

By: Senator(s) Chaney

To: Education;
Appropriations

SENATE BILL NO. 2865

1 AN ACT TO BRING FORWARD SECTION 37-19-7, MISSISSIPPI CODE OF
2 1972, WHICH PROVIDES THE SCALE OF TEACHERS' SALARIES FOR THE
3 2004-2005 AND 2005-2006 SCHOOL YEARS; AND FOR RELATED PURPOSES.

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

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

7 37-19-7. (1) This section shall be known and may be cited
8 as the Mississippi "Teacher Opportunity Program (TOP)." The
9 allowance in the minimum education program and 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 **2001-2002 School Year**

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

19	AAAA.....	\$ 26,290.00
20	AAA.....	25,440.00
21	AA.....	24,590.00
22	A.....	23,540.00

23 **25 or More Years of Teaching Experience**

24	AAAA.....	\$ 27,790.00
25	AAA.....	26,940.00
26	AA.....	26,090.00
27	A.....	25,040.00

28 **2002-2003 School Year**

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

30	AAAA.....	\$ 27,850.00
31	AAA.....	27,000.00
32	AA.....	26,150.00
33	A.....	24,700.00

34 **25 or More Years of Teaching Experience**

35	AAAA.....	\$ 29,850.00
36	AAA.....	29,000.00
37	AA.....	28,150.00
38	A.....	26,700.00

39 For each one percent (1%) that the Sine Die General Fund
40 Revenue Estimate Growth exceeds five percent (5%) for fiscal year
41 2003, as certified by the Legislative Budget Office to the State
42 Board of Education and subject to specific appropriation therefor
43 by the Legislature, the State Board of Education shall revise the
44 salary scale to provide an additional one percent (1%) across the
45 board increase in the base salaries for each type of license.

46 **2003-2004 School Year**

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

48	AAAA.....	\$ 29,550.00
49	AAA.....	28,700.00
50	AA.....	27,850.00
51	A.....	26,000.00

52 **25 or More Years of Teaching Experience**

53	AAAA.....	\$ 31,550.00
54	AAA.....	30,700.00
55	AA.....	29,850.00
56	A.....	28,000.00

57 The State Board of Education shall revise the salary scale
58 prescribed above for the 2003-2004 school year to conform to any
59 adjustments made to the salary scale in the prior fiscal year due
60 to revenue growth over and above five percent (5%). For each one

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

68 **2004-2005 School Year**

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

70	AAAA.....	\$ 31,775.00
71	AAA.....	30,850.00
72	AA.....	29,925.00
73	A.....	28,000.00

74 **25 or More Years of Teaching Experience**

75	AAAA.....	\$ 33,775.00
76	AAA.....	32,850.00
77	AA.....	31,925.00
78	A.....	30,000.00

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

90 **2005-2006 School Year and School Years Thereafter**

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

92	AAAA.....	\$ 34,000.00
93	AAA.....	33,000.00

94	AA.....	32,000.00
95	A.....	30,000.00
96	25 or More Years of Teaching Experience	
97	AAAA.....	\$ 36,000.00
98	AAA.....	35,000.00
99	AA.....	34,000.00
100	A.....	32,000.00

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

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

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

127 year. The amount actually spent for the purposes of group health
128 and/or life insurance shall be considered as a part of the
129 aggregate amount of local supplement but shall not be considered a
130 part of the amount of individual local supplement.

131 **2001-2002 School Year Annual Increment**

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

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

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

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

153 **2002-2003 School Year Annual Increment**

154 For teachers holding a Class AAAA license, the minimum base
155 pay specified in this subsection shall be increased by the sum of
156 Six Hundred Eighty-five Dollars (\$685.00) for each year of
157 teaching experience possessed by the person holding such license
158 until such person shall have twenty-five (25) years of teaching
159 experience.

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

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

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

175 **2003-2004 School Year Annual Increment**

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

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

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

191 For teachers holding a Class A license, the minimum base pay
192 specified in this subsection shall be increased by the sum of Four

193 Hundred Fifty-five Dollars (\$455.00) for each year of teaching
194 experience possessed by the person holding such license until such
195 person shall have twenty-three (23) years of teaching experience.

