

Education Options for Early Childhood Careers

A Guide to Early Childhood
Programs in Mississippi



Mississippi State University
Early Childhood Institute

This is a joint collaboration between
the Mississippi Head Start Association
and the Early Childhood Institute at
Mississippi State University.



Table of Contents

Introduction	4
SACS Information	5
Community College Programs	6
University Programs	8
Articulation Agreements	
• Alcorn State University	10
• Delta State University	11
• Jackson State University	12
• Mississippi State University	13
• Mississippi University for Women	14
• Mississippi Valley State University	15
• Rust College	16
• Tougaloo College	17
• University of Southern Mississippi	18
Child Development Associate Credential	19
CDA Renewal Information	20
Mississippi Educator Licensure Alternate Route Programs	21
• Mississippi Alternate Path to Quality	22
• Master's of Arts	25
• Teach Mississippi Institute	27

Introduction

Our Goal

The primary goal of the Mississippi Professional Development Initiative Plan is to design and implement a system of career development through the use of all types of technology to assist individuals seeking careers in the early childhood/elementary education profession. Today, we continue to assist all individuals across the spectrum to enhance their educational backgrounds within the field of early childhood education statewide with the support from the Mississippi Head Start Association.

Purpose

The purpose of this guide is to assist individuals who would like to obtain a degree in Early Childhood Education by giving them an opportunity to see what is available within our great state of Mississippi. The Mississippi Professional Development Initiative has worked diligently to form articulation agreements between our community colleges and our universities to transfer early childhood courses.

What is SACS?

This is a term that some students are all too familiar with—Southern Association for Schools and Colleges—this is the regional body that accredits our institutions of higher learning. There are certain criteria that institutions of higher learning must adhere to when hiring faculty.

If a community college's Early Childhood Education Technology program is not being taught by Master level instructors then the course work is not eligible for transfer to a early childhood program within a university.

This is the situation that many Head Start employees have faced in the last several years. Although, if you attended a community college where the program was accredited by SACS then you should be able to transfer those courses under the agreements presented within this guide.

Communication is Key! Make sure you find this out before enrolling in classes.

Community College Programs

Coahoma Community College

3240 Friars Point Road
Clarksdale, MS 38614
(662) 621-4167
www.coahomacc.edu

Serving Coahoma, Bolivar, Sunflower, &
Quitman Counties

Hinds Community College— Pearl*

3805 Highway 80 East
Pearl, MS 39208
(601) 936-5524
www.hindscc.edu

Serving Claiborne, Hinds, Rankin,
Warren, & Copiah Counties

Copiah-Lincoln Community College

P.O. Box 649
Wesson, MS 39191
(601) 643-8451
www.colin.edu

Serving Copiah, Lincoln, Lawrence,
Adams, Simpson, Franklin, and
Jefferson Counties

Hinds Community College-Utica*

34175 Highway 18 West
Utica, MS 39175
(601) 885-7117
www.hindscc.edu

Serving Claiborne, Hinds, Rankin,
Warren, & Copiah Counties

East Central Community College

P.O. Box 129
Decatur, MS 39327
(601) 635-2111
www.eccc.cc.ms.us

Serving Leake, Neshoba, Newton, Scott
& Winston Counties

Itawamba Community College*

602 West Hill Street
Fulton, MS 38843
(662) 862-8136
www.icc.edu

Serving Lee, Pontotoc, Monroe,
Itawamba, & Chickasaw Counties

Hinds Community College— Raymond*

3925 Sunset Drive
Jackson, MS 39213
(601) 987-3134
www.hindscc.edu

Serving Claiborne, Hinds, Rankin,
Warren, & Copiah Counties

Jones County Junior College*

900 Court Street
Ellisville, MS 39437
(601) 477-4183
www.jcjc.edu

Serving Clarke, Covington, Greene,
Jasper, Jones, Perry, Smith, & Wayne
Counties

Meridian Community College*

910 Highway 19 North
Meridian, MS 39309
(601) 481-1376
www.meridiancc.edu

Serving Lauderdale County

Northwest MS Community College

4975 Highway 51 North
Senatobia, MS 38668
(662) 562-3200
www.northwestms.edu

Serving Benton, Calhoun, Desoto,
Lafayette, Marshall, Panola, Quitman,
Tallahatchie, Tate, Tunica, & Yalobusha
Counties

