

1 HOUSE BILL 157

2 **57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025**

3 INTRODUCED BY

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7
8 FOR THE LEGISLATIVE EDUCATION STUDY COMMITTEE

9
10 AN ACT

11 RELATING TO SCHOOL PERSONNEL; CREATING NEW LICENSES FOR SITE
12 ADMINISTRATORS, SUPERINTENDENTS AND OTHER SCHOOL
13 ADMINISTRATORS; PROVIDING ENHANCED QUALIFICATIONS AND
14 REQUIREMENTS; ENACTING THE SCHOOL ADMINISTRATOR DEVELOPMENT
15 ACT; PROVIDING POWERS AND DUTIES; SETTING CRITERIA; PROVIDING
16 FOR A DELAYED REPEAL OF CURRENT SCHOOL ADMINISTRATOR LICENSES;
17 AMENDING, REPEALING AND ENACTING SECTIONS OF THE NMSA 1978.

18
19 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

20 SECTION 1. Section 22-10A-2 NMSA 1978 (being Laws 2019,
21 Chapter 238, Section 1, as amended by Laws 2023, Chapter 148,
22 Section 3 and by Laws 2023, Chapter 177, Section 1) is amended
23 to read:

24 "22-10A-2. DEFINITIONS.--As used in the School Personnel
25 Act:

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A. "child abuse" means a child:

(1) who has suffered or who is at risk of suffering serious harm because of the action or inaction of the child's parent, guardian, custodian or other adult;

(2) who has suffered physical abuse, emotional abuse or psychological abuse inflicted or caused by the child's parent, guardian, custodian or other adult;

(3) who has suffered sexual abuse or sexual exploitation inflicted by the child's parent, guardian, custodian or other adult;

(4) whose parent, guardian, custodian or other adult has knowingly, intentionally or negligently placed the child in a situation that may endanger the child's life or health; or

(5) whose parent, guardian, custodian or other adult has knowingly or intentionally tortured, cruelly confined or cruelly punished the child;

B. "constitutional special school" means the New Mexico military institute, New Mexico school for the deaf and New Mexico school for the blind and visually impaired;

C. "contractor" means ~~[an individual]~~ a person who is under contract with a public school and is hired to provide services to the public school, but does not include a general contractor or a building or maintenance contractor who is supervised and has no access to students at the public school;

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1 D. "discharge" means the act of severing the
2 employment relationship with a licensed school employee prior
3 to the expiration of the current employment contract;

4 E. "employed for three consecutive school years"
5 means a licensed school employee has been offered and accepted
6 in writing a notice of reemployment for the third consecutive
7 school year;

8 F. "ethical misconduct" means the following
9 behavior or conduct by school district personnel, school
10 employees, school volunteers, contractors or contractors'
11 employees:

12 (1) discriminatory practice based on race,
13 age, color, national origin, ethnicity, sex, pregnancy, sexual
14 orientation, gender identity, mental or physical disability,
15 marital status, religion, citizenship, domestic abuse reporting
16 status or serious medical condition;

17 (2) sexual misconduct or any sexual offense
18 prohibited by Chapter 30, Article 6A or 9 NMSA 1978 involving
19 an adult or child, regardless of a child's enrollment status;

20 (3) fondling a child or student, including
21 touching private body parts, such as breasts, buttocks,
22 genitals, inner thighs, groin or anus; or

23 (4) any other behavior, including licentious,
24 enticing or solicitous behavior, that is reasonably apparent to
25 result in inappropriate sexual contact with a child or student

1 or to induce a child or student into engaging in illegal,
2 immoral or other prohibited behavior;

3 G. "governing authority" means the policy-setting
4 body of a school district, charter school, constitutional
5 special school or regional education cooperative, or the final
6 decision maker of a state agency that provides educational
7 services to a school-aged person;

8 H. "instructional support provider" means a person
9 who is employed to support the instructional program of a
10 public school, including educational assistant, school
11 counselor, social worker, school nurse, speech-language
12 pathologist, psychologist, physical therapist, occupational
13 therapist, recreational therapist, marriage and family
14 therapist, interpreter for the deaf, diagnostician, attendance
15 coach, practical nurse, school health assistant, school
16 business official, rehabilitation counselor, athletic coach,
17 educational alcohol and drug abuse counselor and substance
18 abuse associate;