196 **2004-2005 School Year Annual Increment**

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

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

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

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

218 **2005-2006 School Year**

219 **and School Years Thereafter Annual Increments**

220 For teachers holding a Class AAAA license, the minimum base
221 pay specified in this subsection shall be increased by the sum of
222 Seven Hundred Seventy Dollars (\$770.00) for each year of teaching
223 experience possessed by the person holding such license until such
224 person shall have twenty-five (25) years of teaching experience.

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

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

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

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

245 (2) (a) The following employees shall receive an annual
246 salary supplement in the amount of Six Thousand Dollars
247 (\$6,000.00), plus fringe benefits, in addition to any other
248 compensation to which the employee may be entitled:

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

258 Department of Education prior to February 15 in order to be
259 eligible for a prorated salary supplement beginning with the
260 second term of the school year.

261 (ii) Any licensed school counselor who has met the
262 requirements and acquired a National Certified School Counselor
263 (NCSC) endorsement from the National Board of Certified Counselors
264 and who is employed by a local school board or the State Board of
265 Education as a counselor and not as an administrator. Such
266 licensed school counselor shall submit documentation to the State
267 Department of Education that the endorsement was received prior to
268 October 15 in order to be eligible for the full salary supplement
269 in the current school year, or the licensed school counselor shall
270 submit such documentation to the State Department of Education
271 prior to February 15 in order to be eligible for a prorated salary
272 supplement beginning with the second term of the school year.
273 However, the salary supplement authorized under this item shall be
274 discontinued two (2) years after the date on which the National
275 Board for Professional Teaching Standards offers a certification
276 process for a Master Teacher certificate for school counselors,
277 and any school counselor receiving the salary supplement will be
278 required to complete the Master Teacher certificate process under
279 item (i) of this paragraph in order to continue receiving such
280 salary supplement.

281 (iii) Any licensed speech-language pathologist and
282 audiologist who has met the requirements and acquired a
283 Certificate of Clinical Competence from the American
284 Speech-Language-Hearing Association and who is employed by a local
285 school board. Such licensed speech-language pathologist and
286 audiologist shall submit documentation to the State Department of
287 Education that the certificate or endorsement was received prior
288 to October 15 in order to be eligible for the full salary
289 supplement in the current school year, or the licensed
290 speech-language pathologist and audiologist shall submit such

291 documentation to the State Department of Education prior to
292 February 15 in order to be eligible for a prorated salary
293 supplement beginning with the second term of the school year.
294 However, the salary supplement authorized under this item shall be
295 discontinued two (2) years after the date on which the National
296 Board for Professional Teaching Standards offers a certification
297 process for a Master Teacher certificate for school
298 speech-language pathologists and audiologists, and any school
299 speech-language pathologist and audiologist receiving the salary
300 supplement will be required to complete the Master Teacher
301 certificate process under item (i) of this paragraph in order to
302 continue receiving such salary supplement.

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

321 (c) All salary supplements, fringe benefits and process
322 reimbursement authorized under this subsection shall be paid
323 directly by the State Department of Education to the local school

324 district and shall be in addition to its minimum education program
325 allotments and not a part thereof in accordance with regulations
326 promulgated by the State Board of Education, and subject to
327 appropriation by the Legislature. Local school districts shall
328 not reduce the local supplement paid to any employee receiving
329 such salary supplement, and the employee shall receive any local
330 supplement to which employees with similar training and experience
331 otherwise are entitled.

332 (d) The State Department of Education may not pay any
333 process reimbursement to a school district for an employee who
334 does not complete the certification or endorsement process
335 required to be eligible for the certificate or endorsement. If an
336 employee for whom such cost has been paid in full or in part by a
337 local school district or private individual or entity fails to
338 complete the certification or endorsement process, the employee
339 shall be liable to the school district or individual or entity for
340 all amounts paid by the school district or individual or entity on
341 behalf of that employee toward his or her certificate or
342 endorsement.

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