

By: Senator(s) DeBar, Blount, Moran

To: Education;  
Appropriations

SENATE BILL NO. 2001

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; TO AMEND SECTION 37-21-7, MISSISSIPPI CODE OF 1972, TO  
4 INCREASE THE MINIMUM ANNUAL SALARY FOR TEACHER ASSISTANTS; AND FOR  
5 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 county and  
11 separate school district shall be determined and paid in  
12 accordance with the scale for teachers' salaries as provided in  
13 this subsection. For teachers holding the following types of  
14 licenses or the equivalent as determined by the State Board of  
15 Education, and the following number of years of teaching  
16 experience, the scale shall be as follows:

17 \* \* \*

18 2020-2021 MINIMUM SALARY SCHEDULE

19 Years



20	<u>Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
21	<u>0</u>	<u>41,608.00</u>	<u>40,444.00</u>	<u>39,280.00</u>	<u>37,000.00</u>
22	<u>1</u>	<u>41,608.00</u>	<u>40,444.00</u>	<u>39,280.00</u>	<u>37,000.00</u>
23	<u>2</u>	<u>41,608.00</u>	<u>40,444.00</u>	<u>39,280.00</u>	<u>37,000.00</u>
24	<u>3</u>	<u>42,402.00</u>	<u>41,171.00</u>	<u>39,940.00</u>	<u>37,385.00</u>
25	<u>4</u>	<u>43,196.00</u>	<u>41,898.00</u>	<u>40,600.00</u>	<u>37,880.00</u>
26	<u>5</u>	<u>43,990.00</u>	<u>42,625.00</u>	<u>41,260.00</u>	<u>38,375.00</u>
27	<u>6</u>	<u>44,784.00</u>	<u>43,352.00</u>	<u>41,920.00</u>	<u>38,870.00</u>
28	<u>7</u>	<u>45,578.00</u>	<u>44,079.00</u>	<u>42,580.00</u>	<u>39,365.00</u>
29	<u>8</u>	<u>46,372.00</u>	<u>44,806.00</u>	<u>43,240.00</u>	<u>39,860.00</u>
30	<u>9</u>	<u>47,166.00</u>	<u>45,533.00</u>	<u>43,900.00</u>	<u>40,355.00</u>
31	<u>10</u>	<u>47,960.00</u>	<u>46,260.00</u>	<u>44,560.00</u>	<u>40,850.00</u>
32	<u>11</u>	<u>48,754.00</u>	<u>46,987.00</u>	<u>45,220.00</u>	<u>41,345.00</u>
33	<u>12</u>	<u>49,548.00</u>	<u>47,714.00</u>	<u>45,880.00</u>	<u>41,840.00</u>
34	<u>13</u>	<u>50,342.00</u>	<u>48,441.00</u>	<u>46,540.00</u>	<u>42,335.00</u>
35	<u>14</u>	<u>51,136.00</u>	<u>49,168.00</u>	<u>47,200.00</u>	<u>42,830.00</u>
36	<u>15</u>	<u>51,930.00</u>	<u>49,895.00</u>	<u>47,860.00</u>	<u>43,325.00</u>
37	<u>16</u>	<u>52,724.00</u>	<u>50,622.00</u>	<u>48,520.00</u>	<u>43,820.00</u>
38	<u>17</u>	<u>53,518.00</u>	<u>51,349.00</u>	<u>49,180.00</u>	<u>44,315.00</u>
39	<u>18</u>	<u>54,312.00</u>	<u>52,076.00</u>	<u>49,840.00</u>	<u>44,810.00</u>
40	<u>19</u>	<u>55,106.00</u>	<u>52,803.00</u>	<u>50,500.00</u>	<u>45,305.00</u>
41	<u>20</u>	<u>55,900.00</u>	<u>53,530.00</u>	<u>51,160.00</u>	<u>45,800.00</u>
42	<u>21</u>	<u>56,694.00</u>	<u>54,257.00</u>	<u>51,820.00</u>	<u>46,295.00</u>
43	<u>22</u>	<u>57,488.00</u>	<u>54,984.00</u>	<u>52,480.00</u>	<u>46,790.00</u>
44	<u>23</u>	<u>58,282.00</u>	<u>55,711.00</u>	<u>53,140.00</u>	<u>47,285.00</u>



