

HOUSE FLOOR SUBSTITUTE FOR  
HOUSE BILL 76

52ND LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2015

AN ACT

RELATING TO EDUCATION; CHANGING THE DESIGNATIONS FOR TEACHER  
LICENSURE LEVELS; STREAMLINING ADVANCEMENT THROUGH THE  
LICENSURE SYSTEM FOR THE MOST EFFECTIVE TEACHERS; INCREASING  
TEACHER AND ADMINISTRATOR MINIMUM SALARIES; AMENDING SECTIONS  
OF THE SCHOOL PERSONNEL ACT.

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

SECTION 1. Section 22-10A-2 NMSA 1978 (being Laws 1975,  
Chapter 306, Section 2, as amended) is amended to read:

"22-10A-2. DEFINITIONS.--As used in the School Personnel  
Act:

A. "discharge" means the act of severing the  
employment relationship with a certified school employee prior  
to the expiration of the current employment contract;

B. "highly objective uniform statewide standard of

.200503.1

underscored material = new  
[bracketed material] = delete

1 evaluation" means an objective performance evaluation rating  
2 of:

- 3 (1) exemplary;
- 4 (2) highly effective;
- 5 (3) effective;
- 6 (4) minimally effective; or
- 7 (5) ineffective;

8 C. "professional growth plan" means a written plan  
9 that:

- 10 (1) is initiated as a result of a licensed  
11 school employee receiving a minimally effective or ineffective  
12 summative evaluation rating;
- 13 (2) articulates the specific areas of  
14 unsatisfactory performance and provides feedback and  
15 recommendations on how to improve practice;
- 16 (3) is in effect for ninety school days; and  
17 (4) states the expectation that the teacher  
18 demonstrate improvement in certain areas within ninety working  
19 days of receiving the professional growth plan;

20 ~~[B.]~~ D. "responsibility factor" means a value of  
21 1.20 for an elementary school principal, 1.40 for a middle  
22 school or junior high school principal, 1.60 for a high school  
23 principal, 1.10 for an assistant elementary school principal,  
24 1.15 for an assistant middle school or assistant junior high  
25 school principal and 1.25 for an assistant high school

1 principal;

2           ~~[G.]~~ E. "state agency" means any state institution  
3 or state agency providing an educational program requiring the  
4 employment of certified school instructors;

5           ~~[D.]~~ F. "sabbatical leave" means leave of absence  
6 with pay as set by the local school board or governing  
7 authority of a state agency during all or part of a regular  
8 school term for purposes of study or travel related to the  
9 staff member's duties and of direct benefit to the  
10 instructional program;

11           ~~[E.]~~ G. "terminate" means, in the case of a  
12 certified school employee, the act of not reemploying an  
13 employee for the ensuing school year and, in the case of a  
14 noncertified school employee, the act of severing the  
15 employment relationship with the employee;

16           ~~[F.]~~ H. "working day" means every calendar day,  
17 excluding Saturday, Sunday or legal holiday; and

18           ~~[G.]~~ I. "just cause" means a reason that is  
19 rationally related to an employee's competence or turpitude or  
20 the proper performance of the employee's duties and that is not  
21 in violation of the employee's civil or constitutional rights."

22           **SECTION 2.** Section 22-10A-4 NMSA 1978 (being Laws 2003,  
23 Chapter 153, Section 35, as amended by Laws 2005, Chapter 315,  
24 Section 4 and by Laws 2005, Chapter 316, Section 1) is amended  
25 to read:

.200503.1

1 "22-10A-4. TEACHERS AND SCHOOL ADMINISTRATORS--  
2 PROFESSIONAL STATUS--LICENSURE LEVELS--SALARY ALIGNMENT.--

3 A. Teaching and school administration are  
4 recognized as professions, with all the rights,  
5 responsibilities and privileges accorded professions, having  
6 their first responsibility to the public they serve. The  
7 primary responsibilities of the teaching and school  
8 administration professions are to educate the children of this  
9 state and to improve the professional practices and ethical  
10 conduct of their members.

11 B. The New Mexico licensure framework for teachers  
12 and school administrators is a progressive career system in  
13 which licensees are required to demonstrate increased  
14 competencies and undertake increased duties as they progress  
15 through the licensure levels. The minimum salary provided as  
16 part of the career system shall not take effect until the  
17 department has adopted increased competencies for the  
18 particular level of licensure and a highly objective uniform  
19 statewide standard of evaluation.

