2022 Elections

The NEA-New Mexico Elections Committee calls for nominations for offices to be elected in the 2022 All-Member Election. All online nomination forms must be received by the NEA-NM President by 5 PM, MT, Tuesday, October 20, 2021. The actual number of retired delegates and cluster delegates to be elected will be determined by the membership figures in each category as they exist on January 15, 2022. Student delegates to be elected will be determined by the membership figures in each category as they exist on March 15, 2022.

If you want to be nominated or want to nominate someone, visit the NEA-NM website, www.nea-nm.org, and click on the “NEA-New Mexico Call for Nominations” picture (shown above) to access the complete 2022 NEA-NM Elections information: The Elections Calendar, Call for Nominations, and the online nomination form.

Please join the NEA-NM Retired Annual General Membership meeting on November 5, 2021 at 10:00 AM. It will be a virtual meeting on Zoom so it will not involve leaving your home. All members are encouraged to attend. If you think you might be able to be attending, please send an email to ctevalamo@gmail.com or ctevalamo@aol.com. I hope to see you there!

Carol Tewelt, President
NEA-NM Retired

Continued on page 2
what a school does well and what it needs help with. An on-site coordinator is hired to do this work and to
develop strategic partnerships with local organizations and other community partners to meet the needs
of students and their families. The state must provide adequate funding to turn every high-poverty school
in the state into a Community School. This funding must also be recurring, so schools have time to ensure
the long-term sustainability of their partnerships, collaborative leadership structures, and student supports.

Finally, educators agree that early childhood education is key to the lifelong success of New Mexico stu-
dents. We support the constitutional amendment calling for additional funding from the Land Grant Perm-
Anent Fund to be allocated to expanding ECE in our state. This will allow us to finally start closing educational
opportunity gaps early and guarantee each student a chance to succeed in life.

New Mexico educators have the power to change our education system for the better if we raise our
collective voice for these basic truths. It’s time for bold action to make our voices heard loud and clear in Santa
Fe. Scan the QR code below to share your story about these issues and get involved in organizing for change!

Mary Parr-Sánchez
NEA New Mexico President

For more information on our 2022 Legislative Targets, visit nea-nm.org

2021 PROPOSED BYLAW AMENDMENT 1
The Bylaws are amended by a majority vote of the delegates present and voting except that the Bylaw established dues shall be amended by
vote of the NEA- New Mexico Active membership and take effect at the beginning of the fiscal year following their adoption.

BYLAW AMENDMENT 1
Bylaw Amendment 2.4: h. Membership Dues

This amendment changes the dues structure for retiring ESP members considering they make less in salary than other active
members. This language aligns with NEAs new ESP Retired dues assessment.

2021 PROPOSED STANDING RULE AMENDMENT 1
This amendment changes the candidate contribution reporting requirement for those nominated and running for election as
state or cluster Delegates to the NEA Representative Assembly.

STANDING RULE AMENDMENT 1
This amendment removes the candidate contribution reporting requirement for those nominated and running for election as
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Mary Parr-Sánchez
NEA-New Mexico President

Educators Speak Out!
NEA-NM Legislative Funding Priorities 2022

**Educator Wages**
- Pass a 10% across-the-board wage increase for educators
- Mandate a $15 minimum wage for all public school employees
- Fully fund the statutorily required increase to Statewide Teacher Licensure levels to $45,000 for Level One, $55,000 for Level Two, and $65,000 for Level Three
- Fund a residency model program for new educators at $35,000 per participant per year

**Healthcare**
- Require districts to pay a minimum of 80% health insurance premium per paychech to an employee’s maximum payment of 20%
- Provide sufficient funds to ensure the long-term solvency of the New Mexico Retiree Health Care Authority (NMRHCA)

**Community Schools**
- Fully fund a statewide rollout of the Community Schools strategy for all high-poverty schools
- Support Community Schools with much-needed technical assistance and professional development

**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

**Early Childhood Education**
- Approve the constitutional amendment providing for additional annual distributions of the permanent school fund for underfunded early childhood education programs and K-12

**Class Size & Adequate Staffing**
- Restore funding for sufficient staff, including highly qualified teachers and support service professionals
- Statutorily prohibit blanket class size waivers and obfuscatory class size averaging loopholes

For more information on our 2022 Legislative Targets, visit nea-nm.org

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**2021 PROPOSED BYLAW AMENDMENT 1**

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Bylaw Amendment 2.4: h. Membership Dues

**BYLAW AMENDMENT 1**

This amendment changes the dues structure for retiring ESP members considering they make less in salary than other active members. This language aligns with NEAs new ESPRetired dues assessment.