**Mississippi Delta Community
College**

P.O. Box 668
Moorhead, MS 38761
(662) 246-6322
www.msdelta.edu

Serving Issaquena, Sharkey, Humphreys,
Leflore, Sunflower, Bolivar, &
Washington Counties

Pearl River Community College

101 Highway 11 North
Poplarville, MS 39470
(601) 403-1249
www.prcc.edu

Serving Forrest, Hancock, Jeff Davis,
Lamar, Marion, & Pearl River Counties

**MS Gulf Coast Community
College***

P.O. Box 100
Gautier, MS 39563
(601) 497-7656
www.mgccc.edu

Serving George, Harrison, Jackson, &
Stone Counties

Southwest MS Community College

100 College Drive
Summit, MS 39666
(601) 276-3809
www.smcc.edu

Serving Amite, Pike, Walthall, &
Wilkinson Counties

**Northeast MS Community
College***

Cunningham Boulevard
Booneville, MS 38829
(662) 720-7383
www.nemcc.edu

Serving Alcorn, Prentiss, Tippah,
Tishamingo, & Union Counties

*****The colleges that are
marked have a SACS accredited
Early Childhood Education
Technology program as of
November 2005. *****

**Holmes Community College and East MS
Community College currently do not offer
a degree program in Early Childhood
Education Technology.**

University Programs

Alcorn State University
1000 ASU Drive
Alcorn State, MS 39096
(601) 877-6100

www.alcorn.edu

**Mississippi State University–
Meridian Campus**
1000 Highway 19 North
Meridian, MS 39307

www.msstate.edu

Delta State University
1003 W. Sunflower Road
Cleveland, MS 38733
(662) 846-3000
(800) GOTODSU

www.deltastate.edu

MS University for Women
1100 College Street
Columbus, MS 39701
(662) 329-4750

www.muw.edu

Jackson State University
1400 Lynch Street
Jackson, MS 39217
(601) 979-2100
(800) 848-6817

www.jsums.edu

MS Valley State University
14000 Highway 82 West
Itta Bena, MS 38941
(662) 254-9041
(800) 844-6885

www.mvsu.edu

Mississippi State University
P.O. Box 6334
Mississippi State, MS 39762
(662) 325-2323

www.msstate.edu

Rust College
150 Rust Avenue
Holly Springs, MS 38634
(662) 252-8000

www.rustcollege.edu

Tougaloo College
500 W. County Line Road
Tougaloo, MS 39174
(601) 977-7700

www.tougaloo.edu

**University of Southern
Mississippi**
118 College Drive
Hattiesburg, MS 39406
(601) 266-1000

www.usm.edu

**The University of Mississippi,
Mississippi College, Belhaven
College, and/or Millsaps
College do not offer a program
of study in the field of early
childhood**

Articulation With Alcorn State University

Community College Course	University Course
CDT 1113 Early Childhood Profession	CD 103 Professional & Field Experience HS 103 Survey of Human Sciences
CDT 1214/1224 Child Development I & II	CD 353 Child Development
CDT 1314 Creative Arts for Young Children	CD 367 Creative Arts
CDT 1513 Nutrition for Young Children	ND 348 Maternal and Child Nutrition
CDT 1343 Child Health & Safety	HS 224 Family Health
CDT 2223 Guiding Social & Emotional Behavior CDT 2915 Student Teaching I	CD 320 Guidance of Young Children

Articulation with Delta State University

Community College Course	University Course
CDT 1513 Nutrition for Young Children	HCS 444 Child Nutrition
CDT 2413 Atypical Child Development	CSP 340 Survey of the Exceptional Child
CDT 1214 Child Development I	FCS 330 Infant Development
CDT 1224 Child Development CDT 2925 Student Teaching II	FCS 326 Child Development
CDT 2613 Methods & Materials CDT 2915 Student Teaching I	FCS 378 Principles & Procedures
CDT 2813 Administration of Programs	FCS 476 Practicum in Child Development