19 I. "just cause" means a reason that is rationally
20 related to a school employee's competence or turpitude or the
21 proper performance of the school employee's duties and that is
22 not in violation of the school employee's civil or
23 constitutional rights;

24 J. "military service member" means a person who is:

25 (1) serving in the armed forces of the United

1 States as an active duty member or in an active reserve
2 component of the armed forces of the United States, including
3 the national guard;

4 (2) the spouse of a person who is serving in
5 the armed forces of the United States as an active duty member
6 or in an active reserve component of the armed forces of the
7 United States, including the national guard; or a surviving
8 spouse of a member who at the time of death was serving on
9 active duty; or

10 (3) the child of a person who is serving in
11 the armed forces of the United States as an active duty member
12 or in an active reserve component of the armed forces of the
13 United States, including the national guard; provided that
14 child is also a dependent of that person for federal income tax
15 purposes;

16 K. "moral turpitude" means an act or behavior that
17 gravely violates the accepted standards of moral conduct,
18 justice or honesty and may include ethical misconduct;

19 L. "public school" means a school district, charter
20 school, constitutional special school, regional education
21 cooperative or the educational program of another state agency;

22 ~~[M. "responsibility factor" means a value of 1.25~~
23 ~~for an elementary school principal, 1.45 for a middle school or~~
24 ~~junior high school principal, 1.65 for a high school principal,~~
25 ~~1.15 for an assistant elementary school principal, 1.20 for an~~

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1 ~~assistant middle school or assistant junior high school~~
2 ~~principal and 1.30 for an assistant high school principal;~~

3 ~~N.]~~ M. "sabbatical leave" means leave of absence
4 with pay as approved by the governing authority during all or
5 part of a regular school term for purposes of study or travel
6 related to a licensed school employee's duties and of direct
7 benefit to the instructional program;

8 ~~[O.]~~ N. "school administrator" means a person
9 licensed to administer in a school district, charter school,
10 constitutional special school or regional education cooperative
11 or a person employed with another state agency who administers
12 an educational program and includes local superintendents,
13 school principals, central district administrators, business
14 managers, charter school head administrators and state agency
15 education supervisors;

16 ~~[P.]~~ O. "school employee" includes licensed and
17 unlicensed employees of a public school;

18 ~~[Q.]~~ P. "school premises" means:

19 (1) the buildings and grounds, including
20 playgrounds, playing fields and parking areas and a school bus
21 of a public school, in or on which school or school-related
22 activities are being operated under the supervision of a local
23 school board, charter school or state agency; or

24 (2) any other public buildings or grounds,
25 including playing fields and parking areas that are not public

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1 school property, in or on which public school-related and
2 -sanctioned activities are being performed;

3 [R-] Q. "school volunteer" means a person,
4 including a relative of a student, who commits to serve on a
5 regular basis at a school district, charter school or other
6 educational entity without compensation;

7 R. "site administrator" means an assistant
8 principal, a principal or a charter school head administrator;

9 S. "state agency" means a regional education
10 cooperative or state institution;

11 T. "state institution" means the [~~New Mexico boys'~~
12 ~~school, girls' welfare home~~] juvenile detention centers
13 operated by the children, youth and families department,
14 including the New Mexico youth diagnostic and development
15 center; the John Paul Taylor center; the Sequoyah adolescent
16 treatment center; the Carrie Tingley crippled children's
17 hospital; the New Mexico behavioral health institute at Las
18 Vegas; and any other state agency responsible for educating
19 resident children;

20 U. "substitute teacher" means a person who holds a
21 certificate to substitute for a teacher in the classroom;

22 V. "superintendent" means a local superintendent,
23 head administrator of a charter school or regional education
24 cooperative, superintendent or commandant of a special school
25 or head administrator of the educational program of a state

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1 agency;

2 W. "teacher" means a person who holds a level one,
3 level two or level three-A license and whose primary job is
4 classroom instruction or the supervision, below the school
5 principal level, of an instructional program or whose duties
6 include curriculum development, peer intervention, peer
7 coaching or mentoring or serving as a resource teacher for
8 other teachers;

9 X. "terminate" means the act of severing the
10 employment relationship with a school employee;

11 Y. "unsupervised contact with children or students"
12 means access to or contact with, or the opportunity to have
13 access to or contact with, a child or student for any length of
14 time in the absence of:

15 (1) a licensed staff person from the same
16 school or institution;

17 (2) a school volunteer who has undergone a
18 background check pursuant to Section 22-10A-5 NMSA 1978; or

19 (3) any adult relative or guardian of the
20 child or student;

21 Z. "veteran" means a person who has received an
22 honorable discharge or separation from military service in the
23 armed forces of the United States or in an active reserve
24 component of the armed forces of the United States, including
25 the national guard; and

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1 AA. "working day" means every school calendar day,
2 excluding Saturdays, Sundays and legal holidays."

