



Every New Mexico child has a right to a sufficient and equitable education.

HB 171 increases teacher minimum salaries for Level One, Level Two and Level Three-A teachers to \$45,000, \$55,000 and \$65,000, respectively. The bill adds 10 days to the school year for teacher professional development and up to 3 days for parent-teacher conferences and home visits, to ensure instructional time is not reduced, and provides teachers a full daily rate of pay for this new time.

The Court ordered the State to provide a constitutionally sufficient education that prepares students for college and career. (Yazzie/Martinez Decision, 7/18)

The Court ruled that the State violated its duty to ensure that school districts have the resources needed to recruit and retain teachers, and the State as not provided adequate resources for training and professional development.

The Court found that teacher turnover impacts student achievement, and significant teacher salary increases are needed to recruit and retain teachers with high at-risk populations.

Teachers are at the heart of the education system but are leaving our schools at alarming rates.

- To be competitive with surrounding states, minimum salaries must be increased to \$45,000/\$55,000/\$65,000.¹
- New Mexico has one of the highest teacher turnover rates in the country because of low teacher pay,² and 25% of teachers leave their schools by the next year.³
- New Mexico has one of the lowest teacher wages in the country -- an impediment to recruiting and retaining teachers, especially for schools in high poverty areas.⁴
- Low salaries have made it difficult to recruit teachers in special education, STEM and bilingual education.⁵
- Schools do not have the funds to pay for the teachers they need to meet student and classroom demands.

APPROPRIATIONS NEEDED:

- **\$214 Million is appropriated in HB 171** to raise minimum teacher salaries for Level 1 (from \$36,000 to \$45,000), Level 2 (from \$44,000 to \$55,000) & Level 3-A (from \$54,000 to \$65,000).
- **\$258 Million is also needed in HB 2 (General Appropriations Act)** to provide 20% raises for teachers whose salaries are above the minimum levels to avoid salary compaction.⁶

*The bill increases minimum salary levels by 20-25%. This includes a **20% raise for teachers plus compensation for 13 additional days of work** (10 days for professional development and 3 days for parent teacher conferences).

This legislation is part of the Transform Education NM Platform for Action. For more information, contact Tom Sullivan at (505) 330-2600, or Christopher Sanchez, Attorney at NM Center on Law and Poverty, (505) 255-2840, christopher@nmpovertylaw.org.

¹ Trial Rebuttal Declaration of Ed Fuller at 17-29

² Trial Rebuttal Declaration of Ed Fuller at 17-29.

³ Yazzie/Martinez Court Decision and Order, July 2018, at 34.

⁴ Yazzie/Martinez Court Decision and Order, July 2018, at 35.

⁵ Yazzie/Martinez Court Decision and Order, July 2018, at 35.

⁶ In its FY20 budget, the LFC estimates it would cost \$71,113,700 to raise compensation for all teachers by 5.5% (or \$12.9 million for every 1% increase to salaries). Therefore, it would cost approximately \$258 million to raise all teacher salaries by 20%.

Transform Education NM

Platform for Action

Find the full platform at: <http://nmpovertylaw.org/wp-content/uploads/2018/12/Transform-Education-NM-Platform-2018-12-11.pdf>



Transform Education NM members include: New Mexico Center on Law and Poverty, College Horizons, Dual Language Education of NM, Native American Community Academy (NACA), NACA Inspired School Network (NISN), Learning Alliance NM, NM Dream Team/United We Dream, Southwest Organizing Project (SWOP), National Education Association NM (NEA-NM), New Mexico Association for Bilingual Education (NMABE), Coalition for the Majority, Native American Budget & Policy Institute (NABPI), New Mexico Education Action Alliance, CHI St. Joseph's, NGAGE NM, NM School Boards Association, The Santa Fe Indian School Leadership Institute, The Sun Project, and current and former superintendents of school districts and plaintiff school districts (Cuba Independent School District, Gallup-McKinley County Schools, Lake Arthur Public Schools, Moriarty Edgewood School District, Rio Rancho Public Schools, Santa Fe Public Schools).