

# NEA-NM 2025 Legislative Priorities:

## Stability and Progress

Ed Partners Presentation  
December 19, 2024



# NEA-NM Legislative Priorities

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- Community Schools
  - Affordable Health Care
  - Protected Planning Time
  - Competitive Compensation
  - Class Size & Appropriate Staffing
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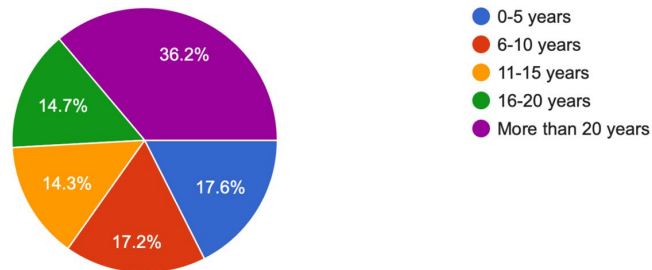


# NEANM Surveyed 1,264 Current NM Educators

- 56 school districts
- 8 job classes
- Experience levels from 0-20+ years in the profession

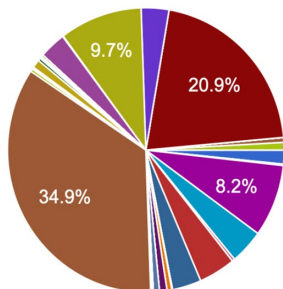
How long have you been in the profession?

1,264 responses



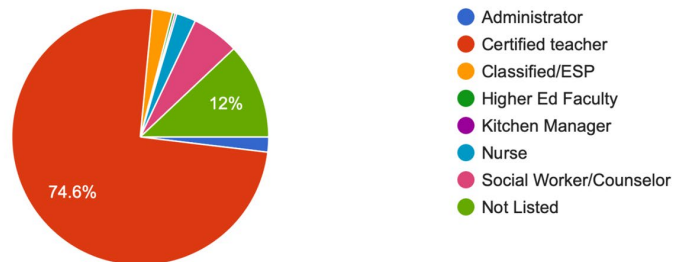
What is your school district or College/University?

1,264 responses



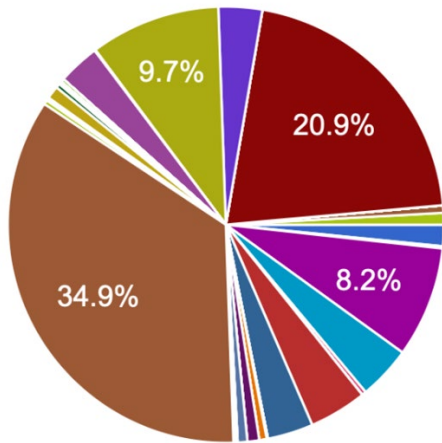
Which description best fits your current role/occupation?

1,264 responses



- ALAMOGORDO
- ALBUQUERQUE
- ANIMAS
- ARTESIA
- AZTEC
- BELEN
- BERNALILLO
- BLOOMFIELD
- CARLSBAD
- CENTRAL CONSOLIDATED
- CIMARRON
- CLAYTON
- CLOVIS EDUCATION ASSOCIATION
- COBRE
- DEMING
- ENMU PORTALES

- ESPANOLA
- ESTANCIA
- FARMINGTON
- GADSDEN
- HATCH
- HOBBS
- JEMEZ VALLEY
- LAKE ARTHUR
- LAS CRUCES
- LAS CRUCES CSEC
- LAS VEGAS CITY
- LAS VEGAS WEST
- (LORDSBURG) TAL-NEA
- LOS LUNAS
- LOVING
- LOVINGTON



