

**Senate Amendments to House Bill No. 530**

**TO THE CLERK OF THE HOUSE:**

**THIS IS TO INFORM YOU THAT THE SENATE HAS ADOPTED THE AMENDMENTS SET OUT BELOW:**

**AMENDMENT NO. 1**

**Amend by striking all after the enacting clause and inserting in lieu thereof the following:**

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

18           37-19-7. (1) The allowance in the Mississippi Adequate  
19 Education Program for teachers' salaries in each \* \* \* public  
20 school district shall be determined and paid in accordance with  
21 the scale for teachers' salaries as provided in this subsection.  
22 For teachers holding the following types of licenses or the  
23 equivalent as determined by the State Board of Education, and the  
24 following number of years of teaching experience, the scale shall  
25 be as follows:

\* \* \* **2022-2023 MINIMUM SALARY SCHEDULE**

26           Years

27           \* \* \*

28	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
29	<u>0</u>	<u>46,750.00</u>	<u>44,250.00</u>	<u>41,500.00</u>	<u>39,000.00</u>
30	<u>1</u>	<u>47,250.00</u>	<u>44,750.00</u>	<u>42,000.00</u>	<u>39,500.00</u>
31	<u>2</u>	<u>47,750.00</u>	<u>45,250.00</u>	<u>42,500.00</u>	<u>40,000.00</u>
32					

33	<u>3</u>	<u>48,250.00</u>	<u>45,750.00</u>	<u>43,000.00</u>	<u>40,500.00</u>
34	<u>4</u>	<u>48,750.00</u>	<u>46,250.00</u>	<u>43,500.00</u>	<u>41,000.00</u>
35	<u>5</u>	<u>50,375.00</u>	<u>47,775.00</u>	<u>44,925.00</u>	<u>42,325.00</u>
36	<u>6</u>	<u>50,875.00</u>	<u>48,275.00</u>	<u>45,425.00</u>	<u>42,825.00</u>
37	<u>7</u>	<u>51,375.00</u>	<u>48,775.00</u>	<u>45,925.00</u>	<u>43,325.00</u>
38	<u>8</u>	<u>51,875.00</u>	<u>49,275.00</u>	<u>46,425.00</u>	<u>43,825.00</u>
39	<u>9</u>	<u>52,375.00</u>	<u>49,775.00</u>	<u>46,925.00</u>	<u>44,325.00</u>
40	<u>10</u>	<u>54,000.00</u>	<u>51,300.00</u>	<u>48,350.00</u>	<u>45,650.00</u>
41	<u>11</u>	<u>54,500.00</u>	<u>51,800.00</u>	<u>48,850.00</u>	<u>46,150.00</u>
42	<u>12</u>	<u>55,000.00</u>	<u>52,300.00</u>	<u>49,350.00</u>	<u>46,650.00</u>
43	<u>13</u>	<u>55,500.00</u>	<u>52,800.00</u>	<u>49,850.00</u>	<u>47,150.00</u>
44	<u>14</u>	<u>56,000.00</u>	<u>53,300.00</u>	<u>50,350.00</u>	<u>47,650.00</u>
45	<u>15</u>	<u>57,625.00</u>	<u>54,825.00</u>	<u>51,775.00</u>	<u>48,975.00</u>
46	<u>16</u>	<u>58,125.00</u>	<u>55,325.00</u>	<u>52,275.00</u>	<u>49,475.00</u>
47	<u>17</u>	<u>58,625.00</u>	<u>55,825.00</u>	<u>52,775.00</u>	<u>49,975.00</u>
48	<u>18</u>	<u>59,125.00</u>	<u>56,325.00</u>	<u>53,275.00</u>	<u>50,475.00</u>
49	<u>19</u>	<u>59,625.00</u>	<u>56,825.00</u>	<u>53,775.00</u>	<u>50,975.00</u>
50	<u>20</u>	<u>61,250.00</u>	<u>58,350.00</u>	<u>55,200.00</u>	<u>52,300.00</u>
51	<u>21</u>	<u>61,750.00</u>	<u>58,850.00</u>	<u>55,700.00</u>	<u>52,800.00</u>
52	<u>22</u>	<u>62,250.00</u>	<u>59,350.00</u>	<u>56,200.00</u>	<u>53,300.00</u>
53	<u>23</u>	<u>62,750.00</u>	<u>59,850.00</u>	<u>56,700.00</u>	<u>53,800.00</u>
54	<u>24</u>	<u>63,250.00</u>	<u>60,350.00</u>	<u>57,200.00</u>	<u>54,300.00</u>
55	<u>25</u>	<u>65,750.00</u>	<u>62,850.00</u>	<u>59,700.00</u>	<u>56,800.00</u>
56	<u>26</u>	<u>66,250.00</u>	<u>63,350.00</u>	<u>60,200.00</u>	<u>57,300.00</u>
57	<u>27</u>	<u>66,750.00</u>	<u>63,850.00</u>	<u>60,700.00</u>	<u>57,800.00</u>
58	<u>28</u>	<u>67,250.00</u>	<u>64,350.00</u>	<u>61,200.00</u>	<u>58,300.00</u>

