



December
2021

ATF Action Agenda

Legislative Session begins January 18th! Let's Focus on the 3 Rs!

It's time for us to help get our legislators back to basics—the **3 Rs of 2022: Respect, Recruit, Retain.**

Vacancies in New Mexico's schools are at an historical high. Think about it: when it's reported that there are 1,000 vacant licensed positions across the state, that translates to over 20,000 students without qualified teachers. This is an unparalleled staffing crisis. We, as educators, must fight to save our schools.

The goal of our 3 Rs Campaign, starting today, is to ensure that the NM legislature does right by students by focusing on the basics, **the 3 Rs: Respect, Recruitment, and Retention.**

Respect: We often hear state leaders and the media referring to educators as "Superheroes." Although we have demonstrated before and during the pandemic that we will serve our students regardless of what it takes, we are not superhumans who should be asked to shoulder the impossible. We demand to be treated with humanity and dignity, and we cannot tolerate more mandated trainings and responsibilities when our backs are already breaking under our normal responsibilities and the added burden created by the massive shortages. If New Mexico wants to recruit and retain quality educators, all successful paths forward must be built on a foundation of professional respect for those who serve our students every day.

Recruit: Working in education should be an attractive career choice whether you are a new graduate or starting a second career. We can accomplish this with investment in scholarships, residency programs, and student loan forgiveness. We must expand our mentoring to support 2nd and 3rd year educators who are still learning their profession. Recruitment is tied to respect—when we are respected, more educators will join us.

Retain: We all know someone who has retired early. We have all thought (or are thinking) about getting out as soon as we can. This does not need to be the case. We love our careers, and we love working with our students. We believe in this profession and in public education. Educators need a reason to stay and keep our public education system moving forward. One way to retain us—substantial raises for all educators this year, and for years to come.

The state of New Mexico has an unprecedented amount of money this year. **We must be loud! We must be vigilant! We must be active!**

Stay tuned to your union's website: atfunion.org! Check your emails for opportunities to fight for positive changes across the state of New Mexico and in APS. **Save the date** for our 3 Rs statewide action in Santa Fe on January 23rd (more info on this later).



HAPPY WINTER BREAK!



Tell Your Legislators, "Fund the SEG!"

New Mexico is unique in the way we fund schools. In most parts of the country, the schools are funded by local taxes such as property tax. That can create a significant difference in school districts that are relatively close to each other. Inner-city schools in places like Detroit often have less funding than suburban schools. While the schools in the suburbs are enjoying luxuries such as clean campuses, safe buildings, roofs that do not leak, and low teacher turnover, the inner-city schools must deal with crumbling buildings, old textbooks, and a revolving door of educators. The pay for educators can also significantly vary, making it even harder to staff schools in lower socioeconomic areas. New Mexico funds schools differently.

In NM, the State Legislature is responsible for funding the operation of our school districts and we use a funding formula to equalize funding around the state. This is called the State Equalization Guarantee (SEG) and it's a great idea. The state funds the education of students in small towns like Roy equally to more affluent areas like Santa Fe. The problem is that the SEG (and your school) have been underfunded year after year.

It is imperative that we all stay focused and active during the upcoming 30-day Legislative Session, January 18-February 17th. This session is pivotal for public education.

There must be bold investments in competitive salaries now and in the future along with more funding for SEG sufficiency and flexibility to address local needs.

LETRS Training By The NUMBRS (LOL)

It pays to have a union and a contract... literally!

Your union recently negotiated 19.5 hours per unit to be paid at your hourly rate for the mandated LETRS training. Here's an estimate of what this will mean to you (Psst... 156 hours= 8 units x 19.5 hours/unit):

Level 1

156 hours to compete all 8 units
X \$34.28 base hourly rate
\$5,347.68 in total LETRS compensation

Level 2

156 hours to compete all 8 units
X \$41.80 base hourly rate
\$6,520.80 in total LETRS compensation

Level 3

156 hours to compete all 8 units
X \$50.16 base hourly rate
\$7,824.96 in total LETRS compensation

Join your Union Today!!

ATF is your Professional, Progressive Union.
Together we fight for the world-class education our students need and deserve.

