

1 A JOINT MEMORIAL

2 REQUESTING THE HIGHER EDUCATION DEPARTMENT, THE PUBLIC  
3 EDUCATION DEPARTMENT AND THE WORKFORCE SOLUTIONS DEPARTMENT  
4 TO CONVENE A WORKING GROUP TO STUDY THE FEASIBILITY OF  
5 DEVELOPING A CAREER PATHWAY FOR ALL SCHOOL-RELATED PERSONNEL  
6 TO INCREASE RETENTION AND PROVIDE UPWARD FINANCIAL MOBILITY  
7 FOR SCHOOL EMPLOYEES.

8  
9 WHEREAS, school communities rely on the varied skills of  
10 many different types of employees to meet the needs of all  
11 students; and

12 WHEREAS, educational assistants provide personal support  
13 to students and teachers and build strong relationships with  
14 parents in the course of their work; and

15 WHEREAS, nutritional service professionals plan healthy  
16 and nutritious meals, gather ingredients, prepare meals,  
17 portion servings for hundreds of students and maintain  
18 rigorous cleanliness and sanitary conditions in their  
19 preparation areas and food service areas; and

20 WHEREAS, education clerks maintain enrollment  
21 information and attendance records and perform outreach to  
22 parents; and

23 WHEREAS, school bookkeepers inventory, order and track  
24 supplies, maintain fundraising records, make travel  
25 arrangements for staff and students, manage invoices and

1 contracting for services and disperse and deposit school  
2 funds; and

3 WHEREAS, school secretaries oversee and monitor the  
4 office, train staff on office procedures, assist parents,  
5 students and staff with questions, oversee transportation,  
6 are the first point of contact upon entering the school  
7 building and schedule substitute teachers; and

8 WHEREAS, custodial and maintenance staff maintain the  
9 school building and grounds, repair equipment, remodel or  
10 repair school facilities, operate and maintain heating and  
11 cooling systems, sweep the school for explosives during  
12 emergencies, remove snow, maintain door locks and building  
13 security, clean up human waste, hold professional licenses  
14 and pull appropriate permits for various types of remodel or  
15 repair work; and

16 WHEREAS, health assistants receive specialized training  
17 and licensures to assist registered school nurses in the  
18 development and implementation of school health plans,  
19 including health screenings and the administration of  
20 medications; and

21 WHEREAS, transportation professionals provide safe and  
22 reliable transportation to and from school as well as related  
23 activities, maintain school bus mechanical systems, ensure  
24 safe on-time service and act as role models for ethical  
25 behavior; and

1           WHEREAS, security officers ensure that students,  
2 faculty, parents and community members are safe and respond  
3 to emergency situations without regard to their own personal  
4 safety; and

5           WHEREAS, crossing guards set a positive example for  
6 students and provide a safe passage to and from school each  
7 day; and

8           WHEREAS, schools provide students a consistent  
9 environment in which they can feel cared for, encouraged and  
10 safe; and

11           WHEREAS, building and maintaining lasting relationships  
12 with students and families through consistent staffing helps  
13 develop a sense of safety and community for students within  
14 schools; and

15           WHEREAS, the many school-related personnel who interact  
16 with students and parents each day are the backbone of the  
17 school community, often the first to interact with students  
18 in the morning and the last to interact with students and  
19 parents in the evening; and

20           WHEREAS, developing a career pathway for all school-  
21 related personnel could increase retention and provide upward  
22 financial mobility for school employees; and

23           WHEREAS, providing a pathway to raise the wages of  
24 school-related personnel could help communities, local  
25 businesses and families through increased spending and higher

1 tax revenue;

2 NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE  
3 STATE OF NEW MEXICO that the higher education department, the  
4 public education department and the workforce solutions  
5 department be requested to convene a working group to study  
6 the feasibility of developing a career pathway for all  
7 school-related personnel to increase retention and provide  
8 upward financial mobility for school employees; and

9 BE IT FURTHER RESOLVED that the working group be  
10 requested to explore, study and make effective  
11 recommendations for the creation of a tiered career pathway  
12 system for all school support classifications, to include  
13 educational assistants, nutritional service professionals,  
14 education clerks, school bookkeepers, school secretaries,  
15 custodial and maintenance staff, health assistants,  
16 transportation professionals, security officers and crossing  
17 guards; and

18 BE IT FURTHER RESOLVED that the higher education  
19 department, the public education department and the workforce  
20 solutions department be requested to include the following  
21 participants in the working group:

22 A. two working members of each job classification:  
23 educational assistants, nutritional service professionals,  
24 education clerks, school bookkeepers, school secretaries,  
25 custodial and maintenance staff, health assistants,

1 transportation professionals, security officers and crossing  
2 guards;

3 B. two members of the American federation of  
4 teachers New Mexico;

5 C. two members of the national education  
6 association New Mexico;

7 D. two members of communications workers of  
8 America;

9 E. two members of the New Mexico school boards  
10 association;

11 F. two members of the New Mexico school  
12 superintendents association; and

13 G. two members of the New Mexico parent teacher  
14 association; and

15 BE IT FURTHER RESOLVED that the working group be  
16 requested to adopt a resolution to conduct its meetings in a  
17 manner that is open to the public, with reasonable notice to  
18 the public, consistent with the provisions of Section 10-15-1  
19 NMSA 1978; and

20 BE IT FURTHER RESOLVED that the working group be  
21 requested to seek, where possible, representation from both  
22 rural and urban districts and that participants in the  
23 working group be requested to represent both beginning and  
24 experienced school employees; and

25 BE IT FURTHER RESOLVED that the working group be

1 requested to report its findings and recommendations to the  
2 legislative education study committee by November 1, 2020;  
3 and

4 BE IT FURTHER RESOLVED that copies of this memorial be  
5 transmitted to the governor, the secretary of higher  
6 education, the secretary of public education, the secretary of  
7 workforce solutions and the chair of the legislative education  
8 study committee. \_\_\_\_\_

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