59	<u>29</u>	<u>67,750.00</u>	<u>64,850.00</u>	<u>61,700.00</u>	<u>58,800.00</u>
60	<u>30</u>	<u>68,250.00</u>	<u>65,350.00</u>	<u>62,200.00</u>	<u>59,300.00</u>
61	<u>31</u>	<u>68,750.00</u>	<u>65,850.00</u>	<u>62,700.00</u>	<u>59,800.00</u>
62	<u>32</u>	<u>69,250.00</u>	<u>66,350.00</u>	<u>63,200.00</u>	<u>60,300.00</u>
63	<u>33</u>	<u>69,750.00</u>	<u>66,850.00</u>	<u>63,700.00</u>	<u>60,800.00</u>
64	<u>34</u>	<u>70,250.00</u>	<u>67,350.00</u>	<u>64,200.00</u>	<u>61,300.00</u>
65	<u>35</u>				
66	<u>&amp; above</u>	<u>70,750.00</u>	<u>67,850.00</u>	<u>64,700.00</u>	<u>61,800.00</u>

**2023-2024 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

68	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
69	<u>0</u>	<u>47,750.00</u>	<u>45,250.00</u>	<u>42,500.00</u>	<u>40,000.00</u>
70	<u>1</u>	<u>48,250.00</u>	<u>45,750.00</u>	<u>43,000.00</u>	<u>40,500.00</u>
71	<u>2</u>	<u>48,750.00</u>	<u>46,250.00</u>	<u>43,500.00</u>	<u>41,000.00</u>
72	<u>3</u>	<u>49,250.00</u>	<u>46,750.00</u>	<u>44,000.00</u>	<u>41,500.00</u>
73	<u>4</u>	<u>49,750.00</u>	<u>47,250.00</u>	<u>44,500.00</u>	<u>42,000.00</u>
74	<u>5</u>	<u>51,375.00</u>	<u>48,775.00</u>	<u>45,925.00</u>	<u>43,325.00</u>
75	<u>6</u>	<u>51,875.00</u>	<u>49,275.00</u>	<u>46,425.00</u>	<u>43,825.00</u>
76	<u>7</u>	<u>52,375.00</u>	<u>49,775.00</u>	<u>46,925.00</u>	<u>44,325.00</u>
77	<u>8</u>	<u>52,875.00</u>	<u>50,275.00</u>	<u>47,425.00</u>	<u>44,825.00</u>
78	<u>9</u>	<u>53,375.00</u>	<u>50,775.00</u>	<u>47,925.00</u>	<u>45,325.00</u>
79	<u>10</u>	<u>55,000.00</u>	<u>52,300.00</u>	<u>49,350.00</u>	<u>46,650.00</u>
80	<u>11</u>	<u>55,500.00</u>	<u>52,800.00</u>	<u>49,850.00</u>	<u>47,150.00</u>
81	<u>12</u>	<u>56,000.00</u>	<u>53,300.00</u>	<u>50,350.00</u>	<u>47,650.00</u>
82	<u>13</u>	<u>56,500.00</u>	<u>53,800.00</u>	<u>50,850.00</u>	<u>48,150.00</u>
83	<u>14</u>	<u>57,000.00</u>	<u>54,300.00</u>	<u>51,350.00</u>	<u>48,650.00</u>
84	<u>15</u>	<u>58,625.00</u>	<u>55,825.00</u>	<u>52,775.00</u>	<u>49,975.00</u>

