

By: False

To: Education;  
Appropriations

HOUSE BILL NO. 852

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 REVISE THE MINIMUM TEACHER SALARY SCALE BY INCREASING THE MINIMUM  
3 SALARY; TO AMEND SECTION 37-21-7, MISSISSIPPI CODE OF 1972, TO  
4 INCREASE THE MINIMUM ANNUAL SALARY FOR TEACHER ASSISTANTS; AND FOR  
5 RELATED PURPOSES.

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

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

9 37-19-7. (1) The allowance in the Mississippi Adequate  
10 Education Program for teachers' salaries in each county and  
11 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 \* \* \*~~2019-2020 MINIMUM SALARY SCHEDULE~~

18 — Years

19 — Exp. — AAAA — AAA — AA — A



20	<del>0</del>	<del>40,608.00</del>	<del>39,444.00</del>	<del>38,280.00</del>	<del>35,890.00</del>
21	<del>1</del>	<del>40,608.00</del>	<del>39,444.00</del>	<del>38,280.00</del>	<del>35,890.00</del>
22	<del>2</del>	<del>40,608.00</del>	<del>39,444.00</del>	<del>38,280.00</del>	<del>35,890.00</del>
23	<del>3</del>	<del>41,402.00</del>	<del>40,171.00</del>	<del>38,940.00</del>	<del>36,385.00</del>
24	<del>4</del>	<del>42,196.00</del>	<del>40,898.00</del>	<del>39,600.00</del>	<del>36,880.00</del>
25	<del>5</del>	<del>42,990.00</del>	<del>41,625.00</del>	<del>40,260.00</del>	<del>37,375.00</del>
26	<del>6</del>	<del>43,784.00</del>	<del>42,352.00</del>	<del>40,920.00</del>	<del>37,870.00</del>
27	<del>7</del>	<del>44,578.00</del>	<del>43,079.00</del>	<del>41,580.00</del>	<del>38,365.00</del>
28	<del>8</del>	<del>45,372.00</del>	<del>43,806.00</del>	<del>42,240.00</del>	<del>38,860.00</del>
29	<del>9</del>	<del>46,166.00</del>	<del>44,533.00</del>	<del>42,900.00</del>	<del>39,355.00</del>
30	<del>10</del>	<del>46,960.00</del>	<del>45,260.00</del>	<del>43,560.00</del>	<del>39,850.00</del>
31	<del>11</del>	<del>47,754.00</del>	<del>45,987.00</del>	<del>44,220.00</del>	<del>40,345.00</del>
32	<del>12</del>	<del>48,548.00</del>	<del>46,714.00</del>	<del>44,880.00</del>	<del>40,840.00</del>
33	<del>13</del>	<del>49,342.00</del>	<del>47,441.00</del>	<del>45,540.00</del>	<del>41,335.00</del>
34	<del>14</del>	<del>50,136.00</del>	<del>48,168.00</del>	<del>46,200.00</del>	<del>41,830.00</del>
35	<del>15</del>	<del>50,930.00</del>	<del>48,895.00</del>	<del>46,860.00</del>	<del>42,325.00</del>
36	<del>16</del>	<del>51,724.00</del>	<del>49,622.00</del>	<del>47,520.00</del>	<del>42,820.00</del>
37	<del>17</del>	<del>52,518.00</del>	<del>50,349.00</del>	<del>48,180.00</del>	<del>43,315.00</del>
38	<del>18</del>	<del>53,312.00</del>	<del>51,076.00</del>	<del>48,840.00</del>	<del>43,810.00</del>
39	<del>19</del>	<del>54,106.00</del>	<del>51,803.00</del>	<del>49,500.00</del>	<del>44,305.00</del>
40	<del>20</del>	<del>54,900.00</del>	<del>52,530.00</del>	<del>50,160.00</del>	<del>44,800.00</del>
41	<del>21</del>	<del>55,694.00</del>	<del>53,257.00</del>	<del>50,820.00</del>	<del>45,295.00</del>
42	<del>22</del>	<del>56,488.00</del>	<del>53,984.00</del>	<del>51,480.00</del>	<del>45,790.00</del>
43	<del>23</del>	<del>57,282.00</del>	<del>54,711.00</del>	<del>52,140.00</del>	<del>46,285.00</del>
44	<del>24</del>	<del>58,076.00</del>	<del>55,438.00</del>	<del>52,800.00</del>	<del>46,780.00</del>