**TEXT OF AMENDMENT TO BYLAW 2.4. h. MEMBERSHIP DUES:**

Bylaw 2.4 Membership Dues

h. Dues of retired members shall be as set by the NEA-New Mexico Board of Directors. The annual and membership-for-life dues of any retired member who joins after the 2021-2022 membership year and who was an Active ESP member at the time of retirement, shall be sixty percent (60%) of the dues of retired members as established by the NEA-New Mexico Board of Directors.

**RATIONALE:** The RA this summer passed the exact same language for its national ESP Retired dues assessment, and this will align us with national. It will provide us with an avenue to seek retired membership from our state ESPs who have or will retire as ESPs. As Active members, our dues structure at the national and state levels take into account that most ESPs make less in salary than other active members and, for that reason, pay a lower dues assessment. For the first time, there will be an acknowledgement that the majority of our ESPs also make less in retirement benefits than other Active members who retire. It is anticipated that this will have a positive effect in recruiting ESPs into NEA/NM Retired and provide it with an even greater diversity of retired school employees in its ranks.

SUBMITTED BY: Unanimous vote of the NEA-NM Retired Board of Directors with a “DO PASS” recommendation. Majority vote of the Committee on Constitution, Bylaws & Rules, with a “DO PASS” recommendation. Majority vote by the NEA-NM Board of Directors with a “DO PASS” recommendation.

**2021 PROPOSED STANDING RULE AMENDMENT 1**

Standing rules are amended by voice vote of the Delegate Council and take effect immediately after adoption.

Standing Rule Amendment 9: 6.2 Elections Committee and Procedures

**STANDING RULE AMENDMENT 1**

This amendment changes the candidate contribution reporting requirement for those nominated and running for election as state or cluster Delegates to the NEA Representative Assembly.

**TEXT OF AMENDMENT TO RULE 9. ELECTIONS COMMITTEE AND PROCEDURES:**

G. Campaigns

1. No dues money from any NEA affiliates or other civic, labor, or religious organizations, including in-kind contributions shall be used to promote the candidacy, directly or indirectly, of any individual for an NEA-NM office.
2. All candidates except those running for state or cluster RA delegates will retain receipts and other records of expenditures for their campaign, as well as records of contributions, in accordance with NEA guidelines. All candidates will file a campaign contributions/expenses report with NEA-NM within 30 days of the board ratifying the election results. Such report will list individual contributions, amounts raised through fundraising, in-kind contributions by individuals, and a list of expenditures incurred in the campaign.

**RATIONALE:** This amendment increases the opportunity for members to be nominated as candidates to run as state or cluster RA delegates without the need to maintain receipts or records, and not be required to file an expenditure report as a state or cluster delegate running for NEA Representative Assembly Delegate.

SUBMITTED BY: Majority vote of the Committee on Constitution, Bylaws & Rules, with a “DO PASS” recommendation. Majority vote by the Board of Directors with a “DO PASS” recommendation.

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Let Our Voices Be Heard

For too long educators have watched as others define who we are and what we do. Too many times our voices have not been heard or considered, as decisions were made that both influence and shape the future of our public schools and students in New Mexico. It is time that educators have a voice, a unified collective voice, that speaks to the basic truths we all believe in. It is through the amplification of your voice that NEA-NM continues to move forward in working to deliver an equitable and quality public education for all New Mexico students.

This May, NEA-NM carried out an extensive member survey and found that while New Mexico educators may not agree on everything, there are issues of near universal importance to our profession. First, educators agree that we are not paid enough for the job that we must do. In New Mexico, educators are paid 30% less than other college graduates. This wage penalty certainly doesn’t help us shore up our ranks while the second highest retirement outflux of educators in recent history happened in May of 2021, which will only further exacerbate the acute educator shortage.

We find ourselves in a deepening crisis, with few educators entering the profession and way too many exiting. Even fewer high-quality, well-prepared educators, who look like our students and speak native languages, with few educators entering the profession and way too many exiting. Even fewer high-quality, well-prepared educators, who look like our students and speak native languages, and yet our intuitions tell us that if we can’t find enough educators to attract quality educators to teach in NM and end this crisis. Another fact educators can agree on is that our healthcare increases are outsizing our increases in pay. Many years we don’t even get a cost-of-living increase when our health insurance premiums go up, and we take home less pay than the year before. It is true that the Governor and Legislature gave us a healthy 6% raise in 2019 after years of very little interest or action from the previous administration. However, in January 2020, the Legislature and Governor mistakenly took away the 4% pay increase they had planned to implement due to the pandemic. The promise of salary increases that could keep pace with health care premiums was snatched away, just as in-person instruction was snatched away, just as in-person instruction was snatched away, just as in-person instruction was snatched away, just as in-person instruction was snatched away, just as in-person instruction was snatched away, just as in-person instruction was snatched away, just as in-person instruction was snatched away.

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