45	<u>24</u>	<u>59,076.00</u>	<u>56,438.00</u>	<u>53,800.00</u>	<u>47,780.00</u>
46	<u>25</u>	<u>61,930.00</u>	<u>59,225.00</u>	<u>56,520.00</u>	<u>50,335.00</u>
47	<u>26</u>	<u>62,724.00</u>	<u>59,952.00</u>	<u>57,180.00</u>	<u>50,830.00</u>
48	<u>27</u>	<u>63,518.00</u>	<u>60,679.00</u>	<u>57,840.00</u>	<u>51,325.00</u>
49	<u>28</u>	<u>64,312.00</u>	<u>61,406.00</u>	<u>58,500.00</u>	<u>51,820.00</u>
50	<u>29</u>	<u>65,106.00</u>	<u>62,133.00</u>	<u>59,160.00</u>	<u>52,315.00</u>
51	<u>30</u>	<u>65,900.00</u>	<u>62,860.00</u>	<u>59,820.00</u>	<u>52,810.00</u>
52	<u>31</u>	<u>66,694.00</u>	<u>63,587.00</u>	<u>60,480.00</u>	<u>53,305.00</u>
53	<u>32</u>	<u>67,488.00</u>	<u>64,314.00</u>	<u>61,140.00</u>	<u>53,800.00</u>
54	<u>33</u>	<u>68,282.00</u>	<u>65,041.00</u>	<u>61,800.00</u>	<u>54,295.00</u>
55	<u>34</u>	<u>69,076.00</u>	<u>65,768.00</u>	<u>62,460.00</u>	<u>54,790.00</u>
56	<u>35</u>				
57	<u>&amp; above</u>	<u>69,870.00</u>	<u>66,495.00</u>	<u>63,120.00</u>	<u>55,285.00</u>

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

66           All teachers employed on a full-time basis shall be paid a  
67 minimum salary in accordance with the above scale. However, no  
68 school district shall receive any funds under this section for any  
69 school year during which the local supplement paid to any



70 individual teacher shall have been reduced to a sum less than that  
71 paid to that individual teacher for performing the same duties  
72 from local supplement during the immediately preceding school  
73 year. The amount actually spent for the purposes of group health  
74 and/or life insurance shall be considered as a part of the  
75 aggregate amount of local supplement but shall not be considered a  
76 part of the amount of individual local supplement.

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

87 (2) (a) The following employees shall receive an annual  
88 salary supplement in the amount of Six Thousand Dollars  
89 (\$6,000.00), plus fringe benefits, in addition to any other  
90 compensation to which the employee may be entitled:

91 (i) Any licensed teacher who has met the  
92 requirements and acquired a Master Teacher certificate from the  
93 National Board for Professional Teaching Standards and who is  
94 employed by a local school board or the State Board of Education



95 as a teacher and not as an administrator. Such teacher shall  
96 submit documentation to the State Department of Education that the  
97 certificate was received prior to October 15 in order to be  
98 eligible for the full salary supplement in the current school  
99 year, or the teacher shall submit such documentation to the State  
100 Department of Education prior to February 15 in order to be  
101 eligible for a prorated salary supplement beginning with the  
102 second term of the school year.

103 (ii) A licensed nurse who has met the requirements  
104 and acquired a certificate from the National Board for  
105 Certification of School Nurses, Inc., and who is employed by a  
106 local school board or the State Board of Education as a school  
107 nurse and not as an administrator. The licensed school nurse  
108 shall submit documentation to the State Department of Education  
109 that the certificate was received before October 15 in order to be  
110 eligible for the full salary supplement in the current school  
111 year, or the licensed school nurse shall submit the documentation  
112 to the State Department of Education before February 15 in order  
113 to be eligible for a prorated salary supplement beginning with the  
114 second term of the school year. Provided, however, that the total  
115 number of licensed school nurses eligible for a salary supplement  
116 under this subparagraph (ii) shall not exceed thirty-five (35).

