

By: Representatives Roberson, Mickens

To: Education

COMMITTEE SUBSTITUTE  
FOR  
HOUSE BILL NO. 1106

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 REQUIRE NATIONAL BOARD CERTIFIED OCCUPATIONAL THERAPISTS AND  
3 NATIONAL BOARD CERTIFIED SCHOOL PSYCHOLOGISTS WHO ARE EMPLOYED BY  
4 A SCHOOL DISTRICT OR THE STATE DEPARTMENT OF EDUCATION TO BE PAID  
5 AN ANNUAL SALARY SUPPLEMENT; AND FOR 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 public school  
11 district shall be determined and paid in accordance with the scale  
12 for teachers' salaries as provided in this subsection. For  
13 teachers holding the following types of licenses or the equivalent  
14 as determined by the State Board of Education, and the following  
15 number of years of teaching experience, the scale shall be as  
16 follows:

17 **2022-2023 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

18	Exp.	AAAA	AAA	AA	A
19	0	45,500.00	44,000.00	43,000.00	41,500.00



20	1	46,100.00	44,550.00	43,525.00	41,900.00
21	2	46,700.00	45,100.00	44,050.00	42,300.00
22	3	47,300.00	45,650.00	44,575.00	42,700.00
23	4	47,900.00	46,200.00	45,100.00	43,100.00
24	5	49,250.00	47,500.00	46,350.00	44,300.00
25	6	49,850.00	48,050.00	46,875.00	44,700.00
26	7	50,450.00	48,600.00	47,400.00	45,100.00
27	8	51,050.00	49,150.00	47,925.00	45,500.00
28	9	51,650.00	49,700.00	48,450.00	45,900.00
29	10	53,000.00	51,000.00	49,700.00	47,100.00
30	11	53,600.00	51,550.00	50,225.00	47,500.00
31	12	54,200.00	52,100.00	50,750.00	47,900.00
32	13	54,800.00	52,650.00	51,275.00	48,300.00
33	14	55,400.00	53,200.00	51,800.00	48,700.00
34	15	56,750.00	54,500.00	53,050.00	49,900.00
35	16	57,350.00	55,050.00	53,575.00	50,300.00
36	17	57,950.00	55,600.00	54,100.00	50,700.00
37	18	58,550.00	56,150.00	54,625.00	51,100.00
38	19	59,150.00	56,700.00	55,150.00	51,500.00
39	20	60,500.00	58,000.00	56,400.00	52,700.00
40	21	61,100.00	58,550.00	56,925.00	53,100.00
41	22	61,700.00	59,100.00	57,450.00	53,500.00
42	23	62,300.00	59,650.00	57,975.00	53,900.00
43	24	62,900.00	60,200.00	58,500.00	54,300.00
44	25	65,400.00	62,700.00	61,000.00	56,800.00



45	26	66,000.00	63,250.00	61,525.00	57,200.00
46	27	66,600.00	63,800.00	62,050.00	57,600.00
47	28	67,200.00	64,350.00	62,575.00	58,000.00
48	29	67,800.00	64,900.00	63,100.00	58,400.00
49	30	68,400.00	65,450.00	63,625.00	58,800.00
50	31	69,000.00	66,000.00	64,150.00	59,200.00
51	32	69,600.00	66,550.00	64,675.00	59,600.00
52	33	70,200.00	67,100.00	65,200.00	60,000.00
53	34	70,800.00	67,650.00	65,725.00	60,400.00
54	35				
55	& above	71,400.00	68,200.00	66,250.00	60,800.00

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

64           All teachers employed on a full-time basis shall be paid a  
65 minimum salary in accordance with the above scale. However, no  
66 school district shall receive any funds under this section for any  
67 school year during which the local supplement paid to any  
68 individual teacher shall have been reduced to a sum less than that  
69 paid to that individual teacher for performing the same duties



70 from local supplement during the immediately preceding school  
71 year. The amount actually spent for the purposes of group health  
72 and/or life insurance shall be considered as a part of the  
73 aggregate amount of local supplement but shall not be considered a  
74 part of the amount of individual local supplement.

