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AN ACT

RELATING TO PUBLIC EDUCATION; INCREASING THE MINIMUM SALARIES
FOR LEVEL ONE, LEVEL TWO AND LEVEL THREE LICENSED TEACHERS.

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

SECTION 1. Section 22-10A-7 NMSA 1978 (being Laws 2003,
Chapter 153, Section 38, as amended by Laws 2019, Chapter
206, Section 21 and by Laws 2019, Chapter 207, Section 21) is
amended to read:

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

A. A level one license is a provisional five-year
license for beginning teachers that requires as a condition
of licensure that the licensee undergo a formal mentorship
program for at least one full school year and an annual
intensive performance evaluation by a school administrator
for at least three full school years before applying for a
level two license.

B. Each school district, in accordance with
department rules, shall provide for the mentorship and
evaluation of level one teachers. At the end of each year
and at the end of the license period, the level one teacher
shall be evaluated for competency. If the teacher fails to
demonstrate satisfactory progress and competence annually,
the teacher may be terminated as provided in Section
22-10A-24 NMSA 1978. If the teacher has not demonstrated

1 satisfactory progress and competence by the end of the
2 five-year period, the teacher shall not be granted a level
3 two license.

4 C. Except in exigent circumstances defined by
5 department rule, a level one license shall not be extended
6 beyond the initial period.

7 D. The department shall issue a standard level one
8 license to an applicant who is at least eighteen years of age
9 who:

10 (1) holds a baccalaureate degree from an
11 accredited educational institution;

12 (2) has successfully completed a
13 department-approved teacher preparation program from a
14 nationally accredited or state-approved educational
15 institution;

16 (3) has passed the New Mexico teacher
17 assessments examination, including for elementary licensure
18 beginning January 1, 2013, a rigorous assessment of the
19 candidate's knowledge of the science of teaching reading; and

20 (4) meets other qualifications for level one
21 licensure, including clearance of the required background
22 check.

23 E. The department shall issue an alternative level
24 one license to an applicant who meets the requirements of
25 Section 22-10A-8 NMSA 1978.

1 F. The department shall establish competencies and
2 qualifications for specific grade levels, types and subject
3 areas of level one licensure, including early childhood,
4 elementary, middle school, secondary, special and vocational
5 education.

6 G. The minimum salary for a level one teacher is
7 fifty thousand dollars (\$50,000) for a standard nine and
8 one-half month contract; provided that teachers in an
9 extended learning time program or K-5 plus program shall
10 receive additional salary at the same rate as their base
11 salary for that teaching time."

12 SECTION 2. Section 22-10A-10 NMSA 1978 (being Laws
13 2003, Chapter 153, Section 41, as amended by Laws 2019,
14 Chapter 191, Section 1 and by Laws 2019, Chapter 206, Section
15 22 and also by Laws 2019, Chapter 207, Section 22) is amended
16 to read:

17 "22-10A-10. LEVEL TWO LICENSURE.--

18 A. A level two license is a nine-year license
19 granted to a teacher who meets the qualifications for that
20 level and who annually demonstrates essential competency to
21 teach. If a level two teacher does not demonstrate essential
22 competency in a given school year, the school district shall
23 provide the teacher with additional professional development
24 and peer intervention during the following school year. If
25 by the end of that school year the teacher fails to

1 demonstrate essential competency, a school district may
2 choose not to contract with the teacher to teach in the
3 classroom.

4 B. The department shall issue a level two license
5 to an applicant who has successfully taught at least three,
6 but no more than five, years as a level one teacher or an
7 alternative level one teacher, or a combination of the two,
8 or is granted reciprocity as provided by department rules.
9 An applicant for a level two license shall:

10 (1) demonstrate essential competency
11 required by the department as verified by the local
12 superintendent through the highly objective uniform statewide
13 standard of evaluation; and

14 (2) meet other qualifications as required by
15 the department.

16 C. The department shall provide for qualifications
17 for specific grade levels, types and subject areas of level
18 two licensure, including early childhood, elementary, middle,
19 secondary, special and vocational education.

20 D. The minimum salary for a level two teacher is
21 sixty thousand dollars (\$60,000) for a standard nine and
22 one-half month contract; provided that teachers in an
23 extended learning time program or K-5 plus program shall
24 receive additional salary at the same rate as their base
25 salary for that teaching time."

1 SECTION 3. Section 22-10A-11 NMSA 1978 (being Laws
2 2003, Chapter 153, Section 42, as amended by Laws 2019,
3 Chapter 206, Section 23 and by Laws 2019, Chapter 207,
4 Section 23) is amended to read:

5 "22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR
6 TEACHERS.--

7 A. A level three-A license is a nine-year license
8 granted to a teacher who meets the qualifications for that
9 level and who annually demonstrates instructional leader
10 competencies. If a level three-A teacher does not
11 demonstrate essential competency in a given school year, the
12 school district shall provide the teacher with additional
13 professional development and peer intervention during the
14 following school year. If by the end of that school year the
15 teacher fails to demonstrate essential competency, a school
16 district may choose not to contract with the teacher to teach
17 in the classroom.

18 B. The department shall grant a level three-A
19 license to an applicant who has been a level two teacher for
20 at least three years and holds a post-baccalaureate degree or
21 national board for professional teaching standards
22 certification; demonstrates instructional leader competence
23 as required by the department and verified by the local
24 superintendent through the highly objective uniform statewide
25 standard of evaluation; and meets other qualifications for

1 the license.

2 C. The minimum salary for a level three-A teacher
3 is seventy thousand dollars (\$70,000) for a standard nine and
4 one-half month contract; provided that teachers in an
5 extended learning time program or K-5 plus program shall
6 receive additional salary at the same rate as their base
7 salary for that teaching time.

8 D. The minimum salary for a counselor who holds a
9 level three or three-A license as provided in the School
10 Personnel Act and rules promulgated by the department shall
11 be the same as provided for level three-A teachers pursuant
12 to Subsection C of this section."

13 SECTION 4. EFFECTIVE DATE.--The effective date of the
14 provisions of this act is July 1, 2022. _____

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