

By: Representative Fillingane

To: Education;
Appropriations

HOUSE BILL NO. 730

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 INCREASE THE MAXIMUM NUMBER OF YEARS OF TEACHING EXPERIENCE THAT
3 SHALL BE USED IN CALCULATING A TEACHER'S ANNUAL SALARY INCREMENT;
4 AND FOR RELATED PURPOSES.

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

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

8 37-19-7. (1) This section shall be known and may be cited
9 as the Mississippi "Teacher Opportunity Program (TOP)." The
10 allowance in the minimum education program and the Mississippi
11 Adequate Education Program for teachers' salaries in each county
12 and separate school district shall be determined and paid in
13 accordance with the scale for teachers' salaries as provided in
14 this subsection. For teachers holding the following types of
15 licenses or the equivalent as determined by the State Board of
16 Education, and the following number of years of teaching
17 experience, the scale shall be as follows:

18 * * *

19 **2004-2005 School Year**

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

21	AAAA.....	\$ 31,775.00
22	AAA.....	30,850.00
23	AA.....	29,925.00
24	A.....	28,000.00

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

26	AAAA.....	\$ 33,775.00
27	AAA.....	32,850.00
28	AA.....	31,925.00

29 A..... 30,000.00

30 The State Board of Education shall revise the salary scale
31 prescribed above for the 2004-2005 school year to conform to any
32 adjustments made to the salary scale in prior fiscal years due to
33 revenue growth over and above five percent (5%). For each one
34 percent (1%) that the Sine Die General Fund Revenue Estimate
35 Growth exceeds five percent (5%) for fiscal year 2005, as
36 certified by the Legislative Budget Office to the State Board of
37 Education and subject to specific appropriation therefor by the
38 Legislature, the State Board of Education shall revise the salary
39 scale to provide an additional one percent (1%) across the board
40 increase in the base salaries for each type of license.

41 **2005-2006 School Year and School Years Thereafter**

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

43 AAAA..... \$ 34,000.00
44 AAA..... 33,000.00
45 AA..... 32,000.00
46 A..... 30,000.00

47 **25 or More Years of Teaching Experience**

48 AAAA..... \$ 36,000.00
49 AAA..... 35,000.00
50 AA..... 34,000.00
51 A..... 32,000.00

52 The State Board of Education shall revise the salary scale
53 prescribed above for the 2005-2006 school year to conform to any
54 adjustments made to the salary scale in prior fiscal years due to
55 revenue growth over and above five percent (5%). For each one
56 percent (1%) that the Sine Die General Fund Revenue Estimate
57 Growth exceeds five percent (5%) for fiscal year 2006, as
58 certified by the Legislative Budget Office to the State Board of
59 Education and subject to specific appropriation therefor by the
60 Legislature, the State Board of Education shall revise the salary

61 scale to provide an additional one percent (1%) across the board
62 increase in the base salaries for each type of license.

63 It is the intent of the Legislature that any state funds made
64 available for salaries of licensed personnel in excess of the
65 funds paid for such salaries for the 1986-1987 school year shall
66 be paid to licensed personnel pursuant to a personnel appraisal
67 and compensation system implemented by the State Board of
68 Education. The State Board of Education shall have the authority
69 to adopt and amend rules and regulations as are necessary to
70 establish, administer and maintain the system.

71 All teachers employed on a full-time basis shall be paid a
72 minimum salary in accordance with the above scale. However, no
73 school district shall receive any funds under this section for any
74 school year during which the local supplement paid to any
75 individual teacher shall have been reduced to a sum less than that
76 paid to that individual teacher for performing the same duties
77 from local supplement during the immediately preceding school
78 year. The amount actually spent for the purposes of group health
79 and/or life insurance shall be considered as a part of the
80 aggregate amount of local supplement but shall not be considered a
81 part of the amount of individual local supplement.

82 * * *

83 **2004-2005 School Year Annual Increment**

84 For teachers holding a Class AAAA license, the minimum base
85 pay specified in this subsection shall be increased by the sum of
86 Seven Hundred Forty Dollars (\$740.00) for each year of teaching
87 experience possessed by the person holding such license until such
88 person shall have thirty (30) years of teaching experience.

89 For teachers holding a Class AAA license, the minimum base
90 pay specified in this subsection shall be increased by the sum of
91 Six Hundred Seventy-five Dollars (\$675.00) for each year of
92 teaching experience possessed by the person holding such license

93 until such person shall have thirty (30) years of teaching
94 experience.

95 For teachers holding a Class AA license, the minimum base pay
96 specified in this subsection shall be increased by the sum of Six
97 Hundred Ten Dollars (\$610.00) for each year of teaching experience
98 possessed by the person holding such license until such person
99 shall have thirty (30) years of teaching experience.

100 For teachers holding a Class A license, the minimum base pay
101 specified in this subsection shall be increased by the sum of Four
102 Hundred Sixty-five Dollars (\$465.00) for each year of teaching
103 experience possessed by the person holding such license until such
104 person shall have thirty (30) years of teaching experience.

105 **2005-2006 School Year**

106 **and School Years Thereafter Annual Increments**

107 For teachers holding a Class AAAA license, the minimum base
108 pay specified in this subsection shall be increased by the sum of
109 Seven Hundred Seventy Dollars (\$770.00) for each year of teaching
110 experience possessed by the person holding such license until such
111 person shall have thirty (30) years of teaching experience.

