

By: Senator(s) Tollison

To: Education;  
Appropriations

SENATE BILL NO. 2341

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 PROVIDE THAT BEGINNING WITH THE 2006-2007 SCHOOL YEAR, TEACHERS  
3 SHALL RECEIVE AN ANNUAL EXPERIENCE INCREMENT FOR UP TO 30 YEARS OF  
4 TEACHING SERVICE; 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 **2004-2005 School Year**

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

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

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

25	AAAA.....	\$ 33,775.00
26	AAA.....	32,850.00
27	AA.....	31,925.00
28	A.....	30,000.00

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

40 **2005-2006 School Year and School Years Thereafter**

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

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

46 **25 or More Years of Teaching Experience**

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

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

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

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

81 **2004-2005 School Year Annual Increment**

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

87 For teachers holding a Class AAA license, the minimum base  
88 pay specified in this subsection shall be increased by the sum of  
89 Six Hundred Seventy-five Dollars (\$675.00) for each year of  
90 teaching experience possessed by the person holding such license  
91 until such person shall have twenty-five (25) years of teaching  
92 experience.

93 For teachers holding a Class AA license, the minimum base pay  
94 specified in this subsection shall be increased by the sum of Six

95 Hundred Ten Dollars (\$610.00) for each year of teaching experience  
96 possessed by the person holding such license until such person  
97 shall have twenty-five (25) years of teaching experience.

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

103 **2005-2006 School Year \* \* \* Annual Increment**

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

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

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

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

124 **2006-2007 School Year**

125 **and School Years Thereafter Annual Increments**

126 For teachers holding a Class AAAA license, the minimum base  
127 pay specified in this subsection shall be increased by the sum of

128 Seven Hundred Seventy Dollars (\$770.00) for each year of teaching  
129 experience possessed by the person holding such license until such  
130 person shall have thirty (30) years of teaching experience.

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

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

141 For teachers holding a Class A license, the minimum base pay  
142 specified in this subsection shall be increased by the sum of Four  
143 Hundred Eighty Dollars (\$480.00) for each year of teaching  
144 experience possessed by the person holding such license until such  
145 person shall have thirty (30) years of teaching experience.

146 The level of professional training of each teacher to be used  
147 in establishing the salary allotment for the teachers for each  
148 year shall be determined by the type of valid teacher's license  
149 issued to those teachers on or before October 1 of the current  
150 school year.

151 (2) (a) The following employees shall receive an annual  
152 salary supplement in the amount of Six Thousand Dollars  
153 (\$6,000.00), plus fringe benefits, in addition to any other  
154 compensation to which the employee may be entitled:

155 (i) Any licensed teacher who has met the  
156 requirements and acquired a Master Teacher certificate from the  
157 National Board for Professional Teaching Standards and who is  
158 employed by a local school board or the State Board of Education  
159 as a teacher and not as an administrator. Such teacher shall  
160 submit documentation to the State Department of Education that the

161 certificate was received prior to October 15 in order to be  
162 eligible for the full salary supplement in the current school  
163 year, or the teacher shall submit such documentation to the State  
164 Department of Education prior to February 15 in order to be  
165 eligible for a prorated salary supplement beginning with the  
166 second term of the school year.

167           (ii) A licensed nurse who has met the requirements  
168 and acquired a certificate from the National Board for  
169 Certification of School Nurses, Inc., and who is employed by a  
170 local school board or the State Board of Education as a school  
171 nurse and not as an administrator. The licensed school nurse  
172 shall submit documentation to the State Department of Education  
173 that the certificate was received before October 15 in order to be  
174 eligible for the full salary supplement in the current school  
175 year, or the licensed school nurse shall submit the documentation  
176 to the State Department of Education before February 15 in order  
177 to be eligible for a prorated salary supplement beginning with the  
178 second term of the school year. Provided, however, that the total  
179 number of licensed school nurses eligible for a salary supplement  
180 under this paragraph (ii) shall not exceed twenty (20).

