

By: Senator(s) McLendon

To: Education;
Appropriations

SENATE BILL NO. 2671

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 REQUIRE THE PAYMENT OF AN ANNUAL SALARY SUPPLEMENT TO LICENSED
3 OCCUPATIONAL THERAPISTS, BEHAVIOR ANALYSTS AND CERTIFIED SCHOOL
4 PSYCHOLOGISTS AS PART OF THEIR COMPENSATION AS SCHOOL EMPLOYEES;
5 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 teachers for each
77 year shall be determined by the type of valid teacher's license
78 issued to those teachers on or before October 1 of the current
79 school year. However, school districts are authorized, in their
80 discretion, to negotiate the salary levels applicable to licensed
81 employees who are receiving retirement benefits from the
82 retirement system of another state, and the annual experience
83 increment provided above in Section 37-19-7 shall not be
84 applicable to any such retired certificated employee.

85 (2) (a) The following employees shall receive an annual
86 salary supplement in the amount of Six Thousand Dollars
87 (\$6,000.00), plus fringe benefits, in addition to any other
88 compensation to which the employee may be entitled:

89 (i) Any licensed teacher who has met the
90 requirements and acquired a Master Teacher certificate from the
91 National Board for Professional Teaching Standards and who is
92 employed by a local school board or the State Board of Education
93 as a teacher and not as an administrator. Such teacher shall
94 submit documentation to the State Department of Education that the



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

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

113 (iii) Any licensed school counselor who has met
114 the requirements and acquired a National Certified School
115 Counselor (NCSC) endorsement from the National Board of Certified
116 Counselors and who is employed by a local school board or the
117 State Board of Education as a counselor and not as an
118 administrator. Such licensed school counselor shall submit
119 documentation to the State Department of Education that the



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

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



145 in the current school year, or the licensed speech-language
146 pathologist and audiologist and certified academic language
147 therapist shall submit the documentation to the State Department
148 of Education before February 15 in order to be eligible for a
149 prorated salary supplement beginning with the second term of the
150 school year.

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

163 (vi) Any occupational therapist who has met the
164 requirements and acquired initial certification as an Occupational
165 Therapist Registered from the National Board Certification of
166 Occupational Therapy. The licensed occupational therapist shall
167 submit documentation to the State Department of Education that the
168 certification was received before October 15 of each year in order
169 to be eligible for the full salary supplement in the current



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

174 (vii) Any behavior analyst who has met the
175 requirements and acquired the status of Board Certified Behavior
176 Analyst (BCBA) from the Behavior Analyst Certification Board
177 (BACB), is licensed to practice in the State of Mississippi by the
178 Mississippi Autism Board, and is employed by a local school board.
179 The licensed BCBA shall submit documentation to the State
180 Department of Education that the certificate or endorsement was
181 received before October 15 in order to be eligible for the full
182 salary supplement in the current school year, or the licensed BCBA
183 shall submit the documentation to the State Department of
184 Education before February 15 in order to be eligible for a
185 prorated salary supplement beginning with the second term of the
186 school year.

187 (viii) Any school psychologist who has met the
188 requirements and acquired the proper certification, is licensed to
189 practice in the State of Mississippi, and is employed by a local
190 school board. The school psychologist shall submit documentation
191 to the State Department of Education that the certificate or
192 endorsement was received before October 15 in order to be eligible
193 for the full salary supplement in the current school year, or the
194 school psychologist shall submit the documentation to the State



195 Department of Education before February 15 in order to be eligible
196 for a prorated salary supplement beginning with the second term of
197 the school year.

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

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



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

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

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



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

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

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



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

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

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

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



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

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

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

316 (6) Effective with the 2014-2015 school year, the school
317 districts participating in the Pilot Performance-Based



318 Compensation System pursuant to Section 37-19-9 may award
319 additional teacher and administrator pay based thereon.

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