75 The level of professional training of each teacher to be used  
76 in establishing the salary allotment for the \* \* \* teacher for  
77 each year shall be determined by the type of valid teacher's  
78 license issued to \* \* \* that teacher on or before October 1 of the  
79 current school year. However, school districts are authorized, in  
80 their discretion, to negotiate the salary levels applicable to  
81 licensed employees who are receiving retirement benefits from the  
82 retirement system of another state \* \* \*.

83 (2) (a) The following employees shall receive an annual  
84 salary supplement in the amount of Six Thousand Dollars  
85 (\$6,000.00), plus fringe benefits, in addition to any other  
86 compensation to which the employee may be entitled:

87 (i) Any licensed teacher who has met the  
88 requirements and acquired a Master Teacher certificate from the  
89 National Board for Professional Teaching Standards and who is  
90 employed by a local school board or the State Board of Education  
91 as a teacher and not as an administrator. Such teacher shall  
92 submit documentation to the State Department of Education that the  
93 certificate was received prior to October 15 in order to be  
94 eligible for the full salary supplement in the current school



95 year, or the teacher shall submit such documentation to the State  
96 Department of Education prior to February 15 in order to be  
97 eligible for a prorated salary supplement beginning with the  
98 second term of the school year.

99 (ii) A licensed nurse who has met the requirements  
100 and acquired a certificate from the National Board for  
101 Certification of School Nurses, Inc., and who is employed by a  
102 local school board or the State Board of Education as a school  
103 nurse and not as an administrator. The licensed school nurse  
104 shall submit documentation to the State Department of Education  
105 that the certificate was received before October 15 in order to be  
106 eligible for the full salary supplement in the current school  
107 year, or the licensed school nurse shall submit the documentation  
108 to the State Department of Education before February 15 in order  
109 to be eligible for a prorated salary supplement beginning with the  
110 second term of the school year.

111 (iii) Any licensed school counselor who has met  
112 the requirements and acquired a National Certified School  
113 Counselor (NCSC) endorsement from the National Board of Certified  
114 Counselors and who is employed by a local school board or the  
115 State Board of Education as a counselor and not as an  
116 administrator. Such licensed school counselor shall submit  
117 documentation to the State Department of Education that the  
118 endorsement was received prior to October 15 in order to be  
119 eligible for the full salary supplement in the current school



120 year, or the licensed school counselor shall submit such  
121 documentation to the State Department of Education prior to  
122 February 15 in order to be eligible for a prorated salary  
123 supplement beginning with the second term of the school year.  
124 However, any school counselor who started the National Board for  
125 Professional Teaching Standards process for school counselors  
126 between June 1, 2003, and June 30, 2004, and completes the  
127 requirements and acquires the Master Teacher certificate shall be  
128 entitled to the master teacher supplement, and those counselors  
129 who complete the process shall be entitled to a one-time  
130 reimbursement for the actual cost of the process as outlined in  
131 paragraph (b) of this subsection.

132 (iv) Any licensed speech-language pathologist and  
133 audiologist who has met the requirements and acquired a  
134 Certificate of Clinical Competence from the American  
135 Speech-Language-Hearing Association and any certified academic  
136 language therapist (CALT) who has met the certification  
137 requirements of the Academic Language Therapy Association and who  
138 is employed by a local school board. The licensed speech-language  
139 pathologist and audiologist and certified academic language  
140 therapist shall submit documentation to the State Department of  
141 Education that the certificate or endorsement was received before  
142 October 15 in order to be eligible for the full salary supplement  
143 in the current school year, or the licensed speech-language  
144 pathologist and audiologist and certified academic language



145 therapist shall submit the documentation to the State Department  
146 of Education before February 15 in order to be eligible for a  
147 prorated salary supplement beginning with the second term of the  
148 school year.

