

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



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

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

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

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

(i) Any licensed teacher or retired teacher employed by a 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 by a local school board or the State Board of Education as a teacher and not as an administrator. Such teacher shall submit documentation to the State Department of Education that the certificate was received prior to October 15 in order to be eligible for the full salary 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



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 athletic trainer and not as an administrator. The licensed athletic trainer 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 athletic trainer 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.

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



employee of the school district described under paragraph (a), and the State Department of Education shall reimburse the school district for such cost, regardless of whether or not the process resulted in the award of the certificate or endorsement. If a private individual or entity has paid the cost of completing the process of acquiring the certificate or endorsement for an 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 15th of the school year.

(4) (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



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



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.

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

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

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



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

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

(3) Assistant teachers shall have, at a minimum, a high school diploma or a High School Equivalency Diploma equivalent, and shall show demonstratable proficiency in reading and writing skills. The State Department of Education shall develop a testing procedure for assistant teacher applicants to be used in all school districts in the state.



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

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

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

(b) Additionally, each school district shall:

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

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

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

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

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

(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.

