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SENATE BILL 116

53RD LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2018

INTRODUCED BY

William P. Soules

AN ACT

RELATING TO SCHOOL PERSONNEL; CREATING A LEVEL FOUR TEACHING
LICENSE; PROVIDING DUTIES; ESTABLISHING MINIMUM SALARY.

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--
PROFESSIONAL STATUS--LICENSURE LEVELS--SALARY ALIGNMENT.--

A. Teaching and school administration 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

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1 administration professions are to educate the children of this
2 state and to improve the professional practices and ethical
3 conduct of their members.

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

13 C. A level one license is a provisional license
14 that gives a beginning teacher the opportunity, through a
15 formal mentorship program, for additional preparation to be a
16 quality teacher. A level two license is given to a teacher who
17 is a fully qualified professional who is primarily responsible
18 for ensuring that students meet and exceed department-adopted
19 academic content and performance standards; a teacher may
20 choose to remain at level two for the remainder of the
21 teacher's career. A level three-A license is the next highest
22 level of teaching licensure for those teachers who choose to
23 advance as instructional leaders in the teaching profession and
24 undertake greater responsibilities such as curriculum
25 development, peer intervention and mentoring. A level three-B

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1 license is for teachers who commence a new career path in
2 school administration by becoming school administrators. A
3 level four license is for master teachers who are primarily
4 responsible for working with classroom teachers and educational
5 assistants to improve their teaching skills through
6 professional development activities, including mentoring, peer
7 intervention and coursework, and working with struggling
8 students.

9 D. All teacher and school administrator salary
10 systems shall be aligned with the licensure framework in a
11 professional educator licensing and salary system.

12 E. All teachers and school administrators who hold
13 teaching or administrator certificates on the effective date of
14 the 2003 act shall meet the requirements for their level of
15 licensure by September 1, 2006 and shall be issued licenses."

16 SECTION 2. A new section of the School Personnel Act is
17 enacted to read:

18 "[NEW MATERIAL] LEVEL FOUR LICENSURE--QUALIFICATIONS--
19 DUTIES--MINIMUM SALARY.--

20 A. A level four license is a five-year license
21 granted to a teacher who meets the qualifications for that
22 level and who annually demonstrates essential competency in
23 teaching, mentoring and training teachers, developing
24 standards- and school-based curriculum frameworks and syllabi
25 and serving as an educational leader and professional

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1 development resource for other school personnel. If a level
2 four teacher does not demonstrate essential competency during a
3 school year, the school district may choose not to contract
4 with that teacher as a level four teacher; provided that the
5 school district can choose to offer the level four teacher a
6 lower teaching position or another position in the school
7 district for which the teacher is qualified. If a level four
8 teacher chooses to teach as a level two or three teacher, the
9 teacher's salary will be commensurate with the lower level of
10 teaching.

11 B. Although a level four teacher may be assigned to
12 teach, the level four teacher is not primarily a classroom
13 teacher. When not in the classroom, the duties of a level four
14 teacher may include:

15 (1) leading teams of teachers to develop and
16 improve classroom lessons, syllabi and curriculum frameworks;

17 (2) working with teachers and instructional
18 support providers to ensure that all students are being taught
19 in the most appropriate and effective manner and are provided,
20 insofar as practicable, with the academic, emotional, social
21 and family resources they need to succeed;

22 (3) observing and critiquing teachers and
23 educational assistants in the classroom as part of ongoing
24 professional development;

25 (4) setting up and implementing formal and

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1 informal mentoring programs for level one through level three-A
2 teachers and for educational assistants;

3 (5) designing, and conducting as appropriate,
4 professional development programs for teachers, educational
5 assistants and other instructional support providers who
6 interact with students in a classroom setting and, insofar as
7 the school budget allows, finding off-site professional
8 development programs targeted to the needs of specific teachers
9 and other staff in the public school;

10 (6) working with struggling students; and

11 (7) performing other professional duties as
12 assigned by the school principal or local superintendent.

13 C. The department shall grant a level four license
14 to an applicant who:

15 (1) has been a level three teacher for at
16 least five years;

17 (2) holds a post-baccalaureate degree in
18 educational leadership or a complementary field or national
19 board for professional teaching standards certification;

20 (3) has taken eight or more credit hours in
21 higher level graduate education courses or certification in
22 appropriate areas of educational leadership approved by the
23 department; and

24 (4) has demonstrated instructional leader
25 competence as a level three teacher as required by the

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1 department and verified by the local superintendent through the
2 highly objective uniform statewide standard of evaluation; and
3 meets other qualifications for the license as required by the
4 department.

5 D. The minimum salary for a level four teacher
6 shall be fifty thousand dollars (\$50,000) multiplied by the
7 applicable responsibility factor for assistant school
8 principals in the same public school in which the level four
9 teacher is employed."

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