AN ACT

RELATING TO PUBLIC EDUCATION; INCREASING THE MINIMUM SALARIES
FOR LEVEL ONE, LEVEL TWO AND LEVEL THREE LICENSED TEACHERS.

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 by Laws 2019, Chapter
206, Section 21 and by Laws 2019, Chapter 207, Section 21) 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
department rules, shall provide for the mentorship and
evaluation of level one teachers. At the end of each year
and at the end of the license period, the level one teacher
shall be evaluated for competency. If the teacher fails to
demonstrate satisfactory progress and competence annually,
the teacher may be terminated as provided in Section
22-10A-24 NMSA 1978. If the teacher has not demonstrated
satisfactory progress and competence by the end of the
five-year period, the teacher shall not be granted a level
two license.

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

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

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

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

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

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

E. The department shall issue an alternative level
one license to an applicant who meets the requirements of
Section 22-10A-8 NMSA 1978.
F. The department shall establish competencies and qualifications for specific grade levels, types and subject areas of level one licensure, including early childhood, elementary, middle school, secondary, special and vocational education.

G. The minimum salary for a level one teacher is fifty thousand dollars ($50,000) for a standard nine and one-half month contract; provided that teachers in an extended learning time program or K-5 plus program shall receive additional salary at the same rate as their base salary for that teaching time."

SECTION 2. Section 22-10A-10 NMSA 1978 (being Laws 2003, Chapter 153, Section 41, as amended by Laws 2019, Chapter 191, Section 1 and by Laws 2019, Chapter 206, Section 22 and also by Laws 2019, Chapter 207, Section 22) is amended to read:

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

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

B. The department shall issue a level two license to an applicant who has successfully taught at least three, but no more than five, years as a level one teacher or an alternative level one teacher, or a combination of the two, or is granted reciprocity as provided by department rules. An applicant for a level two license shall:

(1) demonstrate essential competency required by the department as verified by the local superintendent through the highly objective uniform statewide standard of evaluation; and

(2) meet other qualifications as required by the department.

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

D. The minimum salary for a level two teacher is sixty thousand dollars ($60,000) for a standard nine and one-half month contract; provided that teachers in an extended learning time program or K-5 plus program shall receive additional salary at the same rate as their base salary for that teaching time."
SECTION 3.  Section 22-10A-11 NMSA 1978 (being Laws
2003, Chapter 153, Section 42, as amended by Laws 2019,
Chapter 206, Section 23 and by Laws 2019, Chapter 207,
Section 23) is amended to read:

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

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

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

C. The minimum salary for a level three-A teacher is seventy thousand dollars ($70,000) for a standard nine and one-half month contract; provided that teachers in an extended learning time program or K-5 plus program shall receive additional salary at the same rate as their base salary for that teaching time.

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

SECTION 4. EFFECTIVE DATE.--The effective date of the provisions of this act is July 1, 2022.