45	<del>25</del>	<del>60,930.00</del>	<del>58,225.00</del>	<del>55,520.00</del>	<del>49,335.00</del>
46	<del>26</del>	<del>61,724.00</del>	<del>58,952.00</del>	<del>56,180.00</del>	<del>49,830.00</del>
47	<del>27</del>	<del>62,518.00</del>	<del>59,679.00</del>	<del>56,840.00</del>	<del>50,325.00</del>
48	<del>28</del>	<del>63,312.00</del>	<del>60,406.00</del>	<del>57,500.00</del>	<del>50,820.00</del>
49	<del>29</del>	<del>64,106.00</del>	<del>61,133.00</del>	<del>58,160.00</del>	<del>51,315.00</del>
50	<del>30</del>	<del>64,900.00</del>	<del>61,860.00</del>	<del>58,820.00</del>	<del>51,810.00</del>
51	<del>31</del>	<del>65,694.00</del>	<del>62,587.00</del>	<del>59,480.00</del>	<del>52,305.00</del>
52	<del>32</del>	<del>66,488.00</del>	<del>63,314.00</del>	<del>60,140.00</del>	<del>52,800.00</del>
53	<del>33</del>	<del>67,282.00</del>	<del>64,041.00</del>	<del>60,800.00</del>	<del>53,295.00</del>
54	<del>34</del>	<del>68,076.00</del>	<del>64,768.00</del>	<del>61,460.00</del>	<del>53,790.00</del>
55	<del>35</del>				
56	<del>&amp; above</del>	<del>68,870.00</del>	<del>65,495.00</del>	<del>62,120.00</del>	<del>54,285.00</del>

**2021-2022 MINIMUM SALARY SCHEDULE**

58	<u>Years</u>				
59	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
60	<u>0</u>	<u>41,608.00</u>	<u>40,444.00</u>	<u>39,280.00</u>	<u>37,000.00</u>
61	<u>1</u>	<u>41,608.00</u>	<u>40,444.00</u>	<u>39,280.00</u>	<u>37,000.00</u>
62	<u>2</u>	<u>41,608.00</u>	<u>40,444.00</u>	<u>39,280.00</u>	<u>37,000.00</u>
63	<u>3</u>	<u>42,402.00</u>	<u>41,171.00</u>	<u>39,940.00</u>	<u>37,385.00</u>
64	<u>4</u>	<u>43,196.00</u>	<u>41,898.00</u>	<u>40,600.00</u>	<u>37,880.00</u>
65	<u>5</u>	<u>43,990.00</u>	<u>42,625.00</u>	<u>41,260.00</u>	<u>38,375.00</u>
66	<u>6</u>	<u>44,784.00</u>	<u>43,352.00</u>	<u>41,920.00</u>	<u>38,870.00</u>
67	<u>7</u>	<u>45,578.00</u>	<u>44,079.00</u>	<u>42,580.00</u>	<u>39,365.00</u>
68	<u>8</u>	<u>46,372.00</u>	<u>44,806.00</u>	<u>43,240.00</u>	<u>39,860.00</u>
69	<u>9</u>	<u>47,166.00</u>	<u>45,533.00</u>	<u>43,900.00</u>	<u>40,355.00</u>



