

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 25year 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



COMPARISON: HOUSE AND SENATE TEACHER PAY RAISE BILLS

	A Classification (Bachelor's Degree)							AA Classification (Master's Degree)						AAA Classification (Specialist Degree)						AAAA Classification (Doctorate)					
Years of Experience		SB 2444			HB 530			SB 2444			HB 530			SB 2444			HB 530			SB 2444			HB 530		
	Current Salary	Senate Salary Year 1	Senate Salary Year 2	Senate Total Raise	House Salary	House Raise	Current Salary	Senate Salary Year 1	Senate Salary Year 2	Senate Total Raise	House Salary	House Raise	Current Salary	Senate Salary Year 1	Senate Salary Year 2	Senate Total Raise	House Salary	House Raise	Current Salary	Senate Salary Year 1	Senate Salary Year 2	Senate Total Raise	House Salary	House Raise	
0	\$37,000	\$39,000	\$40,000	\$3,000	\$43,000	\$6,000	\$39,280	\$41,500	\$42,500	\$3,220	\$44,280	\$5,000	\$40,444	\$44,250	\$45,250	\$4,806	\$44,944	\$4,500	\$41,608	\$46,750	\$47,750	\$6,142	\$45,608	\$4,000	
1	\$37,000	\$39,500	\$40,500	\$3,500	\$43,000	\$6,000	\$39,280	\$42,000	\$43,000	\$3,720	\$44,280	\$5,000	\$40,444	\$44,750	\$45,750	\$5,306	\$44,944	\$4,500	\$41,608	\$47,250	\$48,250	\$6,642	\$45,608	\$4,000	
2	\$37,000	\$40,000	\$41,000	\$4,000	\$43,000	\$6,000	\$39,280	\$42,500	\$43,500	\$4,220	\$44,280	\$5,000	\$40,444	\$45,250	\$46,250	\$5,806	\$44,944	\$4,500	\$41,608	\$47,750	\$48,750	\$7,142	\$45,608	\$4,000	
3	\$37,385	\$40,500	\$41,500	\$4,115	\$43,135	\$5,750	\$39,940	\$43,000	\$44,000	\$4,060	\$44,690	\$4,750	\$41,171	\$45,750	\$46,750	\$5,579	\$45,421	\$4,250	\$42,402	\$48,250	\$49,250	\$6,848	\$46,402	\$4,000	
4	\$37,880	\$41,000	\$42,000	\$4,120	\$43,380	\$5,500	\$40,600	\$43,500	\$44,500	\$3,900	\$45,100	\$4,500	\$41,898	\$46,250	\$47,250	\$5,352	\$45,898	\$4,000	\$43,196	\$48,750	\$49,750	\$6,554	\$47,196	\$4,000	
5	\$38,375	\$42,325	\$43,325	\$4,950	\$43,625	\$5,250	\$41,260	\$44,925	\$45,925	\$4,665	\$45,510	\$4,250	\$42,625	\$47,775	\$48,775	\$6,150	\$46,625	\$4,000	\$43,990	\$50,375	\$51,375	\$7,385	\$47,990	\$4,000	
6	\$38,870	\$42,825	\$43,825	\$4,955	\$43,870	\$5,000	\$41,920	\$45,425	\$46,425	\$4,505	\$45,920	\$4,000	\$43,352	\$48,275	\$49,275	\$5,923	\$47,352	\$4,000	\$44,784	\$50,875	\$51,875	\$7,091	\$48,784	\$4,000	
7	\$39,365	\$43,325	\$44,325	\$4,960	\$44,115	\$4,750	\$42,580	\$45,925	\$46,925	\$4,345	\$46,580	\$4,000	\$44,079	\$48,775	\$49,775	\$5,696	\$48,079	\$4,000	\$45,578	\$51,375	\$52,375	\$6,797	\$49,578	\$4,000	
9	\$39,860	\$43,825	\$44,825	\$4,965	\$44,360	\$4,500	\$43,240	\$46,425	\$47,425	\$4,185	\$47,240	\$4,000	\$44,806	\$49,275	\$50,275	\$5,469	\$48,806	\$4,000	\$46,372	\$51,875	\$52,875	\$6,503	\$50,372	\$4,000	