Articulation with Jackson State University

Community College Course	University Course
CDT 1113 Early Childhood Profession	EDC 1120 Practical Childcare Experiences
CDT 1214 Child Development I CDT 1224 Child Development II	EDCI 121 Innovations, Problems, & Issues in Childcare
CDT 1343 Child Health & Safety	SE 101/SE 113 Concepts of Health & First Aid
CDT 1713 Language & Literacy for Young Children	RE 204 Pre-Reading Skills for Pre-schoolers
CDT 2233 Guiding Social & Emotional Behavior	EDCI 305 Child Guidance-Early Childhood
CDT 2413 Atypical Child Development	SPED 304 Organizational Procedures for Special Education
CDT 2613 Methods & Materials	EDCI 208 Methods & Materials of Early Childhood
CDT 2813 Administration of Programs for Young Children	EDCI 221 Administration of Childcare Services
CDT 2915/CDT 2925 Student Teaching I & II	EDCI 320 Field Experiences in Childcare

Articulation with Mississippi State University

Community College Course	University Course
CDT 1113 Early Childhood Profession	HS 1802 Professional Seminar
CDT 2513 Nutrition for Young Children	HS 2283 Child Health & Nutrition
CDT 1214 Child Development I	HS 2803 Prenatal & Infant Development
CDT 1224 Child Development II	HS 2813 Child Development I
CDT 1713 Language & Literacy for Young Children	EDE 3233 Teaching Children's Literature

Articulation with MS University for Women

Community College Course	University Course
CDT 1113 Early Childhood Profession	FS 103 Survey of Family Studies
CDT 1214 Child Development I CDT 1224 Child Development II	FS 205 Child Growth & Development

Articulation with Mississippi Valley State University

Community College Course	University Course
CDT 1113 Early Childhood Profession	EC 310 Principles of Early Childhood
CDT 1713 Language & Literacy Development for Young Children	EC 308 Language Development in Early Childhood
CDT 2233 Guiding Social & Emotional Behavior	EC 316 Guidance & Management for the Learning Environment
CDT 2813 Administration of Programs for Young Children	EC 313 Child Care Administration
CDT 1314 Creative Art for Young Children	EC 404 Creative Arts for the Young Child
CDT 2413 Atypical Child Development	SE 325 Survey of Exceptional Children
CDT 1513 Nutrition for Young Children	EC 205 Nutrition for the Young Child

Articulation with Rust College

Community College Course	University Course
CDT 1113 Early Childhood Profession	EDEC 230 Principles of Early Childhood Education
CDT 1713 Language & Literacy for Young Children	EDEC 233 Teaching Language Arts
CDT 1314 Creative Arts for Young Children	EDEC 236 Creative Expressions
CDT 2413 Atypical Child Development	PSYC 331 Psychology of Exceptional Children
CDT 2613 Methods & Materials	EDEC 231 Curriculum & Methods of Early Childhood Education
CDT 2714 Math, Science, & Social Studies for Young Children	EDEC 232 Teaching Math & Science

Articulation with Tougaloo College

Community College Course	University Course
CDT 1113 Early Childhood Profession	ECD/EDE 101 Professional Seminar
CDT 2413 Atypical Child Development	EDU 317 Introduction to Exceptional Children
CDT 1214 Child Development I CDT 1224 Child Development II	EDU 300 Infant & Toddler Development
CDT 2813 Administration of Programs CDT 2915 Student Teaching I	ECD 400 Organization & Administration

Articulation with University of Southern Mississippi

Community College Course	University Course
CDT 1214 Child Development I	CD 451/L Infant Development
CDT 1713 Language & Literacy for Young Children	CIR 317 Methods & Materials in Children's Literature
CDT 2233 Guiding Social & Emotional Behavior CDT 2915 Student Teaching I	CD 352/L Behavior & Guidance of Young Children
CDT 2413 Atypical Child Development	CD 477 Developmental Disabilities in Early Childhood
CDT 2813 Administration of Programs	CD 450 Administration of Child & Family Programs

Child Development Associate Credential

Purpose

The CDA is a nationally recognized credential awarded to individuals who have demonstrated competency through both experience and education in working with young children from infants to five years old. It can be awarded to infant/toddler childcare teachers, preschool teachers, or family childcare providers.

Requirements

Any individual applying for assessment must be 18 years old, hold a high school diploma or GED, be able to speak, read, and write well enough to fulfill the responsibilities. In addition potential applicants working in all settings must:

- Be observed working as the lead teacher with a group of children or an adult educator with parents;
- Have 480 hours of experience working with children and their families within the past five years;
- Have 120 clock hours of formal early childhood education within the past five years; and

To complete the CDA you must have a professional resource file, parent opinion questionnaires, a formal observation, an oral interview, and a written assessment. The time necessary to complete the CDA process is largely determined by your school and work history.