70	<u>10</u>	<u>47,960.00</u>	<u>46,260.00</u>	<u>44,560.00</u>	<u>40,850.00</u>
71	<u>11</u>	<u>48,754.00</u>	<u>46,987.00</u>	<u>45,220.00</u>	<u>41,345.00</u>
72	<u>12</u>	<u>49,548.00</u>	<u>47,714.00</u>	<u>45,880.00</u>	<u>41,840.00</u>
73	<u>13</u>	<u>50,342.00</u>	<u>48,441.00</u>	<u>46,540.00</u>	<u>42,335.00</u>
74	<u>14</u>	<u>51,136.00</u>	<u>49,168.00</u>	<u>47,200.00</u>	<u>42,830.00</u>
75	<u>15</u>	<u>51,930.00</u>	<u>49,895.00</u>	<u>47,860.00</u>	<u>43,325.00</u>
76	<u>16</u>	<u>52,724.00</u>	<u>50,622.00</u>	<u>48,520.00</u>	<u>43,820.00</u>
77	<u>17</u>	<u>53,518.00</u>	<u>51,349.00</u>	<u>49,180.00</u>	<u>44,315.00</u>
78	<u>18</u>	<u>54,312.00</u>	<u>52,076.00</u>	<u>49,840.00</u>	<u>44,810.00</u>
79	<u>19</u>	<u>55,106.00</u>	<u>52,803.00</u>	<u>50,500.00</u>	<u>45,305.00</u>
80	<u>20</u>	<u>55,900.00</u>	<u>53,530.00</u>	<u>51,160.00</u>	<u>45,800.00</u>
81	<u>21</u>	<u>56,694.00</u>	<u>54,257.00</u>	<u>51,820.00</u>	<u>46,295.00</u>
82	<u>22</u>	<u>57,488.00</u>	<u>54,984.00</u>	<u>52,480.00</u>	<u>46,790.00</u>
83	<u>23</u>	<u>58,282.00</u>	<u>55,711.00</u>	<u>53,140.00</u>	<u>47,285.00</u>
84	<u>24</u>	<u>59,076.00</u>	<u>56,438.00</u>	<u>53,800.00</u>	<u>47,780.00</u>
85	<u>25</u>	<u>61,930.00</u>	<u>59,225.00</u>	<u>56,520.00</u>	<u>50,335.00</u>
86	<u>26</u>	<u>62,724.00</u>	<u>59,952.00</u>	<u>57,180.00</u>	<u>50,830.00</u>
87	<u>27</u>	<u>63,518.00</u>	<u>60,679.00</u>	<u>57,840.00</u>	<u>51,325.00</u>
88	<u>28</u>	<u>64,312.00</u>	<u>61,406.00</u>	<u>58,500.00</u>	<u>51,820.00</u>
89	<u>29</u>	<u>65,106.00</u>	<u>62,133.00</u>	<u>59,160.00</u>	<u>52,315.00</u>
90	<u>30</u>	<u>65,900.00</u>	<u>62,860.00</u>	<u>59,820.00</u>	<u>52,810.00</u>
91	<u>31</u>	<u>66,694.00</u>	<u>63,587.00</u>	<u>60,480.00</u>	<u>53,305.00</u>
92	<u>32</u>	<u>67,488.00</u>	<u>64,314.00</u>	<u>61,140.00</u>	<u>53,800.00</u>
93	<u>33</u>	<u>68,282.00</u>	<u>65,041.00</u>	<u>61,800.00</u>	<u>54,295.00</u>
94	<u>34</u>	<u>69,076.00</u>	<u>65,768.00</u>	<u>62,460.00</u>	<u>54,790.00</u>



95           35

96           & above 69,870.00           66,495.00           63,120.00           55,285.00

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

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

116           The level of professional training of each teacher to be used  
117 in establishing the salary allotment for the teachers for each  
118 year shall be determined by the type of valid teacher's license  
119 issued to those teachers on or before October 1 of the current



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

126 (2) (a) The following employees shall receive an annual  
127 salary supplement in the amount of Six Thousand Dollars  
128 (\$6,000.00), plus fringe benefits, in addition to any other  
129 compensation to which the employee may be entitled:

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

142 (ii) A licensed nurse who has met the requirements  
143 and acquired a certificate from the National Board for  
144 Certification of School Nurses, Inc., and who is employed by a



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

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



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

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





195 language therapists eligible for a salary supplement under this  
196 subparagraph (iv) shall not exceed twenty (20).

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

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



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

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

240 (3) The following employees shall receive an annual salary  
241 supplement in the amount of Four Thousand Dollars (\$4,000.00),  
242 plus fringe benefits, in addition to any other compensation to  
243 which the employee may be entitled:



244 Effective July 1, 2016, if funds are available for that  
245 purpose, any licensed teacher who has met the requirements and  
246 acquired a Master Teacher Certificate from the National Board for  
247 Professional Teaching Standards and who is employed in a public  
248 school district located in one (1) of the following counties:  
249 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,  
250 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,  
251 Holmes, Yazoo and Tallahatchie. The salary supplement awarded  
252 under the provisions of this subsection (3) shall be in addition  
253 to the salary supplement awarded under the provisions of  
254 subsection (2) of this section.

255 Teachers who meet the qualifications for a salary supplement  
256 under this subsection (3) who are assigned for less than one (1)  
257 full year or less than full time for the school year shall receive  
258 the salary supplement in a prorated manner, with the portion of  
259 the teacher's assignment to the critical geographic area to be  
260 determined as of June 15th of the school year.

261 (4) (a) This section shall be known and may be cited as the  
262 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to  
263 the minimum base pay described in this section, only after full  
264 funding of MAEP and if funds are available for that purpose, the  
265 State of Mississippi may provide monies from state funds to school  
266 districts for the purposes of rewarding certified teachers,  
267 administrators and nonlicensed personnel at individual schools  
268 showing improvement in student test scores. The MPBP plan shall



269 be developed by the State Department of Education based on the  
270 following criteria:

271 (i) It is the express intent of this legislation  
272 that the MPBP plan shall utilize only existing standards of  
273 accreditation and assessment as established by the State Board of  
274 Education.

