

By: Senator(s) Tollison

To: Education;
Appropriations

SENATE BILL NO. 2143

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 PROVIDE THAT SCHOOL COUNSELORS QUALIFYING FOR THE SALARY
3 SUPPLEMENT FOR ADVANCED CERTIFICATION AFTER JULY 1, 2004, SHALL BE
4 REQUIRED TO COMPLETE THE MASTER TEACHER CERTIFICATION PROCESS BY
5 THE NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS; AND FOR
6 RELATED PURPOSES.

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

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

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

20 **2001-2002 School Year**

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

| | | |
|----|-----------|--------------|
| 22 | AAAA..... | \$ 26,290.00 |
| 23 | AAA..... | 25,440.00 |
| 24 | AA..... | 24,590.00 |
| 25 | A..... | 23,540.00 |

26 **25 or More Years of Teaching Experience**

| | | |
|----|-----------|--------------|
| 27 | AAAA..... | \$ 27,790.00 |
| 28 | AAA..... | 26,940.00 |
| 29 | AA..... | 26,090.00 |

30 A..... 25,040.00

31 **2002-2003 School Year**

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

33 AAAA..... \$ 27,850.00

34 AAA..... 27,000.00

35 AA..... 26,150.00

36 A..... 24,700.00

37 **25 or More Years of Teaching Experience**

38 AAAA..... \$ 29,850.00

39 AAA..... 29,000.00

40 AA..... 28,150.00

41 A..... 26,700.00

42 For each one percent (1%) that the Sine Die General Fund
43 Revenue Estimate Growth exceeds five percent (5%) for fiscal year
44 2003, as certified by the Legislative Budget Office to the State
45 Board of Education and subject to specific appropriation therefor
46 by the Legislature, the State Board of Education shall revise the
47 salary scale to provide an additional one percent (1%) across the
48 board increase in the base salaries for each type of license.

49 **2003-2004 School Year**

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

51 AAAA..... \$ 29,550.00

52 AAA..... 28,700.00

53 AA..... 27,850.00

54 A..... 26,000.00

55 **25 or More Years of Teaching Experience**

56 AAAA..... \$ 31,550.00

57 AAA..... 30,700.00

58 AA..... 29,850.00

59 A..... 28,000.00

60 The State Board of Education shall revise the salary scale
61 prescribed above for the 2003-2004 school year to conform to any
62 adjustments made to the salary scale in the prior fiscal year due

63 to revenue growth over and above five percent (5%). For each one
 64 percent (1%) that the Sine Die General Fund Revenue Estimate
 65 Growth exceeds five percent (5%) for fiscal year 2004, as
 66 certified by the Legislative Budget Office to the State Board of
 67 Education and subject to specific appropriation therefor by the
 68 Legislature, the State Board of Education shall revise the salary
 69 scale to provide an additional one percent (1%) across the board
 70 increase in the base salaries for each type of license.

71 **2004-2005 School Year**

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

| | | |
|----|-----------|--------------|
| 73 | AAAA..... | \$ 31,775.00 |
| 74 | AAA..... | 30,850.00 |
| 75 | AA..... | 29,925.00 |
| 76 | A..... | 28,000.00 |

77 **25 or More Years of Teaching Experience**

| | | |
|----|-----------|--------------|
| 78 | AAAA..... | \$ 33,775.00 |
| 79 | AAA..... | 32,850.00 |
| 80 | AA..... | 31,925.00 |
| 81 | A..... | 30,000.00 |

82 The State Board of Education shall revise the salary scale
 83 prescribed above for the 2004-2005 school year to conform to any
 84 adjustments made to the salary scale in prior fiscal years due to
 85 revenue growth over and above five percent (5%). For each one
 86 percent (1%) that the Sine Die General Fund Revenue Estimate
 87 Growth exceeds five percent (5%) for fiscal year 2005, as
 88 certified by the Legislative Budget Office to the State Board of
 89 Education and subject to specific appropriation therefor by the
 90 Legislature, the State Board of Education shall revise the salary
 91 scale to provide an additional one percent (1%) across the board
 92 increase in the base salaries for each type of license.

