

By: Representatives Moore, Formby, Willis

To: Education;
Appropriations

HOUSE BILL NO. 504
(As Sent to Governor)

1 AN ACT TO AMEND SECTION 37-19-7, MISSISSIPPI CODE OF 1972, TO
2 REVISE THE MINIMUM TEACHER SALARY SCALE; TO PROVIDE THAT THE
3 RECEIPT OF ANNUAL SALARY SUPPLEMENTS TO CERTAIN EDUCATIONAL
4 EMPLOYEES HOLDING CERTAIN QUALIFYING NATIONAL CERTIFICATIONS SHALL
5 BE LIMITED TO ONE SUPPLEMENT PER EMPLOYEE REGARDLESS OF THE NUMBER
6 OF CERTIFICATIONS HELD; TO PROVIDE A SCHOOL RECOGNITION PROGRAM TO
7 PROVIDE FINANCIAL AWARDS TO HIGH-PERFORMING SCHOOLS BEGINNING WITH
8 THE 2016-2017 SCHOOL YEAR; AND FOR RELATED PURPOSES.

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

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

12 37-19-7. (1) * * * The allowance in the Mississippi
13 Adequate Education Program for teachers' salaries in each county
14 and separate school district shall be determined and paid in
15 accordance with the scale for teachers' salaries as provided in
16 this subsection. For teachers holding the following types of
17 licenses or the equivalent as determined by the State Board of
18 Education, and the following number of years of teaching
19 experience, the scale shall be as follows:

2014-2015 MINIMUM SALARY SCHEDULE

21 Years Exp. AAAA AAA AA A



22	<u>0</u>	<u>38,108.00</u>	<u>36,944.00</u>	<u>35,780.00</u>	<u>33,390.00</u>
23	<u>1</u>	<u>38,108.00</u>	<u>36,944.00</u>	<u>35,780.00</u>	<u>33,390.00</u>
24	<u>2</u>	<u>38,108.00</u>	<u>36,944.00</u>	<u>35,780.00</u>	<u>33,390.00</u>
25	<u>3</u>	<u>38,902.00</u>	<u>37,671.00</u>	<u>36,440.00</u>	<u>33,885.00</u>
26	<u>4</u>	<u>39,696.00</u>	<u>38,398.00</u>	<u>37,100.00</u>	<u>34,380.00</u>
27	<u>5</u>	<u>40,490.00</u>	<u>39,125.00</u>	<u>37,760.00</u>	<u>34,875.00</u>
28	<u>6</u>	<u>41,284.00</u>	<u>39,852.00</u>	<u>38,420.00</u>	<u>35,370.00</u>
29	<u>7</u>	<u>42,078.00</u>	<u>40,579.00</u>	<u>39,080.00</u>	<u>35,865.00</u>
30	<u>8</u>	<u>42,872.00</u>	<u>41,306.00</u>	<u>39,740.00</u>	<u>36,360.00</u>
31	<u>9</u>	<u>43,666.00</u>	<u>42,033.00</u>	<u>40,400.00</u>	<u>36,855.00</u>
32	<u>10</u>	<u>44,460.00</u>	<u>42,760.00</u>	<u>41,060.00</u>	<u>37,350.00</u>
33	<u>11</u>	<u>45,254.00</u>	<u>43,487.00</u>	<u>41,720.00</u>	<u>37,845.00</u>
34	<u>12</u>	<u>46,048.00</u>	<u>44,214.00</u>	<u>42,380.00</u>	<u>38,340.00</u>
35	<u>13</u>	<u>46,842.00</u>	<u>44,941.00</u>	<u>43,040.00</u>	<u>38,835.00</u>
36	<u>14</u>	<u>47,636.00</u>	<u>45,668.00</u>	<u>43,700.00</u>	<u>39,330.00</u>
37	<u>15</u>	<u>48,430.00</u>	<u>46,395.00</u>	<u>44,360.00</u>	<u>39,825.00</u>
38	<u>16</u>	<u>49,224.00</u>	<u>47,122.00</u>	<u>45,020.00</u>	<u>40,320.00</u>
39	<u>17</u>	<u>50,018.00</u>	<u>47,849.00</u>	<u>45,680.00</u>	<u>40,815.00</u>
40	<u>18</u>	<u>50,812.00</u>	<u>48,576.00</u>	<u>46,340.00</u>	<u>41,310.00</u>
41	<u>19</u>	<u>51,606.00</u>	<u>49,303.00</u>	<u>47,000.00</u>	<u>41,805.00</u>
42	<u>20</u>	<u>52,400.00</u>	<u>50,030.00</u>	<u>47,660.00</u>	<u>42,300.00</u>
43	<u>21</u>	<u>53,194.00</u>	<u>50,757.00</u>	<u>48,320.00</u>	<u>42,795.00</u>
44	<u>22</u>	<u>53,988.00</u>	<u>51,484.00</u>	<u>48,980.00</u>	<u>43,290.00</u>
45	<u>23</u>	<u>54,782.00</u>	<u>52,211.00</u>	<u>49,640.00</u>	<u>43,785.00</u>
46	<u>24</u>	<u>55,576.00</u>	<u>52,938.00</u>	<u>50,300.00</u>	<u>44,280.00</u>



