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HOUSE BILL 67

51ST LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2014

INTRODUCED BY

Mimi Stewart

AN ACT

RELATING TO PUBLIC SCHOOL PERSONNEL; PHASING IN A MINIMUM
SALARY INCREASE FOR TEACHERS AND PRINCIPALS; MAKING TECHNICAL
CORRECTIONS; MAKING AN APPROPRIATION.

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 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:

17 (1) holds a baccalaureate degree from an
18 accredited educational institution;

19 (2) has successfully completed a department-
20 approved teacher preparation program from a nationally
21 accredited or state-approved educational institution;

22 (3) has passed the New Mexico teacher
23 assessments examination, including for elementary licensure
24 beginning January 1, 2013, a rigorous assessment of the
25 candidate's knowledge of the science of teaching reading; and

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1 (4) meets other qualifications for level one
2 licensure, including clearance of the required background
3 check.

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

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

12 G. ~~[Beginning with the 2003-2004 school year, with~~
13 ~~the adoption by the department of a highly objective uniform~~
14 ~~statewide standard of evaluation for level one teachers]~~ The
15 minimum salary for a level one teacher ~~[shall be thirty~~
16 ~~thousand dollars (\$30,000)]~~ for a standard nine and one-half
17 month contract shall be:

18 (1) for the 2014-2015 school year, thirty-two
19 thousand dollars (\$32,000);

20 (2) for the 2015-2016 school year, thirty-four
21 thousand dollars (\$34,000);

22 (3) for the 2016-2017 school year, thirty-six
23 thousand dollars (\$36,000);

24 (4) for the 2017-2018 school year, thirty-
25 eight thousand dollars (\$38,000); and

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1 (5) for the 2018-2019 school year and each
2 subsequent school year, forty thousand dollars (\$40,000).

3 ~~[H. Teachers who hold level one licenses on the~~
4 ~~effective date of the 2003 act must be evaluated by the end of~~
5 ~~the 2006-2007 school year.]"~~

6 SECTION 2. Section 22-10A-10 NMSA 1978 (being Laws 2003,
7 Chapter 153, Section 41, as amended by Laws 2005, Chapter 315,
8 Section 7 and by Laws 2005, Chapter 316, Section 4) is amended
9 to read:

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

11 A. A level two license is a nine-year license
12 granted to a teacher who meets the qualifications for that
13 level and who annually demonstrates essential competency to
14 teach. If a level two teacher does not demonstrate essential
15 competency in a given school year, the school district shall
16 provide the teacher with additional professional development
17 and peer intervention during the following school year. If by
18 the end of that school year the teacher fails to demonstrate
19 essential competency, a school district may choose not to
20 contract with the teacher to teach in the classroom.

21 B. The department shall issue a level two license
22 to an applicant who successfully completes the level one
23 license or is granted reciprocity as provided by department
24 rules; demonstrates essential competency required by the
25 department as verified by the local superintendent through the

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1 highly objective uniform statewide standard of evaluation; and
2 meets other qualifications as required by the department.

3 C. The department shall provide for qualifications
4 for specific grade levels, types and subject areas of level two
5 licensure, including early childhood, elementary, middle,
6 secondary, special [education] and vocational education.

7 D. [~~With the adoption by the department of the~~
8 ~~statewide objective performance evaluation for level two~~
9 ~~teachers]~~ The minimum salary for a level two teacher for a
10 standard nine and one-half month contract shall be: [~~as~~
11 ~~follows:~~

12 ~~(1) for the 2003-2004 school year, thirty~~
13 ~~thousand dollars (\$30,000);~~

14 ~~(2) for the 2004-2005 school year, thirty-five~~
15 ~~thousand dollars (\$35,000); and~~

16 ~~(3) for the 2005-2006 school year, forty~~
17 ~~thousand dollars (\$40,000)]~~

18 (1) for the 2014-2015 school year, forty-two
19 thousand dollars (\$42,000);

20 (2) for the 2015-2016 school year, forty-four
21 thousand dollars (\$44,000);

22 (3) for the 2016-2017 school year, forty-six
23 thousand dollars (\$46,000);

24 (4) for the 2017-2018 school year, forty-eight
25 thousand dollars (\$48,000); and

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1 (5) for the 2018-2019 school year and each
2 subsequent school year, fifty thousand dollars (\$50,000)."