- MAGDALENA
- MAXWELL
- MORIARTY-EDGEWOOD
- NM HIGHLANDS UNIVERSITY
- NM MILITARY INSTITUTE
- NM SCHOOL FOR THE DEAF
- NMSU
- POJOAQUE
- SILVER CONSOLIDATED
- TEXICO
- TRUTH OR CONSEQUENCES
- TUCUMCARI
- TULAROSA
- VAUGHN
- WAGON MOUND
- NOT LISTED

- PORTALES
- RATON
- RIO RANCHO
- ROSWELL
- RUIDOSO
- SAN JUAN COLLEGE
- SANTA FE
- SANTA ROSA
- SILVER CONSOLIDATED
- TEXICO
- TRUTH OR CONSEQUENCES
- TUCUMCARI
- TULAROSA
- VAUGHN
- WAGON MOUND
- NOT LISTED

# Community Schools

By supporting Community Schools, we're not just improving individual schools – we're strengthening entire communities and paving the way for a more inclusive and responsive education system.



# Community Schools: What Educators are saying

My own children attend and have attended community schools since we moved to NM in 2019 and because of them we have felt welcomed and supported. While we are not always in need of all the services provided, we have taken advantage of the health fairs and feel like the schools care about our unique needs.

It is important to have community involvement into student learning.

For too many years, our school systems needed revamping. The community school paradigm is what is absolutely needed to transform and make public schools relevant.



# Community Schools 6 Essential Elements

1

INTEGRATED  
SYSTEMS OF  
SUPPORT



2

EXPANDED,  
ENRICHED  
LEARNING  
OPPORTUNITIES



3

EMPOWERING  
STUDENT AND  
FAMILY  
ENGAGEMENT



4

COLLABORATIVE  
LEADERSHIP,  
SHARED POWER  
AND VOICE



5

RIGOROUS  
COMMUNITY-  
CONNECTED  
CLASSROOM  
INSTRUCTION



6

CULTURE OF  
BELONGING,  
SAFETY AND CARE



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# The Community Schools Movement in New Mexico

*Community schools are an opportunity to reimagine public education in our state by centering the voices of students and families and creating space for shared leadership and decision-making among students, families, educators, and community members.*

*This distinctive blend of shared leadership, responsiveness to community, and organized resources makes community schools a powerful strategy for addressing the findings of the Yazzie Martinez court ruling and for addressing historic disparities that have characterized our educational system for generations - SWIFT Community Schools.*

*The decrease to an 8m appropriation for CS's last year led to layoffs and stalled the growth of one of NM's evidence based and fastest growing school transformation programs. Schools opt into this program and the appetite is greater than the appropriation*

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*A. adequacy of current grant funding to hire a full-time school-based community schools coordinator and support high-quality implementation of the community schools strategy;*

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## **New Mexico Community Schools Movement**

### **State Level Resources**

Increased appropriation to the Community Schools Fund designed to support NMPED Community Schools Planning and Implementation grants for schools to learn and implement the theory of action as they work toward certification - \$12.5M per year (Increase from \$8M).

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## New Mexico Community Schools Movement

### District Level Resources

*A. adequacy of current grant funding to hire a full-time school-based community schools coordinator and support high-quality implementation of the community schools strategy;*

Increased funding through the SEG targeted by the Family Income Index for local education agencies to develop and improve upon district-level infrastructure to support the implementation of the Community School Strategy ie. LEA level professional development, planning, policy development, family engagement, program evaluation, and coordination - Increase of \$50M

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*A. adequacy of current grant funding to hire a full-time school-based community schools coordinator and support high-quality implementation of the community schools strategy;*

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## **New Mexico Community Schools Movement**

### **School Level Resources FY 26**

Categorical funding to support Community School Coordinator salaries that are not covered by the grant program, contingent upon state-level coordinator certification/licensure and Community School Action Plans which include short-and long-term outcomes.  
\$2.85M (Average of \$95,000 \* 30 schools)

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# Affordable Health Care

**FUND 80 / 20 RULE NM**  
FULLY FUND HEALTHCARE FOR ALL EDUCATORS



# Currently NM School Employees Pay More

Our educators pay more than the US Average for health insurance, with higher premiums and a higher employee share of premium costs.