3 SECTION 2. Section 22-10A-3 NMSA 1978 (being Laws 2003,
4 Chapter 153, Section 34, as amended) is amended to read:

5 "22-10A-3. LICENSE OR CERTIFICATE REQUIRED--APPLICATION
6 FEE--CRIMINAL HISTORY RECORD CHECKS--GENERAL DUTIES.--

7 A. Except as otherwise provided in this subsection,
8 any person teaching, supervising an instructional program or
9 providing instructional support services in a public school;
10 any person administering in a public school; and any person
11 providing health care and administering medications or
12 performing medical procedures in a public school shall hold a
13 valid license or certificate from the department authorizing
14 the person to perform that function. [~~This subsection does not
15 apply to a person performing the functions of a practice
16 teacher or teaching intern as defined by the department]~~ A
17 person applying for a license or certificate from the
18 department shall undergo a criminal history record check
19 pursuant to Section 22-10A-5 NMSA 1978. The criminal history
20 record check requirement shall apply to the following
21 applicants:

22 (1) applicants for level one licensure
23 pursuant to Section 22-10A-7 NMSA 1978;

24 (2) applicants for an alternative level one
25 license pursuant to Section 22-10A-8 NMSA 1978;

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- 1 (3) applicants for level two licensure
- 2 pursuant to Section 22-10A-10 NMSA 1978;
- 3 (4) applicants for level three licensure
- 4 pursuant to Section 22-10A-11 NMSA 1978;
- 5 (5) applicants for an alternative level two or
- 6 level three license pursuant to Section 22-10A-11.1
- 7 NMSA 1978;
- 8 (6) applicants for alternative licensure
- 9 pursuant to Section 22-10A-11.2 NMSA 1978;
- 10 (7) applicants for level three-B provisional
- 11 licensure for school principals pursuant to Section 22-10A-11.3
- 12 NMSA 1978;
- 13 (8) applicants for level three-B
- 14 administrator's licensure pursuant to Section 22-10A-11.4 NMSA
- 15 1978;
- 16 (9) applicants for provisional site
- 17 administrator licensure pursuant to Section 22-10A-11.5 NMSA
- 18 1978;
- 19 (10) applicants for initial site administrator
- 20 licensure pursuant to Section 22-10A-11.6 NMSA 1978;
- 21 (11) applicants for professional site
- 22 administrator licensure pursuant to Section 22-10A-11.7 NMSA
- 23 1978;
- 24 (12) applicants for provisional superintendent
- 25 licensure pursuant to Section 22-10A-11.8 NMSA 1978;

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1 (13) applicants for superintendent licensure
2 pursuant to Section 22-10A-11.9 NMSA 1978;

3 [~~(9)~~] (14) applicants for licenses granted on
4 the basis of reciprocity pursuant to Section 22-10A-12 NMSA
5 1978;

6 [~~(10)~~] (15) applicants for expedited licensure
7 pursuant to Section 22-10A-12.1 NMSA 1978;

8 [~~(11)~~] (16) applicants for Native American
9 language and culture certificates pursuant to Section 22-10A-13
10 NMSA 1978;

11 [~~(12)~~] (17) applicants for substitute teacher
12 certificates pursuant to Section 22-10A-15 NMSA 1978;

13 [~~(13)~~] (18) applicants for instructional
14 support provider [~~certificates~~] licenses pursuant to Section
15 22-10A-17 NMSA 1978;

16 [~~(14)~~] (19) applicants for educational
17 assistant licensure pursuant to Section 22-10A-17.1 NMSA 1978;
18 [~~and~~

19 ~~(15)~~] (20) applicants for alternative level
20 three-B licensure pursuant to Section 22-10A-17.2 NMSA 1978;
21 and

22 (21) applicants for licensure for student
23 teachers still in a teacher preparation program or a teacher
24 residency pursuant to Section 22-10B-5 NMSA 1978.