85	<u>16</u>	<u>59,125.00</u>	<u>56,325.00</u>	<u>53,275.00</u>	<u>50,475.00</u>
86	<u>17</u>	<u>59,625.00</u>	<u>56,825.00</u>	<u>53,775.00</u>	<u>50,975.00</u>
87	<u>18</u>	<u>60,125.00</u>	<u>57,325.00</u>	<u>54,275.00</u>	<u>51,475.00</u>
88	<u>19</u>	<u>60,625.00</u>	<u>57,825.00</u>	<u>54,775.00</u>	<u>51,975.00</u>
89	<u>20</u>	<u>62,250.00</u>	<u>59,350.00</u>	<u>56,200.00</u>	<u>53,300.00</u>
90	<u>21</u>	<u>62,750.00</u>	<u>59,850.00</u>	<u>56,700.00</u>	<u>53,800.00</u>
91	<u>22</u>	<u>63,250.00</u>	<u>60,350.00</u>	<u>57,200.00</u>	<u>54,300.00</u>
92	<u>23</u>	<u>63,750.00</u>	<u>60,850.00</u>	<u>57,700.00</u>	<u>54,800.00</u>
93	<u>24</u>	<u>64,250.00</u>	<u>61,350.00</u>	<u>58,200.00</u>	<u>55,300.00</u>
94	<u>25</u>	<u>66,750.00</u>	<u>63,850.00</u>	<u>60,700.00</u>	<u>57,800.00</u>
95	<u>26</u>	<u>67,250.00</u>	<u>64,350.00</u>	<u>61,200.00</u>	<u>58,300.00</u>
96	<u>27</u>	<u>67,750.00</u>	<u>64,850.00</u>	<u>61,700.00</u>	<u>58,800.00</u>
97	<u>28</u>	<u>68,250.00</u>	<u>65,350.00</u>	<u>62,200.00</u>	<u>59,300.00</u>
98	<u>29</u>	<u>68,750.00</u>	<u>65,850.00</u>	<u>62,700.00</u>	<u>59,800.00</u>
99	<u>30</u>	<u>69,250.00</u>	<u>66,350.00</u>	<u>63,200.00</u>	<u>60,300.00</u>
100	<u>31</u>	<u>69,750.00</u>	<u>66,850.00</u>	<u>63,700.00</u>	<u>60,800.00</u>
101	<u>32</u>	<u>70,250.00</u>	<u>67,350.00</u>	<u>64,200.00</u>	<u>61,300.00</u>
102	<u>33</u>	<u>70,750.00</u>	<u>67,850.00</u>	<u>64,700.00</u>	<u>61,800.00</u>
103	<u>34</u>	<u>71,250.00</u>	<u>68,350.00</u>	<u>65,200.00</u>	<u>62,300.00</u>
104	<u>35</u>				
105	<u>&amp; above</u>	<u>71,750.00</u>	<u>68,850.00</u>	<u>65,700.00</u>	<u>62,800.00</u>

106           It is the intent of the Legislature that any state funds made  
107 available for salaries of licensed personnel in excess of the  
108 funds paid for such salaries for the 1986-1987 school year shall  
109 be paid to licensed personnel pursuant to a personnel appraisal  
110 and compensation system implemented by the State Board of

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

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

125 The level of professional training of each teacher to be used  
126 in establishing the salary allotment for the teachers for each  
127 year shall be determined by the type of valid teacher's license  
128 issued to those teachers on or before October 1 of the current  
129 school year. \* \* \* However, \* \* \* school districts are  
130 authorized, in their discretion, to negotiate the salary levels  
131 applicable to \* \* \* licensed employees who are receiving  
132 retirement benefits from the retirement system of another state,  
133 and the annual experience increment provided above in Section  
134 37-19-7 shall not be applicable to any such retired certificated  
135 employee.

