

**Adopted
AMENDMENT NO 2 TO COMMITTEE AMENDMENT NO 1 PROPOSED
TO**

House Bill No. 765

BY: Senate

1 **AMEND** after line 398 by inserting the following section and
2 **renumbering the subsequent sections accordingly:**

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

5 37-19-7. (1) The allowance in the Mississippi Adequate
6 Education Program for teachers' salaries in each public school
7 district shall be determined and paid in accordance with the scale
8 for teachers' salaries as provided in this subsection. For
9 teachers holding the following types of licenses or the equivalent
10 as determined by the State Board of Education, and the following
11 number of years of teaching experience, the scale shall be as
12 follows:

13 * * *



2024-2025 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE

Exp.	AAAA	AAA	AA	A
0	46,500.00	45,000.00	44,000.00	42,500.00
1	47,100.00	45,550.00	44,525.00	42,900.00
2	47,700.00	46,100.00	45,050.00	43,300.00
3	48,300.00	46,650.00	45,575.00	43,700.00
4	48,900.00	47,200.00	46,100.00	44,100.00
5	50,250.00	48,500.00	47,350.00	45,300.00
6	50,850.00	49,050.00	47,875.00	45,700.00
7	51,450.00	49,600.00	48,400.00	46,100.00
8	52,050.00	50,150.00	48,925.00	46,500.00
9	52,650.00	50,700.00	49,450.00	46,900.00
10	54,000.00	52,000.00	50,700.00	48,100.00
11	54,600.00	52,550.00	51,225.00	48,500.00
12	55,200.00	53,100.00	51,750.00	48,900.00
13	55,800.00	53,650.00	52,275.00	49,300.00
14	56,400.00	54,200.00	52,800.00	49,700.00
15	57,750.00	55,500.00	54,050.00	50,900.00
16	58,350.00	56,050.00	54,575.00	51,300.00
17	58,950.00	56,600.00	55,100.00	51,700.00
18	59,550.00	57,150.00	55,625.00	52,100.00
19	60,150.00	57,700.00	56,150.00	52,500.00
20	61,500.00	59,000.00	57,400.00	53,700.00
21	62,100.00	59,550.00	57,925.00	54,100.00
22	62,700.00	60,100.00	58,450.00	54,500.00



39	23	63,300.00	60,650.00	58,975.00	54,900.00
40	24	63,900.00	61,200.00	59,500.00	55,300.00
41	25	66,400.00	63,700.00	62,000.00	57,800.00
42	26	67,000.00	64,250.00	62,525.00	58,200.00
43	27	67,600.00	64,800.00	63,050.00	58,600.00
44	28	68,200.00	65,350.00	63,575.00	59,000.00
45	29	68,800.00	65,900.00	64,100.00	59,400.00
46	30	69,400.00	66,450.00	64,625.00	59,800.00
47	31	70,000.00	67,000.00	65,150.00	60,200.00
48	32	70,600.00	67,550.00	65,675.00	60,600.00
49	33	71,200.00	68,100.00	66,200.00	61,000.00
50	34	71,800.00	68,650.00	66,725.00	61,400.00
51	<u>35</u>				
52	& above	72,400.00	69,200.00	67,250.00	61,800.00

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

61 All teachers employed on a full-time basis shall be paid a
62 minimum salary in accordance with the above scale. However, no
63 school district shall receive any funds under this section for any



64 school year during which the local supplement paid to any
65 individual teacher shall have been reduced to a sum less than that
66 paid to that individual teacher for performing the same duties
67 from local supplement during the immediately preceding school
68 year. The amount actually spent for the purposes of group health
69 and/or life insurance shall be considered as a part of the
70 aggregate amount of local supplement but shall not be considered a
71 part of the amount of individual local supplement.

