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 Stamps, Foster, Clark, Thompson, Tubb, Summers, Faulkner, Johnson,
 Hines

To: Appropriations

HOUSE BILL NO. 530

1 AN ACT TO CREATE THE "STRATEGICALLY ACCELERATING THE
 2 RECRUITMENT AND RETENTION OF TEACHERS (START) ACT OF 2022," FOR
 3 THE PURPOSE OF PROVIDING FOR AN INCREASE TO THE MINIMUM TEACHER
 4 SALARY SCALE; TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972,
 5 TO PROVIDE FOR AN INCREASE TO THE MINIMUM TEACHER SALARY SCALE; TO
 6 DELETE THE CAP ON THE NUMBER OF NATIONAL BOARD-CERTIFIED NURSES
 7 AND SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS EMPLOYED BY
 8 SCHOOL DISTRICTS WHO ARE ALLOWED TO RECEIVE THE SALARY SUPPLEMENT
 9 FOR NATIONAL BOARD CERTIFICATION; TO REQUIRE THE PAYMENT OF AN
 10 ANNUAL SALARY SUPPLEMENT TO STATE-LICENSED ATHLETIC TRAINERS
 11 EMPLOYED BY A SCHOOL DISTRICT WHO HAVE ACQUIRED NATIONAL BOARD
 12 CERTIFICATION; TO AMEND SECTION 37-21-7, MISSISSIPPI CODE OF 1972,
 13 TO PROVIDE AN INCREASE TO THE MINIMUM BASE SALARY FOR TEACHER
 14 ASSISTANTS; AND FOR RELATED PURPOSES.

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

16 **SECTION 1.** This act shall be known, and may be cited, as the
 17 "Strategically Accelerating the Recruitment and Retention of
 18 Teachers (START) Act of 2022."

19 **SECTION 2.** Section 37-19-7, Mississippi Code of 1972, is
 20 amended as follows:

21 37-19-7. (1) The allowance in the Mississippi Adequate
 22 Education Program for teachers' salaries in each * * * public
 23 school district shall be determined and paid in accordance with
 24 the scale for teachers' salaries as provided in this subsection.



25 For teachers holding the following types of licenses or the
26 equivalent as determined by the State Board of Education, and the
27 following number of years of teaching experience, the scale shall
28 be as follows:

29 * * *

30 **2022-2023 AND SUBSEQUENT YEARS MINIMUM SALARY SCHEDULE**

31 Years

32	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
33	<u>0</u>	<u>45,608.00</u>	<u>44,944.00</u>	<u>44,280.00</u>	<u>43,000.00</u>
34	<u>1</u>	<u>45,608.00</u>	<u>44,944.00</u>	<u>44,280.00</u>	<u>43,000.00</u>
35	<u>2</u>	<u>45,608.00</u>	<u>44,944.00</u>	<u>44,280.00</u>	<u>43,000.00</u>
36	<u>3</u>	<u>46,402.00</u>	<u>45,421.00</u>	<u>44,690.00</u>	<u>43,135.00</u>
37	<u>4</u>	<u>47,196.00</u>	<u>45,898.00</u>	<u>45,100.00</u>	<u>43,380.00</u>
38	<u>5</u>	<u>47,990.00</u>	<u>46,625.00</u>	<u>45,510.00</u>	<u>43,625.00</u>
39	<u>6</u>	<u>48,784.00</u>	<u>47,352.00</u>	<u>45,920.00</u>	<u>43,870.00</u>
40	<u>7</u>	<u>49,578.00</u>	<u>48,079.00</u>	<u>46,580.00</u>	<u>44,115.00</u>
41	<u>8</u>	<u>50,372.00</u>	<u>48,806.00</u>	<u>47,240.00</u>	<u>44,360.00</u>
42	<u>9</u>	<u>51,166.00</u>	<u>49,533.00</u>	<u>47,900.00</u>	<u>44,605.00</u>
43	<u>10</u>	<u>51,960.00</u>	<u>50,260.00</u>	<u>48,560.00</u>	<u>44,850.00</u>
44	<u>11</u>	<u>52,754.00</u>	<u>50,987.00</u>	<u>49,220.00</u>	<u>45,345.00</u>
45	<u>12</u>	<u>53,548.00</u>	<u>51,714.00</u>	<u>49,880.00</u>	<u>45,840.00</u>
46	<u>13</u>	<u>54,342.00</u>	<u>52,441.00</u>	<u>50,540.00</u>	<u>46,335.00</u>
47	<u>14</u>	<u>55,136.00</u>	<u>53,168.00</u>	<u>51,200.00</u>	<u>46,830.00</u>
48	<u>15</u>	<u>55,930.00</u>	<u>53,895.00</u>	<u>51,860.00</u>	<u>47,325.00</u>
49	<u>16</u>	<u>56,724.00</u>	<u>54,622.00</u>	<u>52,520.00</u>	<u>47,820.00</u>



