

Senate Education Committee Hearing: Teacher Salary

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MISSISSIPPI
DEPARTMENT OF
EDUCATION

September 15, 2021



VISION

To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens



MISSION

To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community



1

ALL Students Proficient and Showing Growth in All Assessed Areas



2

EVERY Student Graduates from High School and is Ready for College and Career



3

EVERY Child Has Access to a High-Quality Early Childhood Program

EVERY School Has Effective Teachers and Leaders

4



EVERY Community Effectively Uses a World-Class Data System to Improve Student Outcomes

5



EVERY School and District is Rated “C” or Higher

6



Teacher Salary Schedule, MS Code Section 37-19-7 (1)

- The allowance in the Mississippi Adequate Education Program for teachers' salaries in each public school district shall be determined and paid in accordance with the scale for teachers' salaries as provided in this subsection
- For teachers holding the following types of licenses (A, AA, AAA, AAAA) or the equivalent as determined by the State Board of Education, and the following number of years of teaching experience, the scale shall be as shown
- All teachers employed on a full-time basis shall be paid a minimum salary in accordance with the scale

FY2021-2022 MAEP SALARY SCHEDULE					
MS Code Section 37-19-7					
Yrs. Exp.	Certification Level AAAA	Certification Level AAA	Certification Level AA	Certification Level A	
0	41,608	40,444	39,280	37,000	
1	41,608	40,444	39,280	37,000	
2	41,608	40,444	39,280	37,000	
3	42,402	41,171	39,940	37,385	*
4	43,196	41,898	40,600	37,880	
5	43,990	42,625	41,260	38,375	
6	44,784	43,352	41,920	38,870	
7	45,578	44,079	42,580	39,365	
8	46,372	44,806	43,240	39,860	
9	47,166	45,533	43,900	40,355	
10	47,960	46,260	44,560	40,850	
11	48,754	46,987	45,220	41,345	
12	49,548	47,714	45,880	41,840	
13	50,342	48,441	46,540	42,335	
14	51,136	49,168	47,200	42,830	
15	51,930	49,895	47,860	43,325	
16	52,724	50,622	48,520	43,820	
17	53,518	51,349	49,180	44,315	
18	54,312	52,076	49,840	44,810	
19	55,106	52,803	50,500	45,305	
20	55,900	53,530	51,160	45,800	
21	56,694	54,257	51,820	46,295	
22	57,488	54,984	52,480	46,790	
23	58,282	55,711	53,140	47,285	
24	59,076	56,438	53,800	47,780	
Add'l Increment for 25th year	2,060	2,060	2,060	2,060	
25	61,930	59,225	56,520	50,335	
26	62,724	59,952	57,180	50,830	
27	63,518	60,679	57,840	51,325	
28	64,312	61,406	58,500	51,820	
29	65,106	62,133	59,160	52,315	
30	65,900	62,860	59,820	52,810	
31	66,694	63,587	60,480	53,305	
32	67,488	64,314	61,140	53,800	
33	68,282	65,041	61,800	54,295	
34	69,076	65,768	62,460	54,790	
35 & above	69,870	66,495	63,120	55,285	
NOTE: Assistant Teachers - \$15,000 (MS Code Section 37-21-7(6))					
* Effective FY2021-2022 the legislature updated Certification Level A, Year 3 increment from \$495.00 to \$385.00.					

- Starting salary for teachers with 0-3 years experience holding a Single A license is \$37,000
- Mississippi's 2018-2019 **starting** salary for teachers is approximately \$3,300 below the Southeastern Region average
- Mississippi's 2018-2019 **overall average** salary for teachers is approximately \$8,200 below the Southeastern Region average

Teacher Salary Schedule Example

- Teacher employed with five (5) years of experience
- Minimum salary is determined by the teacher's certification level

FY2021-2022 MAEP SALARY SCHEDULE

MS Code Section 37-19-7

Yrs. Exp.	Certification Level	Certification Level	Certification Level	Certification Level
	AAAA	AAA	AA	A
5	\$43,990	\$42,625	\$41,260	\$38,375

Teacher Salary Schedule Example (continued)

- If the same teacher is employed the following year, with six (6) years experience, and there is no increase in the teacher salary schedule, the minimum salary would increase by the following increments based on certification level

- A \$495
- AA \$ 660
- AAA \$ 727
- AAAA \$ 794

FY2021-2022 MAEP SALARY SCHEDULE

MS Code Section 37-19-7

Yrs. Exp.	Certification Level	Certification Level	Certification Level	Certification Level
	AAAA	AAA	AA	A
6	44,784	43,352	41,920	38,870

MISSISSIPPI ADEQUATE EDUCATION PROGRAM (MAEP) AND TEACHER SALARIES

- MAEP formula determines the state funds allocated to each district
- Teachers' salaries are input into the Mississippi Student Information System (MSIS) by the school district
- Teachers' salaries are paid through MAEP (State) Funds or Federal Funds

- The term “local supplement” shall mean the amount paid to an individual teacher over and above the MAEP program salary schedule for regular teaching duties
- Local supplements vary and are determined by each local school district
- Average local supplements range from \$0-\$7,000
- State law does not establish the local supplement amount

Local Supplement Example

FY2021-2022 MAEP SALARY SCHEDULE

MS Code Section 37-19-7

Example One

Yrs. Exp.	Certification Level	Local	Annual	Certification Level	Local	Annual	Certification Level	Local	Annual	Certification Level	Local	Annual
	AAAA	Supplement	Salary	AAA	Supplement	Salary	AA	Supplement	Salary	A	Supplement	Salary
0	\$41,608.00	\$ 1,200.00	\$42,808.00	\$40,444.00	\$ 1,100.00	\$ 41,544.00	\$39,280.00	\$ 1,000.00	\$ 40,280.00	\$37,000.00	\$ 900.00	\$ 37,900.00

National Board Certification, MS Code Section 37-19-7 2(a)

- Licensed teacher employees shall receive an annual salary supplement in the amount of six thousand dollars (\$6,000) plus fringe benefits, in addition to any other compensation to which the employee may be entitled
- Any **licensed teacher** who has met the requirements and acquired a Master Teacher certificate from the National Board for Professional Teaching Standards and who is employed by a local school board or the State Board of Education as a teacher and not as an administrator

Mississippi Employer-Assisted Housing Teacher Program, MS Code Section 37-159-11

- The Mississippi Employer-Assisted Housing Teacher Program is a special home loan program that is available to licensed teachers who render services in geographical areas of the state that are designated by the State Board of Education as having a critical shortage of teachers
- A maximum loan amount of \$6,000 will be available to eligible teachers to assist in paying closing costs associated with the purchase of a house

Moving Expense

- In accordance with House Bill 609, as passed during the 1998 session of the Mississippi Legislature, the Department of Education will reimburse the moving expenses for teachers who enter in a contract with a school district situated within a geographical area of the state that is designated by the Mississippi Board of Education as having a critical shortage of teachers
- Reimbursements are limited to one time with a maximum reimbursement of \$1,000

Education Enhancement Funds (EEF) Card Program, MS Code Section 37-61-33 (3)(iii)

- Classroom supply funds may not be expended for administrative purposes. These funds may only be used to supplement, not replace, other local and state funds available for the same purpose
- Classroom supply funds are for state-funded teachers; federally funded teachers are not eligible
- The allocation amount for the FY22 program is \$632 per teacher

- **Critical Needs Teacher Scholarship Program**
- **Winter Reed Teacher Loan Repayment Program**
- **MS Teacher Fellowship Program**
- **MS School Administrator Sabbatical Program**

Questions