

HOUSE JOINT MEMORIAL 3

54TH LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2020

INTRODUCED BY

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A JOINT MEMORIAL

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

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

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

WHEREAS, nutritional service professionals plan healthy
and nutritious meals, gather ingredients, prepare meals,

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1 portion servings for hundreds of students and maintain rigorous
2 cleanliness and sanitary conditions in their preparation areas
3 and food service areas; and

4 WHEREAS, education clerks maintain enrollment information
5 and attendance records and perform outreach to parents; and

6 WHEREAS, school bookkeepers inventory, order and track
7 supplies, maintain fundraising records, make travel
8 arrangements for staff and students, manage invoices and
9 contracting for services and disperse and deposit school funds;
10 and

11 WHEREAS, school secretaries oversee and monitor the
12 office, train staff on office procedures, assist parents,
13 students and staff with questions, oversee transportation, are
14 the first point of contact upon entering the school building
15 and schedule substitute teachers; and

16 WHEREAS, custodial and maintenance staff maintain the
17 school building and grounds, repair equipment, remodel or
18 repair school facilities, operate and maintain heating and
19 cooling systems, sweep the school for explosives during
20 emergencies, remove snow, maintain door locks and building
21 security, clean up human waste, hold professional licenses and
22 pull appropriate permits for various types of remodel or repair
23 work; and

24 WHEREAS, health assistants receive specialized training
25 and licensures to assist registered school nurses in the

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1 development and implementation of school health plans,
2 including health screenings and the administration of
3 medications; and

4 WHEREAS, transportation professionals provide safe and
5 reliable transportation to and from school as well as related
6 activities, maintain school bus mechanical systems, ensure safe
7 on-time service and act as role models for ethical behavior;
8 and

9 WHEREAS, security officers ensure that students, faculty,
10 parents and community members are safe and respond to emergency
11 situations without regard to their own personal safety; and

12 WHEREAS, crossing guards set a positive example for
13 students and provide a safe passage to and from school each
14 day; and

15 WHEREAS, schools provide students a consistent environment
16 in which they can feel cared for, encouraged and safe; and

17 WHEREAS, building and maintaining lasting relationships
18 with students and families through consistent staffing helps
19 develop a sense of safety and community for students within
20 schools; and

21 WHEREAS, the many school-related personnel who interact
22 with students and parents each day are the backbone of the
23 school community, often the first to interact with students in
24 the morning and the last to interact with students and parents
25 in the evening; and

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1 WHEREAS, developing a career pathway for all school-
2 related personnel could increase retention and provide upward
3 financial mobility for school employees; and

4 WHEREAS, providing a pathway to raise the wages of school-
5 related personnel could help communities, local businesses and
6 families through increased spending and higher tax revenue;

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

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

22 BE IT FURTHER RESOLVED that the higher education
23 department, the public education department and the workforce
24 solutions department be requested to include the following
25 participants in the working group:

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1 A. two working members of each job classification:
2 educational assistants, nutritional service professionals,
3 education clerks, school bookkeepers, school secretaries,
4 custodial and maintenance staff, health assistants,
5 transportation professionals, security officers and crossing
6 guards;

7 B. two members of the American federation of
8 teachers New Mexico;

9 C. two members of the national education
10 association New Mexico;

11 D. two members of communications workers of
12 America;

13 E. two members of the New Mexico school boards
14 association;

15 F. two members of the New Mexico school
16 superintendents association; and

17 G. two members of the New Mexico parent teacher
18 association; and

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

24 BE IT FURTHER RESOLVED that the working group be requested
25 to report its findings and recommendations to the legislative

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1 education study committee by November 1, 2020; and

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