50	<u>17</u>	<u>57,518.00</u>	<u>55,349.00</u>	<u>53,180.00</u>	<u>48,315.00</u>
51	<u>18</u>	<u>58,312.00</u>	<u>56,076.00</u>	<u>53,840.00</u>	<u>48,810.00</u>
52	<u>19</u>	<u>59,106.00</u>	<u>56,803.00</u>	<u>54,500.00</u>	<u>49,305.00</u>
53	<u>20</u>	<u>59,900.00</u>	<u>57,530.00</u>	<u>55,160.00</u>	<u>49,800.00</u>
54	<u>21</u>	<u>60,694.00</u>	<u>58,257.00</u>	<u>55,820.00</u>	<u>50,295.00</u>
55	<u>22</u>	<u>61,488.00</u>	<u>58,984.00</u>	<u>56,480.00</u>	<u>50,790.00</u>
56	<u>23</u>	<u>62,282.00</u>	<u>59,711.00</u>	<u>57,140.00</u>	<u>51,285.00</u>
57	<u>24</u>	<u>63,076.00</u>	<u>60,438.00</u>	<u>57,800.00</u>	<u>51,780.00</u>
58	<u>25</u>	<u>65,930.00</u>	<u>63,225.00</u>	<u>60,520.00</u>	<u>54,335.00</u>
59	<u>26</u>	<u>66,724.00</u>	<u>63,952.00</u>	<u>61,180.00</u>	<u>54,830.00</u>
60	<u>27</u>	<u>67,518.00</u>	<u>64,679.00</u>	<u>61,840.00</u>	<u>55,325.00</u>
61	<u>28</u>	<u>68,312.00</u>	<u>65,406.00</u>	<u>62,500.00</u>	<u>55,820.00</u>
62	<u>29</u>	<u>69,106.00</u>	<u>66,133.00</u>	<u>63,160.00</u>	<u>56,315.00</u>
63	<u>30</u>	<u>69,900.00</u>	<u>66,860.00</u>	<u>63,820.00</u>	<u>56,810.00</u>
64	<u>31</u>	<u>70,694.00</u>	<u>67,587.00</u>	<u>64,480.00</u>	<u>57,305.00</u>
65	<u>32</u>	<u>71,488.00</u>	<u>68,314.00</u>	<u>65,140.00</u>	<u>57,800.00</u>
66	<u>33</u>	<u>72,282.00</u>	<u>69,041.00</u>	<u>65,800.00</u>	<u>58,295.00</u>
67	<u>34</u>	<u>73,076.00</u>	<u>69,768.00</u>	<u>66,460.00</u>	<u>58,790.00</u>
68	<u>35 & above</u>				
69		<u>73,870.00</u>	<u>70,495.00</u>	<u>67,120.00</u>	<u>59,285.00</u>

70 It is the intent of the Legislature that any state funds made
71 available for salaries of licensed personnel in excess of the
72 funds paid for such salaries for the 1986-1987 school year shall
73 be paid to licensed personnel pursuant to a personnel appraisal
74 and compensation system implemented by the State Board of



75 Education. The State Board of Education shall have the authority
76 to adopt and amend rules and regulations as are necessary to
77 establish, administer and maintain the system.

