

1 AN ACT

2 RELATING TO EDUCATION; REMOVING EXCEPTIONS TO LEVEL ONE,  
3 LEVEL TWO AND LEVEL THREE-A LICENSED TEACHER SALARY RATES;  
4 AMENDING SECTIONS 22-10A-7, 22-10A-10 AND 22-10A-11 NMSA 1978  
5 (BEING LAWS 2003, CHAPTER 153, SECTIONS 38, 41 AND 42, AS  
6 AMENDED).

7  
8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

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

11 "22-10A-7. LEVEL ONE LICENSURE.--

12 A. A level one license is a provisional five-year  
13 license for beginning teachers that requires as a condition  
14 of licensure that the licensee undergo a formal mentorship  
15 program for at least one full school year and an annual  
16 intensive performance evaluation by a school administrator  
17 for at least three full school years before applying for a  
18 level two license.

19 B. Each school district, in accordance with  
20 department rules, shall provide for the mentorship and  
21 evaluation of level one teachers. At the end of each year  
22 and at the end of the license period, the level one teacher  
23 shall be evaluated for competency. If the teacher fails  
24 to demonstrate satisfactory progress and competence  
25 annually, the teacher may be terminated as provided in

1 Section 22-10A-24 NMSA 1978. If the teacher has not  
2 demonstrated satisfactory progress and competence by the end  
3 of the five-year period, the teacher shall not be granted a  
4 level two license.

5 C. Except in exigent circumstances defined by  
6 department rule, a level one license shall not be extended  
7 beyond the initial period.

8 D. The department shall issue a standard level one  
9 license to an applicant who is at least eighteen years of age  
10 who:

11 (1) holds a baccalaureate degree from an  
12 accredited educational institution;

13 (2) has successfully completed a  
14 department-approved teacher preparation program from a  
15 nationally accredited or state-approved educational  
16 institution;

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

21 (4) meets other qualifications for level  
22 one licensure, including clearance of the required  
23 background check.

24 E. The department shall issue a standard level one  
25 vocational license to an applicant who meets the requirements

1 of Subsection D of this section or to an applicant who is at  
2 least twenty-three years of age and who:

3 (1) has five or more years of professional  
4 experience in the vocational field in which the applicant  
5 will teach; and

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

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

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

17 H. The minimum salary for a level one teacher is  
18 fifty thousand dollars (\$50,000) for a standard nine and  
19 one-half month contract; provided that teachers in an  
20 extended learning time program or K-12 plus program shall  
21 receive additional salary at the same rate as their base  
22 salary for that teaching time.

23 I. After the issuance of a license, a license  
24 holder shall not be required to meet changed requirements to  
25 maintain the license until such time as the license expires

1 and the license holder seeks renewal of the license."

2 SECTION 2. Section 22-10A-10 NMSA 1978 (being Laws  
3 2003, Chapter 153, Section 41, as amended) is amended to  
4 read:

5 "22-10A-10. LEVEL TWO LICENSURE.--

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

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

23 (1) demonstrate essential competency  
24 required by the department as verified by the local  
25 superintendent through the highly objective uniform statewide

1 standard of evaluation; and

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

4 C. The department shall provide for qualifications  
5 for specific grade levels, types and subject areas of level  
6 two licensure, including early childhood, elementary, middle,  
7 secondary, special and vocational education.

8 D. The minimum salary for a level two teacher is  
9 sixty thousand dollars (\$60,000) for a standard nine and  
10 one-half month contract; provided that teachers in an  
11 extended learning time program or K-12 plus program shall  
12 receive additional salary at the same rate as their base  
13 salary for that teaching time."

14 SECTION 3. Section 22-10A-11 NMSA 1978 (being Laws  
15 2003, Chapter 153, Section 42, as amended) is amended to  
16 read:

17 "22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR  
18 TEACHERS.--

19 A. A level three-A license is a nine-year license  
20 granted to a teacher who meets the qualifications for that  
21 level and who annually demonstrates instructional leader  
22 competencies. If a level three-A teacher does not  
23 demonstrate essential competency in a given school year, the  
24 school district shall provide the teacher with additional  
25 professional development and peer intervention during the

1 following school year. If by the end of that school year the  
2 teacher fails to demonstrate essential competency, a school  
3 district may choose not to contract with the teacher to teach  
4 in the classroom.

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

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

19 (1) has been a level two teacher for at  
20 least three years;

21 (2) provides documentation from an  
22 accredited higher education institution of the applicant's  
23 eligibility to teach dual-credit courses at the  
24 post-secondary level in the field in which the applicant  
25 is teaching; or

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

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

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

16 SECTION 4. EFFECTIVE DATE.--The effective date of the  
17 provisions of this act is July 1, 2025. \_\_\_\_\_