47	<u>25</u>	<u>58,430.00</u>	<u>55,725.00</u>	<u>53,020.00</u>	<u>46,835.00</u>
48	<u>26</u>	<u>59,224.00</u>	<u>56,452.00</u>	<u>53,680.00</u>	<u>47,330.00</u>
49	<u>27</u>	<u>60,018.00</u>	<u>57,179.00</u>	<u>54,340.00</u>	<u>47,825.00</u>
50	<u>28</u>	<u>60,812.00</u>	<u>57,906.00</u>	<u>55,000.00</u>	<u>48,320.00</u>
51	<u>29</u>	<u>61,606.00</u>	<u>58,633.00</u>	<u>55,660.00</u>	<u>48,815.00</u>
52	<u>30</u>	<u>62,400.00</u>	<u>59,360.00</u>	<u>56,320.00</u>	<u>49,310.00</u>
53	<u>31</u>	<u>63,194.00</u>	<u>60,087.00</u>	<u>56,980.00</u>	<u>49,805.00</u>
54	<u>32</u>	<u>63,988.00</u>	<u>60,814.00</u>	<u>57,640.00</u>	<u>50,300.00</u>
55	<u>33</u>	<u>64,782.00</u>	<u>61,541.00</u>	<u>58,300.00</u>	<u>50,795.00</u>
56	<u>34</u>	<u>65,576.00</u>	<u>62,268.00</u>	<u>58,960.00</u>	<u>51,290.00</u>
57	<u>35 & above</u>	<u>66,370.00</u>	<u>62,995.00</u>	<u>59,620.00</u>	<u>51,785.00</u>

2015-2016 MINIMUM SALARY SCHEDULE

59	<u>Years Exp.</u>	<u>AAAA</u>	<u>AAA</u>	<u>AA</u>	<u>A</u>
60	<u>0</u>	<u>39,108.00</u>	<u>37,944.00</u>	<u>36,780.00</u>	<u>34,390.00</u>
61	<u>1</u>	<u>39,108.00</u>	<u>37,944.00</u>	<u>36,780.00</u>	<u>34,390.00</u>
62	<u>2</u>	<u>39,108.00</u>	<u>37,944.00</u>	<u>36,780.00</u>	<u>34,390.00</u>
63	<u>3</u>	<u>39,902.00</u>	<u>38,671.00</u>	<u>37,440.00</u>	<u>34,885.00</u>
64	<u>4</u>	<u>40,696.00</u>	<u>39,398.00</u>	<u>38,100.00</u>	<u>35,380.00</u>
65	<u>5</u>	<u>41,490.00</u>	<u>40,125.00</u>	<u>38,760.00</u>	<u>35,875.00</u>
66	<u>6</u>	<u>42,284.00</u>	<u>40,852.00</u>	<u>39,420.00</u>	<u>36,370.00</u>
67	<u>7</u>	<u>43,078.00</u>	<u>41,579.00</u>	<u>40,080.00</u>	<u>36,865.00</u>
68	<u>8</u>	<u>43,872.00</u>	<u>42,306.00</u>	<u>40,740.00</u>	<u>37,360.00</u>
69	<u>9</u>	<u>44,666.00</u>	<u>43,033.00</u>	<u>41,400.00</u>	<u>37,855.00</u>
70	<u>10</u>	<u>45,460.00</u>	<u>43,760.00</u>	<u>42,060.00</u>	<u>38,350.00</u>
71	<u>11</u>	<u>46,254.00</u>	<u>44,487.00</u>	<u>42,720.00</u>	<u>38,845.00</u>