181           (iii) Any licensed school counselor who has met  
182 the requirements and acquired a National Certified School  
183 Counselor (NCSC) endorsement from the National Board of Certified  
184 Counselors and who is employed by a local school board or the  
185 State Board of Education as a counselor and not as an  
186 administrator. Such licensed school counselor shall submit  
187 documentation to the State Department of Education that the  
188 endorsement was received prior to October 15 in order to be  
189 eligible for the full salary supplement in the current school  
190 year, or the licensed school counselor shall submit such  
191 documentation to the State Department of Education prior to  
192 February 15 in order to be eligible for a prorated salary  
193 supplement beginning with the second term of the school year.

194 However, any school counselor who started the National Board for  
195 Professional Teaching Standards process for school counselors  
196 between June 1, 2003, and June 30, 2004, and completes the  
197 requirements and acquires the master teacher certificate shall be  
198 entitled to the master teacher supplement, and those counselors  
199 who complete the process shall be entitled to a one-time  
200 reimbursement for the actual cost of the process as outlined in  
201 paragraph (b) of this subsection.

202 (iv) Any licensed speech-language pathologist and  
203 audiologist who has met the requirements and acquired a  
204 Certificate of Clinical Competence from the American  
205 Speech-Language-Hearing Association and who is employed by a local  
206 school board. Such licensed speech-language pathologist and  
207 audiologist shall submit documentation to the State Department of  
208 Education that the certificate or endorsement was received prior  
209 to October 15 in order to be eligible for the full salary  
210 supplement in the current school year, or the licensed  
211 speech-language pathologist and audiologist shall submit such  
212 documentation to the State Department of Education prior to  
213 February 15 in order to be eligible for a prorated salary  
214 supplement beginning with the second term of the school year.

215 (b) An employee shall be reimbursed one (1) time for  
216 the actual cost of completing the process of acquiring the  
217 certificate or endorsement, excluding any costs incurred for  
218 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)  
219 for a school counselor or speech-language pathologist and  
220 audiologist, regardless of whether or not the process resulted in  
221 the award of the certificate or endorsement. A local school  
222 district or any private individual or entity may pay the cost of  
223 completing the process of acquiring the certificate or endorsement  
224 for any employee of the school district described under paragraph  
225 (a), and the State Department of Education shall reimburse the  
226 school district for such cost, regardless of whether or not the

227 process resulted in the award of the certificate or endorsement.

228 If a private individual or entity has paid the cost of completing  
229 the process of acquiring the certificate or endorsement for an  
230 employee, the local school district may agree to directly  
231 reimburse the individual or entity for such cost on behalf of the  
232 employee.

233 (c) All salary supplements, fringe benefits and process  
234 reimbursement authorized under this subsection shall be paid  
235 directly by the State Department of Education to the local school  
236 district and shall be in addition to its minimum education program  
237 allotments and not a part thereof in accordance with regulations  
238 promulgated by the State Board of Education, and subject to  
239 appropriation by the Legislature. Local school districts shall  
240 not reduce the local supplement paid to any employee receiving  
241 such salary supplement, and the employee shall receive any local  
242 supplement to which employees with similar training and experience  
243 otherwise are entitled.

244 (d) The State Department of Education may not pay any  
245 process reimbursement to a school district for an employee who  
246 does not complete the certification or endorsement process  
247 required to be eligible for the certificate or endorsement. If an  
248 employee for whom such cost has been paid in full or in part by a  
249 local school district or private individual or entity fails to  
250 complete the certification or endorsement process, the employee  
251 shall be liable to the school district or individual or entity for  
252 all amounts paid by the school district or individual or entity on  
253 behalf of that employee toward his or her certificate or  
254 endorsement.

255 **SECTION 2.** This act shall take effect and be in force from  
256 and after July 1, 2006.