

By: Senator(s) DeBar, Hopson, Boyd

To: Education

## SENATE BILL NO. 2001

1       AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO  
2 PROVIDE FOR AN INCREASE TO THE MINIMUM TEACHER SALARY SCALE; TO  
3 AMEND SECTION 37-21-7, MISSISSIPPI CODE OF 1972, TO PROVIDE THAT  
4 NO SCHOOL DISTRICT SHALL REDUCE THE LOCAL SUPPLEMENT OR PAY AN  
5 INDIVIDUAL ASSISTANT TEACHER LESS THAN THE STATE MINIMUM SALARY IN  
6 A YEAR IN WHICH THE STATE MINIMUM SALARY IS INCREASED; TO PROVIDE  
7 FOR A REDUCTION IN FUNDS FOR DISTRICTS THAT VIOLATE THIS SECTION;  
8 TO PROVIDE THAT NO DISTRICT SHALL PAY ANY ASSISTANT TEACHER LESS  
9 THAN THE STATE MINIMUM SALARY UNLESS DONE SO BY A PRO RATA DAILY  
10 AMOUNT WHERE THERE HAS BEEN A REDUCTION IN ADEQUATE EDUCATION  
11 PROGRAM ALLOCATIONS FOR SUCH DISTRICT IN SUCH YEAR OR IN THE  
12 AMOUNT OF FEDERAL FUNDS TO SUCH DISTRICT FROM THE PREVIOUS YEAR;  
13 TO PROVIDE FOR AN INCREASE TO THE MINIMUM BASE SALARY FOR  
14 ASSISTANT TEACHERS; TO EXPRESS THE LEGISLATURE'S INTENT THAT EACH  
15 FULL-TIME PROFESSOR OR INSTRUCTOR AT A STATE INSTITUTION OF HIGHER  
16 LEARNING OR COMMUNITY OR JUNIOR COLLEGE RECEIVE A SALARY INCREASE  
17 ABOVE EXISTING PAY; TO EXPRESS THE INTENT OF THE LEGISLATURE THAT  
18 ALL FULL-TIME PROFESSORS, ASSOCIATE PROFESSORS, ASSISTANT  
19 PROFESSORS AND COURSE INSTRUCTORS OF ANY INSTITUTION OF HIGHER  
20 LEARNING OR COMMUNITY OR JUNIOR COLLEGE RECEIVE A SALARY INCREASE  
21 OF \$2,000.00 ABOVE THEIR CURRENT SALARIES; AND FOR RELATED  
22 PURPOSES.

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

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

26       37-19-7. (1) Teachers' salaries in each public school  
27 district shall be determined and paid in accordance with the scale  
28 for teachers' salaries as provided in this subsection. For

29 teachers holding the following types of licenses or the equivalent  
30 as determined by the State Board of Education, and the following  
31 number of years of teaching experience, the scale shall be as  
32 follows:

33 \* \* \*

34 **2026-2027 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY SCHEDULE**

| 35 | <u>Exp.</u> | <u>AAAA</u>      | <u>AAA</u>       | <u>AA</u>        | <u>A</u>         |
|----|-------------|------------------|------------------|------------------|------------------|
| 36 | <u>0</u>    | <u>47,500.00</u> | <u>46,000.00</u> | <u>45,000.00</u> | <u>43,500.00</u> |
| 37 | <u>1</u>    | <u>48,100.00</u> | <u>46,550.00</u> | <u>45,525.00</u> | <u>43,900.00</u> |
| 38 | <u>2</u>    | <u>48,700.00</u> | <u>47,100.00</u> | <u>46,050.00</u> | <u>44,300.00</u> |
| 39 | <u>3</u>    | <u>49,300.00</u> | <u>47,650.00</u> | <u>46,575.00</u> | <u>44,700.00</u> |
| 40 | <u>4</u>    | <u>49,900.00</u> | <u>48,200.00</u> | <u>47,100.00</u> | <u>45,100.00</u> |
| 41 | <u>5</u>    | <u>51,250.00</u> | <u>49,500.00</u> | <u>48,350.00</u> | <u>46,300.00</u> |
| 42 | <u>6</u>    | <u>51,850.00</u> | <u>50,050.00</u> | <u>48,875.00</u> | <u>46,700.00</u> |
| 43 | <u>7</u>    | <u>52,450.00</u> | <u>50,600.00</u> | <u>49,400.00</u> | <u>47,100.00</u> |
| 44 | <u>8</u>    | <u>53,050.00</u> | <u>51,150.00</u> | <u>49,925.00</u> | <u>47,500.00</u> |
| 45 | <u>9</u>    | <u>53,650.00</u> | <u>51,700.00</u> | <u>50,450.00</u> | <u>47,900.00</u> |
| 46 | <u>10</u>   | <u>55,000.00</u> | <u>53,000.00</u> | <u>51,700.00</u> | <u>49,100.00</u> |
| 47 | <u>11</u>   | <u>55,600.00</u> | <u>53,550.00</u> | <u>52,225.00</u> | <u>49,500.00</u> |
| 48 | <u>12</u>   | <u>56,200.00</u> | <u>54,100.00</u> | <u>52,750.00</u> | <u>49,900.00</u> |
| 49 | <u>13</u>   | <u>56,800.00</u> | <u>54,650.00</u> | <u>53,275.00</u> | <u>50,300.00</u> |
| 50 | <u>14</u>   | <u>57,400.00</u> | <u>55,200.00</u> | <u>53,800.00</u> | <u>50,700.00</u> |
| 51 | <u>15</u>   | <u>58,750.00</u> | <u>56,500.00</u> | <u>55,050.00</u> | <u>51,900.00</u> |
| 52 | <u>16</u>   | <u>59,350.00</u> | <u>57,050.00</u> | <u>55,575.00</u> | <u>52,300.00</u> |
| 53 | <u>17</u>   | <u>59,950.00</u> | <u>57,600.00</u> | <u>56,100.00</u> | <u>52,700.00</u> |



|    |           |                  |                  |                  |                  |
|----|-----------|------------------|------------------|------------------|------------------|
| 54 | <u>18</u> | <u>60,550.00</u> | <u>58,150.00</u> | <u>56,625.00</u> | <u>53,100.00</u> |
| 55 | <u>19</u> | <u>61,150.00</u> | <u>58,700.00</u> | <u>57,150.00</u> | <u>53,500.00</u> |
| 56 | <u>20</u> | <u>62,500.00</u> | <u>60,000.00</u> | <u>58,400.00</u> | <u>54,700.00</u> |
| 57 | <u>21</u> | <u>63,100.00</u> | <u>60,550.00</u> | <u>58,925.00</u> | <u>55,100.00</u> |
| 58 | <u>22</u> | <u>63,700.00</u> | <u>61,100.00</u> | <u>59,450.00</u> | <u>55,500.00</u> |
| 59 | <u>23</u> | <u>64,300.00</u> | <u>61,650.00</u> | <u>59,975.00</u> | <u>55,900.00</u> |
| 60 | <u>24</u> | <u>64,900.00</u> | <u>62,200.00</u> | <u>60,500.00</u> | <u>56,300.00</u> |
| 61 | <u>25</u> | <u>67,400.00</u> | <u>64,700.00</u> | <u>63,000.00</u> | <u>58,800.00</u> |
| 62 | <u>26</u> | <u>68,000.00</u> | <u>65,250.00</u> | <u>63,525.00</u> | <u>59,200.00</u> |
| 63 | <u>27</u> | <u>68,600.00</u> | <u>65,800.00</u> | <u>64,050.00</u> | <u>59,600.00</u> |
| 64 | <u>28</u> | <u>69,200.00</u> | <u>66,350.00</u> | <u>64,575.00</u> | <u>60,000.00</u> |
| 65 | <u>29</u> | <u>69,800.00</u> | <u>66,900.00</u> | <u>65,100.00</u> | <u>60,400.00</u> |
| 66 | <u>30</u> | <u>70,400.00</u> | <u>67,450.00</u> | <u>65,625.00</u> | <u>60,800.00</u> |
| 67 | <u>31</u> | <u>71,000.00</u> | <u>68,000.00</u> | <u>66,150.00</u> | <u>61,200.00</u> |
| 68 | <u>32</u> | <u>71,600.00</u> | <u>68,550.00</u> | <u>66,675.00</u> | <u>61,600.00</u> |
| 69 | <u>33</u> | <u>72,200.00</u> | <u>69,100.00</u> | <u>67,200.00</u> | <u>62,000.00</u> |
| 70 | <u>34</u> | <u>72,800.00</u> | <u>69,650.00</u> | <u>67,725.00</u> | <u>62,400.00</u> |
| 71 | <u>35</u> |                  |                  |                  |                  |
| 72 | & above   | <u>73,400.00</u> | <u>70,200.00</u> | <u>68,250.00</u> | <u>62,800.00</u> |