20 C. A level one associate teacher license is a  
21 provisional license that gives a beginning teacher the  
22 opportunity, through a formal mentorship program, for  
23 additional preparation to be a quality teacher. A level two  
24 professional teacher license is given to a teacher who is a  
25 fully qualified professional who is primarily responsible for

.200503.1

1 ensuring that students meet and exceed department-adopted  
 2 academic content and performance standards; a teacher may  
 3 choose to remain ~~[at]~~ licensed as a level two professional  
 4 teacher for the remainder of the teacher's career. A level  
 5 three-A master teacher license is the highest level of teaching  
 6 licensure for those teachers who choose to advance as  
 7 instructional leaders in the teaching profession and undertake  
 8 greater responsibilities such as curriculum development, peer  
 9 intervention and mentoring. A level three-B administrator's  
 10 license is for teachers who choose to commence a new career  
 11 path in school administration by becoming school  
 12 administrators.

13 D. All teacher and school administrator salary  
 14 systems shall be aligned with the licensure framework in a  
 15 professional educator licensing and salary system.

16 ~~[E. All teachers and school administrators who hold~~  
 17 ~~teaching or administrator certificates on the effective date of~~  
 18 ~~the 2003 act shall meet the requirements for their level of~~  
 19 ~~licensure by September 1, 2006 and shall be issued licenses.]"~~

20 SECTION 3. Section 22-10A-7 NMSA 1978 (being Laws 2003,  
 21 Chapter 153, Section 38, as amended) is amended to read:

22 "22-10A-7. LEVEL ONE ASSOCIATE TEACHER LICENSURE.--

23 A. A level one associate teacher license is a  
 24 provisional five-year license for beginning teachers that  
 25 requires as a condition of licensure that the licensee undergo

.200503.1

1 a formal mentorship program for at least one full school year  
2 and ~~[an annual intensive performance]~~ a highly objective  
3 uniform statewide standard of evaluation by a school  
4 administrator ~~[for at least three full school years before~~  
5 ~~applying for a level two license]~~ pursuant to department rules.  
6 If by the end of the school year the teacher fails to  
7 demonstrate essential competency, the school district shall  
8 provide the teacher with a professional growth plan during the  
9 following school year. If by the end of that school year the  
10 teacher fails to demonstrate essential competency, a school  
11 district may choose not to contract with the teacher.

12 B. Each school district, in accordance with  
13 department rules, shall provide for the mentorship and  
14 evaluation of licensed level one associate teachers. At the  
15 end of each year and at the end of the license period, ~~[the]~~ a  
16 licensed level one associate teacher shall be evaluated for  
17 competency. If the teacher fails to demonstrate satisfactory  
18 progress and competence annually, the teacher may be terminated  
19 as provided in Section 22-10A-24 NMSA 1978. If the teacher has  
20 not demonstrated satisfactory progress and competence by the  
21 end of the five-year period, the teacher shall not be granted a  
22 level two professional teacher license.

23 C. Except in exigent circumstances defined by  
24 department rule, a level one associate teacher license shall  
25 not be extended beyond the initial period.

.200503.1

1           D. The department shall issue a standard level one  
2 associate teacher license to an applicant who is at least  
3 eighteen years of age who:

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

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

9                   (3) has passed the New Mexico teacher  
10 assessments examination, including for elementary licensure  
11 [~~beginning January 1, 2013~~], a rigorous assessment of the  
12 candidate's knowledge of the science of teaching reading; and

13                   (4) meets other qualifications for level one  
14 associate teacher licensure, including clearance of the  
15 required background check.

16           E. The department shall issue an alternative level  
17 one associate teacher license to an applicant who meets the  
18 requirements of Section 22-10A-8 NMSA 1978.

19           F. The department shall establish competencies and  
20 qualifications for specific grade levels, types and subject  
21 areas of level one associate teacher licensure, including early  
22 childhood, elementary, middle school, secondary, special  
23 [~~education~~] and vocational education.

