



**MARCH
2019**

ATF ACTION AGENDA



The Passage of House Bill 2 & What It Means For Raises

Many bills are flying through the Legislature, several having to do with pay for educators. Arguably, the most important bill of the session is "the budget," which is always labeled as House Bill 2 (HB 2).

When HB 2 is introduced at the beginning of the Legislative session, the text within the bill itself is almost non-existent. That's because the budget is built as the session progresses. As some bills move forward in the legislative process, others die out and depending on the political will of the legislators, some projects get funded (and added to the budget/HB 2) while others do not.

At the end of February, HB 2 passed the House of Representatives. The funding that was allocated to public education included \$500 million of new money flowing into our districts, including the following raises for teachers:

| Current | Minimums in HB2 | % Change |
|----------|-----------------|----------|
| \$36,000 | \$41,000 | 13.9% |
| \$44,000 | \$50,000 | 13.6% |
| \$54,000 | \$60,000 | 11.1% |

The above raises are for the current number of contracted work days (184). There are other bills on the table calling for more non-instructional work days that would simultaneously raise teacher 3-Tier salary minimums to 45K, 55K and 65K. They are not currently reflected in the budget that passed the House.

The money allocated in HB 2 is only marked for classroom teacher raises. Equal raises for Support & Related employees are pending passage of HB 446. We are working with the bill sponsor and former ATF member, Representative Liz Thomson, to pass HB 446 so that we can put an end to the constant struggle of negotiating equal raises for Support and Related. HB 446 will finally enshrine a Support & Related 3-Tier System in law, and thus, funded by the State. As we look forward to improving public education in our state, respecting Support & Related Service Personnel as equal professionals should be part of the education moonshot.

Call for Nominations: ATF Constituent VP's

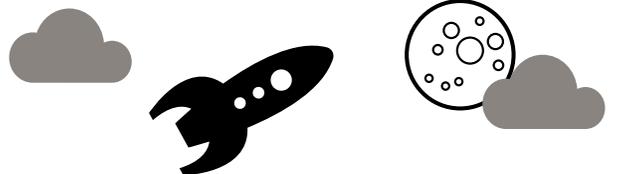
All ATF Constituent Vice President officer positions are up for election this year. Union members are eligible to vote for the officer(s) who represent their individual constituent groups. If elected, each Constituent VP will serve a two-year term. All officers will be members of the Executive Council, which meets monthly. The Constituent VP positions are as follows:

- 2 Elementary Vice Presidents**
- 1 Middle School Vice President**
- 1 High School Vice President**
- 1 Support & Related Service Personnel Vice President**

ATF members in good standing are eligible to run for a Constituent Vice President seat at the level they are currently working. The majority responsibility of the constituent vice-presidents shall be to communicate the needs and desires of the members in their constituency to the Executive Council and attend all meetings of the Executive Council and the Federation Representative Council.

If you meet the above qualifications and would like to run for a union leadership position, **please submit a letter declaring your candidacy via Certified Mail, postmarked no later than April 8, 2019.**

Address the letter to:
Secretary of the ATF
530 Jefferson St NE
Albuquerque, NM 87108



Standards Based Transition Assessment to Be Used This Spring

Within days of taking office, Gov. Michelle Lujan Grisham ordered the state's Public Education Department (PED) to terminate New Mexico's use of the Partnership for Assessment of Readiness for College and Careers standardized test, commonly known as PARCC.

"This is the first of many steps we will take to transform education in this state," Gov. Lujan Grisham said. "High-stakes tests like PARCC do our schools a disservice, and we are about empowering our school system. Including those who will be most empowered by a better assessment in the process will help us build something better from the ground up, as opposed to a test mandated from on high."

This spring, the New Mexico Standards-Based Transition Assessment of Math and ELA will be given. According to the PED website, the Spring 2019 transition assessment will still be administered in TestNav and continue to be managed through PearsonAccess^{next}. All publicly available resources (e.g., online practice sites) for prior administrations are still appropriate for use as preparation and practice for the Spring 2019 transition assessment.