72	<u>12</u>	<u>47,048.00</u>	<u>45,214.00</u>	<u>43,380.00</u>	<u>39,340.00</u>
73	<u>13</u>	<u>47,842.00</u>	<u>45,941.00</u>	<u>44,040.00</u>	<u>39,835.00</u>
74	<u>14</u>	<u>48,636.00</u>	<u>46,668.00</u>	<u>44,700.00</u>	<u>40,330.00</u>
75	<u>15</u>	<u>49,430.00</u>	<u>47,395.00</u>	<u>45,360.00</u>	<u>40,825.00</u>
76	<u>16</u>	<u>50,224.00</u>	<u>48,122.00</u>	<u>46,020.00</u>	<u>41,320.00</u>
77	<u>17</u>	<u>51,018.00</u>	<u>48,849.00</u>	<u>46,680.00</u>	<u>41,815.00</u>
78	<u>18</u>	<u>51,812.00</u>	<u>49,576.00</u>	<u>47,340.00</u>	<u>42,310.00</u>
79	<u>19</u>	<u>52,606.00</u>	<u>50,303.00</u>	<u>48,000.00</u>	<u>42,805.00</u>
80	<u>20</u>	<u>53,400.00</u>	<u>51,030.00</u>	<u>48,660.00</u>	<u>43,300.00</u>
81	<u>21</u>	<u>54,194.00</u>	<u>51,757.00</u>	<u>49,320.00</u>	<u>43,795.00</u>
82	<u>22</u>	<u>54,988.00</u>	<u>52,484.00</u>	<u>49,980.00</u>	<u>44,290.00</u>
83	<u>23</u>	<u>55,782.00</u>	<u>53,211.00</u>	<u>50,640.00</u>	<u>44,785.00</u>
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87	<u>27</u>	<u>61,018.00</u>	<u>58,179.00</u>	<u>55,340.00</u>	<u>48,825.00</u>
88	<u>28</u>	<u>61,812.00</u>	<u>58,906.00</u>	<u>56,000.00</u>	<u>49,320.00</u>
89	<u>29</u>	<u>62,606.00</u>	<u>59,633.00</u>	<u>56,660.00</u>	<u>49,815.00</u>
90	<u>30</u>	<u>63,400.00</u>	<u>60,360.00</u>	<u>57,320.00</u>	<u>50,310.00</u>
91	<u>31</u>	<u>64,194.00</u>	<u>61,087.00</u>	<u>57,980.00</u>	<u>50,805.00</u>
92	<u>32</u>	<u>64,988.00</u>	<u>61,814.00</u>	<u>58,640.00</u>	<u>51,300.00</u>
93	<u>33</u>	<u>65,782.00</u>	<u>62,541.00</u>	<u>59,300.00</u>	<u>51,795.00</u>
94	<u>34</u>	<u>66,576.00</u>	<u>63,268.00</u>	<u>59,960.00</u>	<u>52,290.00</u>
95	<u>35 & above</u>	<u>67,370.00</u>	<u>63,995.00</u>	<u>60,620.00</u>	<u>52,785.00</u>

96 * * *



97 It is the intent of the Legislature that any state funds made
98 available for salaries of licensed personnel in excess of the
99 funds paid for such salaries for the 1986-1987 school year shall
100 be paid to licensed personnel pursuant to a personnel appraisal
101 and compensation system implemented by the State Board of
102 Education. The State Board of Education shall have the authority
103 to adopt and amend rules and regulations as are necessary to
104 establish, administer and maintain the system.

105 All teachers employed on a full-time basis shall be paid a
106 minimum salary in accordance with the above scale. However, no
107 school district shall receive any funds under this section for any
108 school year during which the local supplement paid to any
109 individual teacher shall have been reduced to a sum less than that
110 paid to that individual teacher for performing the same duties
111 from local supplement during the immediately preceding school
112 year. The amount actually spent for the purposes of group health
113 and/or life insurance shall be considered as a part of the
114 aggregate amount of local supplement but shall not be considered a
115 part of the amount of individual local supplement.

116 * * *

117 The level of professional training of each teacher to be used
118 in establishing the salary allotment for the teachers for each
119 year shall be determined by the type of valid teacher's license
120 issued to those teachers on or before October 1 of the current
121 school year. Provided, however, that school districts are



122 authorized, in their discretion, to negotiate the salary levels
123 applicable to certificated employees who are receiving retirement
124 benefits from the retirement system of another state, and the
125 annual experience increment provided above in Section 37-19-7
126 shall not be applicable to any such retired certificated employee.