24           G. [~~Beginning with the 2003-2004 school year, with~~  
25 ~~the adoption by the department of a highly objective uniform~~

.200503.1

1 ~~statewide standard of evaluation for level one teachers]~~  
2 Subject to the availability of funds appropriated by the  
3 legislature, the minimum salary for a licensed level one  
4 associate teacher [shall be thirty thousand dollars (\$30,000)]  
5 for a standard nine and one-half month contract shall be as  
6 follows:

7 (1) for a licensed level one associate teacher  
8 who receives an objective performance evaluation rating of  
9 exemplary or highly effective for two consecutive years:

10 (a) for the 2015-2016 school year,  
11 thirty-four thousand dollars (\$34,000);

12 (b) for the 2016-2017 school year,  
13 thirty-six thousand dollars (\$36,000);

14 (c) for the 2017-2018 school year,  
15 thirty-eight thousand dollars (\$38,000); and

16 (d) for the 2018-2019 school year and  
17 each subsequent school year, forty thousand dollars (\$40,000);  
18 and

19 (2) for a licensed level one associate teacher  
20 who does not meet the criteria in Paragraph (1) of this  
21 subsection, thirty thousand dollars (\$30,000).

22 ~~[H. Teachers who hold level one licenses on the~~  
23 ~~effective date of the 2003 act must be evaluated by the end of~~  
24 ~~the 2006-2007 school year.]"~~

25 SECTION 4. Section 22-10A-8 NMSA 1978 (being Laws 2003,

.200503.1



1 Chapter 153, Section 39, as amended by Laws 2011, Chapter 36,  
 2 Section 1 and by Laws 2011, Chapter 95, Section 2) is amended  
 3 to read:

4 "22-10A-8. ALTERNATIVE LEVEL ONE ASSOCIATE TEACHER  
 5 LICENSE.--

6 A. The department shall issue an alternative level  
 7 one associate teacher license to a person who is at least  
 8 eighteen years of age and who:

9 (1) has completed a baccalaureate degree at an  
 10 accredited institution of higher education and has received a  
 11 passing score on a state-approved subject-area examination in  
 12 the subject area of instruction for which the person is  
 13 applying for a license;

14 (2) has completed a master's degree at an  
 15 accredited institution of higher education, including  
 16 completion of a minimum of twelve graduate credit hours in the  
 17 subject area of instruction for which the person is applying  
 18 for a license; [~~or~~]

19 (3) has completed a doctoral or law degree at  
 20 an accredited institution of higher education and:

21 [~~(4)~~] (a) has passed the New Mexico  
 22 teacher assessments examination, including, for elementary  
 23 licensure beginning January 1, 2013, a rigorous assessment of  
 24 the candidate's knowledge of the science of teaching reading;  
 25 and

.200503.1

underscored material = new  
 [bracketed material] = delete

1                                    [~~(5)~~] (b) within two years of beginning  
2 teaching, completes a minimum of twelve semester hours of  
3 instruction in teaching principles in a program approved by the  
4 department; or

5                                    [~~(6) demonstrated~~] (4) demonstrates to the  
6 department, in conjunction with the school district or state  
7 agency, that the person has met the department-approved  
8 competencies for licensed level one associate teachers that  
9 correspond to the grade level that will be taught.

10                                  B. A degree or examination referred to in  
11 Subsection A of this section shall correspond to the subject  
12 area of instruction and the particular grade level that will  
13 enable the applicant to teach in a competent manner as  
14 determined by the department.

15                                  C. [~~An~~] A licensed alternative level one associate  
16 teacher shall participate in the same mentorship, evaluation  
17 and other professional development requirements as other  
18 licensed level one associate teachers.

19                                  D. A school district or state agency shall not  
20 discriminate against a teacher on the basis that the teacher  
21 holds an alternative level one associate teacher license.

22                                  E. The department shall provide by rule for  
23 training and other requirements to support the use of  
24 unlicensed content area experts as resources in classrooms,  
25 team teaching, online instruction, curriculum development and

underscored material = new  
[bracketed material] = delete

1 other purposes."

2 SECTION 5. Section 22-10A-9 NMSA 1978 (being Laws 2003,  
3 Chapter 153, Section 40, as amended) is amended to read:

4 "22-10A-9. TEACHER MENTORSHIP PROGRAM FOR BEGINNING  
5 TEACHERS--PURPOSE--DEPARTMENT DUTIES.--

6 A. The purpose of the teacher mentorship program is  
7 to provide beginning teachers with an effective transition into  
8 the teaching field, to build on their initial preparation and  
9 to ensure their success in teaching; to improve the achievement  
10 of students; and to retain capable teachers in the classroom  
11 and to remove teachers who show little promise of success.