117 (iii) Any licensed school counselor who has met  
118 the requirements and acquired a National Certified School  
119 Counselor (NCSC) endorsement from the National Board of Certified



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

138 (iv) Any licensed speech-language pathologist and  
139 audiologist who has met the requirements and acquired a  
140 Certificate of Clinical Competence from the American  
141 Speech-Language-Hearing Association and any certified academic  
142 language therapist (CALT) who has met the certification  
143 requirements of the Academic Language Therapy Association and who  
144 is employed by a local school board or is employed by a state



145 agency under the State Personnel Board. The licensed  
146 speech-language pathologist and audiologist and certified academic  
147 language therapist shall submit documentation to the State  
148 Department of Education that the certificate or endorsement was  
149 received before October 15 in order to be eligible for the full  
150 salary supplement in the current school year, or the licensed  
151 speech-language pathologist and audiologist and certified academic  
152 language therapist shall submit the documentation to the State  
153 Department of Education before February 15 in order to be eligible  
154 for a prorated salary supplement beginning with the second term of  
155 the school year. However, the total number of certified academic  
156 language therapists eligible for a salary supplement under this  
157 subparagraph (iv) shall not exceed twenty (20).

158 (b) An employee shall be reimbursed for the actual cost  
159 of completing each component of acquiring the certificate or  
160 endorsement, excluding any costs incurred for postgraduate  
161 courses, not to exceed Five Hundred Dollars (\$500.00) for each  
162 component, not to exceed four (4) components, for a teacher,  
163 school counselor or speech-language pathologist and audiologist,  
164 regardless of whether or not the process resulted in the award of  
165 the certificate or endorsement. A local school district or any  
166 private individual or entity may pay the cost of completing the  
167 process of acquiring the certificate or endorsement for any  
168 employee of the school district described under paragraph (a), and  
169 the State Department of Education shall reimburse the school



170 district for such cost, regardless of whether or not the process  
171 resulted in the award of the certificate or endorsement. If a  
172 private individual or entity has paid the cost of completing the  
173 process of acquiring the certificate or endorsement for an  
174 employee, the local school district may agree to directly  
175 reimburse the individual or entity for such cost on behalf of the  
176 employee.

177 (c) All salary supplements, fringe benefits and process  
178 reimbursement authorized under this subsection shall be paid  
179 directly by the State Department of Education to the local school  
180 district and shall be in addition to its minimum education program  
181 allotments and not a part thereof in accordance with regulations  
182 promulgated by the State Board of Education. Local school  
183 districts shall not reduce the local supplement paid to any  
184 employee receiving such salary supplement, and the employee shall  
185 receive any local supplement to which employees with similar  
186 training and experience otherwise are entitled. However, an  
187 educational employee shall receive the salary supplement in the  
188 amount of Six Thousand Dollars (\$6,000.00) for only one (1) of the  
189 qualifying certifications authorized under paragraph (a) of this  
190 subsection. No school district shall provide more than one (1)  
191 annual salary supplement under the provisions of this subsection  
192 to any one individual employee holding multiple qualifying  
193 national certifications.





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

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

205 Effective July 1, 2016, if funds are available for that  
206 purpose, any licensed teacher who has met the requirements and  
207 acquired a Master Teacher Certificate from the National Board for  
208 Professional Teaching Standards and who is employed in a public  
209 school district located in one (1) of the following counties:  
210 Claiborne, Adams, Jefferson, Wilkinson, Amite, Bolivar, Coahoma,  
211 Leflore, Quitman, Sharkey, Issaquena, Sunflower, Washington,  
212 Holmes, Yazoo and Tallahatchie. The salary supplement awarded  
213 under the provisions of this subsection (3) shall be in addition  
214 to the salary supplement awarded under the provisions of  
215 subsection (2) of this section.

