

1 AN ACT

2 RELATING TO SCHOOL PERSONNEL; INCREASING STATUTORY MINIMUM
3 SALARIES FOR LEVEL ONE, LEVEL TWO AND LEVEL THREE-A TEACHERS.

4
5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

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

8 "22-10A-7. LEVEL ONE LICENSURE.--

9 A. A level one license is a provisional five-year
10 license for beginning teachers that requires as a condition
11 of licensure that the licensee undergo a formal mentorship
12 program for at least one full school year and an annual
13 intensive performance evaluation by a school administrator
14 for at least three full school years before applying for a
15 level two license.

16 B. Each school district, in accordance with
17 department rules, shall provide for the mentorship and
18 evaluation of level one teachers. At the end of each year
19 and at the end of the license period, the level one teacher
20 shall be evaluated for competency. If the teacher fails to
21 demonstrate satisfactory progress and competence annually,
22 the teacher may be terminated as provided in
23 Section 22-10A-24 NMSA 1978. If the teacher has not
24 demonstrated satisfactory progress and competence by the end
25 of the five-year period, the teacher shall not be granted a

1 level two license.

2 C. Except in exigent circumstances defined by
3 department rule, a level one license shall not be extended
4 beyond the initial period.

5 D. The department shall issue a standard level one
6 license to an applicant who is at least eighteen years of age
7 who:

8 (1) holds a baccalaureate degree from an
9 accredited educational institution;

10 (2) has successfully completed a
11 department-approved teacher preparation program from a
12 nationally accredited or state-approved educational
13 institution;

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

18 (4) meets other qualifications for level one
19 licensure, including clearance of the required background
20 check.

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

24 F. The department shall establish competencies and
25 qualifications for specific grade levels, types and subject

1 areas of level one licensure, including early childhood,
2 elementary, middle school, secondary, special and vocational
3 education.

4 G. With the adoption by the department of a highly
5 objective uniform statewide standard of evaluation for level
6 one teachers, the minimum salary for a level one teacher
7 shall be thirty-six thousand dollars (\$36,000) for a standard
8 nine and one-half month contract."

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

13 "22-10A-10. LEVEL TWO LICENSURE.--

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

25 B. The department shall issue a level two license

1 to an applicant who successfully completes the level one
2 license or is granted reciprocity as provided by department
3 rules; demonstrates essential competency required by the
4 department as verified by the local superintendent through
5 the highly objective uniform statewide standard of
6 evaluation; and meets other qualifications as required by the
7 department.

8 C. The department shall provide for qualifications
9 for specific grade levels, types and subject areas of level
10 two licensure, including early childhood, elementary, middle,
11 secondary, special and vocational education.

12 D. With the adoption by the department of the
13 statewide objective performance evaluation for level two
14 teachers, the minimum salary for a level two teacher for a
15 standard nine and one-half month contract shall be forty-four
16 thousand dollars (\$44,000)."

17 SECTION 3. Section 22-10A-11 NMSA 1978 (being Laws
18 2003, Chapter 153, Section 42, as amended by Laws 2015,
19 Chapter 74, Section 1 and by Laws 2015, Chapter 103,
20 Section 1) is amended to read:

21 "22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR
22 TEACHERS.--

23 A. A level three-A license is a nine-year license
24 granted to a teacher who meets the qualifications for that
25 level and who annually demonstrates instructional leader

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

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

18 C. With the adoption by the department of a highly
19 objective uniform statewide standard of evaluation for level
20 three-A teachers, the minimum salary for a level three-A
21 teacher for a standard nine and one-half month contract shall
22 be fifty-four thousand dollars (\$54,000).

23 D. The minimum salary for a counselor who holds a
24 level three or three-A license as provided in the School
25 Personnel Act and rules promulgated by the department shall be

1 the same as provided for level three-A teachers pursuant to

2 Subsection C of this section." _____

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