73      \* \* \* **2028-2029 AND SUBSEQUENT SCHOOL YEARS MINIMUM SALARY**

74      **SCHEDULE**

75      The school district, with assistance from the Department of  
 76 Education, shall consider the teacher's years of service and  
 77 license type and determine the corresponding salary for the  
 78 retired teacher. After determining the retired teacher's



79 corresponding salary, the school district may allocate up to one  
80 hundred twenty-five percent (125%) of the amount provided under  
81 the salary schedule for such teacher, as applicable, as salary and  
82 assessment under the program.

83 After determining the retired teacher's salary, the school  
84 district may pay no more than fifty percent (50%) of the retired  
85 teacher's compensation as salary to the retired teacher. The  
86 remaining fifty percent (50%) of the retired teacher's  
87 compensation as salary shall be paid by the school district to  
88 PERS as a pension liability participation assessment.

89 It is the intent of the Legislature that any state funds made  
90 available for salaries of licensed personnel in excess of the  
91 funds paid for such salaries for the 1986-1987 school year shall  
92 be paid to licensed personnel pursuant to a personnel appraisal  
93 and compensation system implemented by the State Board of  
94 Education. The State Board of Education shall have the authority  
95 to adopt and amend rules and regulations as are necessary to  
96 establish, administer and maintain the system.

97 All teachers employed on a full-time basis shall be paid a  
98 minimum salary in accordance with the above scale. However, no  
99 school district shall receive any funds under this section for any  
100 school year during which the local supplement paid to any  
101 individual teacher shall have been reduced to a sum less than that  
102 paid to that individual teacher for performing the same duties  
103 from local supplement during the immediately preceding school



104 year. The amount actually spent for the purposes of group health  
105 and/or life insurance shall be considered as a part of the  
106 aggregate amount of local supplement but shall not be considered a  
107 part of the amount of individual local supplement.

108 The level of professional training of each teacher to be used  
109 in establishing the salary for the teacher for each year shall be  
110 determined by the type of valid teacher's license issued to that  
111 teacher on or before October 1 of the current school year.  
112 However, school districts are authorized, in their discretion, to  
113 negotiate the salary levels applicable to licensed employees who  
114 are receiving retirement benefits from the retirement system of  
115 another state.

116 (2) (a) The following employees shall receive an annual  
117 salary supplement in the amount of Six Thousand Dollars  
118 (\$6,000.00), plus fringe benefits, in addition to any other  
119 compensation to which the employee may be entitled:

120 (i) Any licensed teacher or retired teacher  
121 employed by a school district under the authority of Section  
122 25-11-126 who has met the requirements and acquired a Master  
123 Teacher certificate from the National Board for Professional  
124 Teaching Standards and who is employed by a local school board or  
125 the State Board of Education as a teacher and not as an  
126 administrator. Such teacher shall submit documentation to the  
127 State Department of Education that the certificate was received  
128 prior to October 15 in order to be eligible for the full salary



129 supplement in the current school year, or the teacher shall submit  
130 such documentation to the State Department of Education prior to  
131 February 15 in order to be eligible for a prorated salary  
132 supplement beginning with the second term of the school year.

133 (ii) A licensed nurse who has met the requirements  
134 and acquired a certificate from the National Board for  
135 Certification of School Nurses, Inc., and who is employed by a  
136 local school board or the State Board of Education as a school  
137 nurse and not as an administrator. The licensed school nurse  
138 shall submit documentation to the State Department of Education  
139 that the certificate was received before October 15 in order to be  
140 eligible for the full salary supplement in the current school  
141 year, or the licensed school nurse shall submit the documentation  
142 to the State Department of Education before February 15 in order  
143 to be eligible for a prorated salary supplement beginning with the  
144 second term of the school year.