12 B. The department shall develop a framework for a  
13 teacher mentorship program for all first-year teachers. The  
14 program shall provide mentorship services by licensed level two  
15 professional teacher or level three master teacher mentors to  
16 the first-year teacher for the full school year. If sufficient  
17 mentorship funds are available, the department may provide  
18 funding for mentorship services that extend beyond the first  
19 year if the local superintendent or charter school  
20 administrator certifies to the secretary that further formal  
21 mentorship of a beginning teacher will accomplish the purposes  
22 of Subsection A of this section; provided that the state shall  
23 not pay for more than three years' mentorship for any beginning  
24 teacher.

25 C. The department shall work with licensed school

.200503.1

1 employees, representatives from teacher preparation programs  
2 and the higher education department to establish the framework.

3 D. The framework shall include:

4 (1) individual support and assistance for each  
5 beginning teacher from a designated mentor;

6 (2) structured training for mentors;

7 (3) an ongoing, formative evaluation that is  
8 used for the improvement of teaching practice;

9 (4) procedures for a summative evaluation of  
10 beginning teachers' performance during at least the first three  
11 years of teaching, including annual assessment of suitability  
12 for license renewal, and for final assessment of beginning  
13 teachers seeking level two professional teacher licensure;

14 (5) support from local school boards, school  
15 administrators and other school district personnel; and

16 (6) regular review and evaluation of the  
17 teacher mentorship program.

18 E. The department shall:

19 (1) require submission and approval of each  
20 school district's teacher mentorship program;

21 (2) provide technical assistance to school  
22 districts that do not have a well-developed teacher mentorship  
23 program in place;

24 (3) encourage school districts to collaborate  
25 with teacher preparation program administrators at institutions

1 of higher education, career educators, educational  
2 organizations, regional service centers and other state and  
3 community leaders in the teacher mentorship program; and

4 (4) distribute no less than fifty percent of  
5 available funds for mentorship programs to school districts on  
6 or before September 15 of each fiscal year according to the  
7 estimated number of teachers eligible to participate in a  
8 mentorship program on the fortieth day of the school year and,  
9 on or before January 15 of each fiscal year, distribute the  
10 balance of the available funds based on the actual number of  
11 eligible teachers participating in a mentorship program on the  
12 fortieth day of the school year, adjusted for any over- or  
13 under-estimation made in the first allocation.

14 F. The department shall require that teacher  
15 preparation programs collaborate with colleges of arts and  
16 sciences and high schools to develop a model to provide  
17 mentorship services with structured supervision and feedback to  
18 each of their graduates who have obtained a teaching position  
19 in a public high school, including charter schools; develop  
20 cost estimates; and provide recommendations to the legislative  
21 education study committee by November 1, 2007. The model shall  
22 provide for the following:

23 (1) mentorship services for the first year as  
24 a licensed level one associate teacher to each of their  
25 graduates who [~~has~~] have obtained a teaching position in any

.200503.1

1 New Mexico public high school, including charter schools;  
2 provided that teacher preparation programs may enter into  
3 contracts or memoranda of agreement with each other or with  
4 licensed level three master teachers in providing services to  
5 their students;

6 (2) an annual report to the department of the  
7 number of teachers that have completed each of their programs  
8 the previous spring or summer and have been hired by public  
9 high schools, including charter schools, for the following  
10 school year; and

11 (3) an annual report providing a description  
12 of the mentorship services that will be provided to each of  
13 their teachers, including the name of the teacher, the grade  
14 level the teacher has been hired to teach and the name of the  
15 school and district where the teacher has been hired."

16 SECTION 6. Section 22-10A-10 NMSA 1978 (being Laws 2003,  
17 Chapter 153, Section 41, as amended by Laws 2005, Chapter 315,  
18 Section 7 and by Laws 2005, Chapter 316, Section 4) is amended  
19 to read:

20 "22-10A-10. LEVEL TWO PROFESSIONAL TEACHER LICENSURE.--

21 A. A level two professional teacher license is a  
22 [~~nine-year~~] five-year license granted to a teacher who meets  
23 the qualifications for that [~~level~~] license and who annually  
24 demonstrates essential competency to teach. If a licensed  
25 level two professional teacher does not demonstrate essential

underscored material = new  
[bracketed material] = delete

1 competency in a given school year, the school district shall  
2 provide the teacher with additional professional development  
3 and peer intervention during the following school year. If by  
4 the end of that school year the teacher fails to demonstrate  
5 essential competency, [~~a~~] the school district shall provide the  
6 teacher with a professional growth plan during the following  
7 school year. If by the end of that school year the teacher  
8 fails to demonstrate essential competency, the school district  
9 may choose not to contract with the teacher [~~to teach in the~~  
10 ~~classroom~~].

