

By: Representative Davis

To: Education;  
Appropriations

HOUSE BILL NO. 359

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 REQUIRE THE PAYMENT OF AN ANNUAL SALARY SUPPLEMENT AND ONE TIME  
3 PROCESS REIMBURSEMENT TO SCHOOL PSYCHOLOGISTS ACQUIRING THE  
4 NATIONALLY CERTIFIED SCHOOL PSYCHOLOGIST DESIGNATION; AND FOR  
5 RELATED PURPOSES.

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

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

9 37-19-7. (1) \* \* \* The allowance in the \* \* \* Mississippi  
10 Adequate Education Program for teachers' salaries in each county  
11 and separate school district shall be determined and paid in  
12 accordance with the scale for teachers' salaries as provided in  
13 this subsection. For teachers holding the following types of  
14 licenses or the equivalent as determined by the State Board of  
15 Education, and the following number of years of teaching  
16 experience, the scale shall be as follows:

17 \* \* \*

18 **2002-2003 School Year**

19 **Less Than 25 Years of Teaching Experience**

20	AAAA.....	\$ 27,850.00
21	AAA.....	27,000.00
22	AA.....	26,150.00
23	A.....	24,700.00

24 **25 or More Years of Teaching Experience**

25	AAAA.....	\$ 29,850.00
26	AAA.....	29,000.00
27	AA.....	28,150.00
28	A.....	26,700.00



29 For each one percent (1%) that the Sine Die General Fund  
 30 Revenue Estimate Growth exceeds five percent (5%) for fiscal year  
 31 2003, as certified by the Legislative Budget Office to the State  
 32 Board of Education and subject to specific appropriation therefor  
 33 by the Legislature, the State Board of Education shall revise the  
 34 salary scale to provide an additional one percent (1%) across the  
 35 board increase in the base salaries for each type of license.

36 **2003-2004 School Year**

37 **Less Than 25 Years of Teaching Experience**

38	AAAA.....	\$ 29,550.00
39	AAA.....	28,700.00
40	AA.....	27,850.00
41	A.....	26,000.00

42 **25 or More Years of Teaching Experience**

43	AAAA.....	\$ 31,550.00
44	AAA.....	30,700.00
45	AA.....	29,850.00
46	A.....	28,000.00

47 The State Board of Education shall revise the salary scale  
 48 prescribed above for the 2003-2004 school year to conform to any  
 49 adjustments made to the salary scale in the prior fiscal year due  
 50 to revenue growth over and above five percent (5%). For each one  
 51 percent (1%) that the Sine Die General Fund Revenue Estimate  
 52 Growth exceeds five percent (5%) for fiscal year 2004, as  
 53 certified by the Legislative Budget Office to the State Board of  
 54 Education and subject to specific appropriation therefor by the  
 55 Legislature, the State Board of Education shall revise the salary  
 56 scale to provide an additional one percent (1%) across the board  
 57 increase in the base salaries for each type of license.

58 **2004-2005 School Year**

59 **Less Than 25 Years of Teaching Experience**

60	AAAA.....	\$ 31,775.00
61	AAA.....	30,850.00



62	AA.....	29,925.00
63	A.....	28,000.00
64	<b>25 or More Years of Teaching Experience</b>	
65	AAAA.....	\$ 33,775.00
66	AAA.....	32,850.00
67	AA.....	31,925.00
68	A.....	30,000.00

69 The State Board of Education shall revise the salary scale  
70 prescribed above for the 2004-2005 school year to conform to any  
71 adjustments made to the salary scale in prior fiscal years due to  
72 revenue growth over and above five percent (5%). For each one  
73 percent (1%) that the Sine Die General Fund Revenue Estimate  
74 Growth exceeds five percent (5%) for fiscal year 2005, as  
75 certified by the Legislative Budget Office to the State Board of  
76 Education and subject to specific appropriation therefor by the  
77 Legislature, the State Board of Education shall revise the salary  
78 scale to provide an additional one percent (1%) across the board  
79 increase in the base salaries for each type of license.