25 B. In the event that the statutory section numbers

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1 referring to the licenses and certificates in Subsection A of
2 this section are amended, the licensure and criminal history
3 record check requirement shall remain in effect for the
4 applicants. The department may require a federal bureau of
5 investigation criminal history record check of a current
6 licensee to analyze whether the department has good and just
7 cause for suspension or revocation of a department-issued
8 license. Applicants and current licensees shall pay the cost
9 of obtaining a federal bureau of investigation criminal history
10 record check. The department shall not share criminal history
11 record check information with another entity unless expressly
12 permitted by applicable federal law or federal regulation.

13 C. Except as provided in Subsection D of this
14 section, the department shall charge a reasonable fee for each
15 application for or the renewal of a license or certificate.
16 The application fee may be waived if the applicant meets a
17 standard of indigency established by the department.

18 D. No licensing or certificate fee shall be charged
19 for the first three years a license or certificate required by
20 this section is valid if the licensee or certificate holder is
21 a military service member or a veteran.

22 E. A person performing the duties of a licensed
23 school employee who does not hold a valid license or
24 certificate or has not submitted a complete application for
25 licensure or certification within the first three months from

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1 beginning employment duties shall not be compensated thereafter
2 for services rendered until the person demonstrates that the
3 person holds a valid license or certificate. This section does
4 not apply to practice teachers or teaching interns as defined
5 by rules of the department.

6 F. Each licensed school employee shall:

7 (1) enforce all laws and rules applicable to
8 the employee's public school;

9 (2) if teaching, teach the prescribed courses
10 of instruction;

11 (3) exercise supervision over students on
12 public school premises and while the students are under the
13 control of the public school; and

14 (4) furnish reports as required."

15 SECTION 3. Section 22-10A-4 NMSA 1978 (being Laws 2003,
16 Chapter 153, Section 35, as amended by Laws 2005, Chapter 315,
17 Section 4 and by Laws 2005, Chapter 316, Section 1) is amended
18 to read:

19 "22-10A-4. TEACHERS AND SCHOOL ADMINISTRATORS--
20 PROFESSIONAL STATUS--LICENSURE LEVELS--SALARY ALIGNMENT.--

21 A. Teaching and school administration are
22 recognized as professions, with all the rights,
23 responsibilities and privileges accorded professions, having
24 their first responsibility to the public they serve. The
25 primary responsibilities of the teaching and [school] site

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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 highest level
22 of teaching licensure for those teachers who choose to advance
23 as instructional leaders in the teaching profession and
24 undertake greater responsibilities such as curriculum
25 development, peer intervention and mentoring. ~~[A level three-~~

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1 B]

2 D. An initial site administrator license is for
3 teachers and instructional support providers who commence a new
4 career path in [school] site administration by becoming [school
5 administrators] assistant school principals, school principals
6 or charter school administrators. A professional site
7 administrator license is given to an assistant school
8 principal, school principal or charter school head
9 administrator who is a fully qualified professional who may
10 choose to remain at this level for the remainder of the
11 assistant school principal's, school principal's or charter
12 school head administrator's career.

13 E. A superintendent license is the highest level of
14 administrative licensure for those administrators who choose to
15 undertake the responsibilities of leading a school district.
16 Charter school governing bodies may choose to require head
17 administrators to hold a superintendent license based on the
18 needs of the school.

19 ~~[D.] F. All teacher and school administrator salary~~
20 ~~systems shall be aligned with the licensure framework in a~~
21 ~~professional educator licensing and salary system.~~

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

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1 G. All teachers, instructional support providers
2 and school administrators who hold valid level three-B licenses
3 on July 1, 2028 shall be granted a professional site
4 administrator license.

5 H. All school administrators who hold valid level
6 three-B licenses and have worked as local superintendents prior
7 to July 1, 2028 shall be granted a superintendent license."

8 SECTION 4. A new section of the School Personnel Act,
9 Section 22-10A-11.5 NMSA 1978, is enacted to read:

10 "22-10A-11.5. [NEW MATERIAL] PROVISIONAL SITE
11 ADMINISTRATOR LICENSURE.--

12 A. A provisional site administrator license is a
13 one-year license granted to a level two or three-A teacher who
14 meets the qualifications for that license.

