

LFC Requester:	Sunny Liu
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**AGENCY BILL ANALYSIS
2018 REGULAR SESSION**

WITHIN 24 HOURS OF BILL POSTING, EMAIL ANALYSIS TO:

LFC@NMLEGIS.GOV

and

DFA@STATE.NM.US

{Include the bill no. in the email subject line, e.g., HB2, and only attach one bill analysis and related documentation per email message}

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Check all that apply: **Date** 01/29/18
Original **Amendment** **Bill No:** HB177
Correction **Substitute**

Sponsor: Rep. Rick Little **Agency Code:** 924
Rep. David E. Adkins
Short Title: LEVEL 3 TEACHER LICENSE & SALARY **Person Writing** Jane Henzerling
Phone: _____ **Email** Jane.henzerling@state.nm.us

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY18	FY19		

(Parenthesis () Indicate Expenditure Decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY18	FY19	FY20		

(Parenthesis () Indicate Expenditure Decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY18	FY19	FY20	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total						

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:
Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: House Bill 177 (HB177) provides for an alternative pathway to Level Three-A licensure and creates a Level Four teaching license and establishes a minimum salary of \$50,000 multiplied by the applicable responsibility factor for assistant principals in the same public school in which the Level Four teacher is employed.

FISCAL IMPLICATIONS

The bill does not contain an appropriation.

According to a Legislative Finance Committee (LFC) fiscal impact report on a similar bill from the 2016 session, costs associated with licensure advancement are funded by individual school districts and charter schools and not through a unique appropriation.

Currently, the training and experience index is not aligned to the Three-tiered licensure system.

SIGNIFICANT ISSUES

HB 177 provides for a Level 2 teacher to apply for a Level 3-A license without earning a Master’s degree if they have taught at least 5 years as a Level 2 teacher and received “highly effective” or “exemplary” ratings in at least three out of four of the most recent overall evaluations or taught at least ten years as a Level 2 teacher and received “effective” or higher in at least 3 out of 4 of the most recent overall evaluations and rated as “highly effective” or “exemplary” in domains 2 and 3 which are the teacher observation components of the evaluations.

On page 5 HB 177 states that a Level 4 teacher demonstrates essential competency in teaching, mentoring, and training teachers, developing standards and school-based curriculum. There is not language to outline how the success of the Level 4 teacher will be measured in each of these duties assigned outside the classroom. Creation of a level 4 license is unnecessary as current language within the School Personnel Act provides that instructional leadership responsibilities are within the framework of the level 3 license.

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP SB 116: CREATE LEVEL 4 TEACHING LICENSE

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

HB 177 seeks to create a new level of licensure but does not provide language to support how teachers at this level will be consistently evaluated across the state.

ALTERNATIVES

Amend the bill to remove the level 4 license.

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

There are many highly effective and exemplary teachers that are currently not advancing to level 3 because of the MA requirement. Twenty-five years of research indicates that advanced degrees have little to no correlation to improving teacher impact on student outcomes. Not enacting this bill will maintain an antiquated requirement that is an unnecessary barrier to teacher advancement in the Three Tier System.

AMENDMENTS