145 (iii) Any licensed school counselor who has met  
146 the requirements and acquired a National Certified School  
147 Counselor (NCSC) endorsement from the National Board of Certified  
148 Counselors and who is employed by a local school board or the  
149 State Board of Education as a counselor and not as an  
150 administrator. Such licensed school counselor shall submit  
151 documentation to the State Department of Education that the  
152 endorsement was received prior to October 15 in order to be  
153 eligible for the full salary supplement in the current school



154 year, or the licensed school counselor shall submit such  
155 documentation to the State Department of Education prior to  
156 February 15 in order to be eligible for a prorated salary  
157 supplement beginning with the second term of the school year.  
158 However, any school counselor who started the National Board for  
159 Professional Teaching Standards process for school counselors  
160 between June 1, 2003, and June 30, 2004, and completes the  
161 requirements and acquires the Master Teacher certificate shall be  
162 entitled to the master teacher supplement, and those counselors  
163 who complete the process shall be entitled to a one-time  
164 reimbursement for the actual cost of the process as outlined in  
165 paragraph (b) of this subsection.

166 (iv) Any licensed speech-language pathologist and  
167 audiologist who has met the requirements and acquired a  
168 Certificate of Clinical Competence from the American  
169 Speech-Language-Hearing Association and any certified academic  
170 language therapist (CALT) who has met the certification  
171 requirements of the Academic Language Therapy Association and who  
172 is employed by a local school board. The licensed speech-language  
173 pathologist and audiologist and certified academic language  
174 therapist shall submit documentation to the State Department of  
175 Education that the certificate or endorsement was received before  
176 October 15 in order to be eligible for the full salary supplement  
177 in the current school year, or the licensed speech-language  
178 pathologist and audiologist and certified academic language



179 therapist shall submit the documentation to the State Department  
180 of Education before February 15 in order to be eligible for a  
181 prorated salary supplement beginning with the second term of the  
182 school year.

183 (v) Any licensed athletic trainer who has met the  
184 requirements and acquired Board Certification for the Athletic  
185 Trainer from the Board of Certification, Inc., and who is employed  
186 by a local school board or the State Board of Education as an  
187 athletic trainer and not as an administrator. The licensed  
188 athletic trainer shall submit documentation to the State  
189 Department of Education that the certificate was received before  
190 October 15 in order to be eligible for the full salary supplement  
191 in the current school year, or the licensed athletic trainer shall  
192 submit the documentation to the State Department of Education  
193 before February 15 in order to be eligible for a prorated salary  
194 supplement beginning with the second term of the school year.

195 (b) An employee shall be reimbursed for the actual cost  
196 of completing each component of acquiring the certificate or  
197 endorsement, excluding any costs incurred for postgraduate  
198 courses, not to exceed Five Hundred Dollars (\$500.00) for each  
199 component, not to exceed four (4) components, for a teacher,  
200 school counselor or speech-language pathologist and audiologist,  
201 regardless of whether or not the process resulted in the award of  
202 the certificate or endorsement. A local school district or any  
203 private individual or entity may pay the cost of completing the



204 process of acquiring the certificate or endorsement for any  
205 employee of the school district described under paragraph (a), and  
206 the State Department of Education shall reimburse the school  
207 district for such cost, regardless of whether or not the process  
208 resulted in the award of the certificate or endorsement. If a  
209 private individual or entity has paid the cost of completing the  
210 process of acquiring the certificate or endorsement for an  
211 employee, the local school district may agree to directly  
212 reimburse the individual or entity for such cost on behalf of the  
213 employee.

214 (c) All salary supplements, fringe benefits and process  
215 reimbursement authorized under this subsection shall be paid  
216 directly by the State Department of Education to the local school  
217 district and shall be in addition to its allotments from the total  
218 funding formula provided in Sections 37-151-200 through 37-151-215  
219 and not a part thereof in accordance with regulations promulgated  
220 by the State Board of Education. Local school districts shall not  
221 reduce the local supplement paid to any employee receiving such  
222 salary supplement, and the employee shall receive any local  
223 supplement to which employees with similar training and experience  
224 otherwise are entitled. However, an educational employee shall  
225 receive the salary supplement in the amount of Six Thousand  
226 Dollars (\$6,000.00) for only one (1) of the qualifying  
227 certifications authorized under paragraph (a) of this subsection.  
228 No school district shall provide more than one (1) annual salary



229 supplement under the provisions of this subsection to any one (1)  
230 individual employee holding multiple qualifying national  
231 certifications.