136           (2)   (a)   The following employees shall receive an annual  
137 salary supplement in the amount of Six Thousand Dollars  
138 (\$6,000.00), plus fringe benefits, in addition to any other  
139 compensation to which the employee may be entitled:

140                       (i)   Any licensed teacher who has met the  
141 requirements and acquired a Master Teacher certificate from the  
142 National Board for Professional Teaching Standards and who is  
143 employed by a local school board or the State Board of Education  
144 as a teacher and not as an administrator. Such teacher shall  
145 submit documentation to the State Department of Education that the  
146 certificate was received prior to October 15 in order to be  
147 eligible for the full salary supplement in the current school  
148 year, or the teacher shall submit such documentation to the State  
149 Department of Education prior to February 15 in order to be  
150 eligible for a prorated salary supplement beginning with the  
151 second term of the school year.

152                       (ii)   A licensed nurse who has met the requirements  
153 and acquired a certificate from the National Board for  
154 Certification of School Nurses, Inc., and who is employed by a  
155 local school board or the State Board of Education as a school  
156 nurse and not as an administrator. The licensed school nurse  
157 shall submit documentation to the State Department of Education  
158 that the certificate was received before October 15 in order to be  
159 eligible for the full salary supplement in the current school  
160 year, or the licensed school nurse shall submit the documentation  
161 to the State Department of Education before February 15 in order

162 to be eligible for a prorated salary supplement beginning with the  
163 second term of the school year. \* \* \*

164 (iii) Any licensed school counselor who has met  
165 the requirements and acquired a National Certified School  
166 Counselor (NCSC) endorsement from the National Board of Certified  
167 Counselors and who is employed by a local school board or the  
168 State Board of Education as a counselor and not as an  
169 administrator. Such licensed school counselor shall submit  
170 documentation to the State Department of Education that the  
171 endorsement was received prior to October 15 in order to be  
172 eligible for the full salary supplement in the current school  
173 year, or the licensed school counselor shall submit such  
174 documentation to the State Department of Education prior to  
175 February 15 in order to be eligible for a prorated salary  
176 supplement beginning with the second term of the school year.  
177 However, any school counselor who started the National Board for  
178 Professional Teaching Standards process for school counselors  
179 between June 1, 2003, and June 30, 2004, and completes the  
180 requirements and acquires the Master Teacher certificate shall be  
181 entitled to the master teacher supplement, and those counselors  
182 who complete the process shall be entitled to a one-time  
183 reimbursement for the actual cost of the process as outlined in  
184 paragraph (b) of this subsection.

185 (iv) Any licensed speech-language pathologist and  
186 audiologist who has met the requirements and acquired a  
187 Certificate of Clinical Competence from the American

188 Speech-Language-Hearing Association and any certified academic  
189 language therapist (CALT) who has met the certification  
190 requirements of the Academic Language Therapy Association and who  
191 is employed by a local school board or is employed by a state  
192 agency under the State Personnel Board. The licensed  
193 speech-language pathologist and audiologist and certified academic  
194 language therapist shall submit documentation to the State  
195 Department of Education that the certificate or endorsement was  
196 received before October 15 in order to be eligible for the full  
197 salary supplement in the current school year, or the licensed  
198 speech-language pathologist and audiologist and certified academic  
199 language therapist shall submit the documentation to the State  
200 Department of Education before February 15 in order to be eligible  
201 for a prorated salary supplement beginning with the second term of  
202 the school year. \* \* \*

203 (v) Any licensed athletic trainer who has met the  
204 requirements and acquired Board Certification for the Athletic  
205 Trainer from the Board of Certification, Inc., and who is employed  
206 by a local school board or the State Board of Education as an  
207 athletic trainer and not as an administrator. The licensed  
208 athletic trainer shall submit documentation to the State  
209 Department of Education that the certificate was received before  
210 October 15 in order to be eligible for the full salary supplement  
211 in the current school year, or the licensed athletic trainer shall  
212 submit the documentation to the State Department of Education  
213 before February 15 in order to be eligible for a prorated salary



214 supplement beginning with the second term of the school year. The  
215 total number of licensed athletic trainers eligible for a salary  
216 supplement under this subparagraph (v) may not exceed twenty (20).