216 Teachers who meet the qualifications for a salary supplement  
217 under this subsection (3) who are assigned for less than one (1)  
218 full year or less than full time for the school year shall receive



219 the salary supplement in a prorated manner, with the portion of  
220 the teacher's assignment to the critical geographic area to be  
221 determined as of June 15th of the school year.

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

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

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



244 end of each year, after all student achievement scores have been  
245 standardized, the State Department of Education shall implement  
246 the MPBP plan.

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

254 (b) The State Board of Education shall develop the  
255 processes and procedures for designating schools eligible to  
256 participate in the MPBP. State assessment results, growth in  
257 student achievement at individual schools and other measures  
258 deemed appropriate in designating successful student achievement  
259 shall be used in establishing MPBP criteria. The State Board of  
260 Education shall develop the MPBP policies and procedures and  
261 report to the Legislature and Governor by December 1, 2006.

262 (5) (a) Beginning in the 2008-2009 school year, if funds  
263 are available for that purpose, each school in Mississippi shall  
264 have mentor teachers, as defined by Sections 37-9-201 through  
265 37-9-213, who shall receive additional base compensation provided  
266 for by the State Legislature in the amount of One Thousand Dollars  
267 (\$1,000.00) per each beginning teacher that is being mentored.  
268 The additional state compensation shall be limited to those mentor



269 teachers that provide mentoring services to beginning teachers.  
270 For the purposes of such funding, a beginning teacher shall be  
271 defined as any teacher in any school in Mississippi that has less  
272 than one (1) year of classroom experience teaching in a public  
273 school. For the purposes of such funding, no full-time academic  
274 teacher shall mentor more than two (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 **SECTION 2.** Section 37-21-7, Mississippi Code of 1972, is  
283 amended as follows:

284 37-21-7. (1) This section shall be referred to as the  
285 "Mississippi Elementary Schools Assistant Teacher Program," the  
286 purpose of which shall be to provide an early childhood education  
287 program that assists in the instruction of basic skills. The  
288 State Board of Education is authorized, empowered and directed to  
289 implement a statewide system of assistant teachers in kindergarten  
290 classes and in the first, second and third grades. The assistant  
291 teacher shall assist pupils in actual instruction under the strict  
292 supervision of a licensed teacher.



293           (2)   (a)   Except as otherwise authorized under subsection  
294   (7), each school district shall employ the total number of  
295   assistant teachers funded under subsection (6) of this section.  
296   The superintendent of each district shall assign the assistant  
297   teachers to the kindergarten, first-, second- and third-grade  
298   classes in the district in a manner that will promote the maximum  
299   efficiency, as determined by the superintendent, in the  
300   instruction of skills such as verbal and linguistic skills,  
301   logical and mathematical skills, and social skills.

302           (b)   If a licensed teacher to whom an assistant teacher  
303   has been assigned is required to be absent from the classroom, the  
304   assistant teacher may assume responsibility for the classroom in  
305   lieu of a substitute teacher. However, no assistant teacher shall  
306   assume sole responsibility of the classroom for more than three  
307   (3) consecutive school days. Further, in no event shall any  
308   assistant teacher be assigned to serve as a substitute teacher for  
309   any teacher other than the licensed teacher to whom that assistant  
310   teacher has been assigned.

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



317 (4) (a) In order to receive funding, each school district  
318 shall:

319 (i) Submit a plan on the implementation of a  
320 reading improvement program to the State Department of Education;  
321 and

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

325 (b) Additionally, each school district shall:

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

331 (ii) Hold periodic workshops for administrators  
332 and teachers on the effective use and supervision of assistant  
333 teachers;

334 (iii) Provide training annually on specific  
335 instructional skills for assistant teachers;

336 (iv) Annually evaluate their program in accordance  
337 with their educational accountability and assessment of  
338 performance plan; and

339 (v) Designate the necessary personnel to supervise  
340 and report on their program.

