

Very Good News for NEA- New Mexico Members!

**PUBLIC EDUCATION RELATED LEGISLATION PASSED
BY THE HOUSE AND SENATE**

NEA-New Mexico pro-actively promoted Michelle Lujan Grisham and other candidates for statewide offices and the legislature in the 2018 election season. Member support for those candidates created the scene for an end to the failed policies of the last administration. This year's legislative victories for our students and public education were in large part created by our Educator Voices being raised in both the elections and the session! Opportunities for student success are growing as a new positive, supportive set of policies are enacted into law (and as the new P.E.D. shows educators the respect we deserve)!



**SALARIES AND COMPENSATION ARE INCREASING FOR ALL EDUCATION EMPLOYEES, and
OVERALL SCHOOL FUNDING INCREASES BY 16%!**

HB2 Rep. Lundstrom—General Appropriations Act—Public Education. (aka “THE BUDGET”). Fiscal Year 2020 general fund appropriations for public education of \$449 million, for a new total of \$3.25 billion, or **16 % over FY19**. The bill makes important steps to address the court decision in Yazzie/Martinez with **6 % pay increases to school employees*** (See SB1/HB5 below on teacher level minimum pay), increasing the at-risk formula factor, large investments in extended learning time for at-risk children, and increases for prekindergarten. Special and Supplemental Appropriations includes **\$26.5 million for instructional materials**.

SB1 Sen. Stewart/ HB5 Rep. Williams • Increases minimum salaries to \$40* k for level 1 teachers, **\$50 K for level 2, and \$60 k for level 3-A and counselors**; [NOTE: the budget provides funds so **Level 1 teachers are to receive a salary of \$41,000 or more**] • Funds school districts and charter schools (up to 1/3 of NM students) to apply for funding to extend instructional time 10 days; and/or K-5 Plus 25 days (**pay for employees is at same daily rate as their new increase provides**); • Increases the funding multiplier from 0.13 to 0.25 for at-risk student services; • Closes loop holes that allowed charter students to receive more funding than regular public education students, and increases formula factors for rural districts and charter schools.

**STATEWIDE
TEACHER SALARY MINIMUMS UP -
TIED TO LEVEL OF LICENSURE:**

LEVEL	OLD MINIMUM	NEW MINIMUM
Level One	\$36,000	\$41,000
Level Two	\$44,000	\$50,000
Level Three	\$54,000	\$60,000

Extra days worked paid at normal daily rate of pay

TEACHER PAY RISES TO EITHER THE NEW (\$40k, \$50k, & \$60k) LICENSURE LEVEL MINIMUMS, or SIX PERCENT, whichever is greater for the individual. Other education employees receive six percent raises, but where our membership is high and Local collective bargaining teams are actively supported by members, the possibilities for negotiating larger raises does exist!

HB360 Rep. Salazar-**Education Retirement Changes**-increases employer contributions to the educational retirement fund; keeps some E.S.P. employee contribution rates low, raising a salary level for higher contribution rates; increases the age or years of service requirements for new members to be eligible for retirement and reduces retirement benefits for new employees who work for less than 30 years.

HB6 Rep.J.Trujillo The **Working Families Tax Credit increases will benefit almost all education employees, by helping us keep our hard-earned money!** Increased to 17% from the current 10%, this credit undoes the damage caused by the Trump tax increases on working families, keeping even more in our wallets.

Other Education Support Professional (E.S.P.) GAINS, in addition to the 6% (or more) pay raise:

The new Minimum Wage applies to public school employees as well as others, rising from \$7.50 to \$9 next year and \$12 by 2023.

HB20 Rep. Garratt–Grow Your Own Teachers Act- Create a **new scholarship (and loan) program for educational assistants (EA’s)** to become teachers, with loans for tuition, and paid professional leave.

