

By: Representative Moore

To: Education; Revenue and
Expenditure General Bills

COMMITTEE SUBSTITUTE
FOR
HOUSE BILL NO. 207

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 AUTHORIZE A PROCESS REIMBURSEMENT FOR EACH COMPONENT OF NATIONAL
3 BOARD CERTIFICATION FOR TEACHERS; 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 amended as follows:

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

2014-2015 MINIMUM SALARY SCHEDULE

16	Years				
17	Exp.	AAAA	AAA	AA	A
18	0	38,108.00	36,944.00	35,780.00	33,390.00



19	1	38,108.00	36,944.00	35,780.00	33,390.00
20	2	38,108.00	36,944.00	35,780.00	33,390.00
21	3	38,902.00	37,671.00	36,440.00	33,885.00
22	4	39,696.00	38,398.00	37,100.00	34,380.00
23	5	40,490.00	39,125.00	37,760.00	34,875.00
24	6	41,284.00	39,852.00	38,420.00	35,370.00
25	7	42,078.00	40,579.00	39,080.00	35,865.00
26	8	42,872.00	41,306.00	39,740.00	36,360.00
27	9	43,666.00	42,033.00	40,400.00	36,855.00
28	10	44,460.00	42,760.00	41,060.00	37,350.00
29	11	45,254.00	43,487.00	41,720.00	37,845.00
30	12	46,048.00	44,214.00	42,380.00	38,340.00
31	13	46,842.00	44,941.00	43,040.00	38,835.00
32	14	47,636.00	45,668.00	43,700.00	39,330.00
33	15	48,430.00	46,395.00	44,360.00	39,825.00
34	16	49,224.00	47,122.00	45,020.00	40,320.00
35	17	50,018.00	47,849.00	45,680.00	40,815.00
36	18	50,812.00	48,576.00	46,340.00	41,310.00
37	19	51,606.00	49,303.00	47,000.00	41,805.00
38	20	52,400.00	50,030.00	47,660.00	42,300.00
39	21	53,194.00	50,757.00	48,320.00	42,795.00
40	22	53,988.00	51,484.00	48,980.00	43,290.00
41	23	54,782.00	52,211.00	49,640.00	43,785.00
42	24	55,576.00	52,938.00	50,300.00	44,280.00
43	25	58,430.00	55,725.00	53,020.00	46,835.00



44	26	59,224.00	56,452.00	53,680.00	47,330.00
45	27	60,018.00	57,179.00	54,340.00	47,825.00
46	28	60,812.00	57,906.00	55,000.00	48,320.00
47	29	61,606.00	58,633.00	55,660.00	48,815.00
48	30	62,400.00	59,360.00	56,320.00	49,310.00
49	31	63,194.00	60,087.00	56,980.00	49,805.00
50	32	63,988.00	60,814.00	57,640.00	50,300.00
51	33	64,782.00	61,541.00	58,300.00	50,795.00
52	34	65,576.00	62,268.00	58,960.00	51,290.00
53	35				
54	& above	66,370.00	62,995.00	59,620.00	51,785.00

2015-2016 MINIMUM SALARY SCHEDULE

56	Years				
57	Exp.	AAAA	AAA	AA	A
58	0	39,108.00	37,944.00	36,780.00	34,390.00
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75	17	51,018.00	48,849.00	46,680.00	41,815.00
76	18	51,812.00	49,576.00	47,340.00	42,310.00
77	19	52,606.00	50,303.00	48,000.00	42,805.00
78	20	53,400.00	51,030.00	48,660.00	43,300.00
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87	29	62,606.00	59,633.00	56,660.00	49,815.00
88	30	63,400.00	60,360.00	57,320.00	50,310.00
89	31	64,194.00	61,087.00	57,980.00	50,805.00
90	32	64,988.00	61,814.00	58,640.00	51,300.00
91	33	65,782.00	62,541.00	59,300.00	51,795.00
92	34	66,576.00	63,268.00	59,960.00	52,290.00
93	35				



94 & above 67,370.00 63,995.00 60,620.00 52,785.00

95 It is the intent of the Legislature that any state funds made
96 available for salaries of licensed personnel in excess of the
97 funds paid for such salaries for the 1986-1987 school year shall
98 be paid to licensed personnel pursuant to a personnel appraisal
99 and compensation system implemented by the State Board of
100 Education. The State Board of Education shall have the authority
101 to adopt and amend rules and regulations as are necessary to
102 establish, administer and maintain the system.

