

HOUSE BILL 446

**54TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2019**

INTRODUCED BY

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Pursuant to House Rule 24-1, this document incorporates amendments that have been adopted prior to consideration of this measure by the House. It is a tool to show the amendments in context and is not to be used for the purpose of amendments.

AN ACT

RELATING TO SCHOOL PERSONNEL; ADDING DUAL-LICENSED  
INSTRUCTIONAL SUPPORT PROVIDERS TO THE THREE-TIER LICENSURE  
SYSTEM.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

**SECTION 1.** Section 22-10A-4 NMSA 1978 (being Laws 2003, Chapter 153, Section 35, as amended by Laws 2005, Chapter 315, Section 4 and by Laws 2005, Chapter 316, Section 1) is amended to read:

"22-10A-4. TEACHERS [~~AND~~], SCHOOL ADMINISTRATORS AND

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DUAL-LICENSED INSTRUCTIONAL SUPPORT PROVIDERS--PROFESSIONAL STATUS--LICENSURE LEVELS--SALARY ALIGNMENT.--

A. Teaching [~~and~~], school administration and dual-licensed instructional support are recognized as professions, with all the rights, responsibilities and privileges accorded professions, having their first responsibility to the public they serve. The primary responsibilities of the teaching and school administration professions are to educate the children of this state and to improve the professional practices and ethical conduct of their members. The primary responsibilities of dual-licensed instructional support providers are to assist and support students and teachers and to improve the professional practices and ethical conduct of their members.

B. The New Mexico licensure framework for teachers [~~and~~], school administrators and dual-licensed instructional support providers is a progressive career system in which licensees are required to demonstrate increased competencies and undertake increased duties as they progress through the licensure levels. The minimum salary provided as part of the career system shall not take effect until the department has adopted increased competencies for the particular level of licensure and a highly objective uniform statewide standard of evaluation.

C. A level one license is a provisional license that gives a beginning teacher or dual-licensed instructional

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support provider the opportunity, through a formal mentorship program, for additional preparation to be a quality teacher. A level two license is given to a teacher or dual-licensed instructional support provider who is a fully qualified professional who is primarily responsible for ensuring that students meet and exceed department-adopted academic content and performance standards or primarily responsible for ensuring that students with physical or intellectual developmental delays or disabilities, behavioral problems or other conditions that need the services of a dual-licensed instructional support provider are being treated as required. A teacher or dual-licensed instructional support provider may choose to remain at level two for the remainder of the teacher's or dual-licensed instructional support provider's career. A level three-A license is the highest level of teaching or dual-licensed instructional support licensure for those teachers and dual-licensed instructional support providers who choose to advance as instructional or instructional support leaders in the teaching or specific dual-licensed profession and undertake greater responsibilities such as curriculum development for teachers and peer intervention and mentoring for both teachers and dual-licensed instructional support providers. A level three-B license is for teachers and dual-licensed instructional support providers who commence a new career path in school or professional administration by becoming school administrators

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or instructional support program administrators.

D. ~~[All]~~ The teacher [and], school administrator and dual-licensed instructional support provider salary [systems] system shall be aligned with the licensure framework in a professional educator and instructional support provider licensing and salary system.

E. All teachers and school administrators who hold teaching or administrator certificates on the effective date of the 2003 act shall meet the requirements for their level of licensure by September 1, 2006 and shall be issued licenses.~~HEC→~~~~←HEC~~

~~HEC→~~**F. A dual-licensed instructional support provider is licensed as one of the following professions:**

- (1) audiologist;**
- (2) interpreter for the deaf;**
- (3) speech-language pathologist;**
- (4) diagnostician;**
- (5) psychologist;**
- (6) social worker;**
- (7) nurse;**
- (8) counselor;**
- (9) physical therapist;**
- (10) occupational therapist; and**
- (11) any other professional that meets the educational, licensure and other qualifications to be a**

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dual-licensed instructional support provider."←HEC