112 For teachers holding a Class AAA license, the minimum base
113 pay specified in this subsection shall be increased by the sum of
114 Seven Hundred Five Dollars (\$705.00) for each year of teaching
115 experience possessed by the person holding such license until such
116 person shall have thirty (30) years of teaching experience.

117 For teachers holding a Class AA license, the minimum base pay
118 specified in this subsection shall be increased by the sum of Six
119 Hundred Forty Dollars (\$640.00) for each year of teaching
120 experience possessed by the person holding such license until such
121 person shall have thirty (30) years of teaching experience.

122 For teachers holding a Class A license, the minimum base pay
123 specified in this subsection shall be increased by the sum of Four
124 Hundred Eighty Dollars (\$480.00) for each year of teaching

125 experience possessed by the person holding such license until such
126 person shall have thirty (30) years of teaching experience.

127 The level of professional training of each teacher to be used
128 in establishing the salary allotment for the teachers for each
129 year shall be determined by the type of valid teacher's license
130 issued to those teachers on or before October 1 of the current
131 school year.

132 (2) (a) The following employees shall receive an annual
133 salary supplement in the amount of Six Thousand Dollars
134 (\$6,000.00), plus fringe benefits, in addition to any other
135 compensation to which the employee may be entitled:

136 (i) Any licensed teacher who has met the
137 requirements and acquired a Master Teacher certificate from the
138 National Board for Professional Teaching Standards and who is
139 employed by a local school board or the State Board of Education
140 as a teacher and not as an administrator. Such teacher shall
141 submit documentation to the State Department of Education that the
142 certificate was received prior to October 15 in order to be
143 eligible for the full salary supplement in the current school
144 year, or the teacher shall submit such documentation to the State
145 Department of Education prior to February 15 in order to be
146 eligible for a prorated salary supplement beginning with the
147 second term of the school year.

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

158 prior to February 15 in order to be eligible for a prorated salary
159 supplement beginning with the second term of the school year.
160 However, the salary supplement authorized under this item shall be
161 discontinued two (2) years after the date on which the National
162 Board for Professional Teaching Standards offers a certification
163 process for a Master Teacher certificate for school counselors,
164 and any school counselor receiving the salary supplement will be
165 required to complete the Master Teacher certificate process under
166 item (i) of this paragraph in order to continue receiving such
167 salary supplement.

168 (iii) Any licensed speech-language pathologist and
169 audiologist who has met the requirements and acquired a
170 Certificate of Clinical Competence from the American
171 Speech-Language-Hearing Association and who is employed by a local
172 school board. Such licensed speech-language pathologist and
173 audiologist shall submit documentation to the State Department of
174 Education that the certificate or endorsement was received prior
175 to October 15 in order to be eligible for the full salary
176 supplement in the current school year, or the licensed
177 speech-language pathologist and audiologist shall submit such
178 documentation to the State Department of Education prior to
179 February 15 in order to be eligible for a prorated salary
180 supplement beginning with the second term of the school year.
181 However, the salary supplement authorized under this item shall be
182 discontinued two (2) years after the date on which the National
183 Board for Professional Teaching Standards offers a certification
184 process for a Master Teacher certificate for school
185 speech-language pathologists and audiologists, and any school
186 speech-language pathologist and audiologist receiving the salary
187 supplement will be required to complete the Master Teacher
188 certificate process under item (i) of this paragraph in order to
189 continue receiving such salary supplement.

190 (b) An employee shall be reimbursed one (1) time for
191 the actual cost of completing the process of acquiring the
192 certificate or endorsement, excluding any costs incurred for
193 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)
194 for a school counselor or speech-language pathologist and
195 audiologist, regardless of whether or not the process resulted in
196 the award of the certificate or endorsement. A local school
197 district or any private individual or entity may pay the cost of
198 completing the process of acquiring the certificate or endorsement
199 for any employee of the school district described under paragraph
200 (a), and the State Department of Education shall reimburse the
201 school district for such cost, regardless of whether or not the
202 process resulted in the award of the certificate or endorsement.
203 If a private individual or entity has paid the cost of completing
204 the process of acquiring the certificate or endorsement for an
205 employee, the local school district may agree to directly
206 reimburse the individual or entity for such cost on behalf of the
207 employee.

208 (c) All salary supplements, fringe benefits and process
209 reimbursement authorized under this subsection shall be paid
210 directly by the State Department of Education to the local school
211 district and shall be in addition to its minimum education program
212 allotments and not a part thereof in accordance with regulations
213 promulgated by the State Board of Education, and subject to
214 appropriation by the Legislature. Local school districts shall
215 not reduce the local supplement paid to any employee receiving
216 such salary supplement, and the employee shall receive any local
217 supplement to which employees with similar training and experience
218 otherwise are entitled.

219 (d) The State Department of Education may not pay any
220 process reimbursement to a school district for an employee who
221 does not complete the certification or endorsement process
222 required to be eligible for the certificate or endorsement. If an

223 employee for whom such cost has been paid in full or in part by a
224 local school district or private individual or entity fails to
225 complete the certification or endorsement process, the employee
226 shall be liable to the school district or individual or entity for
227 all amounts paid by the school district or individual or entity on
228 behalf of that employee toward his or her certificate or
229 endorsement.

230 **SECTION 2.** This act shall take effect and be in force from
231 and after July 1, 2004.