The CDA Credential is valid for 3 years from the date of award.

CDA Renewal Information

All CDA Renewal Candidates must meet the following criteria:

- Documented proof of current Red Cross or other agency First Aid Certificate;
- Documented proof of 4.5 Continuing Education Units (C.E.U.s) or a 3 credit hour course in early childhood education/child development, or family studies within the past five years. (These hours must be in addition to the original 120 clock hours required when you obtained the CDA Credential. *Bilingual CDAs must meet this requirement with coursework incorporating bilingual issues*);
- Documented proof of recent (within past year) work experience with young children or families (at minimum 80 hours). *Bilingual CDAs must have recent experience in a bilingual setting*;
- A professional relationship with an Early Childhood Education Professional who can complete a Letter of Recommendation regarding the CDA's competence with young children or families; and
- Documented proof of membership (within current year) in a national or local early childhood professional organization

The CDA Credential Renewal is valid for 5 more years.

For More Information contact:

Council for Professional Recognition

2460 16th Street

Washington, DC 20009-3575

1-800-224-8103

www.cdacouncil.org

Alternate Routes to Licensure

The following pages include information on the three alternate routes to obtain a Mississippi Teaching License through the Mississippi Department of Education. This is for individuals who did not receive an elementary education degree.

It is important that you contact the Department of Education for any changes that may incur after the printing of this publication. This information was retrieved from their web-site in October of 2005.

Mississippi Alternate Path to Quality Teachers

Program Entrance Requirements

Bachelor's degree from a regionally/nationally accredited institution of higher learning

GPA of 2.0 overall if graduated more than 7 years. Less than 7 years must have 2.5 or 2.75 GPA in major area

Praxis I PPST (Reading, Writing, Math)

Praxis II, Specialty Area Test in the area of endorsement with a passing score or a score within one "standard error of measurement"

(Test registration and information is available from Educational Testing Service, 1-800-772-9476 or <http://www.ets.org>)

Subject Areas of Licensure

(The attached numbers are the Praxis II Specialty Area Test Codes)

Art-0133, Biology-0235, Business-0100, Chemistry-0245, English-0041, French-0171, German-0182, Home Economics-0120, Marketing-0560, Math-0061, Music-0113, Physical Education-0091, Physics-0265, Social Studies-0081, Spanish-0192, Speech Communications-0220, Technology Education-0050, Special Education (grades 7-12 only)- 20353

Requirements for initial

One-Year Alternate Route License

(non-renewable)

Complete MAPQT training program consisting of 90 clock hours – approximately three weeks. *(Time and dates determined by each participating college)*

*The program consists of effective teaching strategies, state curriculum frameworks, planning and instruction and survival skills in the classroom.

Upon completion of summer MAPQT program:

Applicants must submit a completed licensure application to the Office of Educator Licensure (www.mde.k12.ms.us/ed_licensure/licensure_application)

Packet must include sealed transcripts from all college coursework, including bachelor's degree.

Packet must include original copies of Praxis scores (scores will be returned)

Packet must include certificate of completion from MAPQT program

Packet must include letter from school district verifying employment

The initial MAPQT license is a one-year license issued only at the bachelor's level and only in the subject area of testing

Location and Contact Information

Program locations: Itawamba Community College – Tupelo
Hinds Community College – Raymond
MS Delta Community College – Indianola
Pearl River Community College – Hattiesburg
Northwest Community College – Senatobia

Contact: Mississippi Community College Foundation
P.O. Box 23414, Jackson, MS 39225
601-922-0405 email: mapqt@netdoor.com

Website: www.mde.k12.ms.us/ed_licensure/alternate_path.

Registration begins January 1, 2005.

Early registration is encouraged due to the limited number of slots available.