SECTION 2. 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 and licensed instructional support professionals 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 and dual-licensed instructional support providers. At the end of each year and at the end of the license period, the level one teacher and dual-licensed instructional support provider shall be evaluated for competency. If the teacher or dual-licensed instructional support provider fails to demonstrate satisfactory progress and competence annually, the teacher or dual-licensed instructional support provider may be terminated as provided in Section 22-10A-24 NMSA 1978. If the teacher or dual-licensed instructional support provider has not demonstrated satisfactory progress and competence by the end of the five-year period, the teacher or dual-licensed instructional support

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provider 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) if a teacher:

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

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

~~(3)~~ (c) 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)~~ (d) meets other qualifications for level one licensure, including clearance of the required background check; and

(2) if a licensed instructional support professional seeking dual licensure:

(a) holds a baccalaureate or higher

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degree from an accredited educational institution as required for professional licensure;

(b) holds a New Mexico license to practice the instructional support provider's profession; and

(c) has passed any department examination or additional qualification requirements required by the department, including clearance of the required background check.

E. The department shall issue an alternative level one license for teachers 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 for teachers and, as appropriate, dual-licensed instructional support providers.

G. With the adoption by the department of a highly objective uniform statewide standard of evaluation for level one teachers, the minimum salary for a level one teacher or dual-licensed instructional support provider shall be [~~thirty-six thousand dollars (\$36,000)~~] forty-five thousand dollars (\$45,000) for a standard nine and one-half month contract."

SECTION 3. Section 22-10A-10 NMSA 1978 (being Laws 2003, Chapter 153, Section 41, as amended) is amended to read:

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

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

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

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licensure, including early childhood, elementary, middle, secondary, special and vocational education for teachers and, as appropriate, dual-licensed instructional support providers.

D. With the adoption by the department of the statewide objective performance evaluation for level two teachers, the minimum salary for a level two teacher or dual-licensed instructional support provider for a standard nine and one-half month contract shall be [~~forty-four thousand dollars (\$44,000)~~] fifty-five thousand dollars (\$55,000)."

SECTION 4. Section 22-10A-11 NMSA 1978 (being Laws 2003, Chapter 153, Section 42, as amended) is amended to read:

"22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR TEACHERS--TRACK FOR DUAL-LICENSED INSTRUCTIONAL SUPPORT PROVIDERS.--

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

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essential competency, a school district may choose not to contract with the teacher to teach in the classroom or may reassign the dual-licensed instructional support provider.

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 department shall grant a level three-A license to an applicant who has been a level two dual-licensed instructional support provider for at least three years and holds a master's or doctoral degree in the provider's licensed profession.

~~[G.]~~ D. With the adoption by the department of a highly objective uniform statewide standard of evaluation for level three-A teachers, the minimum salary for a level three-A teacher or dual-licensed instructional support provider for a standard nine and one-half month contract shall be ~~[fifty-four thousand dollars (\$54,000)]~~ sixty-five thousand dollars (\$65,000).

~~[D. The minimum salary for a counselor who holds a~~

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~~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 5. Section 22-10A-11.4 NMSA 1978 (being Laws 2015, Chapter 74, Section 2) is amended to read:

"22-10A-11.4. LEVEL THREE-B ADMINISTRATOR'S LICENSE--  
TRACKS FOR SCHOOL ADMINISTRATOR AND INSTRUCTIONAL SUPPORT  
PROGRAM ADMINISTRATOR LICENSURE.--

A. A level three-B administrator's license is a five-year license granted to an applicant who meets the qualifications for that license. Licenses may be renewed upon satisfactory annual demonstration of instructional leader and administrative competency.

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

(1) for school administrators:

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

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

~~(3)~~ (c) holds a post-baccalaureate degree or national board for professional teaching standards certification; and

(2) for dual-licensed instructional support

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program administrators:

(a) has completed a department-approved instructional support administrator preparation program, if required;

(b) holds a professional license and a current level two or level three instructional support provider license; and

(c) holds a post-baccalaureate degree.

C. The minimum annual salary for a licensed school principal or assistant school principal shall be fifty thousand dollars (\$50,000) multiplied by the applicable responsibility factor. The minimum salary for a dual-licensed instructional support program administrator shall be the same as an assistant school principal multiplied by the applicable responsibility factor.

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

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

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section and department rules."