11 B. The department shall issue a level two  
12 professional teacher license to an applicant who:

13 (1) successfully:

14 (a) completes the level one associate  
15 teacher license or is granted reciprocity as provided by  
16 department rules;

17 (b) demonstrates essential competency  
18 required by the department as verified by the local  
19 superintendent through the highly objective uniform statewide  
20 standard of evaluation; and

21 (c) meets other qualifications as  
22 required by the department; or

23 (2) has completed at least two years of  
24 teaching with a level one associate teacher license and has  
25 received a highly objective uniform statewide standard of

.200503.1

1 evaluation rating of exemplary or highly effective for two  
2 consecutive years prior to applying for the license.

3 C. The department shall provide for qualifications  
4 for specific grade levels, types and subject areas of level two  
5 professional teacher licensure, including early childhood,  
6 elementary, middle, secondary, special [~~education~~] and  
7 vocational education.

8 D. [~~With the adoption by the department of the~~  
9 ~~statewide objective performance evaluation for level two~~  
10 ~~teachers~~] Subject to the availability of funds appropriated by  
11 the legislature, the minimum salary for a licensed level two  
12 professional teacher for a standard nine and one-half month  
13 contract shall be as follows:

14 [~~(1) for the 2003-2004 school year,~~  
15 ~~thirty thousand dollars (\$30,000);~~

16 [~~(2) for the 2004-2005 school year,~~  
17 ~~thirty-five thousand dollars (\$35,000); and~~

18 [~~(3) for the 2005-2006 school year forty~~  
19 ~~thousand dollars (\$40,000)]~~

20 (1) for a licensed level two professional  
21 teacher who receives an objective performance evaluation rating  
22 of exemplary or highly effective for two consecutive years:

23 (a) for the 2015-2016 school year,  
24 forty-four thousand dollars (\$44,000);

25 (b) for the 2016-2017 school year,



1 forty-six thousand dollars (\$46,000);

2 (c) for the 2017-2018 school year,

3 forty-eight thousand dollars (\$48,000); and

4 (d) for the 2018-2019 school year and  
 5 each subsequent school year, fifty thousand dollars (\$50,000);

6 and

7 (2) for a licensed level two professional  
 8 teacher who does not meet the criteria in Paragraph (1) of this  
 9 subsection, forty thousand dollars (\$40,000)."

10 SECTION 7. Section 22-10A-11 NMSA 1978 (being Laws 2003,  
 11 Chapter 153, Section 42, as amended) is amended to read:

12 "22-10A-11. LEVEL THREE-A MASTER TEACHER LICENSURE--  
 13 TRACKS FOR TEACHERS AND COUNSELORS [AND SCHOOL  
 14 ADMINISTRATORS]--LEVEL THREE-B ADMINISTRATOR LICENSURE.--

15 A. A level three-A master teacher license is a  
 16 [~~nine-year~~] five-year license granted to a teacher who meets  
 17 the qualifications for that [~~level~~] license and who annually  
 18 demonstrates instructional leader competencies. If a licensed  
 19 level three-A master teacher does not demonstrate essential  
 20 competency in a given school year, the school district shall  
 21 provide the teacher with [~~additional professional development~~  
 22 ~~and peer intervention~~] a professional growth plan during the  
 23 following school year. If by the end of that school year the  
 24 teacher fails to demonstrate essential competency, a school  
 25 district may choose not to contract with the teacher [~~to teach~~

.200503.1

underscored material = new  
 [bracketed material] = delete

1 ~~in the classroom]~~.

2 B. The department shall grant a level three-A  
3 master teacher license to an applicant ~~[who]~~:

4 (1) who:

5 (a) has been a licensed level two  
6 professional teacher for at least three years and holds a post-  
7 baccalaureate degree or national board for professional  
8 teaching standards certification;

9 (b) demonstrates instructional leader  
10 competence as required by the department and verified by the  
11 local superintendent through the highly objective uniform  
12 statewide standard of evaluation; and

13 (c) meets other qualifications for the  
14 license; or

15 (2) who has completed two years of teaching  
16 with a level two professional teacher license and has received  
17 a highly objective uniform statewide standard of evaluation  
18 rating of exemplary or highly effective for two consecutive  
19 years prior to applying for the license.