80 **2005-2006 School Year and School Years Thereafter**

81 **Less Than 25 Years of Teaching Experience**

82	AAAA.....	\$ 34,000.00
83	AAA.....	33,000.00
84	AA.....	32,000.00
85	A.....	30,000.00

86 **25 or More Years of Teaching Experience**

87	AAAA.....	\$ 36,000.00
88	AAA.....	35,000.00
89	AA.....	34,000.00
90	A.....	32,000.00

91 The State Board of Education shall revise the salary scale  
92 prescribed above for the 2005-2006 school year to conform to any  
93 adjustments made to the salary scale in prior fiscal years due to  
94 revenue growth over and above five percent (5%). For each one



95 percent (1%) that the Sine Die General Fund Revenue Estimate  
96 Growth exceeds five percent (5%) for fiscal year 2006, as  
97 certified by the Legislative Budget Office to the State Board of  
98 Education and subject to specific appropriation therefor by the  
99 Legislature, the State Board of Education shall revise the salary  
100 scale to provide an additional one percent (1%) across the board  
101 increase in the base salaries for each type of license.

102 It is the intent of the Legislature that any state funds made  
103 available for salaries of licensed personnel in excess of the  
104 funds paid for such salaries for the 1986-1987 school year shall  
105 be paid to licensed personnel pursuant to a personnel appraisal  
106 and compensation system implemented by the State Board of  
107 Education. The State Board of Education shall have the authority  
108 to adopt and amend rules and regulations as are necessary to  
109 establish, administer and maintain the system.

110 All teachers employed on a full-time basis shall be paid a  
111 minimum salary in accordance with the above scale. However, no  
112 school district shall receive any funds under this section for any  
113 school year during which the local supplement paid to any  
114 individual teacher shall have been reduced to a sum less than that  
115 paid to that individual teacher for performing the same duties  
116 from local supplement during the immediately preceding school  
117 year. The amount actually spent for the purposes of group health  
118 and/or life insurance shall be considered as a part of the  
119 aggregate amount of local supplement but shall not be considered  
120 a part of the amount of individual local supplement.

121 \* \* \*

122 **2002-2003 School Year Annual Increment**

123 For teachers holding a Class AAAA license, the minimum base  
124 pay specified in this subsection shall be increased by the sum of  
125 Six Hundred Eighty-five Dollars (\$685.00) for each year of  
126 teaching experience possessed by the person holding such license



127 until such person shall have twenty-five (25) years of teaching  
128 experience.

129 For teachers holding a Class AAA license, the minimum base  
130 pay specified in this subsection shall be increased by the sum of  
131 Six Hundred Twenty Dollars (\$620.00) for each year of teaching  
132 experience possessed by the person holding such license until such  
133 person shall have twenty-five (25) years of teaching experience.

134 For teachers holding a Class AA license, the minimum base pay  
135 specified in this subsection shall be increased by the sum of Five  
136 Hundred Fifty-five Dollars (\$555.00) for each year of teaching  
137 experience possessed by the person holding such license until such  
138 person shall have twenty-five (25) years of teaching experience.

139 For teachers holding a Class A license, the minimum base pay  
140 specified in this subsection shall be increased by the sum of Four  
141 Hundred Forty-five Dollars (\$445.00) for each year of teaching  
142 experience possessed by the person holding such license until such  
143 person shall have twenty-two (22) years of teaching experience.

144 **2003-2004 School Year Annual Increment**

145 For teachers holding a Class AAAA license, the minimum base  
146 pay specified in this subsection shall be increased by the sum of  
147 Seven Hundred Ten Dollars (\$710.00) for each year of teaching  
148 experience possessed by the person holding such license until such  
149 person shall have twenty-five (25) years of teaching experience.

150 For teachers holding a Class AAA license, the minimum base  
151 pay specified in this subsection shall be increased by the sum of  
152 Six Hundred Forty-five Dollars (\$645.00) for each year of teaching  
153 experience possessed by the person holding such license until such  
154 person shall have twenty-five (25) years of teaching experience.

155 For teachers holding a Class AA license, the minimum base pay  
156 specified in this subsection shall be increased by the sum of Five  
157 Hundred Eighty Dollars (\$580.00) for each year of teaching  
158 experience possessed by the person holding such license until such  
159 person shall have twenty-five (25) years of teaching experience.



160 For teachers holding a Class A license, the minimum base pay  
161 specified in this subsection shall be increased by the sum of Four  
162 Hundred Fifty-five Dollars (\$455.00) for each year of teaching  
163 experience possessed by the person holding such license until such  
164 person shall have twenty-three (23) years of teaching experience.