103 All teachers employed on a full-time basis shall be paid a
104 minimum salary in accordance with the above scale. However, no
105 school district shall receive any funds under this section for any
106 school year during which the local supplement paid to any
107 individual teacher shall have been reduced to a sum less than that
108 paid to that individual teacher for performing the same duties
109 from local supplement during the immediately preceding school
110 year. The amount actually spent for the purposes of group health
111 and/or life insurance shall be considered as a part of the
112 aggregate amount of local supplement but shall not be considered a
113 part of the amount of individual local supplement.

114 The level of professional training of each teacher to be used
115 in establishing the salary allotment for the teachers for each
116 year shall be determined by the type of valid teacher's license
117 issued to those teachers on or before October 1 of the current
118 school year. Provided, however, that school districts are



119 authorized, in their discretion, to negotiate the salary levels
120 applicable to certificated employees who are receiving retirement
121 benefits from the retirement system of another state, and the
122 annual experience increment provided above in Section 37-19-7
123 shall not be applicable to any such retired certificated employee.

124 (2) (a) The following employees shall receive an annual
125 salary supplement in the amount of Six Thousand Dollars
126 (\$6,000.00), plus fringe benefits, in addition to any other
127 compensation to which the employee may be entitled:

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

140 (ii) A licensed nurse who has met the requirements
141 and acquired a certificate from the National Board for
142 Certification of School Nurses, Inc., and who is employed by a
143 local school board or the State Board of Education as a school



144 nurse and not as an administrator. The licensed school nurse
145 shall submit documentation to the State Department of Education
146 that the certificate was received before October 15 in order to be
147 eligible for the full salary supplement in the current school
148 year, or the licensed school nurse shall submit the documentation
149 to the State Department of Education before February 15 in order
150 to be eligible for a prorated salary supplement beginning with the
151 second term of the school year. Provided, however, that the total
152 number of licensed school nurses eligible for a salary supplement
153 under this subparagraph (ii) shall not exceed thirty-five (35).

154 (iii) Any licensed school counselor who has met
155 the requirements and acquired a National Certified School
156 Counselor (NCSC) endorsement from the National Board of Certified
157 Counselors and who is employed by a local school board or the
158 State Board of Education as a counselor and not as an
159 administrator. Such licensed school counselor shall submit
160 documentation to the State Department of Education that the
161 endorsement 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 licensed school counselor shall submit such
164 documentation to the State Department of Education prior to
165 February 15 in order to be eligible for a prorated salary
166 supplement beginning with the second term of the school year.
167 However, any school counselor who started the National Board for
168 Professional Teaching Standards process for school counselors



169 between June 1, 2003, and June 30, 2004, and completes the
170 requirements and acquires the Master Teacher certificate shall be
171 entitled to the master teacher supplement, and those counselors
172 who complete the process shall be entitled to a one-time
173 reimbursement for the actual cost of the process as outlined in
174 paragraph (b) of this subsection.

175 (iv) Any licensed speech-language pathologist and
176 audiologist who has met the requirements and acquired a
177 Certificate of Clinical Competence from the American
178 Speech-Language-Hearing Association and any certified academic
179 language therapist (CALT) who has met the certification
180 requirements of the Academic Language Therapy Association and who
181 is employed by a local school board or is employed by a state
182 agency under the State Personnel Board. The licensed
183 speech-language pathologist and audiologist and certified academic
184 language therapist shall submit documentation to the State
185 Department of Education that the certificate or endorsement was
186 received before October 15 in order to be eligible for the full
187 salary supplement in the current school year, or the licensed
188 speech-language pathologist and audiologist and certified academic
189 language therapist shall submit the documentation to the State
190 Department of Education before February 15 in order to be eligible
191 for a prorated salary supplement beginning with the second term of
192 the school year. However, the total number of certified academic



193 language therapists eligible for a salary supplement under this
194 paragraph (iv) shall not exceed twenty (20).

195 (b) An employee shall be reimbursed * * * for the
196 actual cost of completing * * * each component of acquiring the
197 certificate or endorsement, excluding any costs incurred for
198 postgraduate courses, not to exceed Five Hundred Dollars (\$500.00)
199 for each component, not to exceed four (4) components, for a
200 teacher, school counselor or speech-language pathologist and
201 audiologist, regardless of whether or not the process resulted in
202 the award of the certificate or endorsement. A local school
203 district or any private individual or entity may pay the cost of
204 completing the process of acquiring the certificate or endorsement
205 for any employee of the school district described under paragraph
206 (a), and the State Department of Education shall reimburse the
207 school district for such cost, regardless of whether or not the
208 process resulted in the award of the certificate or endorsement.
209 If a private individual or entity has paid the cost of completing
210 the process of acquiring the certificate or endorsement for an
211 employee, the local school district may agree to directly
212 reimburse the individual or entity for such cost on behalf of the
213 employee.