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

89 The level of professional training of each teacher to be used
90 in establishing the salary allotment for the teachers for each
91 year shall be determined by the type of valid teacher's license
92 issued to those teachers on or before October 1 of the current
93 school year. * * * However, * * * school districts are
94 authorized, in their discretion, to negotiate the salary levels
95 applicable to * * * licensed employees who are receiving
96 retirement benefits from the retirement system of another state,
97 and the annual experience increment provided above in Section
98 37-19-7 shall not be applicable to any such retired certificated
99 employee.



100 (2) (a) The following employees shall receive an annual
101 salary supplement in the amount of Six Thousand Dollars
102 (\$6,000.00), plus fringe benefits, in addition to any other
103 compensation to which the employee may be entitled:

104 (i) Any licensed teacher who has met the
105 requirements and acquired a Master Teacher certificate from the
106 National Board for Professional Teaching Standards and who is
107 employed by a local school board or the State Board of Education
108 as a teacher and not as an administrator. Such teacher shall
109 submit documentation to the State Department of Education that the
110 certificate was received prior to October 15 in order to be
111 eligible for the full salary supplement in the current school
112 year, or the teacher shall submit such documentation to the State
113 Department of Education prior to February 15 in order to be
114 eligible for a prorated salary supplement beginning with the
115 second term of the school year.

116 (ii) A licensed nurse who has met the requirements
117 and acquired a certificate from the National Board for
118 Certification of School Nurses, Inc., and who is employed by a
119 local school board or the State Board of Education as a school
120 nurse and not as an administrator. The licensed school nurse
121 shall submit documentation to the State Department of Education
122 that the certificate was received before October 15 in order to be
123 eligible for the full salary supplement in the current school
124 year, or the licensed school nurse shall submit the documentation



125 to the State Department of Education before February 15 in order
126 to be eligible for a prorated salary supplement beginning with the
127 second term of the school year. * * *

128 (iii) Any licensed school counselor who has met
129 the requirements and acquired a National Certified School
130 Counselor (NCSC) endorsement from the National Board of Certified
131 Counselors and who is employed by a local school board or the
132 State Board of Education as a counselor and not as an
133 administrator. Such licensed school counselor shall submit
134 documentation to the State Department of Education that the
135 endorsement was received prior to October 15 in order to be
136 eligible for the full salary supplement in the current school
137 year, or the licensed school counselor shall submit such
138 documentation to the State Department of Education prior to
139 February 15 in order to be eligible for a prorated salary
140 supplement beginning with the second term of the school year.
141 However, any school counselor who started the National Board for
142 Professional Teaching Standards process for school counselors
143 between June 1, 2003, and June 30, 2004, and completes the
144 requirements and acquires the Master Teacher certificate shall be
145 entitled to the master teacher supplement, and those counselors
146 who complete the process shall be entitled to a one-time
147 reimbursement for the actual cost of the process as outlined in
148 paragraph (b) of this subsection.



149 (iv) Any licensed speech-language pathologist and
150 audiologist who has met the requirements and acquired a
151 Certificate of Clinical Competence from the American
152 Speech-Language-Hearing Association and any certified academic
153 language therapist (CALT) who has met the certification
154 requirements of the Academic Language Therapy Association and who
155 is employed by a local school board * * *. The licensed
156 speech-language pathologist and audiologist and certified academic
157 language therapist shall submit documentation to the State
158 Department of Education that the certificate or endorsement was
159 received before October 15 in order to be eligible for the full
160 salary supplement in the current school year, or the licensed
161 speech-language pathologist and audiologist and certified academic
162 language therapist shall submit the documentation to the State
163 Department of Education before February 15 in order to be eligible
164 for a prorated salary supplement beginning with the second term of
165 the school year. * * *

166 (v) Any licensed athletic trainer who has met the
167 requirements and acquired Board Certification for the Athletic
168 Trainer from the Board of Certification, Inc., and who is employed
169 by a local school board or the State Board of Education as an
170 athletic trainer and not as an administrator. The licensed
171 athletic trainer shall submit documentation to the State
172 Department of Education that the certificate was received before
173 October 15 in order to be eligible for the full salary supplement



174 in the current school year, or the licensed athletic trainer shall
175 submit the documentation to the State Department of Education
176 before February 15 in order to be eligible for a prorated salary
177 supplement beginning with the second term of the school year.