Instructional Councils Should Set Priorities for Discretionary Budgets

At the end of February, the APS Budget Steering Committee sent a memo to principals regarding \$80,000 in discretionary funds that will be allocated to each school for next year. APS formed a committee that solicited feedback from principals about needs at their school site. As expected, the needs at each site were very different and ranged from assistant principals and support staff to custodial help.

As a result, APS decided to allocate the discretionary money to each school with the recommendation (not requirement) to use the money toward one FTE— a teacher, Assistant Principal, EA, custodian, etc. The \$80K is inclusive of benefits.

There are some restrictions on the type of FTE that can be hired:

- No FTE that would be split between two pay calendars. (example: 184 day/206 day)
- No Instructional Coach, as this position no longer exists.
- No Computer Technicians, as those are hired and trained by Technology.

The way in which this discretionary money is to be allocated should be decided by the Instructional Council in collaboration with (not apart from!) staff at your school site. The way in which Instructional Councils decide budgetary priorities can be found in Article 7.H.1 of your negotiated agreement, which reads: School budgets are open and public documents. It is the responsibility of the Instructional Council to work in collaboration with the staff to set priorities for discretionary funds in the school’s budget and in developing and overseeing the implementation of a budget that places resources where they will effectively support the school’s goals.

Instructional Councils may also decide to use the money for non-FTE needs, or in funding two FTE positions, such as a custodian and an EA. If you are a member of your Instructional Council, please solicit input from the constituents you represent so that the decision your Instructional Council comes to is reflective of views from the entire staff.

Can My Administrator Still Observe Me?

We received a couple of questions asking whether or not principals will still do observations for teacher evaluations. In short: yes.

Per her Executive Orders, Governor Michelle Lujan Grisham got rid of the PARCC test and the Value-Added Model (VAM) that ties student test scores to teacher evaluations. Because she scrapped the current system, attendance will also not be counted in evaluations. What remains, however, are administrative observations.

In the meantime, a new evaluation system that is not punitive in nature is making its way through the Legislature. We will update you as the status of those bills progress and may ask you to act in favor of them when the time is right. Sign up for Action Alerts at atfunion.org.

3rd Grade Retention No Longer PED Rule

During the Martinez Administration, 3rd grade retention was an ongoing battle in the Legislature. Over the years, the flunking policy did not have enough votes to pass and become a law, so the PED subverted the democratic process and placed 3rd grade retention into rule instead.

The new PED recently sent a memo to school districts letting them know that the 3rd grade retention will be repealed.

Under the Lujan Grisham Administration, we are seeing positive changes that finally allow educators to use their professional expertise when it comes to student learning.

ATF SOCIAL JUSTICE SYMPOSIUM

BRIDGING CURRICULUM & PEDAGOGY USING A CRITICAL GENDER LENS

– 2 Hour Workshop With Food & Free Classroom Resources–

**THURS. MARCH 7, 4:30PM
@ ATF OFFICE**

Calendar of Events

| DATE | EVENT | TIME |
|-------------|---|--------------|
| Thurs. 3/7 | ATF Social Justice Symposium: Bridging Curriculum and Pedagogy Using a Critical Gender Lens | 4:30p-6:30p |
| Thurs. 3/7 | CPS Portfolio Work Session | 4:30p-6:00p |
| Sat. 3/16 | End of the Legislative Session | Noon |
| Sat. 3/23 | ATF National Board Writer’s Workshop | 9:00a-11:00a |
| Sat. 3/23 | ATF National Board Component 1 Boot Camp | 1:00p-5:00p |
| Thurs. 4/11 | ATF General Membership Meeting | 4:30-6:30p |
| Tues. 4/16 | Dossier Overview | 4:30-7:00p |

Visit atfunion.org to register for classes. Classes held at the ATF Office unless otherwise noted.