214 (c) All salary supplements, fringe benefits and process
215 reimbursement authorized under this subsection shall be paid
216 directly by the State Department of Education to the local school
217 district and shall be in addition to its minimum education program



218 allotments and not a part thereof in accordance with regulations
219 promulgated by the State Board of Education. Local school
220 districts shall not reduce the local supplement paid to any
221 employee receiving such salary supplement, and the employee shall
222 receive any local supplement to which employees with similar
223 training and experience otherwise are entitled. However, an
224 educational employee shall receive the salary supplement in the
225 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
226 qualifying certifications authorized under paragraph (a) of this
227 subsection. No school district shall provide more than one (1)
228 annual salary supplement under the provisions of this subsection
229 to any one individual employee holding multiple qualifying
230 national certifications.

231 (d) * * * If an employee for whom such cost has been
232 paid, in full or in part, by a local school district or private
233 individual or entity fails to complete the certification or
234 endorsement process, the employee shall be liable to the school
235 district or individual or entity for all amounts paid by the
236 school district or individual or entity on behalf of that employee
237 toward his or her certificate or endorsement.

238 (3) (a) Effective July 1, 2007, if funds are available for
239 that purpose, the Legislature may authorize state funds for
240 additional base compensation for teachers holding licenses in
241 critical subject areas or the equivalent and who teach at least a



242 majority of their courses in a critical subject area, as
243 determined by the State Board of Education.

244 (b) Effective July 1, 2007, if funds are available for
245 that purpose, the Legislature may authorize state funds for
246 additional base compensation for teachers employed in a public
247 school district located in a geographic area of the state
248 designated as a critical teacher shortage area by the State Board
249 of Education.

250 (4) (a) This section shall be known and may be cited as the
251 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
252 the minimum base pay described in this section, only after full
253 funding of MAEP and if funds are available for that purpose, the
254 State of Mississippi may provide monies from state funds to school
255 districts for the purposes of rewarding certified teachers,
256 administrators and nonlicensed personnel at individual schools
257 showing improvement in student test scores. The MPBP plan shall
258 be developed by the State Department of Education based on the
259 following criteria:

260 (i) It is the express intent of this legislation
261 that the MPBP plan shall utilize only existing standards of
262 accreditation and assessment as established by the State Board of
263 Education.

264 (ii) To ensure that all of Mississippi's teachers,
265 administrators and nonlicensed personnel at all schools have equal
266 access to the monies set aside in this section, the MPBP program



267 shall be designed to calculate each school's performance as
268 determined by the school's increase in scores from the prior
269 school year. The MPBP program shall be based on a standardized
270 scores rating where all levels of schools can be judged in a
271 statistically fair and reasonable way upon implementation. At the
272 end of each year, after all student achievement scores have been
273 standardized, the State Department of Education shall implement
274 the MPBP plan.

275 (iii) To ensure all teachers cooperate in the
276 spirit of teamwork, individual schools shall submit a plan to the
277 local school district to be approved before the beginning of each
278 school year beginning July 1, 2008. The plan shall include, but
279 not be limited to, how all teachers, regardless of subject area,
280 and administrators will be responsible for improving student
281 achievement for their individual school.

282 (b) The State Board of Education shall develop the
283 processes and procedures for designating schools eligible to
284 participate in the MPBP. State assessment results, growth in
285 student achievement at individual schools and other measures
286 deemed appropriate in designating successful student achievement
287 shall be used in establishing MPBP criteria. The State Board of
288 Education shall develop the MPBP policies and procedures and
289 report to the Legislature and Governor by December 1, 2006.

290 (5) (a) Beginning in the 2008-2009 school year, if funds
291 are available for that purpose, each school in Mississippi shall



292 have mentor teachers, as defined by Sections 37-9-201 through
293 37-9-213, who shall receive additional base compensation provided
294 for by the State Legislature in the amount of One Thousand Dollars
295 (\$1,000.00) per each beginning teacher that is being mentored.
296 The additional state compensation shall be limited to those mentor
297 teachers that provide mentoring services to beginning teachers.
298 For the purposes of such funding, a beginning teacher shall be
299 defined as any teacher in any school in Mississippi that has less
300 than one (1) year of classroom experience teaching in a public
301 school. For the purposes of such funding, no full-time academic
302 teacher shall mentor more than two (2) beginning teachers.

303 (b) To be eligible for this state funding, the
304 individual school must have a classroom management program
305 approved by the local school board.

306 (6) Effective with the 2014-2015 school year, the school
307 districts participating in the Pilot Performance-Based
308 Compensation System pursuant to Section 37-19-9 may award
309 additional teacher and administrator pay based thereon.

310 **SECTION 2.** This act shall take effect and be in force from
311 and after July 1, 2016.