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 COUNSELORS AND SCHOOL ADMINISTRATORS.--

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

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

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1 C. ~~[With the adoption by the department of a highly~~
2 ~~objective uniform statewide standard of evaluation for level~~
3 ~~three-A teachers]~~ The minimum salary for a level three-A
4 teacher for a standard nine and one-half month contract shall
5 be: ~~[as follows:~~

6 ~~(1) for the 2003-2004 school year, thirty~~
7 ~~thousand dollars (\$30,000);~~

8 ~~(2) for the 2004-2005 school year,~~
9 ~~thirty-five thousand dollars (\$35,000);~~

10 ~~(3) for the 2005-2006 school year, forty~~
11 ~~thousand dollars (\$40,000);~~

12 ~~(4) for the 2006-2007 school year,~~
13 ~~forty-five thousand dollars (\$45,000); and~~

14 ~~(5) for the 2007-2008 school year, fifty~~
15 ~~thousand dollars (\$50,000)]~~

16 (1) for the 2014-2015 school year, fifty-two
17 thousand dollars (\$52,000);

18 (2) for the 2015-2016 school year, fifty-four
19 thousand dollars (\$54,000);

20 (3) for the 2016-2017 school year, fifty-six
21 thousand dollars (\$56,000);

22 (4) for the 2017-2018 school year, fifty-eight
23 thousand dollars (\$58,000); and

24 (5) for the 2018-2019 school year and each
25 subsequent school year, sixty thousand dollars (\$60,000).

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1 D. A level three-B license is a nine-year license
2 granted to a school administrator who meets the qualifications
3 for that level. Licenses may be renewed upon satisfactory
4 annual demonstration of instructional leader and administrative
5 competency.

6 E. The department shall grant a level three-B
7 license to an applicant who:

8 (1) holds a level two license and meets the
9 requirements for a level three-A license or who holds a current
10 level two teacher's license and, for at least four years, has
11 held the highest-ranked counselor license as provided in
12 Chapter 22, Article 10A NMSA 1978 and rules promulgated by the
13 department;

14 (2) holds a post-baccalaureate degree or
15 national board for professional teaching standards
16 certification;

17 (3) has satisfactorily completed department-
18 approved courses in administration and a department-approved
19 administration apprenticeship program; and

20 (4) demonstrates instructional leader
21 competence required by the department and verified by the local
22 superintendent through the highly objective uniform statewide
23 standard of evaluation.

24 F. Beginning with the [~~2007-2008~~] 2014-2015 school
25 year, the minimum annual salary for a level three-B school

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1 principal or assistant school principal for a standard one-year
2 contract shall be [~~fifty thousand dollars (\$50,000)~~] the same
3 amount as for a level three-A teacher under Paragraphs (1)
4 through (5) of Subsection C of this section multiplied by the
5 applicable responsibility factor.

6 [~~G. By the beginning of the 2008-2009 school year,~~
7 ~~the department shall adopt a highly objective uniform statewide~~
8 ~~standard of evaluation, which includes data sources linked to~~
9 ~~student achievement and educational plan for student success~~
10 ~~progress, for level three-B school principals and assistant~~
11 ~~school principals and rules for the implementation of that~~
12 ~~evaluation system linked to the level of responsibility at each~~
13 ~~school level.]"~~

14 SECTION 4. APPROPRIATION.--Twenty million dollars
15 (\$20,000,000) is appropriated from the general fund to the
16 state equalization guarantee distribution of the public school
17 fund for expenditure in fiscal year 2015 for teacher and
18 principal salary increases for the 2014-2015 school year. Any
19 unexpended or unencumbered balance remaining at the end of
20 fiscal year 2015 shall revert to the general fund.

21 SECTION 5. EFFECTIVE DATE.--The effective date of the
22 provisions of this act is July 1, 2014.