HB47 Rep. Roybal Caballero-School Employee & Assistants Probation Time - Now **the probation period for receiving “due process” rights for ESP (aka “classified”) employees job after one year instead of three!**

HB431 Rep. L. Trujillo-Termination of School Employees- **expands ethical misconduct and background-checks to include sexual assault or abuse, and applies to school volunteers, contractors, and employees.**

TEACHER EVALUATION CHANGES, SCHOOL GRADES & SUPPORT FOR EDUCATORS*:

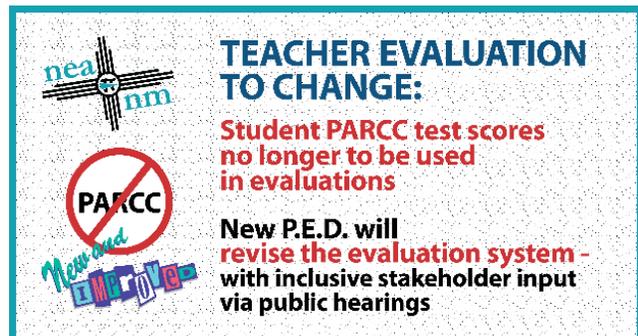
(note: Teacher Evaluation Changes are now in progress by the new P.E.D.. NMTEACH was established by “rule” rather than a statute, so the new evaluation system will be too (with major input from actual teachers.)

HB227 Rep. Harper-Use of Teacher Attendance for Evaluations- Ends the “sick leave penalty” completely on annual performance evaluations.

SB 229 Sen. Stewart-School Support & Accountability Act- **repeals the A-B-C-D-F Schools Rating Act** and replace it with the School Support and Accountability Act.

HB275 Rep. Stapleton-College of Education

Affordability-creates the new Teacher Preparation Affordability Act to **prioritize loan repayment for teachers with a degree or endorsement in early childhood education, special education, bilingual education, STEM, and career technical education.**



Help keep up the progress by doing your part too:

<https://nea-nm.org/joining-nea-new-mexico/>. If you are already a member, please encourage colleagues to join now too!

(Please see page 3 for more important bills that passed too)

OTHER IMPORTANT BILLS PASSED:



The infographic features a teal border and a white background with a dotted pattern. On the left, there are three icons: a person with a red 'X' over their mouth, a school building, and a calendar with a red '\$' and a crossed-out date. The text is in red and blue. The NEA-NM logo is in the top right corner.

No More Sick Leave Penalty!

\$2 Million for Community Schools

Extra Pay for Extra Days!

About 1/3 of New Mexico students could receive 25 extra days of "K-5+" summer program. For districts that participate, employees receive their daily pay based on their regular annual contract.

- Expand the **Community Schools Act** by partnering federal, state, local, and tribal governments with community-based organizations to improve the coordination, delivery, effectiveness, and efficiency of services, align and leverage community resources, and integrate funding streams.
- Increase funding and resources for career and technical education (**CTE**), including educator training. Also, to allow for high school graduation,

high school students to take CTE courses or participate in work-based training programs approved by the PED.

- Provide **more Cultural and Linguistic Education Support** including technical help and professional development for teachers, educational assistants, and other instructional support staff.
- The Attendance for Success Act- provides **for early, intensive interventions for absent**, chronically absent, and excessively absent students.
- Conduct **Native American Student Needs Assessments** of what services are needed to assist Indian students in graduating and becoming college or career ready; consult with local tribes to prioritize the needs of Indian students in closing the achievement gap by making Indian students' needs a priority in the school district or charter school budget.
- **Track Children Between School & CYFD**, requiring a student to receive a unique identification number to be used for any records or databases in which a student is identified by name.
- Create a **new Early Childhood Education & Care Dept.** to administer early childhood programs.
- Train school personnel to **help children with Types 1 and 2 diabetes and pre-diabetes** and provide for self-care by students with diabetes. At least two employees from every school attended by a student with diabetes must be trained in diabetes care and management.
- Require **phasing in of universal dyslexia screening** for first-grade students, and early interventions for students displaying characteristics of dyslexia.
- **Reduce school emergency drills** from 13 or so per school year to eight per year.
- Allow **Medical Marijuana in Schools** by permitting the use, storage, and possession of medical cannabis in school settings under certain strict. conditions.
- Require districts to establish, adopt, and enforce **bullying prevention policies and programs**, include LGBTQ, to allow for consequences unique to each incident, and requires new reporting.
- An option to pay to add days of work to your retirement calculations if you have excess sick-leave at the time.
- **Prevent Local governments from enforcing so-called "right to work"** ordinances they pass.

If you are an employee at a public school in New Mexico, the direct raises you will receive because of our NEA-NM political activity and legislative advocacy is more than enough to pay for your membership dues! These gains are only possible because many of our colleagues have done their part to make these changes happen with their membership dues, and participation. Join to do your part too: <https://nea-nm.org/joining-nea-new-mexico/>. Thanks for all you do to help our N.M. students succeed!