341 (5) The State Department of Education shall:



342 (a) Develop and assist in the implementation of a  
343 statewide uniform training module, subject to the availability of  
344 funds specifically appropriated therefor by the Legislature, which  
345 shall be used in all school districts for training administrators,  
346 teachers and assistant teachers. The module shall provide for the  
347 consolidated training of each assistant teacher and teacher to  
348 whom the assistant teacher is assigned, working together as a  
349 team, and shall require further periodic training for  
350 administrators, teachers and assistant teachers regarding the role  
351 of assistant teachers;

352 (b) Annually evaluate the program on the district and  
353 state level. Subject to the availability of funds specifically  
354 appropriated therefor by the Legislature, the department shall  
355 develop: (i) uniform evaluation reports, to be performed by the  
356 principal or assistant principal, to collect data for the annual  
357 overall program evaluation conducted by the department; or (ii) a  
358 program evaluation model that, at a minimum, addresses process  
359 evaluation; and

360 (c) Promulgate rules, regulations and such other  
361 standards deemed necessary to effectuate the purposes of this  
362 section. Noncompliance with the provisions of this section and  
363 any rules, regulations or standards adopted by the department may  
364 result in a violation of compulsory accreditation standards as  
365 established by the State Board of Education and the Commission on  
366 School Accreditation.



367 (6) In addition to other funds allotted under the Minimum  
368 Education or Adequate Education Program, each school district  
369 shall be allotted sufficient funding for the purpose of employing  
370 assistant teachers. No assistant teacher shall be paid less than  
371 the amount he or she received in the prior school year. No school  
372 district shall receive any funds under this section for any school  
373 year during which the aggregate amount of the local contribution  
374 to the salaries of assistant teachers by the district shall have  
375 been reduced below such amount for the previous year.

376 \* \* \*

377 For assistant teachers, the minimum annual salary shall be as  
378 follows:

379 2020-2021 Minimum Salary.....\$15,000.00

380 In addition, for each one percent (1%) that the Sine Die  
381 General Fund Revenue Estimate Growth exceeds five percent (5%) in  
382 fiscal year 2006, as certified by the Legislative Budget Office to  
383 the State Board of Education and subject to the specific  
384 appropriation therefor by the Legislature, the State Board of  
385 Education shall revise the salary scale in the appropriate year to  
386 provide an additional one percent (1%) across-the-board increase  
387 in the base salaries for assistant teachers. The State Board of  
388 Education shall revise the salaries prescribed above for assistant  
389 teachers to conform to any adjustments made in prior fiscal years  
390 due to revenue growth over and above five percent (5%). The  
391 assistant teachers shall not be restricted to working only in the





392 grades for which the funds were allotted, but may be assigned to  
393 other classes as provided in subsection (2)(a) of this section.

394 (7) (a) As an alternative to employing assistant teachers,  
395 any school district may use the allotment provided under  
396 subsection (6) of this section for the purpose of employing  
397 licensed teachers for kindergarten, first-, second- and  
398 third-grade classes; however, no school district shall be  
399 authorized to use the allotment for assistant teachers for the  
400 purpose of employing licensed teachers unless the district has  
401 established that the employment of licensed teachers using such  
402 funds will reduce the teacher:student ratio in the kindergarten,  
403 first-, second- and third-grade classes. All state funds for  
404 assistant teachers shall be applied to reducing teacher:student  
405 ratio in Grades K-3.

406 It is the intent of the Legislature that no school district  
407 shall dismiss any assistant teacher for the purpose of using the  
408 assistant teacher allotment to employ licensed teachers. School  
409 districts may rely only upon normal attrition to reduce the number  
410 of assistant teachers employed in that district.

411 (b) Districts meeting the highest levels of  
412 accreditation standards, as defined by the State Board of  
413 Education, shall be exempted from the provisions of subsection (4)  
414 of this section.

415 **SECTION 3.** This act shall take effect and be in force from  
416 and after July 1, 2020.