217 (b) An employee shall be reimbursed for the actual cost  
218 of completing each component of acquiring the certificate or  
219 endorsement, excluding any costs incurred for postgraduate  
220 courses, not to exceed Five Hundred Dollars (\$500.00) for each  
221 component, not to exceed four (4) components, for a teacher,  
222 school counselor or speech-language pathologist and audiologist,  
223 regardless of whether or not the process resulted in the award of  
224 the certificate or endorsement. A local school district or any  
225 private individual or entity may pay the cost of completing the  
226 process of acquiring the certificate or endorsement for any  
227 employee of the school district described under paragraph (a), and  
228 the State Department of Education shall reimburse the school  
229 district for such cost, regardless of whether or not the process  
230 resulted in the award of the certificate or endorsement. If a  
231 private individual or entity has paid the cost of completing the  
232 process of acquiring the certificate or endorsement for an  
233 employee, the local school district may agree to directly  
234 reimburse the individual or entity for such cost on behalf of the  
235 employee.

236 (c) All salary supplements, fringe benefits and process  
237 reimbursement authorized under this subsection shall be paid  
238 directly by the State Department of Education to the local school  
239 district and shall be in addition to its \* \* \* adequate education

240 program allotments and not a part thereof in accordance with  
241 regulations promulgated by the State Board of Education. Local  
242 school districts shall not reduce the local supplement paid to any  
243 employee receiving such salary supplement, and the employee shall  
244 receive any local supplement to which employees with similar  
245 training and experience otherwise are entitled. However, an  
246 educational employee shall receive the salary supplement in the  
247 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the  
248 qualifying certifications authorized under paragraph (a) of this  
249 subsection. No school district shall provide more than one (1)  
250 annual salary supplement under the provisions of this subsection  
251 to any one (1) individual employee holding multiple qualifying  
252 national certifications.

253 (d) If an employee for whom such cost has been paid, in  
254 full or in part, by a local school district or private individual  
255 or entity fails to complete the certification or endorsement  
256 process, the employee shall be liable to the school district or  
257 individual or entity for all amounts paid by the school district  
258 or individual or entity on behalf of that employee toward his or  
259 her certificate or endorsement.

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

264 Effective July 1, 2016, if funds are available for that  
265 purpose, any licensed teacher who has met the requirements and

266 acquired a Master Teacher Certificate from the National Board for  
267 Professional Teaching Standards and who is employed in a public  
268 school district located in one (1) of the following counties:  
269 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,  
270 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,  
271 Holmes, Yazoo and Tallahatchie. The salary supplement awarded  
272 under the provisions of this subsection (3) shall be in addition  
273 to the salary supplement awarded under the provisions of  
274 subsection (2) of this section.

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

281 (4) (a) This section shall be known and may be cited as the  
282 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to  
283 the minimum base pay described in this section, only after full  
284 funding of MAEP and if funds are available for that purpose, the  
285 State of Mississippi may provide monies from state funds to school  
286 districts for the purposes of rewarding \* \* \* licensed teachers,  
287 administrators and nonlicensed personnel at individual schools  
288 showing improvement in student test scores. The MPBP plan shall  
289 be developed by the State Department of Education based on the  
290 following criteria:

291                   (i) It is the express intent of this legislation  
292 that the MPBP plan shall utilize only existing standards of  
293 accreditation and assessment as established by the State Board of  
294 Education.

295                   (ii) To ensure that all of Mississippi's teachers,  
296 administrators and nonlicensed personnel at all schools have equal  
297 access to the monies set aside in this section, the MPBP program  
298 shall be designed to calculate each school's performance as  
299 determined by the school's increase in scores from the prior  
300 school year. The MPBP program shall be based on a standardized  
301 scores rating where all levels of schools can be judged in a  
302 statistically fair and reasonable way upon implementation. At the  
303 end of each year, after all student achievement scores have been  
304 standardized, the State Department of Education shall implement  
305 the MPBP plan.

306                   (iii) To ensure all teachers cooperate in the  
307 spirit of teamwork, individual schools shall submit a plan to the  
308 local school district to be approved before the beginning of each  
309 school year beginning July 1, 2008. The plan shall include, but  
310 not be limited to, how all teachers, regardless of subject area,  
311 and administrators will be responsible for improving student  
312 achievement for their individual school.