165 **2004-2005 School Year Annual Increment**

166 For teachers holding a Class AAAA license, the minimum base  
167 pay specified in this subsection shall be increased by the sum of  
168 Seven Hundred Forty Dollars (\$740.00) for each year of teaching  
169 experience possessed by the person holding such license until such  
170 person shall have twenty-five (25) years of teaching experience.

171 For teachers holding a Class AAA license, the minimum base  
172 pay specified in this subsection shall be increased by the sum of  
173 Six Hundred Seventy-five Dollars (\$675.00) for each year of  
174 teaching experience possessed by the person holding such license  
175 until such person shall have twenty-five (25) years of teaching  
176 experience.

177 For teachers holding a Class AA license, the minimum base pay  
178 specified in this subsection shall be increased by the sum of Six  
179 Hundred Ten Dollars (\$610.00) for each year of teaching experience  
180 possessed by the person holding such license until such person  
181 shall have twenty-five (25) years of teaching experience.

182 For teachers holding a Class A license, the minimum base pay  
183 specified in this subsection shall be increased by the sum of Four  
184 Hundred Sixty-five Dollars (\$465.00) for each year of teaching  
185 experience possessed by the person holding such license until such  
186 person shall have twenty-four (24) years of teaching experience.

187 **2005-2006 School Year**

188 **and School Years Thereafter Annual Increments**

189 For teachers holding a Class AAAA license, the minimum base  
190 pay specified in this subsection shall be increased by the sum of  
191 Seven Hundred Seventy Dollars (\$770.00) for each year of teaching



192 experience possessed by the person holding such license until such  
193 person shall have twenty-five (25) years of teaching experience.

194 For teachers holding a Class AAA license, the minimum base  
195 pay specified in this subsection shall be increased by the sum of  
196 Seven Hundred Five Dollars (\$705.00) for each year of teaching  
197 experience possessed by the person holding such license until such  
198 person shall have twenty-five (25) years of teaching experience.

199 For teachers holding a Class AA license, the minimum base pay  
200 specified in this subsection shall be increased by the sum of Six  
201 Hundred Forty Dollars (\$640.00) for each year of teaching  
202 experience possessed by the person holding such license until such  
203 person shall have twenty-five (25) years of teaching experience.

204 For teachers holding a Class A license, the minimum base pay  
205 specified in this subsection shall be increased by the sum of Four  
206 Hundred Eighty Dollars (\$480.00) for each year of teaching  
207 experience possessed by the person holding such license until such  
208 person shall have twenty-four (24) years of teaching experience.

209 The level of professional training of each teacher to be used  
210 in establishing the salary allotment for the teachers for each  
211 year shall be determined by the type of valid teacher's license  
212 issued to those teachers on or before October 1 of the current  
213 school year.

214 (2) (a) The following employees shall receive an annual  
215 salary supplement in the amount of Six Thousand Dollars  
216 (\$6,000.00), plus fringe benefits, in addition to any other  
217 compensation to which the employee may be entitled:

218 (i) Any licensed teacher who has met the  
219 requirements and acquired a Master Teacher certificate from the  
220 National Board for Professional Teaching Standards and who is  
221 employed by a local school board or the State Board of Education  
222 as a teacher and not as an administrator. Such teacher shall  
223 submit documentation to the State Department of Education that the  
224 certificate was received prior to October 15 in order to be



225 eligible for the full salary supplement in the current school  
226 year, or the teacher shall submit such documentation to the State  
227 Department of Education prior to February 15 in order to be  
228 eligible for a prorated salary supplement beginning with the  
229 second term of the school year.

230           (ii) Any licensed school counselor who has met the  
231 requirements and acquired a National Certified School Counselor  
232 (NCSC) endorsement from the National Board of Certified Counselors  
233 and who is employed by a local school board or the State Board of  
234 Education as a counselor and not as an administrator. Such  
235 licensed school counselor shall submit documentation to the State  
236 Department of Education that the endorsement was received prior to  
237 October 15 in order to be eligible for the full salary supplement  
238 in the current school year, or the licensed school counselor shall  
239 submit such documentation to the State Department of Education  
240 prior to February 15 in order to be eligible for a prorated salary  
241 supplement beginning with the second term of the school year.  
242 However, the salary supplement authorized under this item shall be  
243 discontinued two (2) years after the date on which the National  
244 Board for Professional Teaching Standards offers a certification  
245 process for a Master Teacher certificate for school counselors,  
246 and any school counselor receiving the salary supplement will be  
247 required to complete the Master Teacher certificate process under  
248 item (i) of this paragraph in order to continue receiving such  
249 salary supplement.