Under the 80/20 proposal, average costs for NM educators would be comparable to or EVEN BETTER than the national average.

# Affordable Health Care Remains a Top Concern

*The burden of health insurance causes so many teachers to work extra jobs unlike other career fields in which college educated professionals can afford health care costs*

*We work in a petri dish. We need health care!*

*This is critical. Healthy teachers make better teachers, not to mention the great loss of seasoned teachers who could have avoided health problems. This should be taken very seriously.*

*Paying for health insurance should not take half of income that we need to live on!*

*I pay \$856 a month for my family of three. That is so much money when prices keep rising*

*The Legislature should cover 100% of health insurance premiums. Educators endure exposure to illness on a daily basis and then have to pay for their own health care.*



# 80/20 Works!

*I am blessed to work in a district that now covers 80/20. It has helped significantly and something I support for all educators in the state.*

*We did it in Las Cruces, and it's been a game changer for my family.*

*Our district recently moved to this model and the burdens that have been lifted as a result are tremendous.*



# Educators need immediate relief from health insurance premiums

## Recommended Steps:

1. Pass 80/20 funding for educator health care premiums in 2025.
  2. Form study committee to review parity issues and make long term recommendations for 2026 and 2027 legislative sessions.
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# Planning Time

Guarantee educators adequate paid time to plan lessons, work collaboratively to improve professional practice, and assess and meet the needs of students and families.



# Here's What NM Educators Told Us about Planning Time:

*Planning time as an individual and also as a team creates a successful classroom and school. Without our planning time we are setting ourselves up for failure.*

*I am spending more and more time at home to keep up with all my paperwork, meetings, comms with parents, etc. It makes me want to quit teaching.*

*We are "hounded" daily to help cover for the lack of substitutes during our planning time and now we have meetings every day after school until the end of our contract hours so we are often given zero time to actually grade and do the things we need to do.*

*THIS is something I can support 100%. My planning time is eaten up with PLC meetings and IEP meetings and anything else the school can dream up. I need time to be in my classroom planning, creating, and grading.*

*THIS IS VERY IMPORTANT!!!! we have almost no time to work in our classrooms. we also have a PLC implemented on Wednesday. we used to work in our classrooms every now and then during this time. now we are forced into Professional Development with a one size fits all approach (doesn't work!).*



# Planning Time

## Recommended Steps:

- At a minimum, double the amount of paid planning time for educators
- Ensure that educators' planning time is uninterrupted and self-directed
- Prioritize collaborative professional learning over external "experts"
- Revise the SEG funding formula to allocate value for increased planning time



# Competitive Compensation

A 2024 New Mexico Educator Vacancy Report revealed 1,259 vacancies across the state.

Recent 6-7% wage increases and tier minimum increases have helped avoid catastrophe, they are not enough.

Policymakers must commit to consistent, meaningful raises that reflect the true value of educators' work and the economic realities they face.



# Here's What NM Educators Told Us about Compensation:

*There is going to be a shortage of teachers in the upcoming years. If we want to avoid major issues, we need to start paying teachers and all school staff more. This not only encourages more people to come into the profession, but also shows that the community values existing teachers and what we do.*

*I think our biggest issue is that we don't pay educational assistants a livable wage. Yes we need to be paying certified staff appropriately to keep them in the field, but educational assistants need better pay*

*Inflation is quickly outpacing our salaries, and it is due to get worse. This is an all-consuming job with major, serious responsibilities. It needs to have pay that is proportional to inflation and the arduous facets of this job, otherwise vacancies will likely increase.*

*We desperately need help on the frontlines of education in New Mexico. Please aim for higher wages for those of us that have a degree in education. We need to attract teachers who have learned how to be a teacher. Rolling the dice on teachers with just any bachelor's degree is not always working, in some cases it does, but in just as many or more cases it does not.*

