

By: Representative Montgomery

To: Public Health and Human Services; Appropriations

HOUSE BILL NO. 379  
(As Passed the House)

1 AN ACT TO CODIFY SECTION 37-143-10, MISSISSIPPI CODE OF 1972,  
2 TO PROVIDE FOR A "MISSISSIPPI CRITICAL NEEDS NURSING FACULTY  
3 INCENTIVE PROGRAM" TO AUTHORIZE SALARY SUPPLEMENTS FOR NURSE  
4 FACULTY; TO AMEND SECTION 37-143-9, MISSISSIPPI CODE OF 1972, TO  
5 AUTHORIZE ADVANCED DEGREE STUDENTS TO PURSUE DOCTORAL DEGREES  
6 WITHOUT PAYBACK; AND FOR RELATED PURPOSES.

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

8 **SECTION 1.** The following provision shall be codified as  
9 Section 37-143-10, Mississippi Code of 1972:

10 37-143-10. (1) There is established a "Mississippi Critical  
11 Needs Nursing Faculty Incentive Program." This program shall be  
12 implemented by the Board of Trustees of State Institutions of  
13 Higher Learning and the State Board for Community and Junior  
14 Colleges to produce more nursing faculty at the schools of nursing  
15 in Mississippi in order to fill the health care needs of this  
16 state and to attract nursing faculty from other states to teach in  
17 Mississippi.

18 (2) Pursuant to specific appropriation therefor by the  
19 Legislature, the Board of Trustees of State Institutions of Higher  
20 Learning shall implement a three-year across-the-board salary  
21 increase of Four Thousand Dollars (\$4,000.00) per fiscal year in  
22 fiscal year 2007, fiscal year 2008 and fiscal year 2009 for all  
23 registered nurses who are faculty in approved undergraduate and  
24 graduate nursing programs in the state. Pursuant to specific  
25 appropriation therefor by the Legislature, the State Board for  
26 Community and Junior Colleges shall implement a three-year  
27 across-the-board salary increase of Four Thousand Dollars  
28 (\$4,000.00) per fiscal year in fiscal year 2007, fiscal year 2008  
29 and fiscal year 2009 for all registered nurses who are faculty in

30 approved associate degree nursing programs in the state. This  
31 incentive is intended to bring salaries for nursing faculty within  
32 the average for the geographic area in which the State of  
33 Mississippi competes for nursing faculty, thereby retaining  
34 present faculty who would otherwise retire or accept employment in  
35 other states, and to attract nursing faculty from other states to  
36 teach in Mississippi. Salary supplements under this subsection  
37 shall be allocated to full-time nursing faculty who enter into  
38 contract with the appropriate school of nursing obligating  
39 themselves to spend a period of time of not less than three (3)  
40 years in teaching nursing at any accredited school of nursing in  
41 Mississippi, and shall be allocated to positions which are  
42 presently vacant and faculty positions currently funded by  
43 hospitals. Part-time faculty shall be eligible to receive a  
44 prorated salary supplement under this subsection based upon hours  
45 applied to teaching duties. Any person who does not render three  
46 (3) years' service as a nursing faculty in an approved school of  
47 nursing in Mississippi under this program, shall be liable to the  
48 appropriate board for one-third (1/3) of the total amount of the  
49 salary supplement granted under the program for each year that the  
50 person does not render such service, plus interest accruing at the  
51 current Stafford Loan rate at the time the person discontinues his  
52 service. If a claim for repayment under this subsection is placed  
53 in the hands of an attorney for collection, the obligor shall be  
54 liable for an additional amount equal to a reasonable attorney's  
55 fee. The Board of Trustees of State Institutions of Higher  
56 Learning and the State Board for Community and Junior Colleges  
57 shall jointly establish such rules and regulations as deemed  
58 necessary and proper to carry out the purposes and intent of this  
59 subsection.

60 (3) The Board of Trustees of State Institutions of Higher  
61 Learning or the State Board for Community and Junior Colleges may  
62 grant a deferral for cause when there is no employment position

63 immediately available for a program participant. After any such  
64 period of deferral, the nurse faculty shall begin or resume the  
65 required teaching duties or shall become liable to the appropriate  
66 board for repayment of the salary supplement.

67 (4) The Board of Trustees of State Institutions of Higher  
68 Learning and the State Board for Community and Junior Colleges  
69 shall jointly prepare an annual report for the Legislature, to be  
70 submitted by December 1 of each year beginning in 2006, which  
71 shall assess the impact of the Mississippi Critical Needs Nursing  
72 Faculty Incentive Program on the employment of registered nurses  
73 as faculty in approved schools of nursing. The report shall  
74 include, at a minimum, the number of persons who have participated  
75 in each component of the program each year and the number of  
76 persons who have actually rendered service as faculty in  
77 Mississippi schools of nursing under the program.

78 **SECTION 2.** Section 37-143-9, Mississippi Code of 1972, is  
79 amended as follows:

80 37-143-9. There is created a program for advanced study in  
81 nursing. Scholarships are established and shall be allocated to  
82 students who: (a) have graduated from an accredited high school  
83 and from a school of nursing and are licensed registered nurses in  
84 Mississippi; and (b) are approved by the Board of Trustees of  
85 State Institutions of Higher Learning; and (c) enter into contract  
86 with the board of trustees and its successors in office,  
87 obligating themselves to pursue to completion the course of study  
88 agreed upon, and immediately following the completion of such  
89 work, to spend a period of time, equal to the period of study  
90 provided under the scholarship, in teaching nursing at any  
91 accredited school of nursing in Mississippi, approved by the board  
92 of trustees, or in performing other work in the interest of public  
93 health in the state, to be approved by the board of trustees.  
94 Such period of service, after completion of study under a  
95 scholarship, shall in no event be less than one (1) year.

96 However, any student who pursues an advanced doctorate degree  
97 after completing a masters degree under a scholarship program  
98 pursuant to this section, or any other program administered by the  
99 board of trustees, shall not be required to begin teaching or  
100 other service as a pay-back condition until the student has  
101 completed the advanced doctorate degree, at the option of the  
102 student.

103       In addition to a scholarship, any such student may be  
104 allocated a loan not to exceed One Thousand Dollars (\$1,000.00)  
105 per month for each month of full-time study in a graduate nursing  
106 program. The repayment of the principal and interest of such  
107 loans shall be eligible for deferment during attendance as a  
108 full-time student in an approved program for advanced study in an  
109 accredited school of nursing. For any student who receives this  
110 loan, the student's contract with the board of trustees shall  
111 obligate the student, immediately following completion of the  
112 course of study, to repay the loan by teaching nursing for not  
113 less than two (2) years at any accredited school of nursing in  
114 Mississippi approved by the board of trustees. Such teaching  
115 service shall convert the loan to an interest-free scholarship,  
116 and discharge the same, on the basis of two (2) years of service  
117 for one-year's loan amount, or the appropriate proportion of the  
118 total outstanding balance of principal and interest, all as  
119 established by rule and regulation of the board of trustees. Any  
120 such student who fails to complete all of the teaching service  
121 obligation shall be liable to the board of trustees for the  
122 remaining balance of the principal and interest that remains  
123 undischarged.

124       The board of trustees shall establish such rules and  
125 regulations as it deems necessary and proper to carry out the  
126 purposes and intent of this section.

127       **SECTION 3.** This act shall take effect and be in force from  
128 and after July 1, 2006.