93 **2005-2006 School Year and School Years Thereafter**

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

| | | |
|----|-----------|--------------|
| 95 | AAAA..... | \$ 34,000.00 |
|----|-----------|--------------|

| | | |
|-----|--|--------------|
| 96 | AAA..... | 33,000.00 |
| 97 | AA..... | 32,000.00 |
| 98 | A..... | 30,000.00 |
| 99 | 25 or More Years of Teaching Experience | |
| 100 | AAAA..... | \$ 36,000.00 |
| 101 | AAA..... | 35,000.00 |
| 102 | AA..... | 34,000.00 |
| 103 | A..... | 32,000.00 |

104 The State Board of Education shall revise the salary scale
105 prescribed above for the 2005-2006 school year to conform to any
106 adjustments made to the salary scale in prior fiscal years due to
107 revenue growth over and above five percent (5%). For each one
108 percent (1%) that the Sine Die General Fund Revenue Estimate
109 Growth exceeds five percent (5%) for fiscal year 2006, as
110 certified by the Legislative Budget Office to the State Board of
111 Education and subject to specific appropriation therefor by the
112 Legislature, the State Board of Education shall revise the salary
113 scale to provide an additional one percent (1%) across the board
114 increase in the base salaries for each type of license.

115 It is the intent of the Legislature that any state funds made
116 available for salaries of licensed personnel in excess of the
117 funds paid for such salaries for the 1986-1987 school year shall
118 be paid to licensed personnel pursuant to a personnel appraisal
119 and compensation system implemented by the State Board of
120 Education. The State Board of Education shall have the authority
121 to adopt and amend rules and regulations as are necessary to
122 establish, administer and maintain the system.

123 All teachers employed on a full-time basis shall be paid a
124 minimum salary in accordance with the above scale. However, no
125 school district shall receive any funds under this section for any
126 school year during which the local supplement paid to any
127 individual teacher shall have been reduced to a sum less than that
128 paid to that individual teacher for performing the same duties

129 from local supplement during the immediately preceding school
130 year. The amount actually spent for the purposes of group health
131 and/or life insurance shall be considered as a part of the
132 aggregate amount of local supplement but shall not be considered a
133 part of the amount of individual local supplement.

134 **2001-2002 School Year Annual Increment**

135 For teachers holding a Class AAAA license, the minimum base
136 pay specified in this subsection shall be increased by the sum of
137 Six Hundred Sixty Dollars (\$660.00) for each year of teaching
138 experience possessed by the person holding such license until such
139 person shall have twenty-five (25) years of teaching experience.

140 For teachers holding a Class AAA license, the minimum base
141 pay specified in this subsection shall be increased by the sum of
142 Five Hundred Ninety-five Dollars (\$595.00) for each year of
143 teaching experience possessed by the person holding such license
144 until such person shall have twenty-five (25) years of teaching
145 experience.

146 For teachers holding a Class AA license, the minimum base pay
147 specified in this subsection shall be increased by the sum of Five
148 Hundred Thirty Dollars (\$530.00) for each year of teaching
149 experience possessed by the person holding such license until such
150 person shall have twenty-five (25) years of teaching experience.

151 For teachers holding a Class A license, the minimum base pay
152 specified in this subsection shall be increased by the sum of Four
153 Hundred Thirty-five Dollars (\$435.00) for each year of teaching
154 experience possessed by the person holding such license until such
155 person shall have twenty-one (21) years of teaching experience.

156 **2002-2003 School Year Annual Increment**

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

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

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

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

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

178 **2003-2004 School Year Annual Increment**

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

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

189 For teachers holding a Class AA license, the minimum base pay
190 specified in this subsection shall be increased by the sum of Five
191 Hundred Eighty Dollars (\$580.00) 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 A license, the minimum base pay
195 specified in this subsection shall be increased by the sum of Four
196 Hundred Fifty-five Dollars (\$455.00) for each year of teaching
197 experience possessed by the person holding such license until such
198 person shall have twenty-three (23) years of teaching experience.

199 **2004-2005 School Year Annual Increment**

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

205 For teachers holding a Class AAA license, the minimum base
206 pay specified in this subsection shall be increased by the sum of
207 Six Hundred Seventy-five Dollars (\$675.00) for each year of
208 teaching experience possessed by the person holding such license
209 until such person shall have twenty-five (25) years of teaching
210 experience.

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

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

221 **2005-2006 School Year**

222 **and School Years Thereafter Annual Increments**

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

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

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

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

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

243 The level of professional training of each teacher to be used
244 in establishing the salary allotment for the teachers for each
245 year shall be determined by the type of valid teacher's license
246 issued to those teachers on or before October 1 of the current
247 school year.

248 (2) (a) The following employees shall receive an annual
249 salary supplement in the amount of Six Thousand Dollars
250 (\$6,000.00), plus fringe benefits, in addition to any other
251 compensation to which the employee may be entitled:

252 (i) Any licensed teacher who has met the
253 requirements and acquired a Master Teacher certificate from the
254 National Board for Professional Teaching Standards and who is
255 employed by a local school board or the State Board of Education
256 as a teacher and not as an administrator. Such teacher shall
257 submit documentation to the State Department of Education that the
258 certificate was received prior to October 15 in order to be

259 eligible for the full salary supplement in the current school
260 year, or the teacher shall submit such documentation to the State
261 Department of Education prior to February 15 in order to be
262 eligible for a prorated salary supplement beginning with the
263 second term of the school year.

