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SENATE BILL 494

44TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 1999

INTRODUCED BY

Cynthia Nava

FOR THE LEGISLATIVE EDUCATION STUDY COMMITTEE

AN ACT

RELATING TO PUBLIC SCHOOLS; CREATING A PERFORMANCE-BASED
COMPENSATION PILOT PROJECT; MAKING AN APPROPRIATION.

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

Section 1. TEMPORARY PROVISION-- PERFORMANCE-BASED
COMPENSATION PILOT PROJECT.--The state department of public
education shall develop and conduct a performance-based
compensation pilot project in fifteen public high schools.
The department shall select three teachers from each of the
fifteen high schools who volunteer to participate in the pilot
project. The department shall involve students, parents,
teachers, representatives of educational organizations and
community members in developing the performance-based
compensation pilot project. The department shall develop a
mechanism for the teachers to be evaluated, including a

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1 procedure for student evaluations and evaluation portfolios.
2 The department shall assess the pilot project and make
3 recommendations to the first session of the forty-fifth
4 legislature, including the efficacy of extending performance-
5 based compensation to teachers of all grade levels.

6 Section 2. APPROPRIATION. -- One hundred thousand dollars
7 (\$100,000) is appropriated from the general fund to the state
8 department of public education for expenditure in fiscal years
9 2000 and 2001 to conduct a performance-based compensation
10 pilot project. If teachers meet the standards of excellence
11 established by the department, they shall be compensated with
12 a two thousand dollar (\$2,000) award. If teachers meet the
13 standards of excellence established by the department, they
14 shall receive a two thousand dollar (\$2,000) award. No more
15 than ten percent of the appropriation shall be used by the
16 department for administrative costs. Any unexpended or
17 unencumbered balance remaining at the end of fiscal year 2001
18 shall revert to the general fund.

1 FORTY-FOURTH LEGISLATURE

2 FIRST SESSION, 1999

3
4
5 February 19, 1999

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7 Mr. President:

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9 Your EDUCATION COMMITTEE, to whom has been referred

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11 SENATE BILL 494

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13 has had it under consideration and reports same with
14 recommendation that it DO NOT PASS, but that

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17 SENATE EDUCATION COMMITTEE SUBSTITUTE FOR

18 SENATE BILL 494

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20 DO PASS, and thence referred to the FINANCE COMMITTEE.

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23 Respectfully submitted,

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Cynthia Nava, Chairman

Adopted _____ Not Adopted _____
(Chief Clerk) (Chief Clerk)

Date _____

The roll call vote was 6 For 0 Against

Yes: 6

No: 0

Excused: Adair, Duran, Gorham, Rodriguez

Absent: None

S0494ED1

SENATE EDUCATION COMMITTEE SUBSTITUTE FOR
SENATE BILL 494

44TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 1999

AN ACT

RELATING TO PUBLIC SCHOOLS; CREATING A PERFORMANCE-BASED
COMPENSATION PILOT PROJECT; MAKING AN APPROPRIATION.

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

Section 1. TEMPORARY PROVISION-- PERFORMANCE- BASED
COMPENSATION PILOT PROJECT.--The state department of public
education shall develop and conduct a pilot project for
teacher compensation based on performance evaluations. The
department shall seek no more than forty-five teachers from
New Mexico public high schools to volunteer to participate in
the pilot project. The pilot project shall be conducted in
two phases to include a development process during the first
semester of fiscal year 2000 and an implementation process
during the second semester of fiscal year 2000. The
development process shall include students, teachers, parents

1 and representatives of educational organizations to develop
2 evaluation instruments teaching standards of excellence and
3 procedures for teachers to be evaluated, including student
4 evaluations and evaluation portfolios and instructions for
5 students on how to conduct teacher evaluations and in the use
6 of the evaluation instruments. The implementation process
7 shall involve the teachers, students and school principal in
8 the conduct of the study. The department shall review and
9 evaluate the pilot project, report to the legislative
10 education study committee and make recommendations to the
11 first session of the forty-fifth legislature.

12 Section 2. APPROPRIATION. -- One hundred thousand dollars
13 (\$100,000) is appropriated from the general fund to the state
14 department of public education for expenditure in fiscal years
15 2000 and 2001 to conduct the teacher compensation pilot
16 project. Teachers selected for involvement in the evaluation
17 process and who meet the standards of excellence established
18 shall receive a two-thousand-dollar (\$2,000) award. No more
19 than ten percent of the appropriation shall be used by the
20 department for administrative costs. Any unexpended or
21 unencumbered balance remaining at the end of fiscal year 2001
22 shall revert to the general fund.