72 The level of professional training of each teacher to be used
73 in establishing the salary allotment for the teachers for each
74 year shall be determined by the type of valid teacher's license
75 issued to those teachers on or before October 1 of the current
76 school year. However, school districts are authorized, in their
77 discretion, to negotiate the salary levels applicable to licensed
78 employees who are receiving retirement benefits from the
79 retirement system of another state, and the annual experience
80 increment provided above in Section 37-19-7 shall not be
81 applicable to any such retired certificated employee.

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

86 (i) Any licensed teacher who has met the
87 requirements and acquired a Master Teacher certificate from the
88 National Board for Professional Teaching Standards and who is



89 employed by a local school board or the State Board of Education
90 as a teacher and not as an administrator. Such teacher shall
91 submit documentation to the State Department of Education that the
92 certificate was received prior to October 15 in order to be
93 eligible for the full salary supplement in the current school
94 year, or the teacher shall submit such documentation to the State
95 Department of Education prior to February 15 in order to be
96 eligible for a prorated salary supplement beginning with the
97 second term of the school year.

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

110 (iii) Any licensed school counselor who has met
111 the requirements and acquired a National Certified School
112 Counselor (NCSC) endorsement from the National Board of Certified
113 Counselors and who is employed by a local school board or the



114 State Board of Education as a counselor and not as an
115 administrator. Such licensed school counselor shall submit
116 documentation to the State Department of Education that the
117 endorsement was received prior to October 15 in order to be
118 eligible for the full salary supplement in the current school
119 year, or the licensed school counselor shall submit such
120 documentation to the State Department of Education prior to
121 February 15 in order to be eligible for a prorated salary
122 supplement beginning with the second term of the school year.
123 However, any school counselor who started the National Board for
124 Professional Teaching Standards process for school counselors
125 between June 1, 2003, and June 30, 2004, and completes the
126 requirements and acquires the Master Teacher certificate shall be
127 entitled to the master teacher supplement, and those counselors
128 who complete the process shall be entitled to a one-time
129 reimbursement for the actual cost of the process as outlined in
130 paragraph (b) of this subsection.

131 (iv) Any licensed speech-language pathologist and
132 audiologist who has met the requirements and acquired a
133 Certificate of Clinical Competence from the American
134 Speech-Language-Hearing Association and any certified academic
135 language therapist (CALT) who has met the certification
136 requirements of the Academic Language Therapy Association and who
137 is employed by a local school board. The licensed speech-language
138 pathologist and audiologist and certified academic language



139 therapist shall submit documentation to the State Department of
140 Education that the certificate or endorsement was received before
141 October 15 in order to be eligible for the full salary supplement
142 in the current school year, or the licensed speech-language
143 pathologist and audiologist and certified academic language
144 therapist shall submit the documentation to the State Department
145 of Education before February 15 in order to be eligible for a
146 prorated salary supplement beginning with the second term of the
147 school year.

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

160 (b) An employee shall be reimbursed for the actual cost
161 of completing each component of acquiring the certificate or
162 endorsement, excluding any costs incurred for postgraduate
163 courses, not to exceed Five Hundred Dollars (\$500.00) for each



164 component, not to exceed four (4) components, for a teacher,
165 school counselor or speech-language pathologist and audiologist,
166 regardless of whether or not the process resulted in the award of
167 the certificate or endorsement. A local school district or any
168 private individual or entity may pay the cost of completing the
169 process of acquiring the certificate or endorsement for any
170 employee of the school district described under paragraph (a), and
171 the State Department of Education shall reimburse the school
172 district for such cost, regardless of whether or not the process
173 resulted in the award of the certificate or endorsement. If a
174 private individual or entity has paid the cost of completing the
175 process of acquiring the certificate or endorsement for an
176 employee, the local school district may agree to directly
177 reimburse the individual or entity for such cost on behalf of the
178 employee.