15 B. To qualify for a provisional site administrator
16 license, the candidate shall:

17 (1) meet the requirements for a level two or
18 three-A license;

19 (2) be enrolled in a department-approved site
20 administrator induction and mentoring program in the school
21 district; and

22 (3) be accepted into a department-approved
23 site administrator preparation program.

24 C. The provisional license is renewable up to three
25 times upon annual proof of enrollment in a department-approved

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1 site administrator preparation program and satisfactory
2 evaluations each year from the school district's mentoring
3 program. After successful completion of the department-
4 approved site administrator preparation program and
5 satisfactory evaluations, the provisional license may be
6 converted to a professional site administrator license if the
7 candidate completes the requirements for that license."

8 SECTION 5. A new section of the School Personnel Act,
9 Section 22-10A-11.6 NMSA 1978, is enacted to read:

10 "22-10A-11.6. [NEW MATERIAL] INITIAL SITE ADMINISTRATOR
11 LICENSE.--

12 A. As used in this section, "responsibility factor"
13 means a value of 1.25 for an elementary school principal, 1.45
14 for a middle school or junior high school principal, 1.65 for a
15 high school principal, 1.15 for an assistant elementary school
16 principal, 1.20 for an assistant middle school or assistant
17 junior high school principal and 1.30 for an assistant high
18 school principal.

19 B. An initial site administrator license is a
20 three-year license granted to an applicant who meets the
21 qualifications for that license. Up to two one-year renewals
22 may be granted upon request by the local superintendent.

23 C. The department shall grant an initial site
24 administrator license to an applicant who:

25 (1) has successfully completed a department-

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1 approved site administrator preparation program or an out-of-
2 state council for the accreditation of educator preparation- or
3 association for advancing quality in educator preparation-
4 accredited administrator preparation program and a department-
5 approved clinical experience in New Mexico;

6 (2) has at least three years of experience as
7 a teacher or instructional support provider;

8 (3) holds a post-baccalaureate degree or
9 national board for professional teaching standards
10 certification; and

11 (4) meets any additional requirements as
12 determined by the department.

13 D. The minimum annual salary for a licensed site
14 administrator serving as a school principal or assistant school
15 principal is the minimum salary for a level three-A teacher
16 multiplied by the applicable responsibility factor.

17 E. The department shall adopt a highly objective
18 uniform statewide standard of evaluation, including data
19 sources linked to student achievement and an educational plan
20 for student success progress, for school principals and
21 assistant school principals and rules for the implementation of
22 that evaluation system linked to the level of responsibility at
23 each school level."

24 **SECTION 6.** A new section of the School Personnel Act,
25 Section 22-10A-11.7 NMSA 1978, is enacted to read:

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1 "22-10A-11.7. [NEW MATERIAL] PROFESSIONAL SITE
2 ADMINISTRATOR LICENSURE.--

3 A. A professional site administrator license is a
4 five-year license granted to an applicant who meets the
5 qualifications for that license.

6 B. The department shall grant a professional site
7 administrator license to an applicant who:

8 (1) holds a post-baccalaureate degree or
9 national board for professional teaching standards
10 certification;

11 (2) has successfully completed a department-
12 approved site administrator preparation program;

13 (3) has at least one year of experience as a
14 site administrator;

15 (4) has successfully completed a department-
16 approved site administrator induction program; and

17 (5) meets any additional requirements as
18 determined by the department.

19 C. Licenses may be renewed on successful completion
20 of department-required professional development and
21 satisfactory annual performance evaluations."

22 SECTION 7. A new section of the School Personnel Act,
23 Section 22-10A-11.8 NMSA 1978, is enacted to read:

24 "22-10A-11.8. [NEW MATERIAL] PROVISIONAL SUPERINTENDENT
25 LICENSURE.--

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1 A. A provisional superintendent license is a
2 one-year license granted to an applicant who meets the
3 qualifications for that license. A provisional license may be
4 renewed up to three times with annual proof of enrollment in a
5 department-approved aspiring superintendent academy and the
6 recommendation of an induction coach.

7 B. The department shall grant a provisional
8 superintendent license to an applicant who:

9 (1) has at least one year of experience as a
10 school administrator;

11 (2) is enrolled in a department-approved
12 superintendent induction and mentoring program; and

13 (3) meets any additional requirements as
14 determined by the department."