Fee: No fee at the present time

**Requirements for Five Year Alternate Route Renewable License
During the completion of one year internship (first year of teaching), teachers must complete 9 practicums (one Saturday each month)**

*The practicums will consist of classroom management, peer coaching, school law, data analysis using test results and training modules using interactive video training

Upon completion of internship:

- Applicants must submit a completed licensure application to the Office of Educator Licensure (www.mde.k12.ms.us/ed_licensure/licensure_application)
- Packet must include certificate of completion from MAPQT program
- Packet must include completed mentoring form from school district (Form #OEL 12-02)
- Passing score on the Praxis II Specialty Area Test or validation of instructional portfolio

Supplemental endorsements can be added to a five year license

MAPQT Guidelines Concerning Candidates that have scores within one standard error of measurement of the Praxis II Specialty Area Tests

1. An individual who has a passing score on the Praxis II Specialty Area Test, and has successfully completed all of the requirements may be issued a Five Year license.
2. An individual who has **not** achieved a passing score on the Praxis II, Specialty Area Test, after the first year of teaching can apply for an-

Meridian Community College*

910 Highway 19 North
Meridian, MS 39309
(601) 481-1376
www.meridiancc.edu

Serving Lauderdale County

Northwest MS Community College

4975 Highway 51 North
Senatobia, MS 38668
(662) 562-3200
www.northwestms.edu

Serving Benton, Calhoun, Desoto,
Lafayette, Marshall, Panola, Quitman,
Tallahatchie, Tate, Tunica, & Yalobusha
Counties

Mississippi Delta Community College

P.O. Box 668
Moorhead, MS 38761
(662) 246-6322
www.msdelta.edu

Serving Issaquena, Sharkey, Humphreys,
Leflore, Sunflower, Bolivar, &
Washington Counties

Pearl River Community College

101 Highway 11 North
Poplarville, MS 39470
(601) 403-1249
www.prcc.edu

Serving Forrest, Hancock, Jeff Davis,
Lamar, Marion, & Pearl River Counties

MS Gulf Coast Community College*

P.O. Box 100
Gautier, MS 39563
(601) 497-7656
www.mgccc.edu

Serving George, Harrison, Jackson, &
Stone Counties

Southwest MS Community College

100 College Drive
Summit, MS 39666
(601) 276-3809
www.smcc.edu

Serving Amite, Pike, Walthall, &
Wilkinson Counties

Northeast MS Community College*

Cunningham Boulevard
Booneville, MS 38829
(662) 720-7383
www.nemcc.edu

Serving Alcorn, Prentiss, Tippah,
Tishamingo, & Union Counties

*****The colleges that are marked have a SACS accredited Early Childhood Education Technology program as of November 2005. *****

Holmes Community College and East MS Community College currently do not offer a degree program in Early Childhood Education Technology.

Master of Arts in Teaching

Program Entrance Requirements

Bachelor's degree (non-education) from a regionally/nationally accredited institution of higher learning

Praxis I (Pre-Professional Skills Test, PPST)

Praxis II (Specialty Area Test)

(Test registration and information is available from Educational Testing Service, 1-800-772-9476 or <http://www.ets.org>)

Subject Areas of Licensure

(The attached numbers are the Praxis II Specialty Area Test Codes)

Art-0133, Biology-0235, Business-0100, Chemistry-0245, Elementary Education (grades 4-8)-0014, English-0041, French-0171, German-0182, Home Economics-0120, Marketing-0560, Math-0061, Music-0113, Physical Education-0091, Physics-0265, Social Studies-0081, Spanish-0192, Speech Communications-0220 Technology Education-0050

Requirements for initial

Three Year Alternate Route License

(non-renewable)

Enroll in a MAT program and complete six (6) graduate hours pre-teaching course requirements from an approved Master of Arts in Teaching program. The courses are:

- * Tests and Measurements
- * Classroom Management

Upon completion of 6 hours:

- Applicants must submit a completed licensure application to the Office of Educator Licensure (www.mde.k12.ms.us/ed_licensure/licensure_application)
- Packet must include sealed transcripts from all college coursework, including bachelor's degree and six hours of MAT program.
- Packet must include original copies of Praxis scores (scores will be returned)
- Packet must include Institutional Program Verification from the Dean of Education (form OEL 02-04, Sec. C)

The initial MAT license is a three-year license issued only at the bachelor's level

Supplemental endorsements may be added to a three-year MAT license

See http://www.mde.k12.ms.us/ed_licensure/supplemental.html for adding supplemental endorsements.

