

1 SENATE BILL 343

2 57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025

3 INTRODUCED BY

4 William P. Soules

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10 AN ACT

11 RELATING TO EDUCATION; REMOVING EXCEPTIONS TO LEVEL ONE, LEVEL
12 TWO AND LEVEL THREE-A LICENSED TEACHER SALARY RATES; AMENDING
13 SECTIONS 22-10A-7, 22-10A-10 AND 22-10A-11 NMSA 1978 (BEING
14 LAWS 2003, CHAPTER 153, SECTIONS 38, 41 AND 42, AS AMENDED).
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16 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

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

19 "22-10A-7. LEVEL ONE LICENSURE.--

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

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1 license.

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

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

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

18 (1) holds a baccalaureate degree from an
19 accredited educational institution;

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

23 (3) has passed the New Mexico teacher
24 assessments examination, including for elementary licensure
25 beginning January 1, 2013, a rigorous assessment of the

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1 candidate's knowledge of the science of teaching reading; and

2 (4) meets other qualifications for level one
3 licensure, including clearance of the required background
4 check.

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

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

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

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

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

23 H. The minimum salary for a level one teacher
24 ~~[except for a teacher licensed pursuant to Subsection E of this~~
25 ~~section]~~ is fifty thousand dollars (\$50,000) for a standard

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1 nine and one-half month contract; provided that teachers in an
2 extended learning time program or [~~K-5~~] K-12 plus program shall
3 receive additional salary at the same rate as their base salary
4 for that teaching time.

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

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

11 "22-10A-10. LEVEL TWO LICENSURE.--

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

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

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1 is granted reciprocity as provided by department rules. An
2 applicant for a level two license shall:

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

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

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

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

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

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

23 A. A level three-A license is a nine-year license
24 granted to a teacher who meets the qualifications for that
25 level and who annually demonstrates instructional leader

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

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

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

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

24 (2) provides documentation from an accredited
25 higher education institution of the applicant's eligibility to

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1 teach dual-credit courses at the post-secondary level in the
2 field in which the applicant is teaching; or

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

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

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