275 (ii) To ensure that all of Mississippi's teachers,  
276 administrators and nonlicensed personnel at all schools have equal  
277 access to the monies set aside in this section, the MPBP program  
278 shall be designed to calculate each school's performance as  
279 determined by the school's increase in scores from the prior  
280 school year. The MPBP program shall be based on a standardized  
281 scores rating where all levels of schools can be judged in a  
282 statistically fair and reasonable way upon implementation. At the  
283 end of each year, after all student achievement scores have been  
284 standardized, the State Department of Education shall implement  
285 the MPBP plan.

286 (iii) To ensure all teachers cooperate in the  
287 spirit of teamwork, individual schools shall submit a plan to the  
288 local school district to be approved before the beginning of each  
289 school year beginning July 1, 2008. The plan shall include, but  
290 not be limited to, how all teachers, regardless of subject area,  
291 and administrators will be responsible for improving student  
292 achievement for their individual school.



293 (b) The State Board of Education shall develop the  
294 processes and procedures for designating schools eligible to  
295 participate in the MPBP. State assessment results, growth in  
296 student achievement at individual schools and other measures  
297 deemed appropriate in designating successful student achievement  
298 shall be used in establishing MPBP criteria. The State Board of  
299 Education shall develop the MPBP policies and procedures and  
300 report to the Legislature and Governor by December 1, 2006.

301 (5) (a) Beginning in the 2008-2009 school year, if funds  
302 are available for that purpose, each school in Mississippi shall  
303 have mentor teachers, as defined by Sections 37-9-201 through  
304 37-9-213, who shall receive additional base compensation provided  
305 for by the State Legislature in the amount of One Thousand Dollars  
306 (\$1,000.00) per each beginning teacher that is being mentored.  
307 The additional state compensation shall be limited to those mentor  
308 teachers that provide mentoring services to beginning teachers.  
309 For the purposes of such funding, a beginning teacher shall be  
310 defined as any teacher in any school in Mississippi that has less  
311 than one (1) year of classroom experience teaching in a public  
312 school. For the purposes of such funding, no full-time academic  
313 teacher shall mentor more than two (2) beginning teachers.

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



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

321 **SECTION 2.** Section 37-21-7, Mississippi Code of 1972, is  
322 amended as follows:

323 37-21-7. (1) This section shall be referred to as the  
324 "Mississippi Elementary Schools Assistant Teacher Program," the  
325 purpose of which shall be to provide an early childhood education  
326 program that assists in the instruction of basic skills. The  
327 State Board of Education is authorized, empowered and directed to  
328 implement a statewide system of assistant teachers in kindergarten  
329 classes and in the first, second and third grades. The assistant  
330 teacher shall assist pupils in actual instruction under the strict  
331 supervision of a licensed teacher.

332 (2) (a) Except as otherwise authorized under subsection  
333 (7), each school district shall employ the total number of  
334 assistant teachers funded under subsection (6) of this section.  
335 The superintendent of each district shall assign the assistant  
336 teachers to the kindergarten, first-, second- and third-grade  
337 classes in the district in a manner that will promote the maximum  
338 efficiency, as determined by the superintendent, in the  
339 instruction of skills such as verbal and linguistic skills,  
340 logical and mathematical skills, and social skills.



341 (b) If a licensed teacher to whom an assistant teacher  
342 has been assigned is required to be absent from the classroom, the  
343 assistant teacher may assume responsibility for the classroom in  
344 lieu of a substitute teacher. However, no assistant teacher shall  
345 assume sole responsibility of the classroom for more than three  
346 (3) consecutive school days. Further, in no event shall any  
347 assistant teacher be assigned to serve as a substitute teacher for  
348 any teacher other than the licensed teacher to whom that assistant  
349 teacher has been assigned.

350 (3) Assistant teachers shall have, at a minimum, a high  
351 school diploma or a High School Equivalency Diploma equivalent,  
352 and shall show demonstratable proficiency in reading and writing  
353 skills. The State Department of Education shall develop a testing  
354 procedure for assistant teacher applicants to be used in all  
355 school districts in the state.

356 (4) (a) In order to receive funding, each school district  
357 shall:

358 (i) Submit a plan on the implementation of a  
359 reading improvement program to the State Department of Education;  
360 and

361 (ii) Develop a plan of educational accountability  
362 and assessment of performance, including pretests and posttests,  
363 for reading in Grades 1 through 6.