127 (2) (a) The following employees shall receive an annual
128 salary supplement in the amount of Six Thousand Dollars
129 (\$6,000.00), plus fringe benefits, in addition to any other
130 compensation to which the employee may be entitled:

131 (i) Any licensed teacher who has met the
132 requirements and acquired a Master Teacher certificate from the
133 National Board for Professional Teaching Standards and who is
134 employed by a local school board or the State Board of Education
135 as a teacher and not as an administrator. Such teacher shall
136 submit documentation to the State Department of Education that the
137 certificate was received prior to October 15 in order to be
138 eligible for the full salary supplement in the current school
139 year, or the teacher shall submit such documentation to the State
140 Department of Education prior to February 15 in order to be
141 eligible for a prorated salary supplement beginning with the
142 second term of the school year.

143 (ii) A licensed nurse who has met the requirements
144 and acquired a certificate from the National Board for
145 Certification of School Nurses, Inc., and who is employed by a
146 local school board or the State Board of Education as a school



147 nurse and not as an administrator. The licensed school nurse
148 shall submit documentation to the State Department of Education
149 that the certificate was received before October 15 in order to be
150 eligible for the full salary supplement in the current school
151 year, or the licensed school nurse shall submit the documentation
152 to the State Department of Education before February 15 in order
153 to be eligible for a prorated salary supplement beginning with the
154 second term of the school year. Provided, however, that the total
155 number of licensed school nurses eligible for a salary supplement
156 under this subparagraph (ii) shall not exceed thirty-five (35).

157 (iii) Any licensed school counselor who has met
158 the requirements and acquired a National Certified School
159 Counselor (NCSC) endorsement from the National Board of Certified
160 Counselors and who is employed by a local school board or the
161 State Board of Education as a counselor and not as an
162 administrator. Such licensed school counselor shall submit
163 documentation to the State Department of Education that the
164 endorsement was received prior to October 15 in order to be
165 eligible for the full salary supplement in the current school
166 year, or the licensed school counselor shall submit such
167 documentation to the State Department of Education prior to
168 February 15 in order to be eligible for a prorated salary
169 supplement beginning with the second term of the school year.
170 However, any school counselor who started the National Board for
171 Professional Teaching Standards process for school counselors



172 between June 1, 2003, and June 30, 2004, and completes the
173 requirements and acquires the Master Teacher certificate shall be
174 entitled to the master teacher supplement, and those counselors
175 who complete the process shall be entitled to a one-time
176 reimbursement for the actual cost of the process as outlined in
177 paragraph (b) of this subsection.

178 (iv) Any licensed speech-language pathologist and
179 audiologist who has met the requirements and acquired a
180 Certificate of Clinical Competence from the American
181 Speech-Language-Hearing Association and any certified academic
182 language therapist (CALT) who has met the certification
183 requirements of the Academic Language Therapy Association and who
184 is employed by a local school board or is employed by a state
185 agency under the State Personnel Board. The licensed
186 speech-language pathologist and audiologist and certified academic
187 language therapist shall submit documentation to the State
188 Department of Education that the certificate or endorsement was
189 received before October 15 in order to be eligible for the full
190 salary supplement in the current school year, or the licensed
191 speech-language pathologist and audiologist and certified academic
192 language therapist shall submit the documentation to the State
193 Department of Education before February 15 in order to be eligible
194 for a prorated salary supplement beginning with the second term of
195 the school year. However, the total number of certified academic



196 language therapists eligible for a salary supplement under this
197 paragraph (iv) shall not exceed twenty (20).

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

216 (c) All salary supplements, fringe benefits and process
217 reimbursement authorized under this subsection shall be paid
218 directly by the State Department of Education to the local school
219 district and shall be in addition to its minimum education program
220 allotments and not a part thereof in accordance with regulations



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

233 (d) The State Department of Education may not pay any
234 process reimbursement to a school district for an employee who
235 does not complete the certification or endorsement process
236 required to be eligible for the certificate or endorsement. If an
237 employee for whom such cost has been paid, in full or in part, by
238 a local school district or private individual or entity fails to
239 complete the certification or endorsement process, the employee
240 shall be liable to the school district or individual or entity for
241 all amounts paid by the school district or individual or entity on
242 behalf of that employee toward his or her certificate or
243 endorsement.

244 (3) (a) Effective July 1, 2007, if funds are available for
245 that purpose, the Legislature may authorize state funds for



246 additional base compensation for teachers holding licenses in
247 critical subject areas or the equivalent and who teach at least a
248 majority of their courses in a critical subject area, as
249 determined by the State Board of Education.

250 (b) Effective July 1, 2007, if funds are available for
251 that purpose, the Legislature may authorize state funds for
252 additional base compensation for teachers employed in a public
253 school district located in a geographic area of the state
254 designated as a critical teacher shortage area by the State Board
255 of Education.

