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SENATE BILL 47

54TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2019

INTRODUCED BY

Mimi Stewart

FOR THE LEGISLATIVE EDUCATION STUDY COMMITTEE

AN ACT

RELATING TO PUBLIC SCHOOL PERSONNEL; INCREMENTALLY INCREASING
MINIMUM SALARIES FOR TEACHERS, PRINCIPALS AND CERTAIN OTHER
SCHOOL STAFF; MAKING APPROPRIATIONS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. Section 22-10A-7 NMSA 1978 (being Laws 2003,
Chapter 153, Section 38, as amended) is amended to read:

"22-10A-7. LEVEL ONE LICENSURE.--

A. A level one license is a provisional five-year
license ~~[for]~~ granted to beginning teachers that requires as a
condition of licensure that the licensee undergo a formal
mentorship program for at least one full school year and an
annual intensive performance evaluation by a school
administrator for at least three full school years before
applying for a level two license.

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1 B. Each school district, in accordance with
2 department rules, shall provide for the mentorship and
3 evaluation of level one teachers. At the end of each year and
4 at the end of the license period, the level one teacher shall
5 be evaluated for competency. If the teacher fails to
6 demonstrate satisfactory progress and competence annually, the
7 teacher may be terminated as provided in Section 22-10A-24 NMSA
8 1978. If the teacher has not demonstrated satisfactory
9 progress and competence by the end of the five-year period, the
10 teacher shall not be granted a level two license.

11 C. Except in exigent circumstances defined by
12 department rule, a level one license shall not be extended
13 beyond the initial period.

14 D. The department shall issue a standard level one
15 license to an applicant who is at least eighteen years of age;
16 [~~who:—(1)~~] holds a baccalaureate degree from an accredited
17 educational institution; [~~(2)~~] has successfully completed a
18 department-approved teacher preparation program from a
19 nationally accredited or state-approved educational
20 institution; [~~(3)~~] has passed the New Mexico teacher
21 assessments examination, including, for elementary licensure
22 beginning January 1, 2013, a rigorous assessment of the
23 candidate's knowledge of the science of teaching reading; and
24 [~~(4)~~] meets other qualifications for [~~level one licensure~~] the
25 license, including clearance of the required background check.

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1 E. The department shall issue an alternative level
2 one license to an applicant who meets the requirements of
3 Section 22-10A-8 NMSA 1978.

4 F. The department shall establish competencies and
5 qualifications for specific grade levels, types and subject
6 areas of level one licensure, including early childhood,
7 elementary, middle school, secondary, special and vocational
8 education.

9 G. ~~[With the adoption by the department of a highly~~
10 ~~objective uniform statewide standard of evaluation for level~~
11 ~~one teachers]~~ The minimum salary for a level one teacher ~~[shall~~
12 ~~be thirty-six thousand dollars (\$36,000)]~~ for a standard nine
13 and one-half month contract is, for fiscal year:

14 (1) 2020, forty thousand dollars (\$40,000);

15 (2) 2021, forty-two thousand five hundred
16 dollars (\$42,500); and

17 (3) 2022 and subsequent fiscal years, forty-
18 five thousand dollars (\$45,000)."

19 SECTION 2. Section 22-10A-10 NMSA 1978 (being Laws 2003,
20 Chapter 153, Section 41, as amended) is amended to read:

21 "22-10A-10. LEVEL TWO LICENSURE.--

22 A. A level two license is a nine-year license
23 granted to a teacher who meets the qualifications for that
24 level and who annually demonstrates essential competency to
25 teach. If a level two teacher does not demonstrate essential

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1 competency in a given school year, the school district shall
2 provide the teacher with additional professional development
3 and peer intervention during the following school year. If by
4 the end of that school year the teacher fails to demonstrate
5 essential competency, a school district may choose not to
6 contract with the teacher to teach in the classroom.

7 B. The department shall issue a level two license
8 to an applicant who successfully completes the level one
9 license or is granted reciprocity as provided by department
10 rules; demonstrates essential competency required by the
11 department as verified by the local superintendent through the
12 highly objective uniform statewide standard of evaluation; and
13 meets other qualifications as required by the department.

14 C. The department shall provide for qualifications
15 for specific grade levels, types and subject areas of level two
16 licensure, including early childhood, elementary, middle,
17 secondary, special and vocational education.