178 (b) An employee shall be reimbursed for the actual cost
179 of completing each component of acquiring the certificate or
180 endorsement, excluding any costs incurred for postgraduate
181 courses, not to exceed Five Hundred Dollars (\$500.00) for each
182 component, not to exceed four (4) components, for a teacher,
183 school counselor or speech-language pathologist and audiologist,
184 regardless of whether or not the process resulted in the award of
185 the certificate or endorsement. A local school district or any
186 private individual or entity may pay the cost of completing the
187 process of acquiring the certificate or endorsement for any
188 employee of the school district described under paragraph (a), and
189 the State Department of Education shall reimburse the school
190 district for such cost, regardless of whether or not the process
191 resulted in the award of the certificate or endorsement. If a
192 private individual or entity has paid the cost of completing the
193 process of acquiring the certificate or endorsement for an
194 employee, the local school district may agree to directly
195 reimburse the individual or entity for such cost on behalf of the
196 employee.

197 (c) All salary supplements, fringe benefits and process
198 reimbursement authorized under this subsection shall be paid



199 directly by the State Department of Education to the local school
200 district and shall be in addition to its * * * adequate education
201 program allotments and not a part thereof in accordance with
202 regulations promulgated by the State Board of Education. Local
203 school districts shall not reduce the local supplement paid to any
204 employee receiving such salary supplement, and the employee shall
205 receive any local supplement to which employees with similar
206 training and experience otherwise are entitled. However, an
207 educational employee shall receive the salary supplement in the
208 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
209 qualifying certifications authorized under paragraph (a) of this
210 subsection. No school district shall provide more than one (1)
211 annual salary supplement under the provisions of this subsection
212 to any one (1) individual employee holding multiple qualifying
213 national certifications.

214 (d) If an employee for whom such cost has been paid, in
215 full or in part, by a local school district or private individual
216 or entity fails to complete the certification or endorsement
217 process, the employee shall be liable to the school district or
218 individual or entity for all amounts paid by the school district
219 or individual or entity on behalf of that employee toward his or
220 her certificate or endorsement.

221 (3) The following employees shall receive an annual salary
222 supplement in the amount of Four Thousand Dollars (\$4,000.00),



223 plus fringe benefits, in addition to any other compensation to
224 which the employee may be entitled:

225 Effective July 1, 2016, if funds are available for that
226 purpose, any licensed teacher who has met the requirements and
227 acquired a Master Teacher Certificate from the National Board for
228 Professional Teaching Standards and who is employed in a public
229 school district located in one (1) of the following counties:
230 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
231 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,
232 Holmes, Yazoo and Tallahatchie. The salary supplement awarded
233 under the provisions of this subsection (3) shall be in addition
234 to the salary supplement awarded under the provisions of
235 subsection (2) of this section.

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

242 (4) (a) This section shall be known and may be cited as the
243 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
244 the minimum base pay described in this section, only after full
245 funding of MAEP and if funds are available for that purpose, the
246 State of Mississippi may provide monies from state funds to school
247 districts for the purposes of rewarding * * * licensed teachers,



248 administrators and nonlicensed personnel at individual schools
249 showing improvement in student test scores. The MPBP plan shall
250 be developed by the State Department of Education based on the
251 following criteria:

252 (i) It is the express intent of this legislation
253 that the MPBP plan shall utilize only existing standards of
254 accreditation and assessment as established by the State Board of
255 Education.

