

1 HOUSE BILL 156  
2 **57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025**

3 INTRODUCED BY  
4 Joy Garratt and Mimi Stewart and Heather Berghmans  
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8 FOR THE LEGISLATIVE EDUCATION STUDY COMMITTEE  
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10 AN ACT  
11 RELATING TO SCHOOL PERSONNEL; INCREASING THE MINIMUM SALARIES  
12 FOR TEACHERS, SCHOOL COUNSELORS AND SCHOOL ADMINISTRATORS.  
13

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

15 SECTION 1. Section 22-10A-7 NMSA 1978 (being Laws 2003,  
16 Chapter 153, Section 38, as amended) is amended to read:

17 "22-10A-7. LEVEL ONE LICENSURE.--

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

25 B. Each school district, in accordance with

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1 department rules, shall provide for the mentorship and  
2 evaluation of level one teachers. At the end of each year and  
3 at the end of the license period, the level one teacher shall  
4 be evaluated for competency. If the teacher fails to  
5 demonstrate satisfactory progress and competence annually, the  
6 teacher may be terminated as provided in Section 22-10A-24 NMSA  
7 1978. If the teacher has not demonstrated satisfactory  
8 progress and competence by the end of the five-year period, the  
9 teacher shall not be granted a level two license.

10 C. Except in exigent circumstances defined by  
11 department rule, a level one license shall not be extended  
12 beyond the initial period.

13 D. The department shall issue a standard level one  
14 license to an applicant who is at least eighteen years of age  
15 who:

16 (1) holds a baccalaureate degree from an  
17 accredited educational institution;

18 (2) has successfully completed a department-  
19 approved teacher preparation program from a nationally  
20 accredited or state-approved educational institution;

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

25 (4) meets other qualifications for level one

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1 licensure, including clearance of the required background  
2 check.

3 E. The department shall issue a standard level one  
4 vocational license to an applicant who meets the requirements  
5 of Subsection D of this section or to an applicant who is at  
6 least twenty-three years of age and who:

7 (1) has five or more years of professional  
8 experience in the vocational field in which the applicant will  
9 teach; and

10 (2) meets other qualifications for level one  
11 licensure, including clearance of a background check pursuant  
12 to Section 22-10A-5 NMSA 1978.

13 F. The department shall issue an alternative level  
14 one license to an applicant who meets the requirements of  
15 Section 22-10A-8 NMSA 1978.

16 G. The department shall establish competencies and  
17 qualifications for specific grade levels, types and subject  
18 areas of level one licensure, including early childhood,  
19 elementary, middle school, secondary, special and vocational  
20 education.

21 H. The minimum salary for a level one teacher,  
22 except for a teacher licensed pursuant to Subsection E of this  
23 section, is [~~fifty thousand dollars (\$50,000)~~] fifty-five  
24 thousand dollars (\$55,000) for a standard nine and one-half  
25 month contract; provided that teachers in an extended learning

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1 time program or K-5 plus program shall receive additional  
2 salary at the same rate as their base salary for that teaching  
3 time.

4 I. After the issuance of a license, a license  
5 holder shall not be required to meet changed requirements to  
6 maintain the license until such time as the license expires and  
7 the license holder seeks renewal of the license."

8 SECTION 2. Section 22-10A-10 NMSA 1978 (being Laws 2003,  
9 Chapter 153, Section 41, as amended) is amended to read:

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

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

21 B. The department shall issue a level two license  
22 to an applicant who has successfully taught at least three, but  
23 no more than five, years as a level one teacher or an  
24 alternative level one teacher, or a combination of the two, or  
25 is granted reciprocity as provided by department rules. An

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1 applicant for a level two license shall:

2 (1) demonstrate essential competency required  
3 by the department as verified by the local superintendent  
4 through the highly objective uniform statewide standard of  
5 evaluation; and

6 (2) meet other qualifications as required by  
7 the department.

8 C. The department shall provide for qualifications  
9 for specific grade levels, types and subject areas of level two  
10 licensure, including early childhood, elementary, middle,  
11 secondary, special and vocational education.

12 D. The minimum salary for a level two teacher,  
13 except for those teachers with a vocational education license,  
14 is [~~sixty thousand dollars (\$60,000)~~] sixty-five thousand  
15 dollars (\$65,000) for a standard nine and one-half month  
16 contract; provided that teachers in an extended learning time  
17 program or K-5 plus program shall receive additional salary at  
18 the same rate as their base salary for that teaching time."

19 SECTION 3. Section 22-10A-11 NMSA 1978 (being Laws 2003,  
20 Chapter 153, Section 42, as amended) is amended to read:

21 "22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR TEACHERS.--

22 A. A level three-A license is a nine-year license  
23 granted to a teacher who meets the qualifications for that  
24 level and who annually demonstrates instructional leader  
25 competencies. If a level three-A teacher does not demonstrate

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1 essential competency in a given school year, the school  
2 district shall provide the teacher with additional professional  
3 development and peer intervention during the following school  
4 year. If by the end of that school year the teacher fails to  
5 demonstrate essential competency, a school district may choose  
6 not to contract with the teacher to teach in the classroom.

7 B. The department shall grant a level three-A  
8 license to an applicant who has been a level two teacher for at  
9 least three years and holds a post-baccalaureate degree or  
10 national board for professional teaching standards  
11 certification; demonstrates instructional leader competence as  
12 required by the department and verified by the local  
13 superintendent through the highly objective uniform statewide  
14 standard of evaluation; and meets other qualifications for the  
15 license.

16 C. The department shall grant a level three-A  
17 license to an applicant seeking a level three-A vocational  
18 education license who does not meet the requirements of  
19 Subsection B of this section, but who otherwise is eligible for  
20 a level three-A license, provided that the applicant:

21 (1) has been a level two teacher for at least  
22 three years;

23 (2) provides documentation from an accredited  
24 higher education institution of the applicant's eligibility to  
25 teach dual-credit courses at the post-secondary level in the

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1 field in which the applicant is teaching; or

2 (3) completes a department-approved career-  
3 technical education training certificate course of study that  
4 is a minimum of sixteen hours at an accredited higher education  
5 institution.

6 D. The minimum salary for a level three-A teacher,  
7 except teachers licensed pursuant to Subsection C of this  
8 section, is [~~seventy thousand dollars (\$70,000)~~] seventy-five  
9 thousand dollars (\$75,000) for a standard nine and one-half  
10 month contract; provided that teachers in an extended learning  
11 time program or K-5 plus program shall receive additional  
12 salary at the same rate as their base salary for that teaching  
13 time.

14 E. The minimum salary for a counselor who holds a  
15 level three or three-A license as provided in the School  
16 Personnel Act and rules promulgated by the department shall be  
17 the same as provided for level three-A teachers pursuant to  
18 Subsection D of this section."

19 SECTION 4. EFFECTIVE DATE.--The effective date of the  
20 provisions of this act is July 1, 2025.