18 D. ~~[With the adoption by the department of the~~
19 ~~statewide objective performance evaluation for level two~~
20 ~~teachers]~~ The minimum salary for a level two teacher for a
21 standard nine and one-half month contract ~~[shall be forty-four~~
22 ~~thousand dollars (\$44,000)]~~ is, for fiscal year:

23 (1) 2020, fifty thousand dollars (\$50,000);

24 (2) 2021, fifty-two thousand five hundred
25 dollars (\$52,500); and

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1 (3) 2022 and subsequent fiscal years, fifty-
2 five thousand dollars (\$55,000)."

3 SECTION 3. Section 22-10A-11 NMSA 1978 (being Laws 2003,
4 Chapter 153, Section 42, as amended) is amended to read:

5 "22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR TEACHERS.--

6 A. A level three-A license is a nine-year license
7 granted to a teacher who meets the qualifications for that
8 level and who annually demonstrates instructional leader
9 competencies. If a level three-A teacher does not demonstrate
10 essential competency in a given school year, the school
11 district shall provide the teacher with additional professional
12 development and peer intervention during the following school
13 year. If by the end of that school year the teacher fails to
14 demonstrate essential competency, a school district may choose
15 not to contract with the teacher to teach in the classroom.

16 B. The department shall grant a level three-A
17 license to an applicant who has been a level two teacher for at
18 least three years; ~~and~~ holds a post-baccalaureate degree or
19 national board for professional teaching standards
20 certification; demonstrates instructional leader competence as
21 required by the department and verified by the local
22 superintendent through the highly objective uniform statewide
23 standard of evaluation; and meets other qualifications for the
24 license.

25 C. ~~[With the adoption by the department of a highly~~

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1 ~~objective uniform statewide standard of evaluation for level~~
2 ~~three-A teachers]~~ The minimum salary for a level three-A
3 teacher for a standard nine and one-half month contract [~~shall~~
4 ~~be fifty-four thousand dollars (\$54,000)] is, for fiscal year:~~

5 (1) 2020, sixty thousand dollars (\$60,000);

6 (2) 2021, sixty-two thousand five hundred
7 dollars (\$62,500); and

8 (3) 2022 and subsequent fiscal years, sixty-
9 five thousand dollars (\$65,000).

10 D. The minimum salary for a counselor who holds a
11 level three or three-A license as provided in the School
12 Personnel Act and rules promulgated by the department [~~shall~~
13 ~~be]~~ is the same as provided for level three-A teachers
14 [~~pursuant to]~~ in Subsection C of this section."

15 SECTION 4. Section 22-10A-11.4 NMSA 1978 (being Laws
16 2015, Chapter 74, Section 2) is amended to read:

17 "22-10A-11.4. LEVEL THREE-B ADMINISTRATOR'S LICENSE--
18 TRACKS FOR SCHOOL ADMINISTRATOR LICENSURE.--

19 A. A level three-B administrator's license is a
20 five-year license granted to an applicant who meets the
21 qualifications for [~~that]~~ the license. Licenses may be renewed
22 upon satisfactory annual demonstration of instructional leader
23 and administrative competency.

24 B. The department shall grant a level three-B
25 administrator's license to an applicant who [~~+~~] has completed

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1 a department-approved administrator preparation program; [~~(2)~~]
2 holds a current level two or level three teacher's license; and
3 [~~(3)~~] holds a post-baccalaureate degree or national board for
4 professional teaching standards certification.

5 C. The minimum annual salary for a licensed school
6 principal or assistant school principal [~~shall be fifty~~
7 ~~thousand dollars (\$50,000)~~] is the minimum salary for a level
8 three-A teacher multiplied by the applicable responsibility
9 factor.

10 D. The department shall adopt a highly objective
11 uniform statewide standard of evaluation, including data
12 sources linked to student achievement and an educational plan
13 for student success progress, for school principals and
14 assistant school principals and rules for the implementation of
15 that evaluation system linked to the level of responsibility at
16 each school level.

17 E. As used in this section, "level three-B
18 administrator's license" means a five-year license granted to
19 an applicant who meets the qualifications [~~pursuant to~~] of this
20 section and department rules."

21 **SECTION 5. APPROPRIATIONS.**--The following amounts are
22 appropriated from the general fund to the state equalization
23 guarantee distribution of the public school fund for
24 expenditure in fiscal year 2020. Any unexpended or
25 unencumbered balance remaining at the end of fiscal year 2020

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