10	\$40,355 \$40.850	\$44,325	\$45,325	\$4,970 \$5,800	\$44,605	\$4,250	\$43,900	\$46,925	\$47,925 \$49,350	\$4,025 \$4,790	\$47,900 \$48,560	\$4,000	\$45,533	\$49,775	\$50,775	\$5,242 \$6,040	\$49,533 \$50,260	\$4,000	\$47,166	\$52,375 \$54,000	\$53,375 \$55,000	\$6,209 \$7,040	\$51,166 \$51,960	\$4,000	
11	\$41,345	\$46,150	\$46,650	\$5,800	, ,	\$4,000	\$45,220	\$48,350	\$49,850	\$4,790	\$49,220	\$4,000	\$46,280	\$51,800	\$52,300	\$5,813		\$4,000	, ,	\$54,000	\$55,500	\$6,746	\$51,960	\$4,000	
12	\$41,343	\$46,650	\$47,150	\$5,810	\$45,345	\$4,000	\$45,880	\$49,350	\$50,350	\$4,630	\$49,880	\$4,000	\$47,714	\$52,300	\$52,800 \$53,300	\$5,586	\$50,987 \$51,714	\$4,000	\$48,754	\$55,000	\$56,000	\$6,452	\$53,548	\$4,000	
13	\$42,335	\$47,150	\$48,150	\$5,815	\$46,335	\$4,000	\$46,540	\$49,850	\$50,850	\$4,310	\$50,540	\$4,000	\$48,441	\$52,800	\$53,800	\$5,359	\$52,441	\$4,000	\$50,342	\$55,500	\$56,500	\$6,452	\$54,342	\$4,000	
14	\$42,830	\$47,650	\$48,650	\$5,820	\$46,830	\$4,000	\$47,200	\$50,350	\$51,350	\$4,310	\$51,200	\$4,000	\$49,168	\$53,300	\$54,300	\$5,339	\$53,168	\$4,000	\$51,136	\$56,000	\$57,000	\$5,864	\$55,136	\$4,000	
15	\$43,325	\$48,975	\$49,975	\$6,650	\$47,325	\$4,000	\$47,860	\$51,775	\$52,775	\$4,915	\$51,860	\$4,000	\$49,895	\$54,825	\$55,825	\$5,930	\$53,895	\$4,000	\$51,130	\$57,625	\$58,625	\$6,695	\$55,930	\$4,000	
16	\$43,820	\$49,475	\$50,475	\$6,655	\$47,820	\$4,000	\$48,520	\$52,275	\$53,275	\$4,755	\$52,520	\$4,000	\$50.622	\$55,325	\$56,325	\$5,703	\$54,622	\$4,000	\$52,724	\$58,125	\$59,125	\$6,401	\$56,724	\$4,000	
17	\$44,315	\$49,975	\$50,975	\$6,660	\$48,315	\$4,000	\$49,180	\$52,775	\$53,775	\$4,595	\$53,180	\$4,000	\$51,349	\$55,825	\$56,825	\$5,476	\$55,349	\$4,000	\$53,518	\$58,625	\$59,625	\$6,107	\$57,518	\$4,000	
18	\$44,810	\$50,475	\$51,475	\$6,665	\$48,810	\$4,000	\$49,840	\$53,275	\$54,275	\$4,435	\$53,840	\$4,000	\$52.076	\$56,325	\$57,325	\$5,249	\$56,076	\$4,000	\$54,312	\$59,125	\$60,125	\$5,813	\$58,312	\$4,000	
19	\$45,305	\$50,975	\$51,975	\$6,670	\$49,305	\$4,000	\$50,500	\$53,775	\$54,775	\$4,275	\$54,500	\$4,000	\$52,803	\$56,825	\$57,825	\$5,022	\$56,803	\$4,000	\$55,106	\$59,625	\$60,625	\$5,519	\$59,106	\$4,000	
20	\$45,800	\$52,300	\$53,300	\$7,500	\$49,800	\$4,000	\$51,160	\$55,200	\$56,200	\$5,040	\$55,160	\$4,000	\$53,530	\$58,350	\$59,350	\$5,820	\$57,530	\$4,000	\$55,900	\$61,250	\$62,250	\$6,350	\$59,900	\$4,000	
21	\$46,295	\$52,800	\$53,800	\$7,505	\$50,295	\$4,000	\$51,820	\$55,700	\$56,700	\$4,880	\$55,820	\$4,000	\$54,257	\$58,850	\$59,850	\$5,593	\$58,257	\$4,000	\$56,694	\$61,750	\$62,750	\$6,056	\$60,694	\$4,000	
22	\$46,790	\$53,300	\$54,300	\$7,510	\$50,790	\$4,000	\$52,480	\$56,200	\$57,200	\$4,720	\$56,480	\$4,000	\$54,984	\$59,350	\$60,350	\$5,366	\$58,984	\$4,000	\$57,488	\$62,250	\$63,250	\$5,762	\$61,488	\$4,000	
23	\$47,285	\$53,800	\$54,800	\$7,515	\$51,285	\$4,000	\$53,140	\$56,700	\$57,700	\$4,560	\$57,140	\$4,000	\$55,711	\$59,850	\$60,850	\$5,139	\$59,711	\$4,000	\$58,282	\$62,750	\$63,750	\$5,468	\$62,282	\$4,000	