256 (ii) To ensure that all of Mississippi's teachers,
257 administrators and nonlicensed personnel at all schools have equal
258 access to the monies set aside in this section, the MPBP program
259 shall be designed to calculate each school's performance as
260 determined by the school's increase in scores from the prior
261 school year. The MPBP program shall be based on a standardized
262 scores rating where all levels of schools can be judged in a
263 statistically fair and reasonable way upon implementation. At the
264 end of each year, after all student achievement scores have been
265 standardized, the State Department of Education shall implement
266 the MPBP plan.

267 (iii) To ensure all teachers cooperate in the
268 spirit of teamwork, individual schools shall submit a plan to the
269 local school district to be approved before the beginning of each
270 school year beginning July 1, 2008. The plan shall include, but
271 not be limited to, how all teachers, regardless of subject area,



272 and administrators will be responsible for improving student
273 achievement for their individual school.

274 (b) The State Board of Education shall develop the
275 processes and procedures for designating schools eligible to
276 participate in the MPBP. State assessment results, growth in
277 student achievement at individual schools and other measures
278 deemed appropriate in designating successful student achievement
279 shall be used in establishing MPBP criteria. * * *

280 (5) (a) * * * If funds are available for that purpose,
281 each school in Mississippi shall have mentor teachers, as defined
282 by Sections 37-9-201 through 37-9-213, who shall receive
283 additional base compensation provided for by the State Legislature
284 in the amount of One Thousand Dollars (\$1,000.00) per each
285 beginning teacher that is being mentored. The additional state
286 compensation shall be limited to those mentor teachers that
287 provide mentoring services to beginning teachers. For the
288 purposes of such funding, a beginning teacher shall be defined as
289 any teacher in any school in Mississippi that has less than one
290 (1) year of classroom experience teaching in a public school. For
291 the purposes of such funding, no full-time academic teacher shall
292 mentor more than two (2) beginning teachers.

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



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

300 **SECTION 3.** Section 37-21-7, Mississippi Code of 1972, is
301 amended as follows:

302 37-21-7. (1) This section shall be referred to as the
303 "Mississippi Elementary Schools Assistant Teacher Program," the
304 purpose of which shall be to provide an early childhood education
305 program that assists in the instruction of basic skills. The
306 State Board of Education is authorized, empowered and directed to
307 implement a statewide system of assistant teachers in kindergarten
308 classes and in the first, second and third grades. The assistant
309 teacher shall assist pupils in actual instruction under the strict
310 supervision of a licensed teacher.

311 (2) (a) Except as otherwise authorized under subsection
312 (7), each school district shall employ the total number of
313 assistant teachers funded under subsection (6) of this section.
314 The superintendent of each district shall assign the assistant
315 teachers to the kindergarten, first-, second- and third-grade
316 classes in the district in a manner that will promote the maximum
317 efficiency, as determined by the superintendent, in the
318 instruction of skills such as verbal and linguistic skills,
319 logical and mathematical skills, and social skills.



320 (b) If a licensed teacher to whom an assistant teacher
321 has been assigned is required to be absent from the classroom, the
322 assistant teacher may assume responsibility for the classroom in
323 lieu of a substitute teacher. However, no assistant teacher shall
324 assume sole responsibility of the classroom for more than three
325 (3) consecutive school days. Further, in no event shall any
326 assistant teacher be assigned to serve as a substitute teacher for
327 any teacher other than the licensed teacher to whom that assistant
328 teacher has been assigned.

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

335 (4) (a) In order to receive funding, each school district
336 shall:

337 (i) Submit a plan on the implementation of a
338 reading improvement program to the State Department of Education;
339 and

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

343 (b) Additionally, each school district shall:



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

349 (ii) Hold periodic workshops for administrators
350 and teachers on the effective use and supervision of assistant
351 teachers;

352 (iii) Provide training annually on specific
353 instructional skills for assistant teachers;

354 (iv) Annually evaluate their program in accordance
355 with their educational accountability and assessment of
356 performance plan; and

357 (v) Designate the necessary personnel to supervise
358 and report on their program.

