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SENATE BILL 14

**52ND LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2016**

INTRODUCED BY

Mimi Stewart

AN ACT

RELATING TO PUBLIC SCHOOL PERSONNEL; PHASING IN MINIMUM SALARY  
INCREASES FOR TEACHERS AND PRINCIPALS; 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.

B. Each school district, in accordance with

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

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

13 D. The department shall issue a standard level one  
14 license to an applicant who is at least eighteen years of age  
15 who:

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

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

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

25 (4) meets other qualifications for level one

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1 licensure, including clearance of the required background  
2 check.

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

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

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

17 (1) for the 2016-2017 school year, thirty-four  
18 thousand dollars (\$34,000);

19 (2) for the 2017-2018 school year, thirty-six  
20 thousand dollars (\$36,000);

21 (3) for the 2018-2019 school year, thirty-  
22 eight thousand dollars (\$38,000); and

23 (4) for the 2019-2020 school year, forty  
24 thousand dollars (\$40,000).

25 ~~[H. Teachers who hold level one licenses on the~~

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1 ~~effective date of the 2003 act must be evaluated by the end of~~  
2 ~~the 2006-2007 school year.]"~~

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

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

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

18 B. The department shall issue a level two license  
19 to an applicant who successfully completes the level one  
20 license or is granted reciprocity as provided by department  
21 rules; demonstrates essential competency required by the  
22 department as verified by the local superintendent through the  
23 highly objective uniform statewide standard of evaluation; and  
24 meets other qualifications as required by the department.

25 C. The department shall provide for qualifications

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1 for specific grade levels, types and subject areas of level two  
2 licensure, including early childhood, elementary, middle,  
3 secondary, special [education] and vocational education.

4 D. With the adoption by the department of the  
5 statewide objective performance evaluation for level two  
6 teachers, the minimum salary for a level two teacher for a  
7 standard nine and one-half month contract shall be: [as  
8 follows:

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

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

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

15 (1) for the 2016-2017 school year, forty-four  
16 thousand dollars (\$44,000);

17 (2) for the 2017-2018 school year, forty-six  
18 thousand dollars (\$46,000);

19 (3) for the 2018-2019 school year, forty-eight  
20 thousand dollars (\$48,000); and

21 (4) for the 2019-2020 school year, fifty  
22 thousand dollars (\$50,000)."

23 SECTION 3. Section 22-10A-11 NMSA 1978 (being Laws 2003,  
24 Chapter 153, Section 42, as amended by Laws 2015, Chapter 74,  
25 Section 1 and by Laws 2015, Chapter 103, Section 1) is amended

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1 to read:

2 "22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR TEACHERS.--

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

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

22 C. With the adoption by the department of a highly  
23 objective uniform statewide standard of evaluation for level  
24 three-A teachers, the minimum salary for a level three-A  
25 teacher for a standard nine and one-half month contract shall

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1 be [~~fifty thousand dollars (\$50,000)~~]:

2 (1) for the 2016-2017 school year, fifty-four  
3 thousand dollars (\$54,000);

4 (2) for the 2017-2018 school year, fifty-six  
5 thousand dollars (\$56,000);

6 (3) for the 2018-2019 school year, fifty-eight  
7 thousand dollars (\$58,000); and

8 (4) for the 2019-2020 school year, sixty  
9 thousand dollars (\$60,000).

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 be  
13 the same as provided for level three-A teachers pursuant to  
14 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 license. Licenses may be renewed upon  
22 satisfactory annual demonstration of instructional leader and  
23 administrative competency.

24 B. The department shall grant a level three-B  
25 administrator's license to an applicant who:

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1 (1) has completed a department-approved  
2 administrator preparation program;

3 (2) holds a current level two or level three  
4 teacher's license; and

5 (3) holds a post-baccalaureate degree or  
6 national board for professional teaching standards  
7 certification.

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

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

20 E. As used in this section, "level three-B  
21 administrator's license" means a five-year license granted to  
22 an applicant who meets the qualifications pursuant to this  
23 section and department rules."

24 SECTION 5. APPROPRIATION.--Sixteen million dollars  
25 (\$16,000,000) is appropriated from the general fund to the

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1 state equalization guarantee distribution of the public school  
2 fund for expenditure in fiscal year 2017 for teacher and  
3 principal salary increases for the 2016-2017 school year. Any  
4 unexpended or unencumbered balance remaining at the end of  
5 fiscal year 2017 shall revert to the general fund.

6 SECTION 6. EFFECTIVE DATE.--The effective date of the  
7 provisions of this act is July 1, 2016.

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