24	\$47,780	\$54,300	\$55,300	\$7,520	\$51,780	\$4,000	\$53,800	\$57,200	\$58,200	\$4,400	\$57,800	\$4,000	\$56,438	\$60,350	\$61,350	\$4,912	\$60,438	\$4,000	\$59,076	\$63,250	\$64,250	\$5,174	\$63,076	\$4,000	
25	\$50,335	\$56,800	\$57,800	\$7,465	\$54,335	\$4,000	\$56,520	\$59,700	\$60,700	\$4,180	\$60,520	\$4,000	\$59,225	\$62,850	\$63,850	\$4,625	\$63,225	\$4,000	\$61,930	\$65,750	\$66,750	\$4,820	\$65,930	\$4,000	
26	\$50,830	\$57,300	\$58,300	\$7,470	\$54,830	\$4,000	\$57,180	\$60,200	\$61,200	\$4,020	\$61,180	\$4,000	\$59,952	\$63,350	\$64,350	\$4,398	\$63,952	\$4,000	\$62,724	\$66,250	\$67,250	\$4,526	\$66,724	\$4,000	
27	\$51,325	\$57,800	\$58,800	\$7,475	\$55,325	\$4,000	\$57,840	\$60,700	\$61,700	\$3,860	\$61,840	\$4,000	\$60,679	\$63,850	\$64,850	\$4,171	\$64,679	\$4,000	\$63,518	\$66,750	\$67,750	\$4,232	\$67,518	\$4,000	
28	\$51,820	\$58,300	\$59,300	\$7,480	\$55,820	\$4,000	\$58,500	\$61,200	\$62,200	\$3,700	\$62,500	\$4,000	\$61,406	\$64,350	\$65,350	\$3,944	\$65,406	\$4,000	\$64,312	\$67,250	\$68,250	\$3,938	\$68,312	\$4,000	
29	\$52,315	\$58,800	\$59,800	\$7,485	\$56,315	\$4,000	\$59,160	\$61,700	\$62,700	\$3,540	\$63,160	\$4,000	\$62,133	\$64,850	\$65,850	\$3,717	\$66,133	\$4,000	\$65,106	\$67,750	\$68,750	\$3,644	\$69,106	\$4,000	
30	\$52,810	\$59,300	\$60,300	\$7,490	\$56,810	\$4,000	\$59,820	\$62,200	\$63,200	\$3,380	\$63,820	\$4,000	\$62,860	\$65,350	\$66,350	\$3,490	\$66,860	\$4,000	\$65,900	\$68,250	\$69,250	\$3,350	\$69,900	\$4,000	
31	\$53,305	\$59,800	\$60,800	\$7,495	\$57,305	\$4,000	\$60,480	\$62,700	\$63,700	\$3,220	\$64,480	\$4,000	\$63,587	\$65,850	\$66,850	\$3,263	\$67,587	\$4,000	\$66,694	\$68,750	\$69,750	\$3,056	\$70,694	\$4,000	
32	\$53,800	\$60,300	\$61,300	\$7,500	\$57,800	\$4,000	\$61,140	\$63,200	\$64,200	\$3,060	\$65,140	\$4,000	\$64,314	\$66,350	\$67,350	\$3,036	\$68,314	\$4,000	\$67,488	\$69,250	\$70,250	\$2,762	\$71,488	\$4,000	
33	\$54,295	\$60,800	\$61,800	\$7,505	\$58,295	\$4,000	\$61,800	\$63,700	\$64,700	\$2,900	\$65,800	\$4,000	\$65,041	\$66,850	\$67,850	\$2,809	\$69,041	\$4,000	\$68,282	\$69,750	\$70,750	\$2,468	\$72,282	\$4,000	
34	\$54,790	\$61,300	\$62,300	\$7,510	\$58,790	\$4,000	\$62,460	\$64,200	\$65,200	\$2,740	\$66,460	\$4,000	\$65,768	\$67,350	\$68,350	\$2,582	\$69,768	\$4,000	\$69,076	\$70,250	\$71,250	\$2,174	\$73,076	\$4,000	
35	\$55,285	\$61,800	\$62,800	\$7,515	\$59,285	\$4,000	\$63,120	\$64,700	\$65,700	\$2,580	\$67,120	\$4,000	\$66,495	\$67,850	\$68,850	\$2,355	\$70,495	\$4,000	\$69,870	\$70,750	\$71,750	\$1,880	\$73,870	\$4,000	
36+	\$55,285	\$61,800	\$62,800	\$7,515	\$59,285	\$4,000	\$63,120	\$64,700	\$65,700	\$2,580	\$67,120	\$4,000	\$66,495	\$67,850	\$68,850	\$2,355	\$70,495	\$4,000	\$69,870	\$70,750	\$71,750	\$1,880	\$73,870	\$4,000	