264 (ii) Any licensed school counselor who has met the
265 requirements and acquired a National Certified School Counselor
266 (NCSC) endorsement from the National Board of Certified Counselors
267 and who is employed by a local school board or the State Board of
268 Education as a counselor and not as an administrator. Such
269 licensed school counselor shall submit documentation to the State
270 Department of Education that the endorsement was received prior to
271 October 15 in order to be eligible for the full salary supplement
272 in the current school year, or the licensed school counselor shall
273 submit such documentation to the State Department of Education
274 prior to February 15 in order to be eligible for a prorated salary
275 supplement beginning with the second term of the school year.
276 Beginning July 1, 2004, any school counselor applying for the
277 salary supplement shall be required to meet the Master Teacher
278 certification process established by the National Board for
279 Professional Teaching Standards for school counselors in order to
280 receive such salary supplement. Any school counselor receiving
281 the salary supplement prior to July 1, 2004, who maintains an
282 endorsement from the National Board of Certified Counselors, shall
283 be allowed to continue receiving such supplement without
284 completing the Master Teacher certification process. In addition,
285 any school counselor that has begun the process of meeting the
286 National Certified School Counselor certification process prior to
287 July 1, 2004, shall be eligible to receive the salary supplement
288 if the process is completed successfully.

289 (iii) Any licensed speech-language pathologist and
290 audiologist who has met the requirements and acquired a
291 Certificate of Clinical Competence from the American

292 Speech-Language-Hearing Association and who is employed by a local
293 school board. Such licensed speech-language pathologist and
294 audiologist shall submit documentation to the State Department of
295 Education that the certificate or endorsement was received prior
296 to October 15 in order to be eligible for the full salary
297 supplement in the current school year, or the licensed
298 speech-language pathologist and audiologist shall submit such
299 documentation to the State Department of Education prior to
300 February 15 in order to be eligible for a prorated salary
301 supplement beginning with the second term of the school year.
302 However, the salary supplement authorized under this item shall be
303 discontinued two (2) years after the date on which the National
304 Board for Professional Teaching Standards offers a certification
305 process for a Master Teacher certificate for school
306 speech-language pathologists and audiologists, and any school
307 speech-language pathologist and audiologist receiving the salary
308 supplement will be required to complete the Master Teacher
309 certificate process under item (i) of this paragraph in order to
310 continue receiving such salary supplement.

311 (b) An employee shall be reimbursed one (1) time for
312 the actual cost of completing the process of acquiring the
313 certificate or endorsement, excluding any costs incurred for
314 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)
315 for a school counselor or speech-language pathologist and
316 audiologist, regardless of whether or not the process resulted in
317 the award of the certificate or endorsement. A local school
318 district or any private individual or entity may pay the cost of
319 completing the process of acquiring the certificate or endorsement
320 for any employee of the school district described under paragraph
321 (a), and the State Department of Education shall reimburse the
322 school district for such cost, regardless of whether or not the
323 process resulted in the award of the certificate or endorsement.
324 If a private individual or entity has paid the cost of completing

325 the process of acquiring the certificate or endorsement for an
326 employee, the local school district may agree to directly
327 reimburse the individual or entity for such cost on behalf of the
328 employee.

329 (c) All salary supplements, fringe benefits and process
330 reimbursement authorized under this subsection shall be paid
331 directly by the State Department of Education to the local school
332 district and shall be in addition to its minimum education program
333 allotments and not a part thereof in accordance with regulations
334 promulgated by the State Board of Education, and subject to
335 appropriation by the Legislature. Local school districts shall
336 not reduce the local supplement paid to any employee receiving
337 such salary supplement, and the employee shall receive any local
338 supplement to which employees with similar training and experience
339 otherwise are entitled.

340 (d) The State Department of Education may not pay any
341 process reimbursement to a school district for an employee who
342 does not complete the certification or endorsement process
343 required to be eligible for the certificate or endorsement. If an
344 employee for whom such cost has been paid in full or in part by a
345 local school district or private individual or entity fails to
346 complete the certification or endorsement process, the employee
347 shall be liable to the school district or individual or entity for
348 all amounts paid by the school district or individual or entity on
349 behalf of that employee toward his or her certificate or
350 endorsement.

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