250           (iii) Any licensed speech-language pathologist and  
251 audiologist who has met the requirements and acquired a  
252 Certificate of Clinical Competence from the American  
253 Speech-Language-Hearing Association and who is employed by a local  
254 school board. Such licensed speech-language pathologist and  
255 audiologist shall submit documentation to the State Department of  
256 Education that the certificate or endorsement was received prior  
257 to October 15 in order to be eligible for the full salary





258 supplement in the current school year, or the licensed  
259 speech-language pathologist and audiologist shall submit such  
260 documentation to the State Department of Education prior to  
261 February 15 in order to be eligible for a prorated salary  
262 supplement beginning with the second term of the school year.  
263 However, the salary supplement authorized under this item shall be  
264 discontinued two (2) years after the date on which the National  
265 Board for Professional Teaching Standards offers a certification  
266 process for a Master Teacher certificate for school  
267 speech-language pathologists and audiologists, and any school  
268 speech-language pathologist and audiologist receiving the salary  
269 supplement will be required to complete the Master Teacher  
270 certificate process under item (i) of this paragraph in order to  
271 continue receiving such salary supplement.

272 (iv) From and after July 1, 2002, any licensed  
273 school psychologist who has met the requirements and acquired the  
274 designation "Nationally Certified School Psychologist (NCSP)"  
275 through the National School Psychology Certification System and  
276 who is employed by a local school board or the State Board of  
277 Education as a psychologist and not as an administrator. A  
278 nationally certified school psychologist must submit documentation  
279 to the State Department of Education that the certification was  
280 received before October 15 in order to be eligible for the full  
281 salary supplement in the current school year, or the nationally  
282 certified school psychologist must submit such documentation to  
283 the State Department of Education before February 15 in order to  
284 be eligible for a prorated salary supplement beginning with the  
285 second term of the school year. However, the salary supplement  
286 authorized under this item will be discontinued two (2) years  
287 after the date on which the National Board for Professional  
288 Teaching Standards offers a certification process for a Master  
289 Teacher certificate for school psychologists, and any school  
290 psychologist receiving the salary supplement will be required to



291 complete the Master Teacher certificate process under item (i) of  
292 this paragraph in order to continue receiving such salary  
293 supplement.

294 (b) An employee shall be reimbursed one (1) time for  
295 the actual cost of completing the process of acquiring the  
296 certificate or endorsement, excluding any costs incurred for  
297 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)  
298 for a school counselor, speech-language pathologist and  
299 audiologist or school psychologist, regardless of whether or not  
300 the process resulted in the award of the certificate or  
301 endorsement. A local school district or any private individual or  
302 entity may pay the cost of completing the process of acquiring the  
303 certificate or endorsement for any employee of the school district  
304 described under paragraph (a), and the State Department of  
305 Education shall reimburse the school district for such cost,  
306 regardless of whether or not the process resulted in the award of  
307 the certificate or endorsement. If a private individual or entity  
308 has paid the cost of completing the process of acquiring the  
309 certificate or endorsement for an employee, the local school  
310 district may agree to directly reimburse the individual or entity  
311 for such cost on behalf of the employee.

312 (c) All salary supplements, fringe benefits and process  
313 reimbursement authorized under this subsection shall be paid  
314 directly by the State Department of Education to the local school  
315 district and shall be in addition to its adequate education  
316 program allotments and not a part thereof in accordance with  
317 regulations promulgated by the State Board of Education, and  
318 subject to appropriation by the Legislature. Local school  
319 districts shall not reduce the local supplement paid to any  
320 employee receiving such salary supplement, and the employee shall  
321 receive any local supplement to which employees with similar  
322 training and experience otherwise are entitled.



323           (d) The State Department of Education may not pay any  
324 process reimbursement to a school district for an employee who  
325 does not complete the certification or endorsement process  
326 required to be eligible for the certificate or endorsement. If an  
327 employee for whom such cost has been paid in full or in part by a  
328 local school district or private individual or entity fails to  
329 complete the certification or endorsement process, the employee  
330 shall be liable to the school district or individual or entity for  
331 all amounts paid by the school district or individual or entity on  
332 behalf of that employee toward his or her certificate or  
333 endorsement.

334           **SECTION 2.** This act shall take effect and be in force from  
335 and after July 1, 2002.