Location and Contact Information

Alcorn State University, 601-877-6149

Belhaven College, 601-965-7046

Delta State University, 662-846-4354

Jackson State University, 601-979-2335

Mississippi College, 601-925-3250

MS Valley State University, 662-254-3618

William Carey College, 601-318-6144

*Mississippi State University, 662-325-2206

*MS University for Women, 662-329-7175

*University of Southern MS, 601-266-4568 (additional coursework required)

**Elementary Grades 4-8 not offered*

(MAT no longer offered at Ole Miss)

Requirements for Five Year Alternate Route License

(renewable)

Completion of six additional graduate hours including supervised internship prescribed by the participating institution

Upon completion of internship requirement:

- Applicants must submit a completed licensure application to the Office of Educator Licensure (www.mde.k12.ms.us/ed_licensure/licensure_application)
- Packet must include sealed transcript showing internship.
- Packet must include Institutional Program verification form from the Dean of Education indicating completion of program. (form OEL 02-04, Sec. C)

Program Fees

Colleges charge normal fees for 12 semester hours

Teach Mississippi Institute

Program Entrance Requirements

1. **Bachelor's degree** (non-education) from a regionally/nationally accredited institution of higher learning
2. **Praxis I PPST** (Reading, Writing, Math)
3. **Praxis II**, Specialty Area Test (see code numbers below)
4. Request an application from Institutions of Higher Learning or the participating institution. (see information below)

(Test registration and information is available from Educational Testing Service, 1-800-772-9476 or <http://www.ets.org>)

Note: Some institutes may have additional requirements for acceptance into the program, including GRE scores, letters of recommendation, and/or written agreement from a school district as to employment for the upcoming school term. Consult with the specific institution you wish to attend.

Subject Areas of Licensure

(The attached numbers are the Praxis II Specialty Area Test Codes) Biology-0235, Business-0100, Chemistry-0245, English-0041, French-0171, German-0182, Home Economics-0120, Marketing-0560, Math-0061, Physics-0265, Social Studies-0081, Spanish-0192, Speech Communications-0220, Technology Education-0050, Special Education (grades 7-12 only)-0353

Note: Some institutes may not offer all subject areas in their programs. Consult with the institution you wish to attend prior to testing.

Requirements for initial One-Year Alternate Route License

(non-renewable)

Eight Week Training Session. - 9 semester hours at the graduate level; on-campus

(Times and dates determined by offering colleges/universities)

• Program includes teaching strategies, classroom management, state curriculum requirements, instructional methods and tests and measurements.

Ten Week Training Session. – Not for credit certificate program; online

• Program includes teaching strategies, classroom management, state curriculum requirements, instructional methods and tests and measurements.

Upon completion of summer TMI program:

1. Applicants must submit a completed licensure application to the Office of Educator Licensure www.mde.k12.ms.us/ed_licensure/licensure_application.htm
2. Packet must include sealed transcripts from all college coursework, including bachelor's degree and TMI program.
3. Packet must include original copies of Praxis scores (scores will be returned)
4. Packet must include certificate of completion from TMI program.

The initial TMI license is a one-year license issued at the bachelor's level only in the subject area of testing.

Location and Contact Information

Contact Information:

Delta State University (Eight Week On Campus)

Dr. James W. Nicholson, Jr.

662-846-4354

<http://ntweb.deltastate.edu/daais/daaisstaffnew.htm>

Mississippi State University (Eight Week On Campus)

Dr. Kay Brocato

662-325-7060

www.educ.msstate.edu/cni/faculty/brocato.htm

University of Mississippi (Ten Week Online)

Dr. Anne Klingen

877-915-7313 or 662-915-7313

www.tmi.olemiss.edu

University of Southern Mississippi (Eight Week On Campus)

Dr. Dana Thames

601-266-6987

<http://www.usm.edu/colleges/cep/>

Institutions of Higher Learning (General Information)

Dr. Dennis Watts

601-432-6321

www.ihl.state.ms.us

(Fee to be determined by the offering university)

Requirements for Five Year Renewable Alternate Route License

1. Completion of one year internship period with mentoring and induction program in local school district
2. Recommendation by local school district
3. Completed licensure application packet (www.mde.k12.ms.us/ed_licensure/licensure_application.htm) submitted to Office of Educator Licensure including the TMI certificate of completion, completed mentoring form, and sealed transcript showing completion of internship.

After obtaining the five-year license, salary for teachers in this program will be based on the 3rd year salary schedule.

Supplemental endorsements can be added to a five year license.

