their educational accountability and assessment of
373 performance plan; and

374 (v) Designate the necessary personnel to supervise
375 and report on their program.

376 (5) The State Department of Education shall:

377 (a) Develop and assist in the implementation of a
378 statewide uniform training module, subject to the availability of
379 funds specifically appropriated therefor by the Legislature, which
380 shall be used in all school districts for training administrators,
381 teachers and assistant teachers. The module shall provide for the
382 consolidated training of each assistant teacher and teacher to
383 whom the assistant teacher is assigned, working together as a
384 team, and shall require further periodic training for
385 administrators, teachers and assistant teachers regarding the role
386 of assistant teachers;

387 (b) Annually evaluate the program on the district and
388 state level. Subject to the availability of funds specifically
389 appropriated therefor by the Legislature, the department shall
390 develop: (i) uniform evaluation reports, to be performed by the
391 principal or assistant principal, to collect data for the annual
392 overall program evaluation conducted by the department; or (ii) a
393 program evaluation model that, at a minimum, addresses process
394 evaluation; and

395 (c) Promulgate rules, regulations and such other
396 standards deemed necessary to effectuate the purposes of this
397 section. Noncompliance with the provisions of this section and
398 any rules, regulations or standards adopted by the department may
399 result in a violation of compulsory accreditation standards as
400 established by the State Board of Education and the Commission on
401 School Accreditation.



402 (6) Each school district shall be allotted sufficient
403 funding under the total funding formula provided in Sections
404 37-151-200 through 37-151-215 for the purpose of employing
405 assistant teachers. * * * No school district shall pay any
406 assistant teacher less than the state minimum salary. No district
407 shall reduce the local supplement or amount paid to an individual
408 assistant teacher by the district below the state minimum salary
409 contained in this section from the previous year in a year in
410 which the state minimum salary is increased. Should any district
411 violate this subsection (6), such district's funding shall be
412 reduced by twice the amount of such reduction when computing the
413 district's allocation of total funding formula funds. However,
414 districts are authorized to reduce the state minimum salary by a
415 pro rata daily amount where there has been a reduction in (a)
416 adequate education program allocations for such district in such
417 year, or (b) the amount of federal funds to such district compared
418 to the amount received from the previous year. Nothing herein
419 contained shall prohibit any district from adopting or continuing
420 a program or plan whereby assistant teachers are paid varying
421 salaries according to classroom performance and other similar
422 standards.

423 For assistant teachers, the minimum annual salary shall be as
424 follows:

425

426 2026-2027 and Subsequent Years.....\$19,000.00

427 In addition, for each one percent (1%) that the Sine Die
428 General Fund Revenue Estimate Growth exceeds five percent (5%) in
429 fiscal year 2006, as certified by the Legislative Budget Office to
430 the State Board of Education and subject to the specific
431 appropriation therefor by the Legislature, the State Board of
432 Education shall revise the salary scale in the appropriate year to
433 provide an additional one percent (1%) across-the-board increase
434 in the base salaries for assistant teachers. The State Board of
435 Education shall revise the salaries prescribed above for assistant
436 teachers to conform to any adjustments made in prior fiscal years
437 due to revenue growth over and above five percent (5%). The
438 assistant teachers shall not be restricted to working only in the
439 grades for which the funds were allotted, but may be assigned to
440 other classes as provided in subsection (2)(a) of this section.

441 (7) (a) As an alternative to employing assistant teachers,
442 any school district may use the funding provided under subsection
443 (6) of this section for the purpose of employing licensed teachers
444 for kindergarten, first-, second- and third-grade classes;
445 however, no school district shall be authorized to use the funding
446 for assistant teachers for the purpose of employing licensed
447 teachers unless the district has established that the employment
448 of licensed teachers using such funds will reduce the
449 teacher:student ratio in the kindergarten, first-, second- and
450 third-grade classes. All state funds for assistant teachers shall
451 be applied to reducing teacher:student ratio in Grades K-3.



452 It is the intent of the Legislature that no school district
453 shall dismiss any assistant teacher for the purpose of using the
454 assistant teacher funding to employ licensed teachers. School
455 districts may rely only upon normal attrition to reduce the number
456 of assistant teachers employed in that district.

457 (b) Districts meeting the highest levels of
458 accreditation standards, as defined by the State Board of
459 Education, shall be exempted from the provisions of subsection (4)
460 of this section.

461 **SECTION 3.** It is the intent of the Legislature that all
462 full-time professors, associate professors, assistant professors
463 and course instructors of any institution of higher learning or
464 community or junior college receive a salary increase of Two
465 Thousand Dollars (\$2,000.00) above their current salaries.

466 **SECTION 4.** This act shall take effect and be in force from
467 and after July 1, 2026.