179 (c) All salary supplements, fringe benefits and process
180 reimbursement authorized under this subsection shall be paid
181 directly by the State Department of Education to the local school
182 district and shall be in addition to its adequate education
183 program allotments and not a part thereof in accordance with
184 regulations promulgated by the State Board of Education. Local
185 school districts shall not reduce the local supplement paid to any
186 employee receiving such salary supplement, and the employee shall
187 receive any local supplement to which employees with similar
188 training and experience otherwise are entitled. However, an



189 educational employee shall receive the salary supplement in the
190 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the
191 qualifying certifications authorized under paragraph (a) of this
192 subsection. No school district shall provide more than one (1)
193 annual salary supplement under the provisions of this subsection
194 to any one (1) individual employee holding multiple qualifying
195 national certifications.

196 (d) If an employee for whom such cost has been paid, in
197 full or in part, by a local school district or private individual
198 or entity fails to complete the certification or endorsement
199 process, the employee shall be liable to the school district or
200 individual or entity for all amounts paid by the school district
201 or individual or entity on behalf of that employee toward his or
202 her certificate or endorsement.

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

207 Effective July 1, 2016, if funds are available for that
208 purpose, any licensed teacher who has met the requirements and
209 acquired a Master Teacher Certificate from the National Board for
210 Professional Teaching Standards and who is employed in a public
211 school district located in one (1) of the following counties:
212 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,
213 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,



214 Holmes, Yazoo and Tallahatchie. The salary supplement awarded
215 under the provisions of this subsection (3) shall be in addition
216 to the salary supplement awarded under the provisions of
217 subsection (2) of this section.

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

224 (4) (a) This section shall be known and may be cited as the
225 "Mississippi Performance-Based Pay (MPBP)" plan. In addition to
226 the minimum base pay described in this section, only after full
227 funding of MAEP and if funds are available for that purpose, the
228 State of Mississippi may provide monies from state funds to school
229 districts for the purposes of rewarding licensed teachers,
230 administrators and nonlicensed personnel at individual schools
231 showing improvement in student test scores. The MPBP plan shall
232 be developed by the State Department of Education based on the
233 following criteria:

234 (i) It is the express intent of this legislation
235 that the MPBP plan shall utilize only existing standards of
236 accreditation and assessment as established by the State Board of
237 Education.



238 (ii) To ensure that all of Mississippi's teachers,
239 administrators and nonlicensed personnel at all schools have equal
240 access to the monies set aside in this section, the MPBP program
241 shall be designed to calculate each school's performance as
242 determined by the school's increase in scores from the prior
243 school year. The MPBP program shall be based on a standardized
244 scores rating where all levels of schools can be judged in a
245 statistically fair and reasonable way upon implementation. At the
246 end of each year, after all student achievement scores have been
247 standardized, the State Department of Education shall implement
248 the MPBP plan.

249 (iii) To ensure all teachers cooperate in the
250 spirit of teamwork, individual schools shall submit a plan to the
251 local school district to be approved before the beginning of each
252 school year beginning July 1, 2008. The plan shall include, but
253 not be limited to, how all teachers, regardless of subject area,
254 and administrators will be responsible for improving student
255 achievement for their individual school.

256 (b) The State Board of Education shall develop the
257 processes and procedures for designating schools eligible to
258 participate in the MPBP. State assessment results, growth in
259 student achievement at individual schools and other measures
260 deemed appropriate in designating successful student achievement
261 shall be used in establishing MPBP criteria.



262 (5) (a) If funds are available for that purpose, each
263 school in Mississippi shall have mentor teachers, as defined by
264 Sections 37-9-201 through 37-9-213, who shall receive additional
265 base compensation provided for by the State Legislature in the
266 amount of One Thousand Dollars (\$1,000.00) per each beginning
267 teacher that is being mentored. The additional state compensation
268 shall be limited to those mentor teachers that provide mentoring
269 services to beginning teachers. For the purposes of such funding,
270 a beginning teacher shall be defined as any teacher in any school
271 in Mississippi that has less than one (1) year of classroom
272 experience teaching in a public school. For the purposes of such
273 funding, no full-time academic teacher shall mentor more than two
274 (2) beginning teachers.

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

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

282 **FURTHER, AMEND the title to conform.**

