

HOUSE EDUCATION COMMITTEE SUBSTITUTE FOR
HOUSE BILL 391

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

AN ACT

RELATING TO THE PUBLIC PEACE, HEALTH, SAFETY AND WELFARE;
PHASING IN A MINIMUM SALARY INCREASE FOR TEACHERS AND
PRINCIPALS.

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

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 thousand
16 dollars (\$30,000) for a standard nine and one-half month
17 contract. Beginning with the 2014-2015 school year, the
18 minimum salary for a standard nine and one-half month contract
19 for a level one teacher shall be:

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

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

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

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

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

5 H. Teachers who hold level one licenses on the
6 effective date of the 2003 act must be evaluated by the end of
7 the 2006-2007 school year."

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

12 "22-10A-10. LEVEL TWO LICENSURE.--

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

23 B. The department shall issue a level two license
24 to an applicant who successfully completes the level one
25 license or is granted reciprocity as provided by department

1 rules; demonstrates essential competency required by the
 2 department as verified by the local superintendent through the
 3 highly objective uniform statewide standard of evaluation; and
 4 meets other qualifications as required by the department.

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

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

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

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

17 (3) for the 2005-2006 school year, forty
 18 thousand dollars (\$40,000).

19 E. The minimum salary for a level two teacher for a
 20 standard nine and one-half month contract shall be:

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

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

25 (3) for the 2016-2017 school year, forty-six

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1 thousand dollars (\$46,000);

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

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

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

8 "22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR TEACHERS,
9 COUNSELORS AND SCHOOL ADMINISTRATORS.--

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

20 B. The department shall grant a level three-A
21 license to an applicant who has been a level two teacher for at
22 least three years and holds a post-baccalaureate degree or
23 national board for professional teaching standards
24 certification; demonstrates instructional leader competence as
25 required by the department and verified by the local

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underscoring material = new
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1 superintendent through the highly objective uniform statewide
 2 standard of evaluation; and meets other qualifications for the
 3 license.

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

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

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

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

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

17 (5) for the 2007-2008 school year, fifty
 18 thousand dollars (\$50,000).

19 D. The minimum salary for a level three-A teacher
 20 for a standard nine and one-half month contract shall be:

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

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

25 (3) for the 2016-2017 school year, fifty-six

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1 thousand dollars (\$56,000);

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

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

6 ~~[D-]~~ E. A level three-B license is a nine-year
7 license granted to a school administrator who meets the
8 qualifications for that level. Licenses may be renewed upon
9 satisfactory annual demonstration of instructional leader and
10 administrative competency.

11 ~~[E-]~~ F. The department shall grant a level three-B
12 license to an applicant who:

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

19 (2) holds a post-baccalaureate degree or
20 national board for professional teaching standards
21 certification;

22 (3) has satisfactorily completed department-
23 approved courses in administration and a department-approved
24 administration apprenticeship program; and

25 (4) demonstrates instructional leader

1 competence required by the department and verified by the local
 2 superintendent through the highly objective uniform statewide
 3 standard of evaluation.

4 ~~[F-]~~ G. Beginning with the 2007-2008 school year,
 5 the minimum annual salary for a level three-B school principal
 6 or assistant school principal for a standard one-year contract
 7 shall be fifty thousand dollars (\$50,000). Beginning with the
 8 2014-2015 school year, the minimum salary for a level three-B
 9 school principal or assistant school principal for a standard
 10 one-year contract shall be the same amount as for a level
 11 three-A teacher under Paragraphs (1) through (5) of Subsection
 12 D of this section multiplied by the applicable responsibility
 13 factor.

14 ~~[G-]~~ H. By the beginning of the 2008-2009 school
 15 year, the department shall adopt a highly objective uniform
 16 statewide standard of evaluation, which includes data sources
 17 linked to student achievement and educational plan for student
 18 success progress, for level three-B school principals and
 19 assistant school principals and rules for the implementation of
 20 that evaluation system linked to the level of responsibility at
 21 each school level."

22 **SECTION 4. EFFECTIVE DATE.**--The effective date of the
 23 provisions of this act is July 1, 2014.