359 (5) The State Department of Education shall:

360 (a) Develop and assist in the implementation of a
361 statewide uniform training module, subject to the availability of
362 funds specifically appropriated therefor by the Legislature, which
363 shall be used in all school districts for training administrators,
364 teachers and assistant teachers. The module shall provide for the
365 consolidated training of each assistant teacher and teacher to
366 whom the assistant teacher is assigned, working together as a
367 team, and shall require further periodic training for



368 administrators, teachers and assistant teachers regarding the role
369 of assistant teachers;

370 (b) Annually evaluate the program on the district and
371 state level. Subject to the availability of funds specifically
372 appropriated therefor by the Legislature, the department shall
373 develop: (i) uniform evaluation reports, to be performed by the
374 principal or assistant principal, to collect data for the annual
375 overall program evaluation conducted by the department; or (ii) a
376 program evaluation model that, at a minimum, addresses process
377 evaluation; and

378 (c) Promulgate rules, regulations and such other
379 standards deemed necessary to effectuate the purposes of this
380 section. Noncompliance with the provisions of this section and
381 any rules, regulations or standards adopted by the department may
382 result in a violation of compulsory accreditation standards as
383 established by the State Board of Education and the Commission on
384 School Accreditation.

385 (6) In addition to other funds allotted under the Minimum
386 Education or Adequate Education Program, each school district
387 shall be allotted sufficient funding for the purpose of employing
388 assistant teachers. No assistant teacher shall be paid less than
389 the amount he or she received in the prior school year. No school
390 district shall receive any funds under this section for any school
391 year during which the aggregate amount of the local contribution



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

394 For assistant teachers, the minimum annual salary shall be as
395 follows:

396 * * * 2022-2023 Minimum Salary..... \$17,000.00

397 In addition, for each one percent (1%) that the Sine Die
398 General Fund Revenue Estimate Growth exceeds five percent (5%) in
399 fiscal year 2006, as certified by the Legislative Budget Office to
400 the State Board of Education and subject to the specific
401 appropriation therefor by the Legislature, the State Board of
402 Education shall revise the salary scale in the appropriate year to
403 provide an additional one percent (1%) across-the-board increase
404 in the base salaries for assistant teachers. The State Board of
405 Education shall revise the salaries prescribed above for assistant
406 teachers to conform to any adjustments made in prior fiscal years
407 due to revenue growth over and above five percent (5%). The
408 assistant teachers shall not be restricted to working only in the
409 grades for which the funds were allotted, but may be assigned to
410 other classes as provided in subsection (2)(a) of this section.

411 (7) (a) As an alternative to employing assistant teachers,
412 any school district may use the allotment provided under
413 subsection (6) of this section for the purpose of employing
414 licensed teachers for kindergarten, first-, second- and
415 third-grade classes; however, no school district shall be
416 authorized to use the allotment for assistant teachers for the



417 purpose of employing licensed teachers unless the district has
418 established that the employment of licensed teachers using such
419 funds will reduce the teacher:student ratio in the kindergarten,
420 first-, second- and third-grade classes. All state funds for
421 assistant teachers shall be applied to reducing teacher:student
422 ratio in Grades K-3.

423 It is the intent of the Legislature that no school district
424 shall dismiss any assistant teacher for the purpose of using the
425 assistant teacher allotment to employ licensed teachers. School
426 districts may rely only upon normal attrition to reduce the number
427 of assistant teachers employed in that district.

428 (b) Districts meeting the highest levels of
429 accreditation standards, as defined by the State Board of
430 Education, shall be exempted from the provisions of subsection (4)
431 of this section.

432 **SECTION 4.** This act shall take effect and be in force from
433 and after its passage, and the amendments to subparagraphs (ii),
434 (iv) and (v) of Section 37-19-7(2) (a) in this act shall be
435 retroactive to July 1, 2021.

