

An Overview of the Training And Experience Index Section 22-8-24, NMSA

Overview

The New Mexico Public School Equalization Funding Formula was first adopted in 1974. At the time it was (and still is) among the most equitable funding formulas in the United States. The formula has several key components that are the basis of its philosophy and construction. It is not a formula that is set to determine the level of appropriation but, rather, a mechanism for the equitable distribution of funding provided to the public schools by the legislature. The components track various factors in determining the distribution of funds.

A key element of this distribution is the "Training and Experience Index." The history of this index is symptomatic of the need to recognize the desired characteristics of the teaching staff in New Mexico Public Schools. The Greer Formula, which preceded the Equalization Funding Formula, did not recognize the accelerating costs of teachers as they gained more experience and became better prepared through college education. The inclusion of a factor to recognize those costs in a distributive process lead to the formula for T&E as it exists today.

The T&E Calculation only applies to certain instructional employees excluding principals, substitute teachers, instructional aides, secretaries and clerks. It uses the October payroll of the prior school year (one year lag) as its basis. It is computed on the following matrix:

Degree/years of experience	0-2	3-5	6-8	9-15	16+
Bachelors	.75	.90	1.00	1.05	1.05
Bachelors+15	.80	.95	1.00	1.10	1.15
BA+45/MA	.85	1.00	1.05	1.15	1.20
MA + 15	.90	1.05	1.15	1.30	1.35
MA + 45/PhD	1.00	1.15	1.30	1.40	1.50

The full time equivalency of the instructional staff calculated within this matrix are placed in each cell accordingly and "averaged" yielding the "District T&E Index." There is a save-harmless provision under Section 22-8-24-D that sets the T&E at 1.0 in a district where the district value falls below 1.0.

As the teacher population in New Mexico is aging, retirements and departures of teachers is trending and is generally causing a downturn in T&E among many districts. Superintendents around New Mexico are exploring many strategies to hold T&E up since **the T&E Index is a multiplier in the calculation of program units within a district.**