15 SECTION 8. A new section of the School Personnel Act,
16 Section 22-10A-11.9 NMSA 1978, is enacted to read:

17 "22-10A-11.9. [NEW MATERIAL] SUPERINTENDENT LICENSURE.--

18 A. A superintendent license is a five-year license
19 granted to an applicant who meets the qualifications for that
20 license.

21 B. The department shall grant a superintendent
22 license to an applicant who:

23 (1) has at least one year of experience as a
24 site administrator;

25 (2) has successfully completed a department-

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1 approved aspiring superintendent academy;

2 (3) is enrolled in a department-approved
3 superintendent induction and mentoring program, which must be
4 successfully completed before license renewal; and

5 (4) meets any additional requirements as
6 determined by the department.

7 C. Licenses may be renewed upon successful
8 completion of department-required professional development."

9 SECTION 9. A new section of the School Personnel Act,
10 Section 22-10A-11.10 NMSA 1978, is enacted to read:

11 "22-10A-11.10. [NEW MATERIAL] LICENSURE FOR SCHOOL
12 ADMINISTRATORS NOT LICENSED AS SITE ADMINISTRATORS OR
13 SUPERINTENDENTS.--The department may establish new licensure
14 requirements for school administrators who are not licensed as
15 site administrators or superintendents."

16 SECTION 10. Section 22-10A-12 NMSA 1978 (being Laws 2003,
17 Chapter 153, Section 43, as amended) is amended to read:

18 "22-10A-12. LIMITED RECIPROCITY.--

19 A. A teacher or school principal licensed in
20 another state may be granted a level two, [~~or~~] level [~~three~~]
21 three-A or site administrator license if the teacher or [~~school~~
22 ~~principal~~] site administrator has teaching experience,
23 demonstrates the required competencies and meets other
24 requirements and qualifications for the license for which the
25 teacher or school principal applies, including clearance of the

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1 required background check. The local superintendent may
2 require a mentorship period for the licensee if the
3 superintendent deems it necessary. A teacher or [~~school~~
4 ~~principal~~] site administrator who holds an out-of-state license
5 may apply for a lower level license if the teacher or [~~school~~
6 ~~principal~~] site administrator does not meet the requirements
7 for the higher level.

8 B. The department may grant [~~a level three-B~~] an
9 initial site administrator license to [~~a~~] an out-of-state
10 candidate who does not meet the other requirements and
11 qualifications of that license if the candidate: [~~has a~~
12 ~~school administrator license issued in another state and has~~
13 ~~worked as a school administrator in good standing for at~~
14 ~~least six years~~]

15 (1) has a standard, valid, unencumbered
16 school administrator license from another state;

17 (2) has worked as a site administrator for
18 at least three years;

19 (3) has a recent satisfactory performance
20 evaluation;

21 (4) is enrolled in a department-approved
22 site administrator induction program; and

23 (5) meets other requirements of the
24 department."

25 SECTION 11. Section 22-10A-14 NMSA 1978 (being Laws

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1 2003, Chapter 153, Section 45, as amended) is amended to
2 read:

3 "22-10A-14. CERTIFICATES OF WAIVER.--

4 A. If a local superintendent or governing
5 authority of a state agency certifies to the department that
6 an emergency exists in the hiring of a qualified person, the
7 department may issue a certificate of teaching waiver or
8 assignment waiver.

9 B. The department may issue a certificate of
10 teaching waiver to a person who holds a baccalaureate degree
11 but does not meet other requirements for licensure as a level
12 one teacher. Certificates of teaching waivers are one-year
13 waivers and may be renewed only if the holder provides
14 satisfactory evidence of continued progress toward a level
15 one license.

16 C. At the request of a local superintendent, the
17 department may issue a certificate of assignment waiver to a
18 licensed teacher who is assigned to teach outside the
19 teacher's teaching endorsement area. A certificate of
20 assignment waiver may be renewed each school year if the
21 teacher provides satisfactory evidence of continued progress
22 toward meeting the requirements for endorsement.

23 D. If a local superintendent or governing
24 authority certifies to the department that an emergency
25 exists in the hiring of a qualified site administrator, the

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1 department may issue a certificate of principalship waiver to
2 a person who holds a level two or level three-A license but
3 does not meet the other requirements for a site administrator
4 license. Certificates of principalship waivers are one-year
5 waivers and are not renewable.

