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An Overview of Teacher Salary and Licensure Policy Options

Presentation to the New Mexico Legislature

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About NCSL

- Instrumentality of all 50 state and territorial legislatures
- Bipartisan
- Provides research, technical assistance and opportunities to exchange ideas
- Advocates on behalf of legislatures before the federal government

NCSL is committed to the success of state legislators and staff. Founded in 1975, we are a respected bipartisan organization providing states support, ideas, connections and a strong voice on Capitol Hill.



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Teacher Salaries and Compensation Models



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Average Teacher Salaries

- New Mexico
- Colorado
- Utah
- Arizona
- Texas
- Oklahoma



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Salary Trends and Research

- States are gradually looking to increase salaries
- Research does not support dramatically higher salaries or bonuses
- Research does not support salary increased based on inputs
- Research is mixed on performance-based and market-based pay



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Compensation Models

- Tiered Pay Tied to Licensure
- Merit or Performance-Based Pay
- Market -Based Pay



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Teacher Licensure



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State Policy Approaches

- Traditional Licensure with Traditional Renewal
- Licensure with No Tenure/Guarantee of Renewal
- Tiered Licensure
- Performance/Outcomes-Based Licensure



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