

Analysis: HB 530 and SB 2444 Teacher Pay Raise

The House and Senate teacher pay raise bills both provide substantive pay raises for teachers, and both rewrite the teacher salary schedule to better respond to the teacher shortage and concerns of teachers.

House Bill 530

Increases the base starting salary to \$43,000; provides annual step increases beginning in year 3, depending upon certification level and years of experience:

- Class A (Bachelor's degree) steps from \$135-\$495; \$2,555 at year 25
- Class AA (Master's degree) steps from \$410-\$660; \$2,720 at year 25
- Class AAA (Specialist degree) steps from \$477-\$727; \$2,787 at year 25
- Class AAAA (Doctorate) steps are \$794 annually; \$2,854 at year 25

Strengths of the House Plan:

- Higher starting salary than Senate plan (\$43,000 versus \$40,000) places greater emphasis on recruiting first-year teachers
- \$2,500+ bump at 25 years of experience, incentivizing 20- to 25-year teachers to continue teaching (slightly higher bump than Senate plan)
- Incentive to obtain advanced degrees is greater than in Senate plan
- Full increase takes effect in July 2022, so teachers feel impact of the total pay raise sooner
- \$2,000 pay raise for assistant teachers

Weaknesses of the House Plan:

- Step increases delayed until year 3
- Slightly lower average pay raise than Senate plan
- Does not provide larger pay bumps at 5-year intervals
- Concentrates a larger portion of funding on teachers with advanced degrees in the late-career range, where Mississippi teacher salaries already beat the Southeastern average

Senate Bill 2444

Increases the base starting salary to \$39,000 in 2022-2023 and \$40,000 thereafter; provides annual step increases of \$500 with larger increases at 5-year intervals (years 5, 10, 15, 20 & 25):

- Class A (Bachelor's degree) 5-year bumps - \$1,325; \$2,500 at year 25
- Class AA (Master's degree) 5-year bumps - \$1,425; \$2,500 at year 25
- Class AAA (Specialist degree) 5-year bumps - \$1,525; \$2,500 at year 25
- Class AAAA (Doctorate) 5-year bumps - \$1,625; \$2,500 at year 25

Strengths of the Senate Plan:

- Slightly higher average pay raise than House plan (\$4,785 versus \$4,506)
- Annual \$500 step increases begin at year 1
- Bigger step increases at 5-year intervals, incentivizing longevity
- \$2,500 bump at 25 years of experience, incentivizing 20- to 25-year teachers to continue teaching
- Concentrates a larger portion of funding in the mid-career range, where Mississippi teachers are farthest from the Southeastern average, and where Mississippi loses the most teachers

Weaknesses of the Senate Plan:

- Starting salary significantly lower than in House plan
- Provides less incentive to obtain advanced degrees than House plan
- Does not provide pay raise for assistant teachers