313                   (b) The State Board of Education shall develop the  
314 processes and procedures for designating schools eligible to  
315 participate in the MPBP. State assessment results, growth in  
316 student achievement at individual schools and other measures

317 deemed appropriate in designating successful student achievement  
318 shall be used in establishing MPBP criteria. \* \* \*

319 (5) (a) \* \* \* If funds are available for that purpose, each  
320 school in Mississippi shall have mentor teachers, as defined by  
321 Sections 37-9-201 through 37-9-213, who shall receive additional  
322 base compensation provided for by the State Legislature in the  
323 amount of One Thousand Dollars (\$1,000.00) per each beginning  
324 teacher that is being mentored. The additional state compensation  
325 shall be limited to those mentor teachers that provide mentoring  
326 services to beginning teachers. For the purposes of such funding,  
327 a beginning teacher shall be defined as any teacher in any school  
328 in Mississippi that has less than one (1) year of classroom  
329 experience teaching in a public school. For the purposes of such  
330 funding, no full-time academic teacher shall mentor more than two  
331 (2) beginning teachers.

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

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

339 **SECTION \*.** Section 37-21-7, Mississippi Code of 1972, is  
340 amended as follows:

341 37-21-7. (1) This section shall be referred to as the  
342 "Mississippi Elementary Schools Assistant Teacher Program," the

343 purpose of which shall be to provide an early childhood education  
344 program that assists in the instruction of basic skills. The  
345 State Board of Education is authorized, empowered and directed to  
346 implement a statewide system of assistant teachers in kindergarten  
347 classes and in the first, second and third grades. The assistant  
348 teacher shall assist pupils in actual instruction under the strict  
349 supervision of a licensed teacher.

350 (2) (a) Except as otherwise authorized under subsection  
351 (7), each school district shall employ the total number of  
352 assistant teachers funded under subsection (6) of this section.  
353 The superintendent of each district shall assign the assistant  
354 teachers to the kindergarten, first-, second- and third-grade  
355 classes in the district in a manner that will promote the maximum  
356 efficiency, as determined by the superintendent, in the  
357 instruction of skills such as verbal and linguistic skills,  
358 logical and mathematical skills, and social skills.

359 (b) If a licensed teacher to whom an assistant teacher  
360 has been assigned is required to be absent from the classroom, the  
361 assistant teacher may assume responsibility for the classroom in  
362 lieu of a substitute teacher. However, no assistant teacher shall  
363 assume sole responsibility of the classroom for more than three  
364 (3) consecutive school days. Further, in no event shall any  
365 assistant teacher be assigned to serve as a substitute teacher for  
366 any teacher other than the licensed teacher to whom that assistant  
367 teacher has been assigned.

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

374           (4) (a) In order to receive funding, each school district  
375 shall:

376                       (i) Submit a plan on the implementation of a  
377 reading improvement program to the State Department of Education;  
378 and

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

382           (b) Additionally, each school district shall:

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

388                       (ii) Hold periodic workshops for administrators  
389 and teachers on the effective use and supervision of assistant  
390 teachers;

391                       (iii) Provide training annually on specific  
392 instructional skills for assistant teachers;

393 (iv) Annually evaluate their program in accordance  
394 with their educational accountability and assessment of  
395 performance plan; and

396 (v) Designate the necessary personnel to supervise  
397 and report on their program.

398 (5) The State Department of Education shall:

399 (a) Develop and assist in the implementation of a  
400 statewide uniform training module, subject to the availability of  
401 funds specifically appropriated therefor by the Legislature, which  
402 shall be used in all school districts for training administrators,  
403 teachers and assistant teachers. The module shall provide for the  
404 consolidated training of each assistant teacher and teacher to  
405 whom the assistant teacher is assigned, working together as a  
406 team, and shall require further periodic training for  
407 administrators, teachers and assistant teachers regarding the role  
408 of assistant teachers;

409 (b) Annually evaluate the program on the district and  
410 state level. Subject to the availability of funds specifically  
411 appropriated therefor by the Legislature, the department shall  
412 develop: (i) uniform evaluation reports, to be performed by the  
413 principal or assistant principal, to collect data for the annual  
414 overall program evaluation conducted by the department; or (ii) a  
415 program evaluation model that, at a minimum, addresses process  
416 evaluation; and

417 (c) Promulgate rules, regulations and such other  
418 standards deemed necessary to effectuate the purposes of this



419 section. Noncompliance with the provisions of this section and  
420 any rules, regulations or standards adopted by the department may  
421 result in a violation of compulsory accreditation standards as  
422 established by the State Board of Education and the Commission on  
423 School Accreditation.