Stand in solidarity with your colleagues and friends.

Ask your Fed Rep to sign you up or
JOIN at: <https://atfunion.org/join/>

Special Ed Corrective Action Plan Trainings

Your union worked with the district to provide options for how the 2 hours of mandatory PD based on the PED's Special Education Correction Action Plan (CAP) can be completed. The 2 hours can be scheduled by each site's IC. Here are the 3 choices:

1. Jan. 3, 2022, when the sites have 2/3 of day for site-based PD and 1/3 of day for teacher preparation.
2. Or during the principal's time, the 2 for 20 (recorded with FAQ)
3. Or by the IC deciding to use 2 hours of the discretionary 13 hours

The training must be completed by Feb 3.

ATF Bargained Paid Parental Leave

This benefit was won by your union after years of advocacy at the bargaining table. It affords all ATF-represented employees the ability to take a partially paid leave to bond with a newly born/adopted child. The leave pays 40% of regular wages for up to 30 workdays.

Employees may also choose to supplement the 40% pay with their own accrued sick and personal time, to be paid at 100% of regular wages through those 30 workdays OR to choose not to supplement the 40% additional pay and simply extend your paid time off by the number of accrued days you have available and choose to use.

[Go to the Extended Leaves page at **aps.edu**](#) to access the forms you will need and the directions to use this benefit. ALL required forms and paperwork must be submitted together to your assigned Leaves Specialist. Failure to submit required paperwork will result in a denial of this paid benefit.

Albuquerque Teacher Residency Partnership (ATRP)

Do you know someone who'd like to become a general education teacher? ATRP is recruiting candidates who already have a bachelor's degree and are ready to start a second career in education. The best way to become a great teacher is to have great preparation.

Participants get their coursework paid at UNM, receive a stipend, and more. [Read the full ATF flyer at **atfunion.org**](#).

ECHO for Social Emotional Learning

Project ECHO is a UNM-sponsored virtual community of practice for K-12 teachers, schools, and districts seeking to incorporate social-emotional learning in the classroom.

Participants:

- Learn frameworks and strategies for effective SEL
- Access expert presentations and collaborative learning
- Pay nothing

ECHO meets the 1st and 3rd Tuesday 3:30 - 4:30 MT

Register at bit.ly/SELECHO.

Contact: SELECHO@salud.unm.edu

Dial-a-Teacher

Students and parents can call
(505)344-3571
Monday-Thursday 5:30-8:00pm
for homework help.



Ready, SETT, Go!

Do you know someone who'd like to become a special education teacher? The Special Education Teacher Training program (SETT) is recruiting candidates who already have a bachelor's degree and are ready to start a second career in education. The best way to become a great teacher is to have great preparation. Participants receive the training they need and they get paid.

Participants get their coursework paid at CNM, receive a stipend, & more. For Information & Application go to: www.cnm.edu/SETT.

Recruiting Lead Teachers For SETT

Apply to become a Lead Teacher in this program designed to recruit, support, and retain high-quality special education teachers for the 2022-23 school year.

The SETT program (Special Education Teacher Training) is a partnership between APS, CNM and ATF and includes:

- Co-teach with a Teacher Candidate for one semester in your classroom
- Attend monthly cohort meetings during the duty day
- Complete monthly contact logs
- Serve as a demonstration classroom for Teacher Candidates to observe
- Provide weekly support for your Teacher Candidate during the second semester in their new classroom
- Receive a \$3,000 differential

If interested, email SETTpathway@gmail.com for more details and directions for the Application Process. Deadline to apply is February 28, 2022.

Contact Mary Mercier at mercier@aps.edu for more information.

Calendar of Events

DATE	EVENT	TIME
12/4/21	National Board Renewal Class	1-4pm
12/7/21	Fed Rep Council	4:15-6:30pm
12/11/21	Dossier Writing Workshop	1-3pm
12/14/21	Unified COPE Committee	4:30-5:30pm
12/20/21-12/31/22	Winter Break	No classes!
1/3/22	Professional Development Day	All Day
1/4/22	Fed Rep Council	4:15-6:30pm