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

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

243 Effective July 1, 2016, if funds are available for that  
244 purpose, any licensed teacher or retired teacher employed by a  
245 local school district under the authority of Section 25-11-126 who  
246 has met the requirements and acquired a Master Teacher Certificate  
247 from the National Board for Professional Teaching Standards and  
248 who is employed in a public school district located in one (1) of  
249 the following counties: Claiborne, Adams, Jefferson, Wilkinson,  
250 Amite, Bolivar, Coahoma, Leflore, Quitman, Sharkey, Issaquena,  
251 Sunflower, Washington, Holmes, Yazoo and Tallahatchie. The salary  
252 supplement awarded under the provisions of this subsection (3)



253 shall be in addition to the salary supplement awarded under the  
254 provisions of subsection (2) of this section.

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

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

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

274 (ii) To ensure that all of Mississippi's teachers,  
275 administrators and nonlicensed personnel at all schools have equal  
276 access to the monies set aside in this section, the MPBP program  
277 shall be designed to calculate each school's performance as



278 determined by the school's increase in scores from the prior  
279 school year. The MPBP program shall be based on a standardized  
280 scores rating where all levels of schools can be judged in a  
281 statistically fair and reasonable way upon implementation. At the  
282 end of each year, after all student achievement scores have been  
283 standardized, the State Department of Education shall implement  
284 the MPBP plan.

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

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

298 (5) (a) If funds are available for that purpose, each  
299 school in Mississippi shall have mentor teachers, as defined by  
300 Sections 37-9-201 through 37-9-213, who shall receive additional  
301 base compensation provided for by the State Legislature in the  
302 amount of One Thousand Dollars (\$1,000.00) per each beginning



303 teacher that is being mentored. The additional state compensation  
304 shall be limited to those mentor teachers that provide mentoring  
305 services to beginning teachers. For the purposes of such funding,  
306 a beginning teacher shall be defined as any teacher in any school  
307 in Mississippi that has less than one (1) year of classroom  
308 experience teaching in a public school. For the purposes of such  
309 funding, no full-time academic teacher shall mentor more than two  
310 (2) beginning teachers.

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

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

318 **SECTION 2.** Section 37-21-7, Mississippi Code of 1972, is  
319 amended as follows:

320 37-21-7. (1) This section shall be referred to as the  
321 "Mississippi Elementary Schools Assistant Teacher Program," the  
322 purpose of which shall be to provide an early childhood education  
323 program that assists in the instruction of basic skills. The  
324 State Board of Education is authorized, empowered and directed to  
325 implement a statewide system of assistant teachers in kindergarten  
326 classes and in the first, second and third grades. The assistant

327 teacher shall assist pupils in actual instruction under the strict  
328 supervision of a licensed teacher.

329 (2) (a) Except as otherwise authorized under subsection  
330 (7), each school district shall employ the total number of  
331 assistant teachers funded under subsection (6) of this section.  
332 The superintendent of each district shall assign the assistant  
333 teachers to the kindergarten, first-, second- and third-grade  
334 classes in the district in a manner that will promote the maximum  
335 efficiency, as determined by the superintendent, in the  
336 instruction of skills such as verbal and linguistic skills,  
337 logical and mathematical skills, and social skills.

338 (b) If a licensed teacher to whom an assistant teacher  
339 has been assigned is required to be absent from the classroom, the  
340 assistant teacher may assume responsibility for the classroom in  
341 lieu of a substitute teacher. However, no assistant teacher shall  
342 assume sole responsibility of the classroom for more than three  
343 (3) consecutive school days. Further, in no event shall any  
344 assistant teacher be assigned to serve as a substitute teacher for  
345 any teacher other than the licensed teacher to whom that assistant  
346 teacher has been assigned.

347 (3) Assistant teachers shall have, at a minimum, a high  
348 school diploma or a High School Equivalency Diploma equivalent,  
349 and shall show demonstrable proficiency in reading and writing  
350 skills. The State Department of Education shall develop a testing

351 procedure for assistant teacher applicants to be used in all  
352 school districts in the state.

353 (4) (a) In order to receive funding, each school district  
354 shall:

355 (i) Submit a plan on the implementation of a  
356 reading improvement program to the State Department of Education;  
357 and

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

361 (b) Additionally, each school district shall:

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

367 (ii) Hold periodic workshops for administrators  
368 and teachers on the effective use and supervision of assistant  
369 teachers;

370 (iii) Provide training annually on specific  
371 instructional skills for assistant teachers;

372 (iv) Annually evaluate their program in accordance  
373 with their educational accountability and assessment of  
374 performance plan; and

375 (v) Designate the necessary personnel to supervise  
376 and report on their program.