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

266 (i) It is the express intent of this legislation
267 that the MPBP plan shall utilize only existing standards of
268 accreditation and assessment as established by the State Board of
269 Education.



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

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

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



294 Education shall develop the MPBP policies and procedures and
295 report to the Legislature and Governor by December 1, 2006.

296 (5) (a) Beginning in the 2008-2009 school year, if funds
297 are available for that purpose, each school in Mississippi shall
298 have mentor teachers, as defined by Sections 37-9-201 through
299 37-9-213, who shall receive additional base compensation provided
300 for by the State Legislature in the amount of One Thousand Dollars
301 (\$1,000.00) per each beginning teacher that is being mentored.
302 The additional state compensation shall be limited to those mentor
303 teachers that provide mentoring services to beginning teachers.
304 For the purposes of such funding, a beginning teacher shall be
305 defined as any teacher in any school in Mississippi that has less
306 than one (1) year of classroom experience teaching in a public
307 school. For the purposes of such funding, no full-time academic
308 teacher shall mentor more than two (2) beginning teachers.

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

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

316 **SECTION 2.** (1) The Legislature finds that there is a need
317 for a performance incentive program for outstanding teachers and
318 staff in highly productive schools.



319 (2) Beginning with the 2016-2017 school year, the School
320 Recognition Program is created to provide financial awards to
321 public schools that:

322 (a) Sustain high performance by earning a school
323 accountability rating of "A" which shall be funded at One Hundred
324 Dollars (\$100.00) per pupil in average daily attendance;

325 (b) Sustain high performance by earning a school
326 accountability rating of "B" which shall be funded at Seventy-five
327 Dollars (\$75.00) per pupil in average daily attendance; or

328 (c) Demonstrate exemplary performance by improving at
329 least one (1) letter grade, which shall be funded at One Hundred
330 Dollars (\$100.00) per pupil in average daily attendance.

331 (3) All public schools, including charter schools, earning
332 the appropriate school rating are eligible to participate in the
333 program.

334 (4) School recognition awards must be used for nonrecurring
335 salary supplements to the teachers and staff employed in the
336 school receiving the financial award. Any nonrecurring salary
337 supplements paid to teachers and staff shall be prospective, shall
338 be paid over the remainder of the year, and shall not be
339 considered part of the local supplement. For contracted
340 individuals, there shall be an amendment to the existing contract.

341 (5) School recognition awards shall not be used for
342 administrators.



343 (6) There is hereby created in the State Treasury, the
344 School Recognition Program Fund which shall be used by the State
345 Department of Education, depending on the availability of funds as
346 appropriated, to provide financial awards to schools under this
347 section. It shall be the duty of the State Department of
348 Education to file with the State Treasurer and the State Fiscal
349 Officer such data and information as may be required to enable the
350 said State Treasurer and State Fiscal Officer to distribute the
351 School Recognition Program Funds by electronic funds transfer to
352 the several school districts at the time required and provided
353 under the provisions of this section. Such data and information
354 so filed shall show in detail the amount of funds to which each
355 school district is entitled from the School Recognition Program
356 Fund. Such data and information so filed may be revised from time
357 to time as necessitated by law. At the time provided by law, the
358 State Treasurer and the State Fiscal Officer shall distribute to
359 the several school districts the amounts to which they are
360 entitled from the School Recognition Program Fund as provided by
361 this section. Such distribution shall be made by electronic funds
362 transfer to the depositories of the several school districts
363 designated in writing to the State Treasurer based upon the data
364 and information supplied by the State Department of Education for
365 such distribution. In such instances, the State Treasurer shall
366 submit a request for an electronic funds transfer to the State
367 Fiscal Officer, which shall set forth the purpose, amount and



368 payees, and shall be in such form as may be approved by the State
369 Fiscal Officer so as to provide the necessary information as would
370 be required for a requisition and issuance of a warrant. A copy
371 of the record of said electronic funds transfers shall be
372 transmitted by the school district depositories to the Treasurer,
373 who shall file duplicates with the State Fiscal Officer. The
374 Treasurer and State Fiscal Officer shall jointly promulgate
375 regulations for the utilization of electronic funds transfers to
376 school districts from the School Recognition Program Fund.

377 (7) It is the intent of the Legislature to develop a plan to
378 reward high-performing teachers in schools with an accountability
379 rating of "C," "D" and "F" by July 1, 2016.

380 **SECTION 3.** This act shall take effect and be in force from
381 and after July 1, 2014.