20 C. ~~[With the adoption by the department of a highly~~  
21 ~~objective uniform statewide standard of evaluation for level~~  
22 ~~three-A teachers]~~ Subject to the availability of funds  
23 appropriated by the legislature, the minimum salary for a  
24 licensed level three-A master teacher for a standard nine and  
25 one-half month contract shall be as follows:

.200503.1

1                   ~~[(1) for the 2003-2004 school year, thirty~~  
2 ~~thousand dollars (\$30,000);~~

3                   ~~(2) for the 2004-2005 school year, thirty-~~  
4 ~~five thousand dollars (\$35,000);~~

5                   ~~(3) for the 2005-2006 school year, forty~~  
6 ~~thousand dollars (\$40,000);~~

7                   ~~(4) for the 2006-2007 school year, forty-five~~  
8 ~~thousand dollars (\$45,000); and~~

9                   ~~(5) for the 2007-2008 school year fifty~~  
10 ~~thousand dollars (\$50,000)]~~

11                   (1) for a licensed level three-A master  
12 teacher who receives an objective performance evaluation rating  
13 of exemplary or highly effective for two consecutive years:

14                   (a) for the 2015-2016 school year,  
15 fifty-four thousand dollars (\$54,000);

16                   (b) for the 2016-2017 school year,  
17 fifty-six thousand dollars (\$56,000);

18                   (c) for the 2017-2018 school year,  
19 fifty-eight thousand dollars (\$58,000); and

20                   (d) for the 2018-2019 school year and  
21 each subsequent school year, sixty thousand dollars (\$60,000);

22 and

23                   (2) for a licensed level three-A master  
24 teacher who does not meet the criteria in Paragraph (1) of this  
25 subsection, fifty thousand dollars (\$50,000).

.200503.1

1           D. A level three-B administrator's license is a  
2 nine-year license granted to a school administrator who meets  
3 the qualifications for that level. Licenses may be renewed  
4 upon satisfactory annual demonstration of instructional leader  
5 and administrative competency.

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

8                   (1) holds a level two professional teacher  
9 license and meets the requirements for a level three-A master  
10 teacher license or who holds a current level two [~~teacher's~~  
11 professional teacher license and, for at least four years, has  
12 held the highest-ranked counselor license as provided in  
13 Chapter 22, Article 10A NMSA 1978 and rules promulgated by the  
14 department;

15                   (2) holds a post-baccalaureate degree or  
16 national board for professional teaching standards  
17 certification;

18                   (3) has satisfactorily completed department-  
19 approved courses in administration and a department-approved  
20 administration apprenticeship program; and

21                   (4) demonstrates instructional leader  
22 competence required by the department and verified by the local  
23 superintendent through the highly objective uniform statewide  
24 standard of evaluation.

25           F. [~~Beginning with the 2007-2008 school year~~] The

1 minimum annual salary for a licensed level three-B  
 2 administrator school principal or assistant school principal  
 3 shall be [~~fifty thousand dollars (\$50,000)~~] based on the  
 4 amounts provided for in Paragraph (1) of Subsection C of this  
 5 section multiplied by the applicable responsibility factor.

6 G. [~~By the beginning of the 2008-2009 school year~~]  
 7 The department shall adopt a highly objective uniform statewide  
 8 standard of evaluation, which includes data sources linked to  
 9 student achievement and educational plan for student success  
 10 progress, for licensed level three-B administrator school  
 11 principals and assistant school principals and rules for the  
 12 implementation of that evaluation system linked to the level of  
 13 responsibility at each school level."

14 SECTION 8. CONTINGENT EFFECTIVE DATE.--The effective date  
 15 of the provisions of this act is July 1, 2015, contingent upon  
 16 certification by the secretary of public education to the New  
 17 Mexico compilation commission prior to that date that the  
 18 public education department has established and implemented a  
 19 funding mechanism to compensate school districts for additional  
 20 personnel costs associated with implementing the provisions of  
 21 this act. If the certification has not been made by July 1,  
 22 2015, the provisions of this act shall not take effect.