377 (5) The State Department of Education shall:

388 (b) Annually evaluate the program on the district and  
389 state level. Subject to the availability of funds specifically  
390 appropriated therefor by the Legislature, the department shall  
391 develop: (i) uniform evaluation reports, to be performed by the  
392 principal or assistant principal, to collect data for the annual  
393 overall program evaluation conducted by the department; or (ii) a  
394 program evaluation model that, at a minimum, addresses process  
395 evaluation; and

396 (c) Promulgate rules, regulations and such other  
397 standards deemed necessary to effectuate the purposes of this  
398 section. Noncompliance with the provisions of this section and  
399 any rules, regulations or standards adopted by the department may



400 result in a violation of compulsory accreditation standards as  
401 established by the State Board of Education and the Commission on  
402 School Accreditation.

403 (6) Each school district shall be allotted sufficient  
404 funding under the total funding formula provided in Sections  
405 37-151-200 through 37-151-215 for the purpose of employing  
406 assistant teachers. \* \* \* No school district shall pay any  
407 assistant teacher less than the state minimum salary. No district  
408 shall reduce the local supplement or amount paid to an individual  
409 assistant teacher by the district below the state minimum salary  
410 contained in this section from the previous year in a year in  
411 which the state minimum salary is increased. Should any district  
412 violate this subsection (6), such district's funding shall be  
413 reduced by twice the amount of such reduction when computing the  
414 district's allocation of total funding formula funds. However,  
415 districts are authorized to reduce the state minimum salary by a  
416 pro rata daily amount where there has been a reduction in (a)  
417 adequate education program allocations for such district in such  
418 year, or (b) the amount of federal funds to such district compared  
419 to the amount received from the previous year. Nothing herein  
420 contained shall prohibit any district from adopting or continuing  
421 a program or plan whereby assistant teachers are paid varying  
422 salaries according to classroom performance and other similar  
423 standards.



424        For assistant teachers, the minimum annual salary shall be as  
425 follows:

426        \* \* \*

427        2026-2027 and Subsequent Years.....\$19,000.00

428        In addition, for each one percent (1%) that the Sine Die  
429 General Fund Revenue Estimate Growth exceeds five percent (5%) in  
430 fiscal year 2006, as certified by the Legislative Budget Office to  
431 the State Board of Education and subject to the specific  
432 appropriation therefor by the Legislature, the State Board of  
433 Education shall revise the salary scale in the appropriate year to  
434 provide an additional one percent (1%) across-the-board increase  
435 in the base salaries for assistant teachers. The State Board of  
436 Education shall revise the salaries prescribed above for assistant  
437 teachers to conform to any adjustments made in prior fiscal years  
438 due to revenue growth over and above five percent (5%). The  
439 assistant teachers shall not be restricted to working only in the  
440 grades for which the funds were allotted, but may be assigned to  
441 other classes as provided in subsection (2)(a) of this section.

442        (7) (a) As an alternative to employing assistant teachers,  
443 any school district may use the funding provided under subsection  
444 (6) of this section for the purpose of employing licensed teachers  
445 for kindergarten, first-, second- and third-grade classes;  
446 however, no school district shall be authorized to use the funding  
447 for assistant teachers for the purpose of employing licensed  
448 teachers unless the district has established that the employment



449 of licensed teachers using such funds will reduce the  
450 teacher:student ratio in the kindergarten, first-, second- and  
451 third-grade classes. All state funds for assistant teachers shall  
452 be applied to reducing teacher:student ratio in Grades K-3.

453 It is the intent of the Legislature that no school district  
454 shall dismiss any assistant teacher for the purpose of using the  
455 assistant teacher funding to employ licensed teachers. School  
456 districts may rely only upon normal attrition to reduce the number  
457 of assistant teachers employed in that district.

458 (b) Districts meeting the highest levels of  
459 accreditation standards, as defined by the State Board of  
460 Education, shall be exempted from the provisions of subsection (4)  
461 of this section.

462 **SECTION 3.** It is the intent of the Legislature that all  
463 full-time professors, associate professors, assistant professors  
464 and course instructors of any institution of higher learning or  
465 community or junior college receive a salary increase of Two  
466 Thousand Dollars (\$2,000.00) above their current salaries.

467 **SECTION 4.** This act shall take effect and be in force from  
468 and after July 1, 2026.