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Implementation of 2022 Session Public Education Compensation Increases

During the 2022 regular session, the Legislature significantly increased compensation for public school personnel.

- **7 Percent Increase for School Personnel:** The Legislature appropriated \$19.2 million to provide a 3 percent salary increase for public school personnel beginning in the last quarter of the current fiscal year, and \$101 million for an average 4 percent salary increase beginning in FY23.
- **Tier-Increases for Licensed Teachers:** The Legislature appropriated \$76.8 million to increase the minimum salaries for full-time teachers and administrators, with full-time level one, two, and three-A teachers receiving a minimum of \$50 thousand, \$60 thousand, and \$70 thousand, respectively. Principals and Assistant Principals with a level three-B license will receive a salary equal to \$70 thousand multiplied by the applicable responsibility factor.

As shown in Appendix A, the minimum salary for a high school principal will be \$112 thousand.

- **Minimum Salaries for Programs Extending Time for Academic Learning (PETAL):** The Legislature appropriated \$64 million from the general fund to provide an additional average 3 percent salary increase for all personnel who work in a school participating in PETAL.

Minimum salaries for full-time level one, two, and three-A teachers participating in the K-5 Plus program will be \$56,944, \$68,333, and \$79,722, respectively. Full-time level one, two, and three-A teachers participating in an Extending Learning Time program will be compensated \$52,777, \$63,333, and \$73,888, respectively.

According to PED guidance, the abovementioned minimums should be an incentive for personnel and schools to participate in PETAL, with teachers receiving their daily rate during those programs in addition to their base compensation.

- **Minimum Wage for School Personnel:** The Legislature appropriated \$10.1 million to cover a \$15 minimum wage for operational staff.
- **Hard-to-fill positions:** The Legislature appropriated \$10.1 million for targeted salary increases for hard-to-staff positions that provide instructional support or social services.
- **Native American Language and Culture Certificate:** The Legislature appropriated \$1.25 million from the Public Education Reform Fund to match the salaries of 520 certificate holders to that of a level one teacher's minimum salary.

- **Concerns from Stakeholders:** These appropriations are bold investments in New Mexico's public school personnel, however, some stakeholders have expressed concerns of emerging differences in compensation. While licensed teachers and level three counselors will receive significant compensation increases, other non-teaching personnel, such as social workers and nurses may not receive the same adjustments to their compensation. Alleviating these differences is at the prerogative of school districts, which each determine the compensation received by teachers and personnel in non-teaching roles.

Some stakeholders have also expressed concerns that federally funded positions were not included in the abovementioned compensation increases. Like other state agencies, the Legislature has historically increased general fund appropriations to cover the salary costs of state funded personnel, not federally funded employees in public schools. Those positions are typically funded using recurring federal grants that are more restrictive and not growing at the same rate as state appropriations.

However, schools can use the \$1.5 billion in federal emergency relief (ESSER) funds to cover operations. And while many are using ESSER for this purpose, the funds are scheduled to expire in FY24. As such, the Legislature may want to consider addressing potential fiscal cliffs from the use of these funds if ESSER is covering critical operational needs.

Appendix A: Minimum Salaries for Teachers and Administrators

Teacher Salary Increases Overtime (FY15-FY23)

	FY15	FY16	FY17	FY19	FY20	FY23
Level 1	\$32,000	\$34,000	\$34,000	\$36,000	\$40,000	\$50,000
Level 2	\$40,000	\$40,000	\$42,000	\$44,000	\$50,000	\$60,000
Level 3-A	\$50,000	\$50,000	\$42,000	\$54,000	\$60,000	\$70,000
Level 3-B	\$50,000	\$50,000	\$42,000	\$54,000	\$60,000	\$70,000

Source: LESC Files

Administrative Salaries

	FY22	Responsibility Factor	FY23
Elementary Assistant	\$66,000	1.10	\$77,000
Middle School Assistant	\$69,000	1.15	\$80,500
High School Assistant	\$75,000	1.25	\$87,500
Elementary School	\$72,000	1.20	\$84,000
Middle School	\$84,000	1.40	\$98,000
High School	\$96,000	1.60	\$112,000

Source: LESC Files

K-5 Plus Participation Minimum Salaries

Licensure Level	Minimum Salary
Level 1	\$56,944
Level 2	\$68,333
Level 3-A	\$79,722

Source: LESC

Extended Learning Time Program Participation Minimum Salaries

Licensure Level	Minimum Salary
Level 1	\$52,777
Level 2	\$63,333
Level 3-A	\$73,888

Source: LESC