*Though I do feel it is extremely important to have support staff that is fairly compensated, certified teacher salaries also do not compare to the cost of living and continued inflation.*



# Competitive Compensation

## Recommended Steps:

- Set a minimum salary of **\$30,000 for Educational Assistants**, and work towards fixing the minimum rate of pay for these positions to 75% of the minimum for a Level I teacher.
- Provide a sufficient appropriation for a **10% wage increase** for all educational personnel and increase the current 3-Tiered minimum salaries to \$55,000, \$65,000, and \$75,000. Ensure funding reaches every district to guarantee equal raises and mandated minimum salaries for counselors, social workers, nurses, and all support personnel essential to addressing students' priority needs.
- Advocate for **significant raises for classified staff** to reflect their essential contributions to our schools. Ensure all critical support personnel, including custodians, food service workers, bus drivers, and instructional assistants, receive equitable and ~~com~~petitive compensation.

# Class Size & Adequate Staffing

Educators are better able to meet the needs of their students when they can provide more individualized attention with smaller class sizes and adequate staffing in our schools.



# Here's What NM Educators Told Us about Class Staffing:

*Reduction of class sizes would solve numerous issues, including providing better individual support of students, and students receiving more attention and help individually. This would improve academics and classroom management.*

*Teachers and students need a manageable class size to be able to teach and learn.*

*Smaller class sizes improve individual learning in general education. My class size of 16 made amazing progress compared to my class size of 27 the next year.*

*Class size is directly related to student outcomes. While teachers are mandated to provide all student with grade level content, many students do not benefit from whole class instruction because they are so far behind. Small group instruction is KEY to working with students exactly where they are at; smaller class sizes means more small group time/frequency, i.e. instruction exactly right for individual students.*

*Class size leads to learning or not learning. It's hard to get trained and skilled teachers who can handle large classes.*



# Class Size & Adequate Staffing

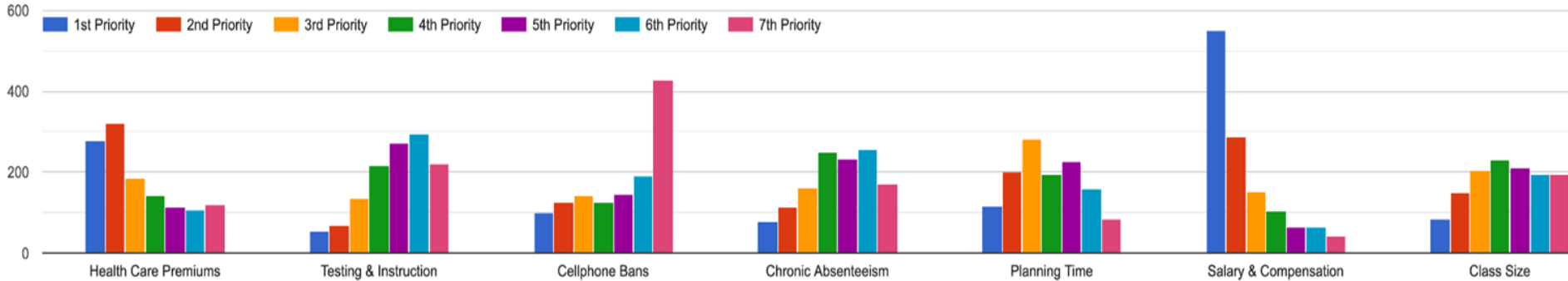
## Recommended Steps:

- Place a cap on individual class sizes and statutorily prohibit blanket class size waivers and obfuscatory class size averaging loopholes
- Create a reporting portal and enforcement mechanism by which breaches of statutory class size limits can be reported and addressed



# Ranked Choice Priorities

Ranked Choice. Please rank in priority order the following issue areas drawn.



# Questions?

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for a copy of this presentation

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