6 E. If a local school board certifies to the
7 department that an emergency exists in the hiring of a
8 qualified local superintendent, the department may issue a
9 certificate of superintendency waiver to a person who holds a
10 professional site administrator license but does not meet the
11 other requirements for a superintendent license.
12 Certificates of superintendency waivers are one-year waivers
13 and are not renewable."

14 SECTION 12. A new section of the Public School Code,
15 Section 22-10D-1 NMSA 1978, is enacted to read:

16 "22-10D-1. [NEW MATERIAL] SHORT TITLE.--Chapter 22,
17 Article 10D NMSA 1978 may be cited as the "School
18 Administrator Development Act"."

19 SECTION 13. A new section of the Public School Code,
20 Section 22-10D-2 NMSA 1978, is enacted to read:

21 "22-10D-2. [NEW MATERIAL] DEFINITIONS.--As used in the
22 School Administrator Development Act:

23 A. "program" means a department-approved school
24 administrator preparation program; and

25 B. "site administrator" means a school principal,

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1 assistant school principal or charter school head
2 administrator."

3 SECTION 14. A new section of the Public School Code,
4 Section 22-10D-3 NMSA 1978, is enacted to read:

5 "22-10D-3. [NEW MATERIAL] STANDARDS-BASED SITE
6 ADMINISTRATOR PREPARATION PROGRAMS--REQUIREMENTS--DEPARTMENT
7 APPROVAL.--

8 A. A public post-secondary education institution,
9 tribal college or other qualified entity that wants to offer
10 a school administrator preparation program is required to
11 have the program approved by the department in accordance
12 with criteria set forth in the School Administrator
13 Development Act. The department shall promulgate rules to
14 implement the provisions of the School Administrator
15 Development Act.

16 B. The department shall promulgate rules to
17 establish criteria for programs that include the following
18 research-based features of effective leader preparation
19 programs:

- 20 (1) comprehensive curriculum aligned to
21 national and state standards;
22 (2) deliberate candidate recruitment and
23 selection;
24 (3) robust clinical experience;
25 (4) cohort structure with trained coaches;

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1 and

2 (5) formal partnerships between programs and
3 school districts and charter schools.

4 C. The department shall convene a task force of
5 site administrators, local superintendents and
6 representatives of educator preparation programs to develop
7 common performance tasks and rubrics that shall be completed
8 by applicants for initial or professional site administrator
9 licenses and superintendent licenses.

10 D. No later than July 1, 2026, programs shall be
11 approved by the department before enrolling new students
12 seeking site administrator licensure. Students enrolled
13 before the effective date of the School Administrator
14 Development Act may be granted licensure in accordance with
15 existing program approvals.

16 E. The department shall provide by rule a process
17 for approving new and revised programs. The department shall
18 consult the professional practices and standards council and
19 publish a manual outlining the requirements for program
20 approval. The process shall be aligned with the School
21 Administrator Development Act and meet the general
22 requirements of the program as determined by the department.

23 F. All programs seeking approval pursuant to the
24 School Administrator Development Act, including those
25 approved prior to the effective date of that act, shall

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1 submit an application to the department by January 15, 2026.
2 Applications shall provide the information outlined in the
3 school administrator preparation professional practices and
4 standards manual published in accordance with Subsection E of
5 this section.

6 G. The department shall monitor program success
7 and candidate outcomes through educator accountability report
8 indicators, including data tracking of graduates through a
9 completer survey issued to all graduates within one year of
10 program completion that measures completers' perception of
11 their own readiness and individual effectiveness in the
12 position, the number of people licensed through each
13 licensure pathway and through each clinical experience type
14 and the number and types of licenses held by each school and
15 school district leader.

16 H. Nothing in this section shall preclude the
17 department from establishing or accepting equivalent
18 requirements for the purposes of reciprocal licensure for
19 out-of-state school administrators as provided in Section
20 22-10A-12 NMSA 1978."

21 SECTION 15. DELAYED REPEAL.--Sections 22-10A-11.3,
22 22-10A-11.4 and 22-10A-17.2 NMSA 1978 (being Laws 2009,
23 Chapter 117, Section 2, Laws 2015, Chapter 74, Section 2 and
24 Laws 2017, Chapter 68, Section 1, as amended) are repealed
25 effective July 1, 2028.

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SECTION 16. EFFECTIVE DATE.--The effective date of the provisions of this act is July 1, 2025.