149 (v) Any licensed athletic trainer who has met the  
150 requirements and acquired Board Certification for the Athletic  
151 Trainer from the Board of Certification, Inc., and who is employed  
152 by a local school board or the State Board of Education as an  
153 athletic trainer and not as an administrator. The licensed  
154 athletic trainer shall submit documentation to the State  
155 Department of Education that the certificate was received before  
156 October 15 in order to be eligible for the full salary supplement  
157 in the current school year, or the licensed athletic trainer shall  
158 submit the documentation to the State Department of Education  
159 before February 15 in order to be eligible for a prorated salary  
160 supplement beginning with the second term of the school year.

161 (vi) An occupational therapist who has met the  
162 requirements and acquired initial certification as an Occupational  
163 Therapist Registered from the National Board for Certification in  
164 Occupational Therapy, Inc., and who is employed by a local school  
165 board or the State Board of Education as an occupational therapist  
166 and not an administrator. The certified occupational therapist  
167 shall submit documentation to the State Department of Education  
168 that the certification was received before October 15 of each year  
169 in order to be eligible for the full salary supplement in the



170 current school year, or the occupational therapist shall submit  
171 the documentation to the State Department of Education before  
172 February 15 of each year in order to be eligible for a prorated  
173 salary supplement beginning with the second term of the school  
174 year.

175 (vii) Any licensed school psychologist who has met  
176 the requirements and acquired certification as a Nationally  
177 Certified School Psychologist (NCSP) from the National Association  
178 of School Psychologists (NASP), and who is employed by a local  
179 school board or the State Board of Education as a school  
180 psychologist. The licensed school psychologist shall submit  
181 documentation to the State Department of Education that the  
182 certificate was received before October 15 in order to be eligible  
183 for the full salary supplement in the current school year, or the  
184 licensed school psychologist shall submit the documentation to the  
185 State Department of Education before February 15 in order to be  
186 eligible for a prorated salary supplement beginning with the  
187 second term of the school year. The supplement authorized in this  
188 subsection (2) (a) for licensed school psychologists under this  
189 subparagraph (vi) shall be retroactive to July 1, 2023, for any  
190 such eligible individuals employed by a local school board in such  
191 capacity during the 2022-2023 school year.

192 (b) An employee shall be reimbursed for the actual cost  
193 of completing each component of acquiring the certificate or  
194 endorsement, excluding any costs incurred for postgraduate





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

212 (c) All salary supplements, fringe benefits and process  
213 reimbursement authorized under this subsection shall be paid  
214 directly by the State Department of Education to the local school  
215 district and shall be in addition to its adequate education  
216 program allotments and not a part thereof in accordance with  
217 regulations promulgated by the State Board of Education. Local  
218 school districts shall not reduce the local supplement paid to any  
219 employee receiving such salary supplement, and the employee shall



220 receive any local supplement to which employees with similar  
221 training and experience otherwise are entitled. However, an  
222 educational employee shall receive the salary supplement in the  
223 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the  
224 qualifying certifications authorized under paragraph (a) of this  
225 subsection. No school district shall provide more than one (1)  
226 annual salary supplement under the provisions of this subsection  
227 to any one (1) individual employee holding multiple qualifying  
228 national certifications.

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

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

240 Effective July 1, 2016, if funds are available for that  
241 purpose, any licensed teacher who has met the requirements and  
242 acquired a Master Teacher Certificate from the National Board for  
243 Professional Teaching Standards and who is employed in a public  
244 school district located in one (1) of the following counties:



245 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,  
246 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,  
247 Holmes, Yazoo and Tallahatchie. The salary supplement awarded  
248 under the provisions of this subsection (3) shall be in addition  
249 to the salary supplement awarded under the provisions of  
250 subsection (2) of this section.

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

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

267 (i) It is the express intent of this legislation  
268 that the MPBP plan shall utilize only existing standards of



269 accreditation and assessment as established by the State Board of  
270 Education.

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

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

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



293 deemed appropriate in designating successful student achievement  
294 shall be used in establishing MPBP criteria.

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

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

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

315 **SECTION 2.** This act shall take effect and be in force from  
316 and after July 1, 2024.