364 (b) Additionally, each school district shall:



365 (i) Provide annually a mandatory preservice  
366 orientation session, using an existing in-school service day, for  
367 administrators and teachers on the effective use of assistant  
368 teachers as part of a team in the classroom setting and on the  
369 role of assistant teachers, with emphasis on program goals;

370 (ii) Hold periodic workshops for administrators  
371 and teachers on the effective use and supervision of assistant  
372 teachers;

373 (iii) Provide training annually on specific  
374 instructional skills for assistant teachers;

375 (iv) Annually evaluate their program in accordance  
376 with their educational accountability and assessment of  
377 performance plan; and

378 (v) Designate the necessary personnel to supervise  
379 and report on their program.

380 (5) The State Department of Education shall:

381 (a) Develop and assist in the implementation of a  
382 statewide uniform training module, subject to the availability of  
383 funds specifically appropriated therefor by the Legislature, which  
384 shall be used in all school districts for training administrators,  
385 teachers and assistant teachers. The module shall provide for the  
386 consolidated training of each assistant teacher and teacher to  
387 whom the assistant teacher is assigned, working together as a  
388 team, and shall require further periodic training for





389 administrators, teachers and assistant teachers regarding the role  
390 of assistant teachers;

391 (b) Annually evaluate the program on the district and  
392 state level. Subject to the availability of funds specifically  
393 appropriated therefor by the Legislature, the department shall  
394 develop: (i) uniform evaluation reports, to be performed by the  
395 principal or assistant principal, to collect data for the annual  
396 overall program evaluation conducted by the department; or (ii) a  
397 program evaluation model that, at a minimum, addresses process  
398 evaluation; and

399 (c) Promulgate rules, regulations and such other  
400 standards deemed necessary to effectuate the purposes of this  
401 section. Noncompliance with the provisions of this section and  
402 any rules, regulations or standards adopted by the department may  
403 result in a violation of compulsory accreditation standards as  
404 established by the State Board of Education and the Commission on  
405 School Accreditation.

406 (6) In addition to other funds allotted under the Minimum  
407 Education or Adequate Education Program, each school district  
408 shall be allotted sufficient funding for the purpose of employing  
409 assistant teachers. No assistant teacher shall be paid less than  
410 the amount he or she received in the prior school year. No school  
411 district shall receive any funds under this section for any school  
412 year during which the aggregate amount of the local contribution



413 to the salaries of assistant teachers by the district shall have  
414 been reduced below such amount for the previous year.

415 \* \* \* ~~For the 2019-2020 school year and school years~~  
416 ~~thereafter, the minimum annual salary for assistant teachers shall~~  
417 ~~be Fourteen Thousand Dollars (\$14,000.00).~~

418 For assistant teachers, the minimum annual salary shall be as  
419 follows:

420 2021-2022 Minimum Salary.....\$15,200.00

421 In addition, for each one percent (1%) that the Sine Die  
422 General Fund Revenue Estimate Growth exceeds five percent (5%) in  
423 fiscal year 2006, as certified by the Legislative Budget Office to  
424 the State Board of Education and subject to the specific  
425 appropriation therefor by the Legislature, the State Board of  
426 Education shall revise the salary scale in the appropriate year to  
427 provide an additional one percent (1%) across-the-board increase  
428 in the base salaries for assistant teachers. The State Board of  
429 Education shall revise the salaries prescribed above for assistant  
430 teachers to conform to any adjustments made in prior fiscal years  
431 due to revenue growth over and above five percent (5%). The  
432 assistant teachers shall not be restricted to working only in the  
433 grades for which the funds were allotted, but may be assigned to  
434 other classes as provided in subsection (2)(a) of this section.

435 (7) (a) As an alternative to employing assistant teachers,  
436 any school district may use the allotment provided under  
437 subsection (6) of this section for the purpose of employing



438 licensed teachers for kindergarten, first-, second- and  
439 third-grade classes; however, no school district shall be  
440 authorized to use the allotment for assistant teachers for the  
441 purpose of employing licensed teachers unless the district has  
442 established that the employment of licensed teachers using such  
443 funds will reduce the teacher:student ratio in the kindergarten,  
444 first-, second- and third-grade classes. All state funds for  
445 assistant teachers shall be applied to reducing teacher:student  
446 ratio in Grades K-3.

447 It is the intent of the Legislature that no school district  
448 shall dismiss any assistant teacher for the purpose of using the  
449 assistant teacher allotment to employ licensed teachers. School  
450 districts may rely only upon normal attrition to reduce the number  
451 of assistant teachers employed in that district.

452 (b) Districts meeting the highest levels of  
453 accreditation standards, as defined by the State Board of  
454 Education, shall be exempted from the provisions of subsection (4)  
455 of this section.

456 **SECTION 3.** This act shall take effect and be in force from  
457 and after July 1, 2021, and shall stand repealed on June 30, 2021.

