



Every child in NM has a right to a sufficient and equitable education.

HB 171 increases teacher salaries and professional development, and expands teacher qualifications. The bill increases minimum salaries for Level One, Level Two and Level Three-A teachers to \$45,000, \$55,000 and \$65,000, respectively, and increase all other school personnel salaries accordingly. The bill adds ten days to the school year for teacher professional development and up to three days for parent-teacher conferences and home visits, providing a full daily rate of pay and without reducing instructional time. **This bill would move the State toward compliance with the Yazzie/Martinez court order.**

The Court ruled that the State is violating the constitutional rights of students to a sufficient education that prepares them for college and career. (Yazzie/Martinez Decision, July 2018)

The Court ruled that the State must meet its duty to ensure that school districts have the resources needed to recruit and retain teachers.

The Court ruled that the State must meet its duty to provide adequate resources for adequate training and professional development for New Mexico's teachers.

The Court found that teacher turnover negatively impacts student achievement, and that 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 they are leaving our schools at alarming rates.

- To be competitive with surrounding states, teacher salaries must be increased to \$45,000, \$55,000, or \$65,000 (New Mexico's salary tiers) and adjusted for inflation each year.¹
- New Mexico has one of the highest turnover rates for teachers in the country because of low teacher pay,² and 25% of teachers leave their schools by the next school year.³
- New Mexico has one of the lowest teacher wages in the country, which is 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
- School districts do not have the funds to pay for all the teachers they need, and are unable to meet student and classroom demands.

*This legislation is part of the **Platform for Action** developed by the **plaintiffs in the sufficiency lawsuit, the Transform Education NM coalition, and hundreds of education and community leaders** including educators, parents, tribal leaders, experts and researchers. For information about this bill, contact: Christopher Sanchez, Attorney at NM Center on Law and Poverty, 505-255-2840, christopher@nmpoertylaw.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.

Transform Education NM

Platform for Action

To transform education for our students and meet the constitutional mandates of the Yazzie/Martinez education ruling, a Platform of Proposed Remedies was developed by the plaintiffs in the Yazzie lawsuit, the Transform Education NM coalition, and hundreds of education and community leaders including educators, parents, tribal leaders, and experts.

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



The platform is endorsed by Transform Education NM: 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, AFT-NM, National Education Association NM (NEA-NM), NM School Boards Association, New Mexico Association for Bilingual Education (NMABE), New Mexico Voices for Children, Keres Learning Center, Coalition for the Majority, Native American Budget & Policy Institute (NABPI), New Mexico Education Action Alliance, CHI St. Joseph's, NGAGE NM, NM Dream Team/United We Dream, Southwest Organizing Project (SWOP), 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).