424 (6) In addition to other funds allotted under the Minimum  
425 Education or Adequate Education Program, each school district  
426 shall be allotted sufficient funding for the purpose of employing  
427 assistant teachers. No assistant teacher shall be paid less than  
428 the amount he or she received in the prior school year. No school  
429 district shall receive any funds under this section for any school  
430 year during which the aggregate amount of the local contribution  
431 to the salaries of assistant teachers by the district shall have  
432 been reduced below such amount for the previous year.

433 For assistant teachers, the minimum annual salary shall be as  
434 follows:

435 \* \* \* 2022-2023 Minimum Salary.....\$ \* \* \* 16,000.00  
436 2023-2024 Minimum Salary..... \$17,000.00

437 In addition, for each one percent (1%) that the Sine Die  
438 General Fund Revenue Estimate Growth exceeds five percent (5%) in  
439 fiscal year 2006, as certified by the Legislative Budget Office to  
440 the State Board of Education and subject to the specific  
441 appropriation therefor by the Legislature, the State Board of  
442 Education shall revise the salary scale in the appropriate year to  
443 provide an additional one percent (1%) across-the-board increase  
444 in the base salaries for assistant teachers. The State Board of

445 Education shall revise the salaries prescribed above for assistant  
446 teachers to conform to any adjustments made in prior fiscal years  
447 due to revenue growth over and above five percent (5%). The  
448 assistant teachers shall not be restricted to working only in the  
449 grades for which the funds were allotted, but may be assigned to  
450 other classes as provided in subsection (2) (a) of this section.

451 (7) (a) As an alternative to employing assistant teachers,  
452 any school district may use the allotment provided under  
453 subsection (6) of this section for the purpose of employing  
454 licensed teachers for kindergarten, first-, second- and  
455 third-grade classes; however, no school district shall be  
456 authorized to use the allotment for assistant teachers for the  
457 purpose of employing licensed teachers unless the district has  
458 established that the employment of licensed teachers using such  
459 funds will reduce the teacher:student ratio in the kindergarten,  
460 first-, second- and third-grade classes. All state funds for  
461 assistant teachers shall be applied to reducing teacher:student  
462 ratio in Grades K-3.

463 It is the intent of the Legislature that no school district  
464 shall dismiss any assistant teacher for the purpose of using the  
465 assistant teacher allotment to employ licensed teachers. School  
466 districts may rely only upon normal attrition to reduce the number  
467 of assistant teachers employed in that district.

468 (b) Districts meeting the highest levels of  
469 accreditation standards, as defined by the State Board of

470 Education, shall be exempted from the provisions of subsection (4)  
471 of this section.

472 **SECTION 2.** This act shall take effect and be in force from  
473 and after July 1, 2022.

**Further, amend by striking the title in its entirety and  
inserting in lieu thereof the following:**

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 FOR THE 2022-2023 SCHOOL YEAR; TO SET THE MINIMUM TEACHER  
4 SALARY FOR THE 2023-2024 SCHOOL YEAR AND SUBSEQUENT SCHOOL YEARS;  
5 TO DELETE THE CAP ON THE NUMBER OF NATIONAL BOARD-CERTIFIED NURSES  
6 AND SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS EMPLOYED BY  
7 SCHOOLS DISTRICTS WHO ARE ALLOWED TO RECEIVE THE SALARY SUPPLEMENT  
8 FOR NATIONAL BOARD CERTIFICATION; TO REQUIRE THE PAYMENT OF AN  
9 ANNUAL SALARY SUPPLEMENT TO STATE-LICENSED ATHLETIC TRAINERS  
10 EMPLOYED BY A SCHOOL DISTRICT WHO HAVE ACQUIRED NATIONAL BOARD  
11 CERTIFICATION; TO AMEND SECTION 37-21-7, MISSISSIPPI CODE OF 1972,  
12 TO PROVIDE FOR AN INCREASE TO THE MINIMUM SALARY OF TEACHER  
13 ASSISTANTS FOR THE 2022-2023 SCHOOL YEAR AND THE 2023-2024 SCHOOL  
14 YEAR; AND FOR RELATED PURPOSES.

SS36\HB530A.1J

Eugene S. Clarke  
Secretary of the Senate